

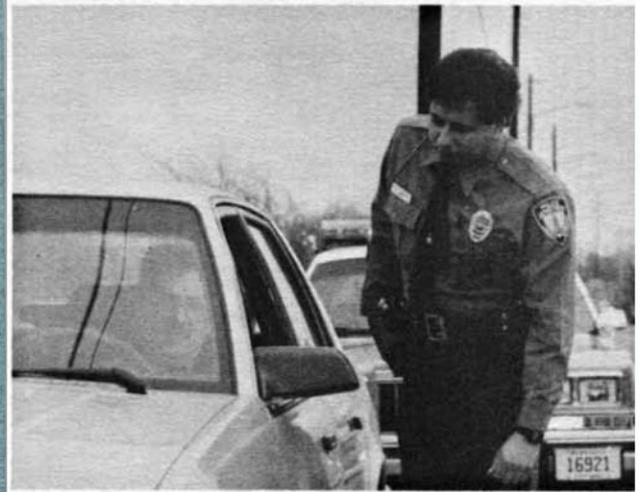


LINCOLN POLICE DEPARTMENT

1989 ANNUAL REPORT



*A Nationally Accredited
Law Enforcement Agency*



Officer Jerome Thraen provides Drug Abuse Resistance Education (D.A.R.E.) classroom information to 5th graders. DARE provides a strict curriculum base to provide drug abuse information to children of the community.



Officers of the department through the daily activity contact citizens, we strive to make each contact safe, informative and beneficial to all. Officers performing street level function are the base upon which all other department actions are built.



Officers of the department are encouraged to make frequent contact with business and citizens working on their beat area. Through this contact improved communication and cooperation is created, making problem identification and resolution easier.



LINCOLN POLICE DEPARTMENT 1989 ANNUAL REPORT



LINCOLN, NEBRASKA

Population	192,400
Government	Mayor-Council
Land Area	66.20 Square Miles
City Budget	\$57,550,006
Parks	5,500 Acres
Roadways	805.6 Miles
Registered Vehicles (County)	182,891

LAW ENFORCEMENT CODE OF ETHICS

As a Law Enforcement Officer, my fundamental duty is to serve mankind; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation, and the peaceful against violence or disorder; and to respect the constitutional rights of all men to liberty, equality and justice.

I will keep my private life unsullied as an example to all; maintain courageous calm in the face of danger, scorn, or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought and deed in both my personal and official life, I will be exemplary in obeying the laws of the land and the regulations of my department. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty.

I will never act officiously or permit personal feelings, prejudices, animosities or friendships to influence my decisions. With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice or ill will, never employing unnecessary force or violence and never accepting gratuities.

I recognize the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of the police service. I will constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession...

law enforcement.

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Officers of the department contact persons living on their beat in many ways other than a request for service. Interaction between youth and police officers is one very important benefit of frequent contact.

Basic to the investigation of any incident reported to the police is the accurate and timely recording of specific case details. Successful investigation and/or prosecution begins with a well documented incident.



Crime prevention and community education is the responsibility of all officers on the department. Through frequent contacts with schools and businesses, officers stay aware of specialized problems and are able to help solve problems.

DEDICATION

Since the inception of our society, individuals or groups have been called upon to provide service or perform a specialized function on behalf of society. As society changes and evolves, so too do the standards of conduct which society recognizes as appropriate. In order to deal with conduct which falls outside of these standards, society created a criminal justice system. The occupation of police officer is part of that system, endowed with both authority and power to effectively enforce society's laws.

Police officers are not super-persons but are the same as the mainstream of individuals which compose the society they are to protect. They are husbands, wives, fathers, mothers, sons and daughters, with personal concerns, beliefs and feelings. Police officers differ from the remainder of society by their selection of an occupation of service and interest in creating a better society through protection and service. For some police officers, each year their chosen occupation requires of them the greatest demonstration of loyalty and dedication to their beliefs and oath; the giving of their lives. For those individuals, no tribute could be too high.

Primary to any department's effectiveness is the quality of those officers working the streets of the city on a daily basis. The efforts required of an individual to become a police officer in today's society differ greatly from those of just a few short years ago. Officers of today's police department must be part negotiator, law historian, counselor, chemist, accountant and problem solver, in addition to the normal skills of physical and mental agility. Police officers with college or post-graduate degrees are today the norm rather than the exception. The continued pursuit of education, knowledge and experience in their chosen fields clearly enhances the professionalism and proficiency of today's police officer.

Increased crime and complexity of criminal activity places additional demands on departments and police officers around the country. The response of a department and its officers must be sure and based on sound reasoning, good judgment and accepted social standards. In this avenue, officers must be continually training and exploring new and innovative ways of performing the street level function.

Recognizing the excellence and professionalism of the Officers of the Lincoln Police Department, and in particular those officers who selflessly respond daily to citizens' calls for service, accept and understand the risk of personal harm and level of responsibility assumed through their actions, the Lincoln Police Department 1989 Annual Report is dedicated to the "STREET OFFICER" who, through dedication and perseverance, protects the quality of life for all citizens of Lincoln.

VALUE & MISSION STATEMENT OF THE LINCOLN POLICE DEPARTMENT

The Lincoln Police Department exists for the purpose of protecting and serving the people of Lincoln. Vital to this purpose are the values which reflect what the department believes in as an organization. These beliefs are reflected in the department's recruiting and selection practices, policies and procedures, training and development, and ultimately, in the actions of its officers in delivering services.

Values reflect what the department considers important and determine the way officers view not only their role, but also the people they serve. Moreover, our values serve as a linkage between the ongoing operations of the department and the community's ability not only to participate, but also understand the reason for police department strategies.

Our operational philosophy is based on the following values which we believe are conducive to good policing:

- **The Lincoln Police Department Places Its Highest Value on Human Life.**
Above all, we believe that human life is our most precious resource. Therefore, the department, in all aspects of its operation, will place its highest priority on protection of life. This belief is manifested in two ways. First, the allocation of resources and the response for demands for service must give top priority to those situations which threaten life. Second, even though society authorizes the police to use deadly force, the use of such force must be thoroughly justified and employed only as a last resort.
- **The Lincoln Police Department Must Preserve and Advance the Principles of Democracy.**
It is a privilege to be a police officer in a democratic society. However, this privilege brings with it grave responsibilities. We must not only protect life and property and maintain order, but do so in a manner consistent with our democratic form of government. It is incumbent upon each officer to enforce the law and deliver other

police services in a manner that not only preserves, but also extends precious American values. We must not only respect but also protect the rights guaranteed to each citizen by the Constitution and our laws.

- **The Lincoln Police Department Believes that the Prevention of Crime is our Highest Operational Priority.**

Logic makes it clear that it's better to prevent a crime than put the resources of the department into motion after a crime has been committed. This operational response is intended to improve the quality of life for citizens and reduce the fear that is rated by both the reality and perception of crime.

- **The Lincoln Police Department Believes that the Effective Delivery of Police Service is Dependent upon Community Involvement.**

We cannot be successful without the support and involvement of the people we serve. Crime is not solely a police problem; it's a community problem. All citizens have an obligation to participate in the maintenance of order, while delegating to the police their collective authority to enforce the law. Moreover, we believe that a collaborative police and community effort is needed not only to identify community problems, but also in determining the most appropriate strategies for solving them.

- **The Lincoln Police Department Believes that It Must be Accountable to the People It Serves.**

The police department is not an entity in itself. Rather, it is a part of government empowered by, and existing only for the purpose of serving the public to which it must be accountable. A primary consideration of our policy development is to build in accountability. The importance of accountability is emphasized, for example, by the Commission on Accreditation for Law Enforcement Agencies whose standards require written directives as proof of compli-

ance. We voluntarily chose to comply with those 944 standards and subsequently became the first law enforcement agency accredited in the State of Nebraska.

Accountability also means being open and requires responsiveness to the problems and needs of citizens. In addition, accountability requires the management of police resources in the most efficient and cost effective manner.

- **The Lincoln Police Department is Committed to Professionalism in All Aspects of Its Operation.**

The role of a professional organization is serving its clients; our role is serving the citizens of Lincoln. A professional organization also adheres to a code of conduct; we have adopted, and are guided by, the Law Enforcement Code of Ethics.

The manner in which the police department conducts business--operationally as well as administratively--must be consistent with professionally accepted practices and ideals. For this reason that we responsibly sought, and earned, accreditation by the Commission on Accreditation for Law Enforcement Agencies, Inc. The public demands, and is entitled to, a professional department. That at times we may fall short of our best expectations of ourselves is no reason to settle for less.

- **The Lincoln Police Department Strives to Maintain the Highest Standards of Integrity.**

Our community invests in us the highest level of trust. We must always be mindful to NEVER violate the public trust. Each member of the department must recognize that he or she is held to a higher standard than the private citizen. We must also recognize that in addition to representing the department, we also represent government and the law enforcement profession. Our conduct, both on and off duty, must be beyond reproach.

- **Last, but not least, the Lincoln Police Department Values Its Members, the Intelligent, Caring Men and Women Who Comprise the Department.**

The quality of any organization is determined by the quality of its members. As we head into the 21st century, our challenge will be to respond to

problems created by rapid social and technological change, while at the same time providing the stability that holds a society together during such periods of uncertainty. Our personnel, present and future, must continue to demonstrate the leadership, dedication, compassion, and uncompromising quest for excellence that has always characterized the department and that is so crucial to our mission. Our recruitment, selection, and ongoing professional training must and will remain focused on developing a thinking police employee who analyzes situations and responds in the appropriate manner consistent with our value system.

Based on these values, we affirm that the mission of the Lincoln Police Department is...

"To resolve community issues and problems through the fair and equitable exercise of constitutional authority, enforcement of laws, and resolution of conflict, tempered by the use of judgment, discretion and community standards."

To fulfill our mission, we need goals to guide our efforts, but we also need the active support of our City officials as well as the support of the citizenry in order to provide the quality services our values, mission and goals commit us to. In order to transform our mission into services, we have set the following goals:

1. **To maintain a competent staff to ensure the delivery of quality service to the community.**

This goal requires that we develop and maintain programs which recruit, hire, train, develop, evaluate, and promote our personnel in a manner consistent with our values.

2. **To obtain resources necessary to achieve our mission from broad and diverse sources.**

This goal requires that we plan for the future, with emphasis on cost effective programs and management practices.

3. To maintain mutually beneficial relationships with selected entities which promote openness and a spirit of cooperation.

This goal requires us to look beyond ourselves to other governmental as well as private organizations for purposes of establishing collaborative, community problem solving partnerships.

4. To maintain a high level of support and trust from the community we serve.

This goal requires that we involve ourselves in the community. Through community involvement, we not only monitor public expectations of the police, but play a key role in developing positive public perceptions of the department. This police-community interface promotes mutual understanding which, in turn, fosters trust. This goal also requires us to maintain and continually review accountability systems such as policy, procedure, audit, review, and sanction which ensure that the department is fair, honest, open and responsive to the needs of the individual citizen and which build citizens' trust in our programs and personnel.

5. To provide the citizens of Lincoln the opportunity to safely travel public roadways.

This goal requires us to promote roadway safety through traffic enforcement, education and engineering.

6. To provide an environment in which the community feels secure from crime.

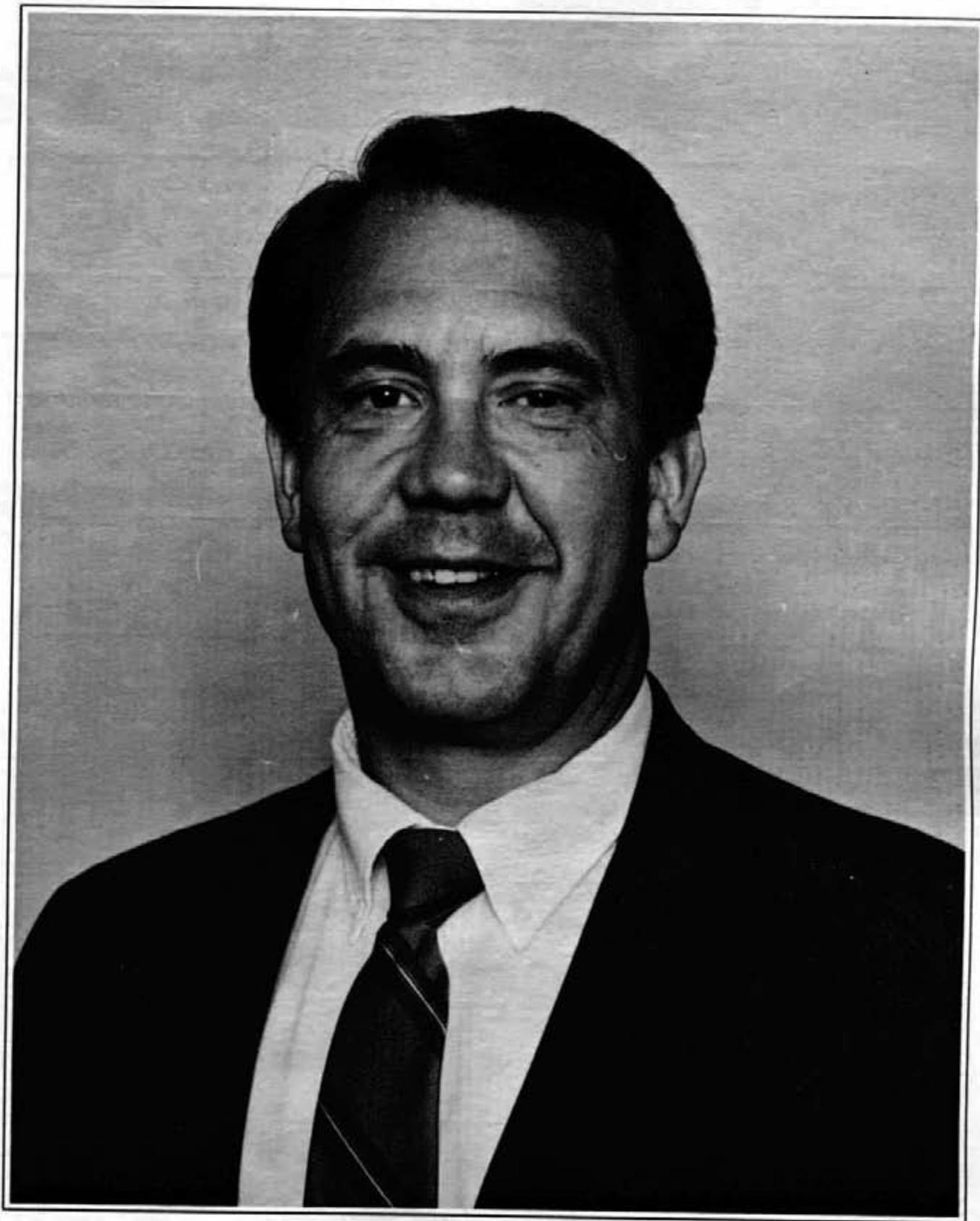
This goal requires that we not only enforce the criminal law, but that we look beyond our traditional role and initiate steps and appropriate responses in order to suppress crime and/or prevent it from occurring.

7. To maintain social order consistent with community standards and statutory requirements.

This goal requires that the department response in the delivery of police service relative to the maintenance of social order be based on community needs, safety and concerns, consistent with statutory requirements.



Bill Harris, Mayor

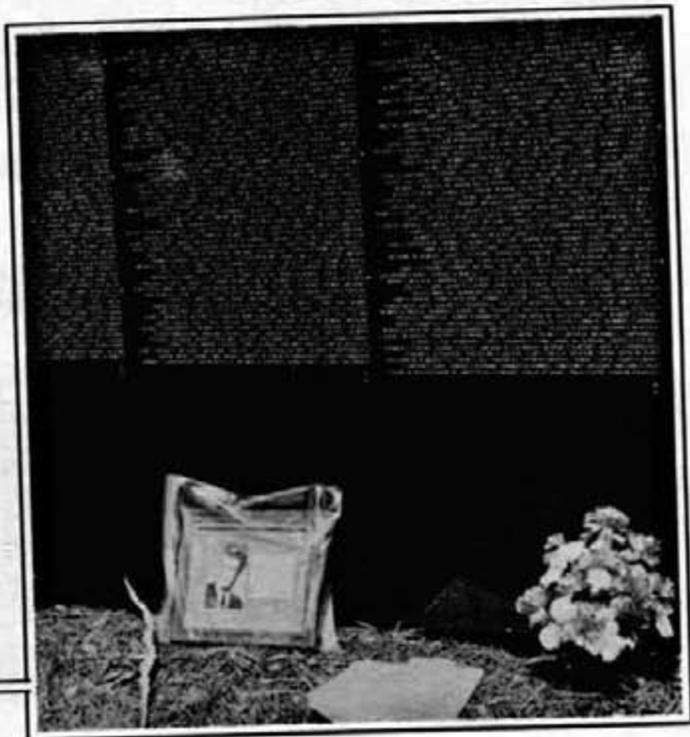


Allen L. Curtis, Chief of Police



The recent visit to Lincoln by President George Bush was a very special event for Lincoln. Chief Curtis met the President, and the department provided additional security needed for his visit.

The Viet Nam Wall Memorial visited Lincoln, and is an example of the many special events requiring department involvement held within the city.





Department of Police

233 South 10th Street
Lincoln, Nebraska 68508-2293

Police Emergency 911
Non-Emergency 402-471-7245

Mayor and Members of the City Council:

It is with great pride and pleasure I present to you our 1989 Annual Report. It is our intention to provide you with a review of the various components making up the Police Department. Through this report you will have a clear understanding of our efforts to effectively address community concerns. It is our intention to use the resources you provide to address the problems and concerns of our community.

The Mission of the Lincoln Police Department is "To resolve community issues and problems through the fair and equitable exercise of constitutional authority, enforcement of laws, and resolution of conflict tempered by the use of judgement, discretion and community standards." Our commitment to our mission is clearly demonstrated throughout this report.

The annual also serves as a historical document from which our Department may observe a variety of phenomena, including but not limited to: Personnel Strength and Distribution, Police Calls for Service, the Crime Trends, Traffic Trends, Costs for Police Services, and Departmental Efficiency and Effectiveness.

Please note the results of our 1989 Efficiency/Effectiveness Survey of 24 city police Departments. Based on the comparisons, we are sure you will agree our department continues to maintain a tradition of professional police service to the citizens of our community.

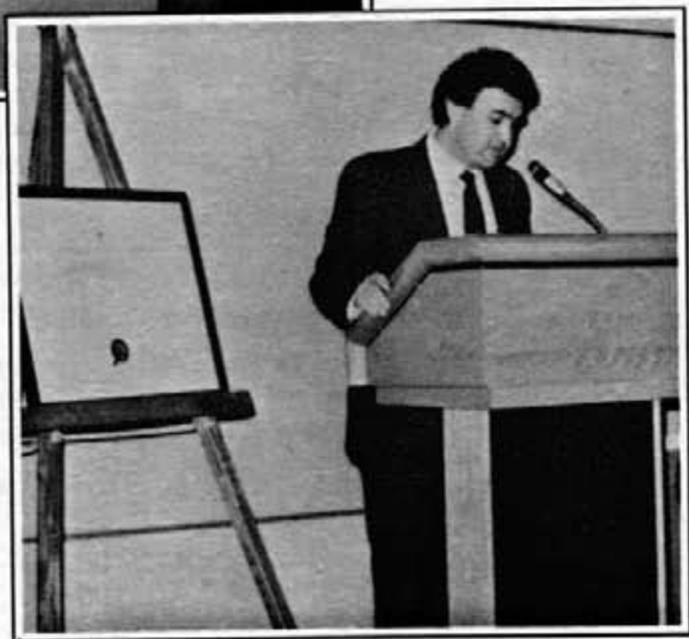
This past year we spent more time making street level and user arrests in an effort to have our enforcement very visible to the community. We believe this strategy promotes confidence in the community that we are working hard on the drug problem and discourages the gang related activity experienced by many communities. The Department was very aggressive in its enforcement activity but continued to work with the Community to solicit their ideas as well as their understanding of the need for aggressive enforcement. This resulted in 9.8 % more felony arrests and 28.6 % more misdemeanor arrests this last year.

During the course of the year, our department became one of the first one hundred to become an accredited law enforcement agency in the United States.

We feel this document truly illustrates the responsibilities and accomplishments of the department's men and women who carry out their vital roles in serving the citizens of the community. We appreciate the guidance and support we have received throughout 1989 and are looking forward to a long productive and cooperative relationship.

A handwritten signature in black ink, appearing to read "Allen L. Curtis".

ALLEN L. CURTIS, CHIEF OF POLICE



ACCREDITATION

The history of the Lincoln Police Department clearly demonstrates the commitment of its members to provide professional, responsive and effective law enforcement services to the citizens of Lincoln. In keeping with this tradition, the department began a process in 1987 to achieve national accreditation from the Commission on Accreditation for Law Enforcement Agencies, Inc.

This year the Lincoln Police Department became the first Nebraska, and 102nd National Law Enforcement Agency to receive accreditation.

During the two year process, procedures of management, administration and operational practices were evaluated against the nationally accepted standards of the Commission on Accreditation for Law Enforcement Agencies Inc. Accreditation required following a five step process: 1) application to the commission; 2) completing and filing an "agency profile questionnaire"; 3) the self-assessment process; 4) an on-site assessment by a team of commission assessors who prepare and submit a comprehensive report of their findings; and 5) agency appear-

ance before the Commission, which either awards or defers accreditation.

Through the accreditation process, the Lincoln Police Department was checked against and complied with 944 nationally recognized law enforcement standards. These comprehensive standards are designed to reflect the best professional practices used in law enforcement today, and provides the law enforcement community with a process paralleling those followed by other professions (law, medicine, education). The accreditation process is designed to enhance and ensure professional conduct through the achievement of internal excellence.

Receiving this accredited status further demonstrates the department's commitment of ensuring professional effective service, while reaffirming our devotion to our mission and values, operational integrity and public trust. Further demonstrated is the zeal with which the department will pursue internal excellence for the benefit of the people we serve.



1989 EFFICIENCY/EFFECTIVENESS SURVEY

During 1989, the Lincoln Police Department Planning Unit conducted a survey of 24 police departments in cities throughout the United States. The cities involved were of comparable size to Lincoln. The purpose of the survey was to determine the operational efficiency of the Lincoln Police Department when compared to other police departments of similar size.

Five categories of specific data were collected from each of the surveyed departments. The categories pertained to: city population, current police budget, total calls for police service during 1989, total Part I crimes during 1989, and the current total number of authorized commissioned officers.

Information from the above five categories was then used as the basis for extracting further information aimed at providing measures of efficiency. Such efficiency measurements pertained to: cost per capita, cost per call for police service, the number of Part I crimes worked per officer, and the number of officers per 1,000 population.

The efficiency of each category was then numerically ranked with number one assigned to the lowest cost figure and the highest productivity figure.

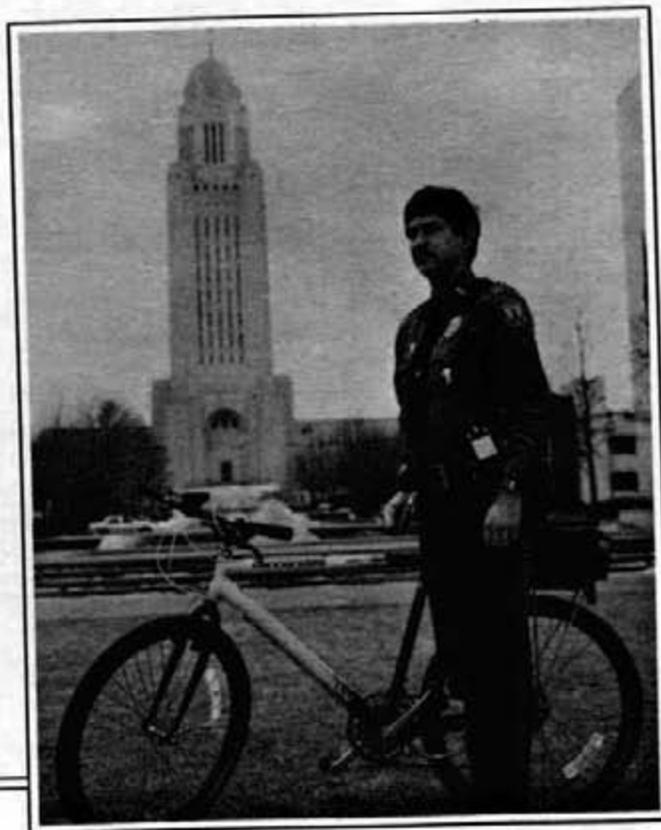
The four numerical rankings were then combined to arrive at the overall efficiency ranking for each police department. As indicated on the following chart, the Lincoln Police Department is ranked number one in the overall efficiency ranking. Based on four widely accepted efficiency measurements; that is, cost per capita, cost/unit of service, unit of work/employee, officer/1,000 population, Lincoln is

The department received five mountain bikes through a promotion in cooperation with KFOR Radio and Bike Pedalers. These bikes are used to enhance patrol in the downtown and neighborhood areas of the city.

as efficient as any other city, and in fact, more efficient than the other cities listed in its population class.

It is a logical argument to assert that organizational efficiency is more valid when viewed in light of how "effective" the organization is. A valid measure of the Lincoln Police Department's effectiveness can be determined by showing the department's clearance rate for Part I crimes. During the year 1989, the Lincoln Police Department had a clearance rate of 26.6% on Part I crimes. This is substantially higher than the national average. A recent publication of "Uniform Crime Reports" published by the FBI, shows the overall national clearance rate for Part I crimes was 21.0% and a 21.3% clearance rate in cities within Lincoln's population group.

When the concepts of "efficiency" and "effectiveness" are combined, it can be determined that not only is the Lincoln Police Department performing more service to its citizens for less cost (as illustrated in the survey), but is also providing a "quality" of service which is very high.



Efficiency/Effectiveness Survey

City	Population	Current Police Budget	Cost per Capita	Rank #1 is lowest Cost/ Capita	Total CSF	Cost per CFS	Rank #1 is lowest Cost/CFS	Total Part I Crimes	% of CFS Part I	Total # of Officers	Part I per Officer	Rank #1 is Highest Part I	Officers per 1000 Pop.	Rank #1 is least # of Officers	Rank Overall
LINCOLN, NEBRASKA	192,600	11,015,299	57.19	2	122,568	89.87	1	13,252	10.81	234	56.6	15	1.21	2	1
Gary, Indiana	150,000	7,000,000	46.66	1	74,774	93.61	2	10,240	13.6	211	48.5	20	1.40	4	2
Arlington, Texas	256,918	21,888,000	85.19	5	147,728	148.16	13	22,376	15.1	379	59.0	5	1.43	5	3
Fort Wayne, Indiana	175,000	12,500,000	71.42	3	105,000	119.05	8	21,426	20.4	315	69.1	6	1.82	12	4
Little Rock, Arkansas	194,900	17,224,825	88.37	6	137,000	125.72	10	24,985	18.2	363	68.7	2	1.86	14	5
Des Moines, Iowa	192,210	20,000,000	104.05	9	192,287	104.01	3	19,980	10.4	348	57.4	10	1.81	11	6
Columbus, Georgia	192,000	15,687,240	81.70	4	142,144	110.36	5	12,186	8.6	376	32.4	17	1.95	17	7
Knoxville, Tennessee	175,000	17,216,212	98.37	8	139,183	123.7	9	13,421	9.6	294	45.6	16	1.68	9	8
Baton Rouge, LA	241,351	22,300,000	92.38	7	164,069	135.91	12	32,139	19.5	638	60.3	1	2.64	22	9
Kansas City, Kansas	162,070	19,000,000	117.23	14	172,000	110.46	6	20,326	11.8	320	63.5	8	1.90	15	10
Grand Rapids, Michigan	187,000	19,895,470	106.39	11	119,536	166.44	14	15,761	13.2	290	56.3	12	1.49	7	11
Mesa, Arizona	294,000	34,423,589	117.08	13	152,385	225.90	20	19,222	12.6	388	49.4	9	1.32	3	12
Aurora, Colorado	232,500	30,435,740	130.90	18	158,837	191.61	16	17,375	10.9	390	44.8	11	1.67	8	13
Greensboro, N.C.	195,495	23,922,500	122.17	16	209,775	114.03	7	14,803	7.1	420	34.7	13	2.18	19	14
Madison, Wisconsin	180,636	21,351,790	118.20	15	102,813	207.67	18	13,194	12.7	307	48.5	14	1.70	10	15
Flint, Michigan	147,000	21,225,000	144.39	20	116,976	161.45	15	21,503	18.4	285	75.4	7	1.94	16	16
Warren, Michigan	160,000	17,000,000	106.25	10	60,875	279.26	23	9,578	15.7	236	40.6	23	1.47	6	17
Tacoma, Washington	162,100	25,955,000	159.99	22	155,016	225.49	19	23,368	20.1	335	69.8	3	2.06	18	18
Worcester, Mass.	163,000	17,382,240	106.66	12	130,800	132.92	11	12,289	9.3	394	31.1	18	2.40	21	19
Huntington Beach, CA	187,900	25,372,105	135.03	19	93,458	271.48	22	9,772	10.6	215	45.5	22	1.14	1	20
Syracuse, NY	153,610	19,034,150	123.91	17	182,476	104.31	4	11,787	6.5	451	26.1	19	2.93	24	21
Fort Lauderdale, Florida	155,000	41,168,820	265.60	24	200,293	205.54	17	23,557	12.0	510	46.2	4	3.29	20	22
Arlington, Virginia	163,200	24,056,145	147.40	21	102,389	234.95	21	9,336	9.1	313	29.8	24	1.85	13	23
Yonkers, NY	195,481	31,914,560	163.26	23	108,471	294.22	24	9,919	9.1	535	18.5	21	2.73	23	24
AVERAGE	181,748	21,539,528	116.24		137,118	166.51		16,739	12.7	352	49.2		1.91		

1989 PUBLIC PERCEPTION SURVEY

Over the last year, the Lincoln Police Department has worked with Dr. Julie Horny of the Department of Criminal Justice, University of Nebraska-Omaha to develop and administer a survey instrument designed to retrieve the following information:

- Overall Agency Performance
- Overall Competence of Agency Employees
- Officer Attitude and Behavior Toward Citizens
- Concerns about Savety and Security within the Agency's Service Area
- Concerns about Safety and Security within the Beat where the Respondent Lives.
- Recommendations and Suggestions for Improvement
- Citizen Input on Staffing and Service Levels.

The survey instrument was designed to ask a number of questions about the department ranging from opinions about overall performance, to fear of crime in individual neighborhoods. This was a random sample and was conducted by telephone.

The survey results are not complete but we have a considerable amount of information which is interesting and important. It can assist in the development of priorities and programs for the future. We must determine if the community wants to fund the department at a level allowing us to continue to provide services at past levels while increasing programs such as drug education, or whether the desire is to accept cuts in services to avoid additional funding.

What we find is the following :

- There is a high level of satisfaction with the department. When asked how they would rate

the overall performance of the department, 78.2 % say it is 'good' to 'excellent.' Among those who actually had contact with the department, 88.3 % were either 'somewhat' or 'very' satisfied with the contact.

- 74.7 % of the people are 'probably' to 'definitely' willing to pay more to maintain the current level of service.
- 79.5 % of the people are 'probably' to 'definitely' willing to pay more to increase department involvement in drug education and crime prevention.
- 91.1 % in daytime and 78.2 % at night feel 'very safe' to 'somewhat safe' in their own neighborhoods.

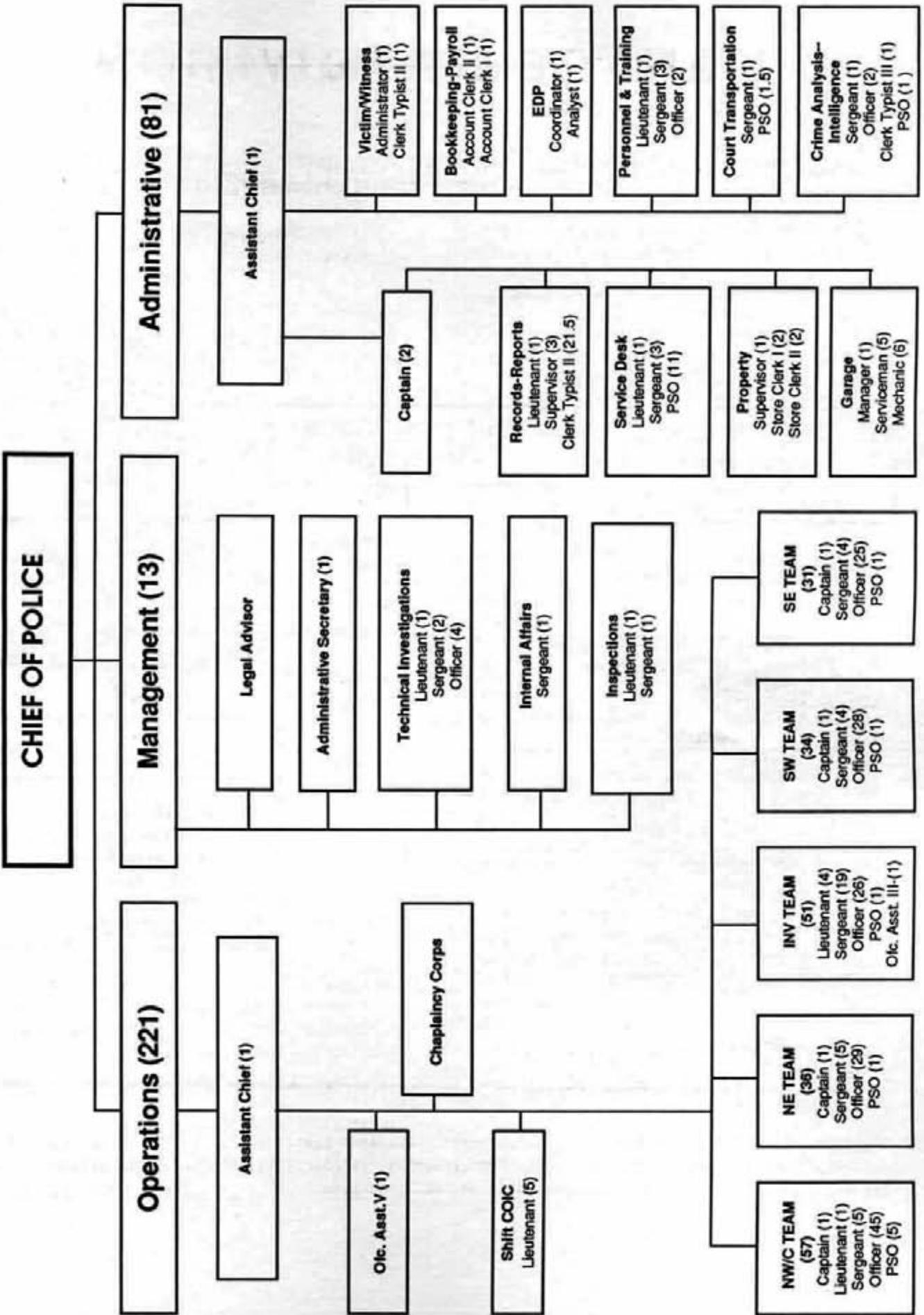
On the negative side :

- 56.8 % indicate the department needs 'some' to 'a lot' of improvement in promptness of response to calls.
- 59.8 % of all respondents indicate the department should improve its public exposure 'some' to 'a lot.'

These negative perceptions may reflect a manpower situation within the department which is stretched to the limit. Service can only be provided with resources available. Hopefully future budgetary decisions may help to alleviate these perceptions.

We feel the results of the survey are a direct result of being responsive to the community. The survey confirmed our belief that the closer we work with the public, the more we are appreciated. We at the Lincoln Police Department take pride in the community support we enjoy. By maintaining our integrity, we are trusted by those we serve.

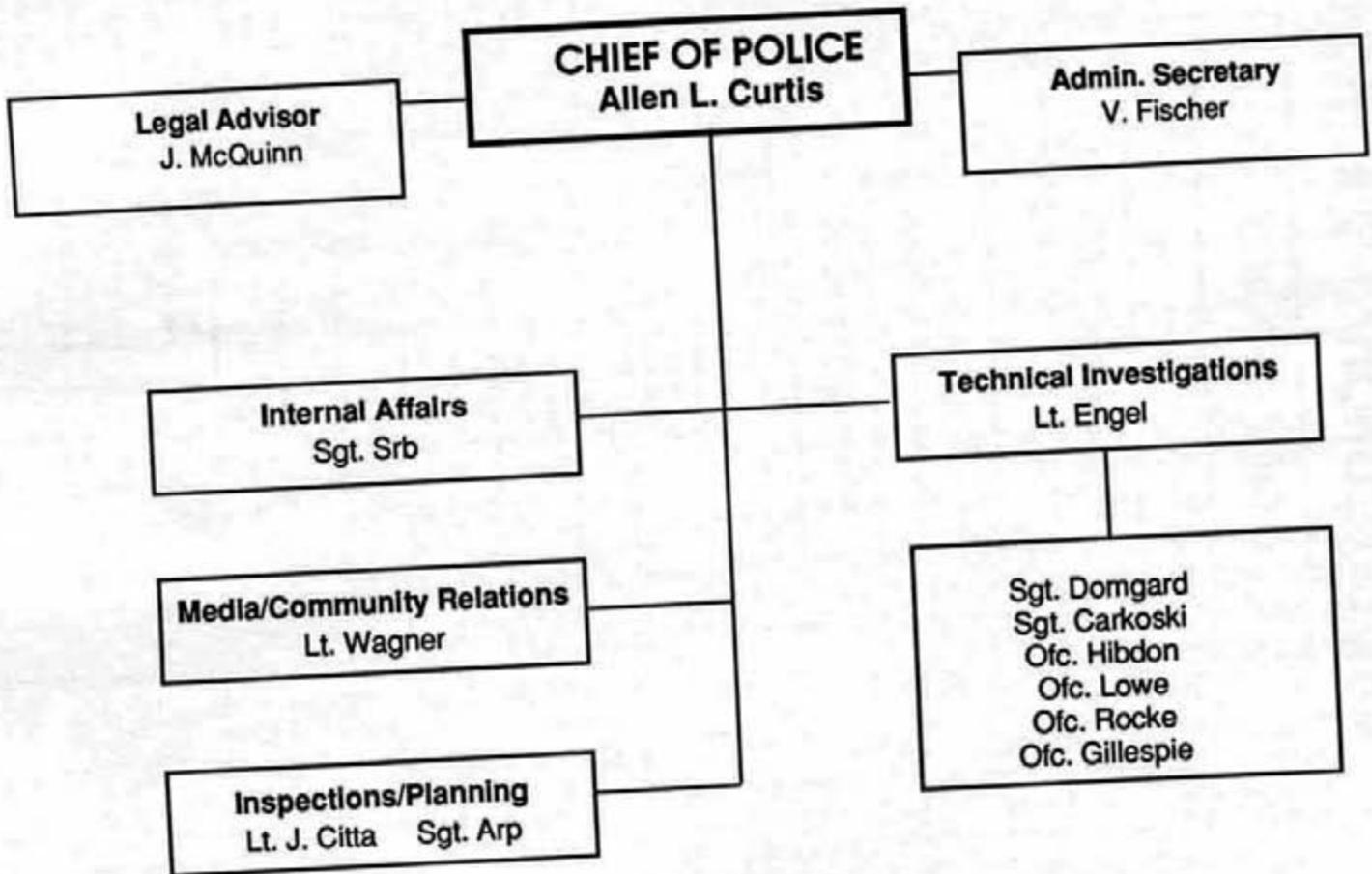
Organizational Structure



MANAGEMENT DIVISION

Authorized Personnel

Commissioned		Non-Commissioned	
CHIEF	1	ADM. SECRETARY	1
LT.	2	LEGAL ADVISOR	1
SGT.	4		
OFC.	4		



The department's current organizational structure is comprised of three divisions: the Management Division, the Operations Division and the Administrative Support Division.

The Management Division is comprised of those units which are necessary for the effective direction and control of the police department by the Chief of Police. This division is headed by Chief Allen L. Curtis and consists of the Internal Affairs Unit, the Inspections Unit, the Technical Investigations Unit and the office of the Legal Advisor.

MANAGEMENT DIVISION

Internal Affairs Unit

The Department Internal Affairs officer is Sergeant Douglas Srb. The functional responsibility of the unit is to police the conduct of individual police officers in their dealings with the public.



Sgt. Srb

Complaints of police misconduct are routed to this unit where they are thoroughly investigated. Complaints are accepted from any source inside, as well as outside the department which apply to the department, any of its members, or any general

orders of the police department.

All findings and recommendations made during the course of an investigation are recorded and forwarded to the Chief of Police for final disposition.

Some specific duties and responsibilities of the Internal Affairs Unit are:

1. At the scene inspection and investigation of firearms discharges at the direction of the Chief of Police
2. Providing close coordination with the City Attorney and initiating investigations of civil claims and suits against the department and its personnel, when directed by the Chief of Police.
3. The maintenance of records of investigations.
4. Appearing before legislative and judicial bodies in those matters pertaining to the department's disciplinary policies and procedures at the direction of the Chief of Police

Inspections/Planning Unit

This unit is staffed by Lieutenant Joy Citta and Sergeant Donald Arp. Inspections are a staff function at the management level for controlling means, methods and practices, identifying deviations and abuses and suggesting corrective action.

Included are investigations of improper administrative, as well as operational, practices and deviations from general orders which do not originate as a citizen complaint or improper conduct. The Inspection Unit's efforts are only to improve efficiency and compliance.

The Inspection Unit supplements, but does not replace, ordinary process of control through management and supervision practices at each level of the organization. The unit is an additional mechanism for the control of practices which is outside and independent from the chain of command and able, therefore, to audit practices at any point or level in the organization.

Planning performs most of the program development, statistical support, and evaluation conducted at the department level. Sgt. Arp also coordinates and prepares all departmental requests for federal grant-in-aid, assists in the department budget preparation, and represents the department on multi-jurisdictional projects.



Lt. Citta

MANAGEMENT DIVISION

Legal Advisor

In view of the legal ramifications brought about by new legislation and many court rulings which impact law enforcement decisions, the use of a legal advisor as a resource person is recognized by the department as being both valid and necessary.



John McQuinn

legislation and court rulings and handling questions of legality concerning police activity.

John McQuinn, a staff member of the City Attorney's Office, serves as the police department's Legal Advisor. His office is located at police headquarters where he functions directly with the department in such matters as processing warrants, providing updated information on new

who is assigned officers as investigators.

Duties include, but are not limited to: investigations of violations relating to banking statutes; embezzlement and frauds of \$2000 or more; gambling schemes; organized crime; non-profit lotteries (pickle cards/bingo); perjury; political bribery/corruption; computer crimes; extortion; liquor and vice; designated internal investigations; prostitution; and any other investigations assigned by the Chief of Police.



Lt. Engel

Media/Community Relations

To ensure timely dissemination and release of information to the media and community, the office of Media/Community Relations was created. As Media/Community Relations Officer, Lt. A.L. Wagner is responsible for daily briefing of various news media, on-scene media liaison at major incidents, coordination of news releases pertaining to department activity/programs, or incident related information, and enhancing the general public's image of the department.

Lt. Wagner also is the coordinator of the Crime Stopper program for the department.



Lt. A.L. Wagner

Technical Investigations Unit

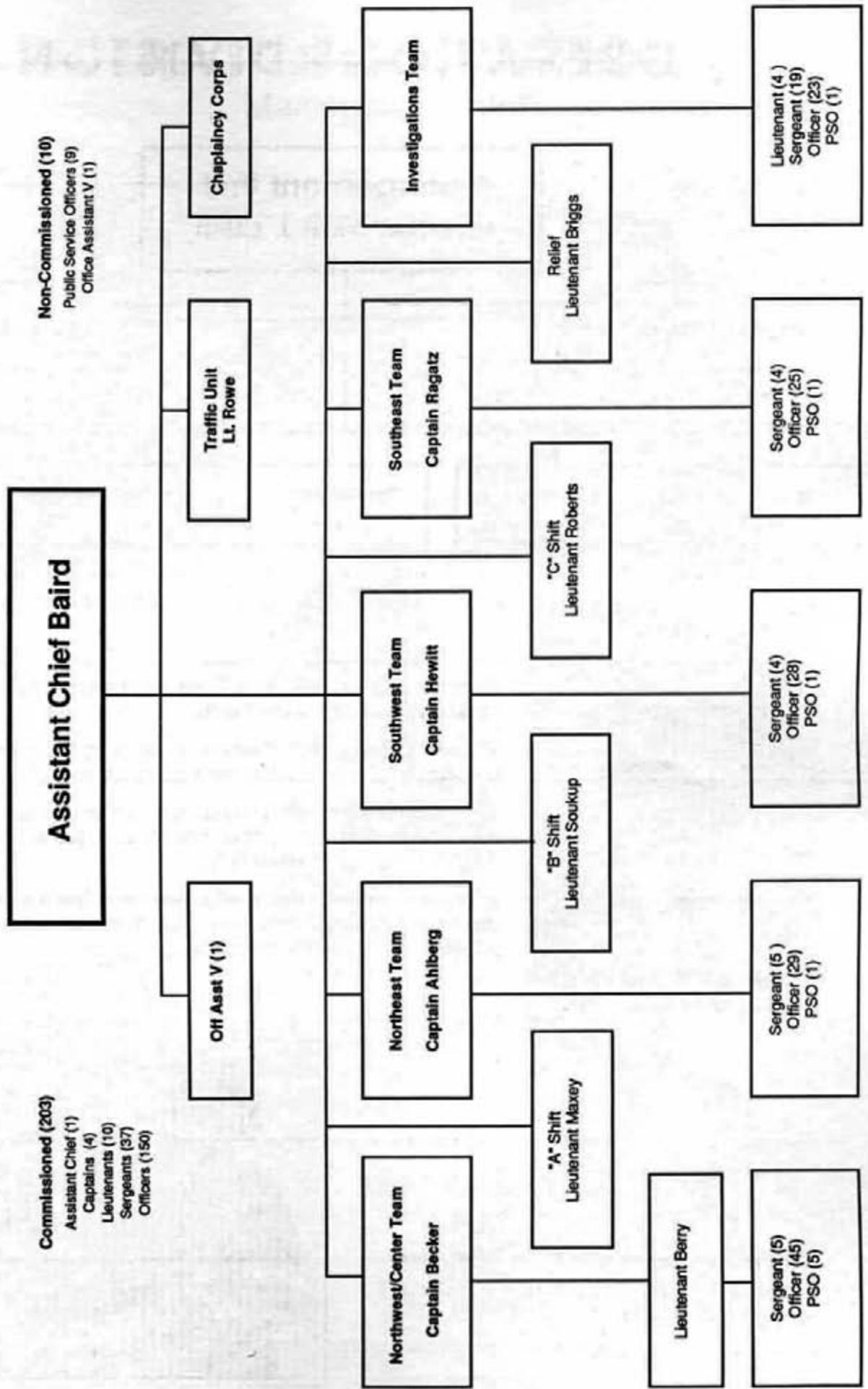
In view of the growing number of technical investigations that have developed over the past several years which require special investigative expertise and confidentiality beyond that of the traditional police model, the department has demonstrated a need for a unit to handle those cases under a tighter span of control.

Many of these investigations have been highly sophisticated and complex. The traditional approach to the management and distribution of information and investigative skills necessary for the successful conclusion to such cases is inappropriate. With this rationale in mind that Technical Investigations Unit was formed in July of 1985.

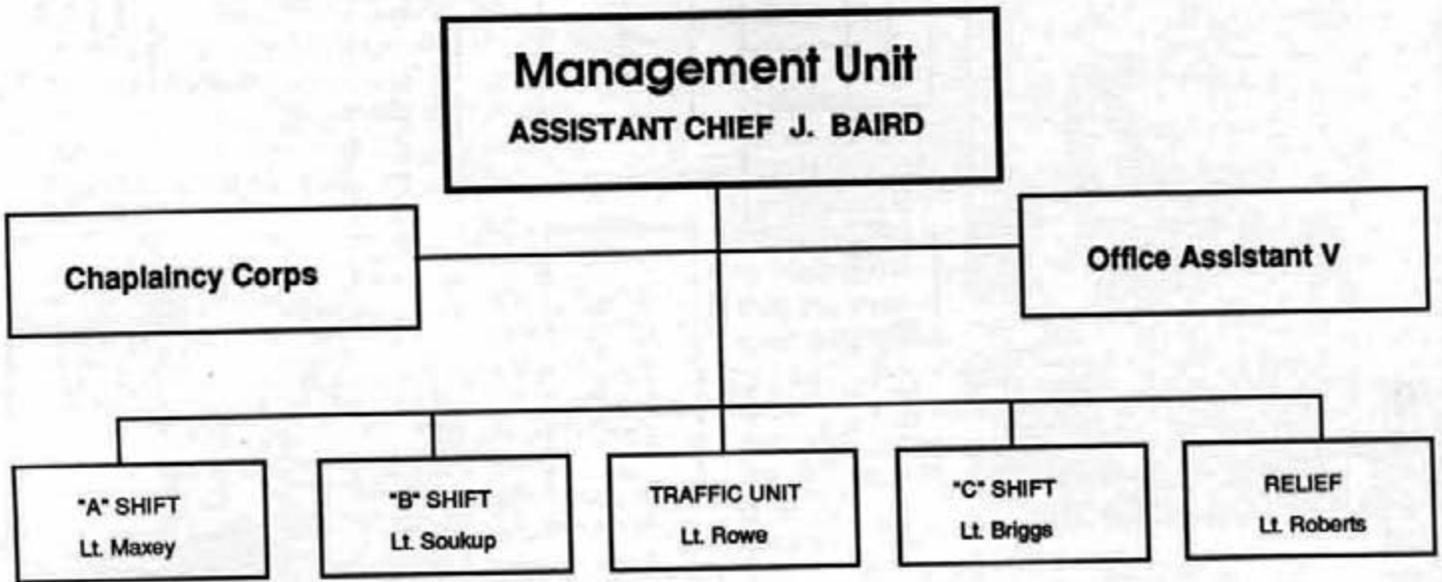
Lieutenant Gary Engel is the unit commander and assigned a staff of two sergeants and four officers. The unit is divided into two sections, "Vice" and "White Collar." Each is supervised by a sergeant

Organizational Structure

Operations Division



OPERATIONS DIVISION



Assistant Chief Baird

Assistant Chief James A. Baird heads the Operations Division which consists of personnel in five teams.

These five teams consist of the four Community Police Teams and one Investigations Team. Each is managed by a team captain.

The teams handle all line functions of the police department, including calls for police service, criminal investigations, patrol, traffic safety, crime and community relations.

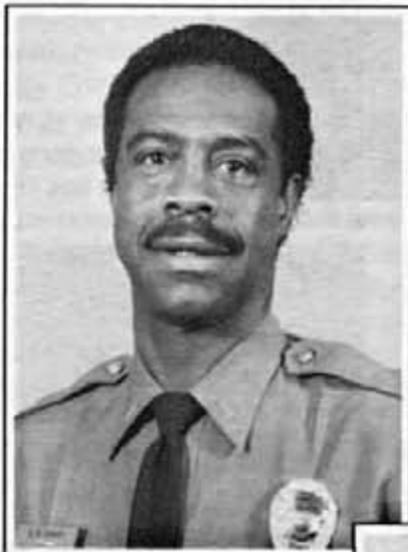
In addition, a Management Team consisting of five lieutenants, reports directly to Assistant Chief Baird. These lieutenants act as duty commanders covering police operations.

Assistant Chief Baird and Chief Allen Curtis welcome President Bush during his visit to Lincoln.



OPERATIONS DIVISION

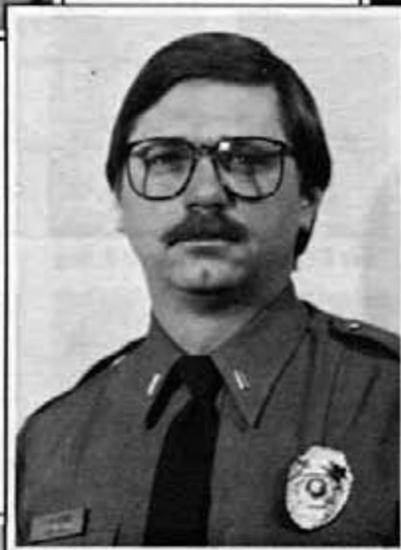
Management Unit



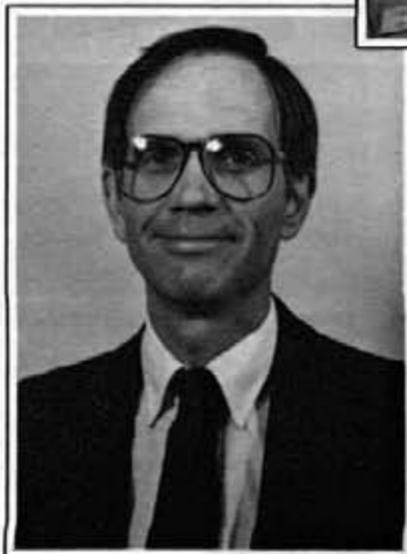
Lt. Maxey



Lt. Soukup



Lt. Rowe



Lt. Roberts

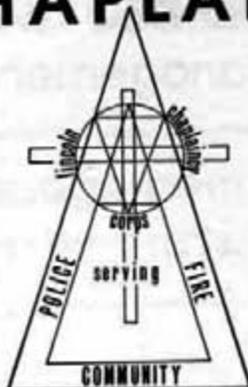


Lt. Briggs

LINCOLN CHAPLAINCY CORPS



J. Robert Birdwell



James W. Carmon



Donald Coleman



Nye Bond



Richard G. Carlson



Michael V. Lyons-Voelmecke



Terry Cain



Jane L. Ellulson



Raleigh J. Peterson



Elmer E. Hagen



Roy T. Overton



Garwood G. Gray



Robert G. Snow



Harold Donis



Mark A. Gerisch



Charles H. Gates



Grady Strop



Kenneth P. Baker



Ann L. Coleman



Walt Cline



Gayle Mandeville



David H. Farmer



Ronald D. Elliott



Albert W. Winseman



Edward C. Price



Daniel C. Schroeder



Ethan D. Seidel



L. Glenn Wise



Laurence R. Downing



Stephen Bilynski

OPERATIONS DIVISION

Lincoln Chaplaincy Corps

The Operations Division coordinates the Lincoln Chaplaincy Corps. Chaplains are members of Lincoln's clergy who donate their time to participate in a formal program through which their abilities as counselors and mediators are used to help solve community problems where law enforcement is not an appropriate remedy. Chaplains serve regular tours of duty in a specially marked, fully equipped police vehicle. Officers handling a problem they feel could be aided by the abilities of the duty chaplain call on him for assistance.

Chaplains have been particularly valuable in assisting with alcohol related problems, death notices, drug abuse, acute depression, mental problems, family arguments, problems with the elderly and juveniles, suicide attempts, and in providing comfort to victims of crime.

In addition to on-scene assistance, the duty chaplain

often arranges follow-up care and assistance where it is needed through the various churches, community organizations and social service agencies.

The Lincoln Chaplaincy Corps has police and fire department responsibility. Chaplain assistance is often required for those victims displaced by fire and other disasters requiring the fire department's response.

There are currently 37 duty chaplains in the Corps. There are seven chaplains and three non-members of the clergy who make up the board of directors. The 12-member board meets on a monthly basis. The current Senior Chaplain is James Carmon.

Captain Edward Ragatz of the Lincoln Police Department and Assistant Chief Dale Boettcher of the Lincoln Fire Department serve as liaison between the Lincoln Chaplaincy Corps and their respective agencies. They are also board members.

Top row (left to right): J. Robert Birdwell*, James W. Carmon*

Second Row: D. Coleman¹, N. Bond, R. Carlson*, M. Lyons-Voellmecke*, T. Cain*, J. Ellefson*

Third Row: R. Peterson¹, E. Hagen¹, R. Overton¹, G. Gray¹, R. Snow, H. Donis.

Fourth Row: M. Gerisch, C. Gates, G. Strop, K. Baker, A. Coleman, W. Cline¹,

Fifth Row: G. Mandeville, D. Farmer, R. Elliott, A. Winseman, E. Price, D. Schroeder.

Sixth Row: E. Seidel, L. Wise*, L. Downing, S. Bilynskyi.

* Commissioned Duty Chaplain

¹ Commissioned Duty Chaplain & Board Member

COMMUNITY POLICE TEAMS

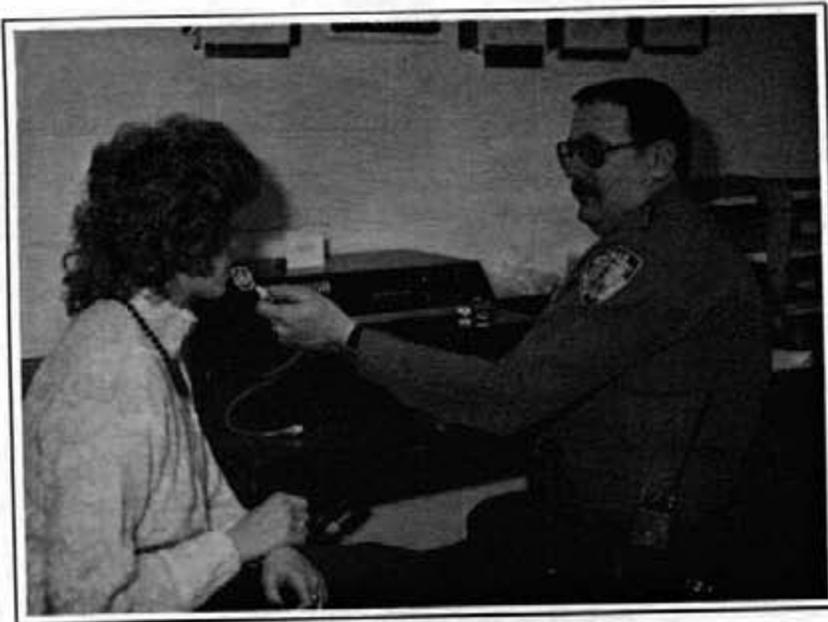


Community Police Teams

The four Community Police Teams are the backbone of the department's field operations. The boundaries of the team areas are shown on the accompanying map.

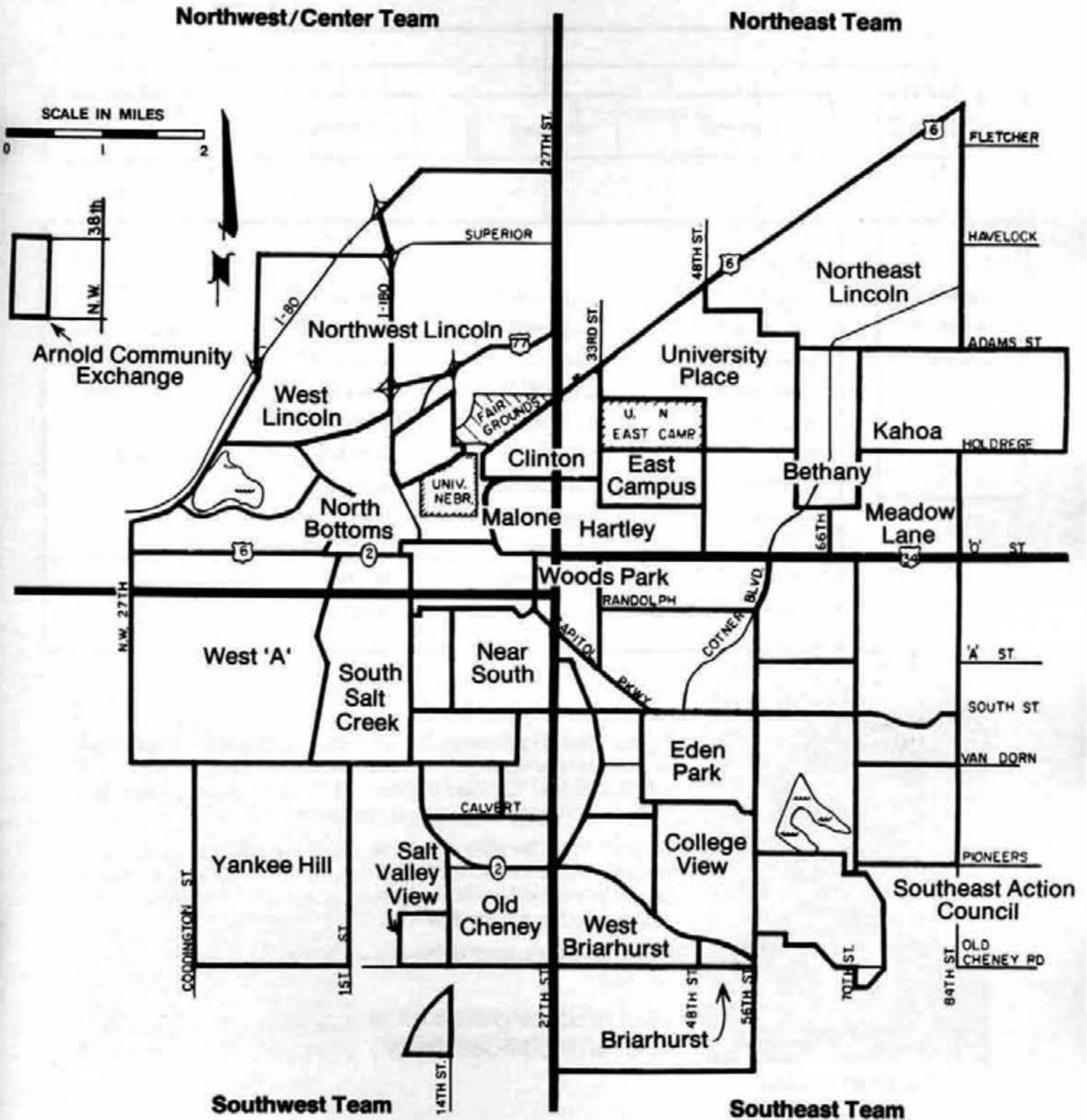
The number of officers assigned to each team varies from 25 to 45. Four to five sergeants are assigned to each team. They function as immediate supervisors to the team officers and report directly to the captain of their respective team.

Each team provides basic police services to its area on a 24-hour basis, including crime prevention and control and traffic enforcement.

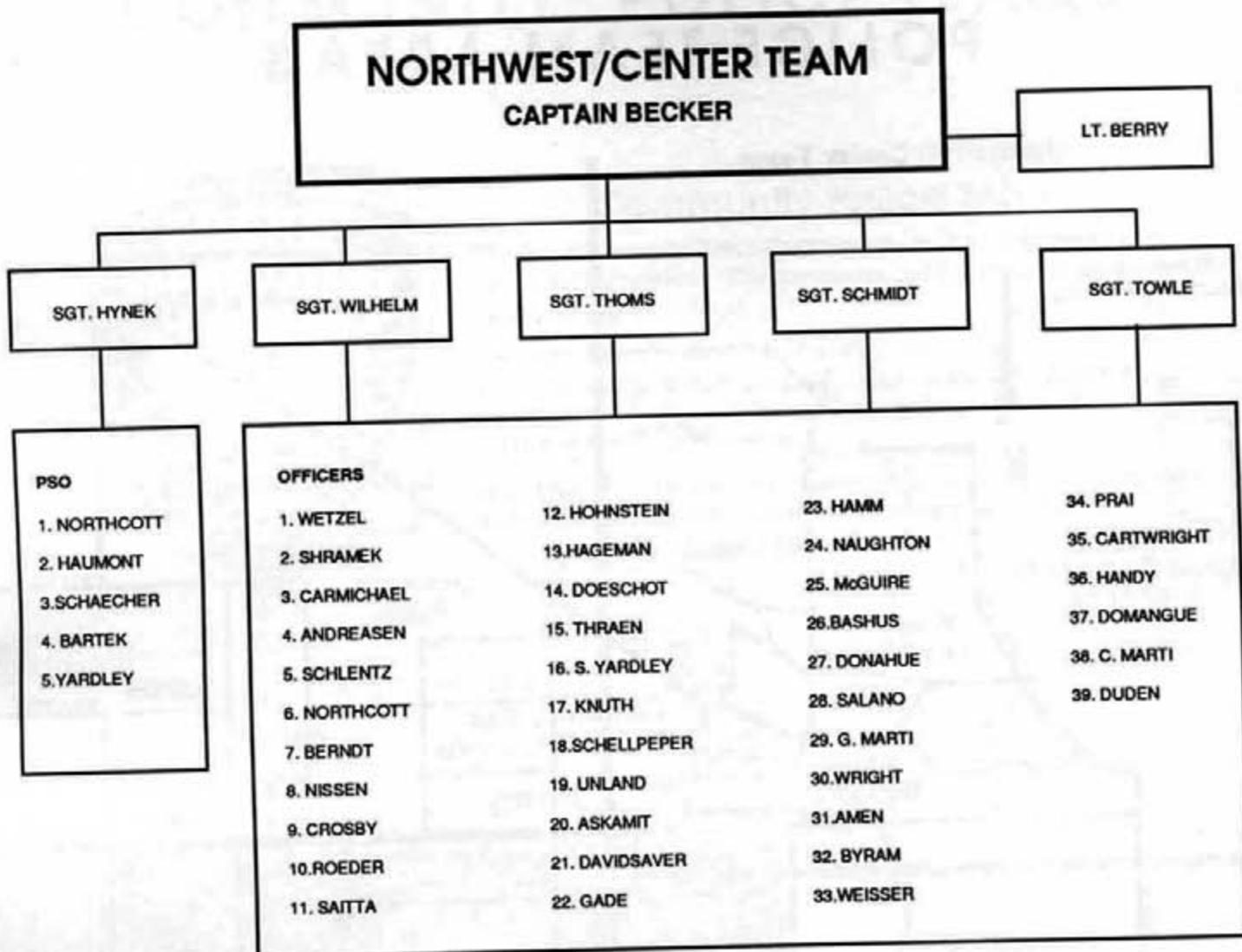


Officer John Amen lead the department with 100 Driving While Intoxicated arrests in 1989. Officer Amen's efforts to provide safe streets for the citizens of Lincoln should be commended.

COMMUNITY POLICE TEAM AREAS



OPERATIONS DIVISION



Captain Becker

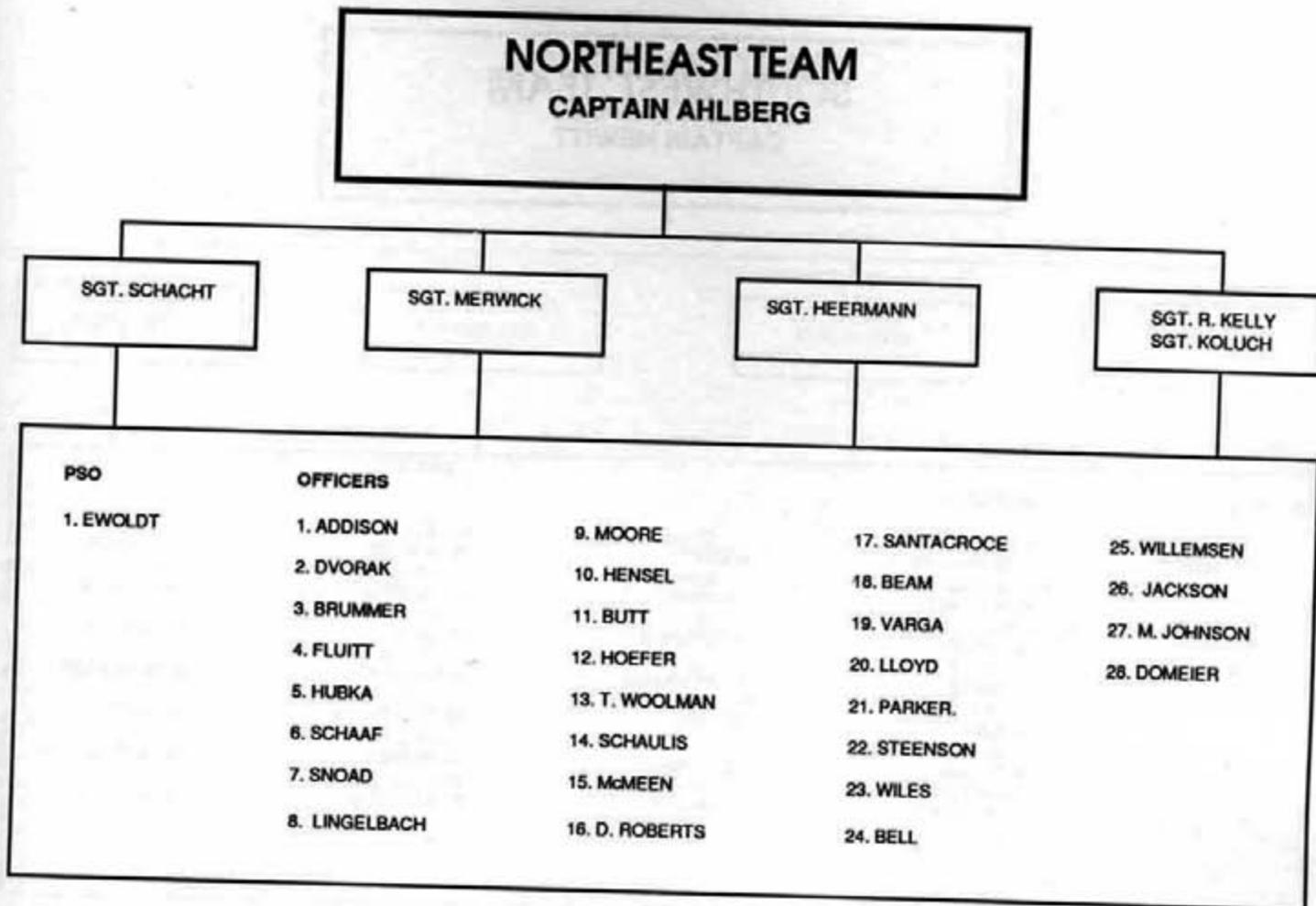
Captain John Becker commands the Northwest/Center Team which has an authorized strength of 51 commissioned officers and five public service officers. This team area covers 19.2 square miles, has 10,870 dwelling units and a population of approximately 32,023.

Included within the team area are the downtown business district; the main campus of the University of Nebraska; the fairgrounds; the airport, as well as many community neighborhood areas, among which are the Malone, the North Bottoms and the Clinton areas.

The street boundaries of the Northwest/Center area are 27th Street and "K" Street.

(See preceding map for display of team boundaries and neighborhood areas.)

OPERATIONS DIVISION



Captain Ahlberg

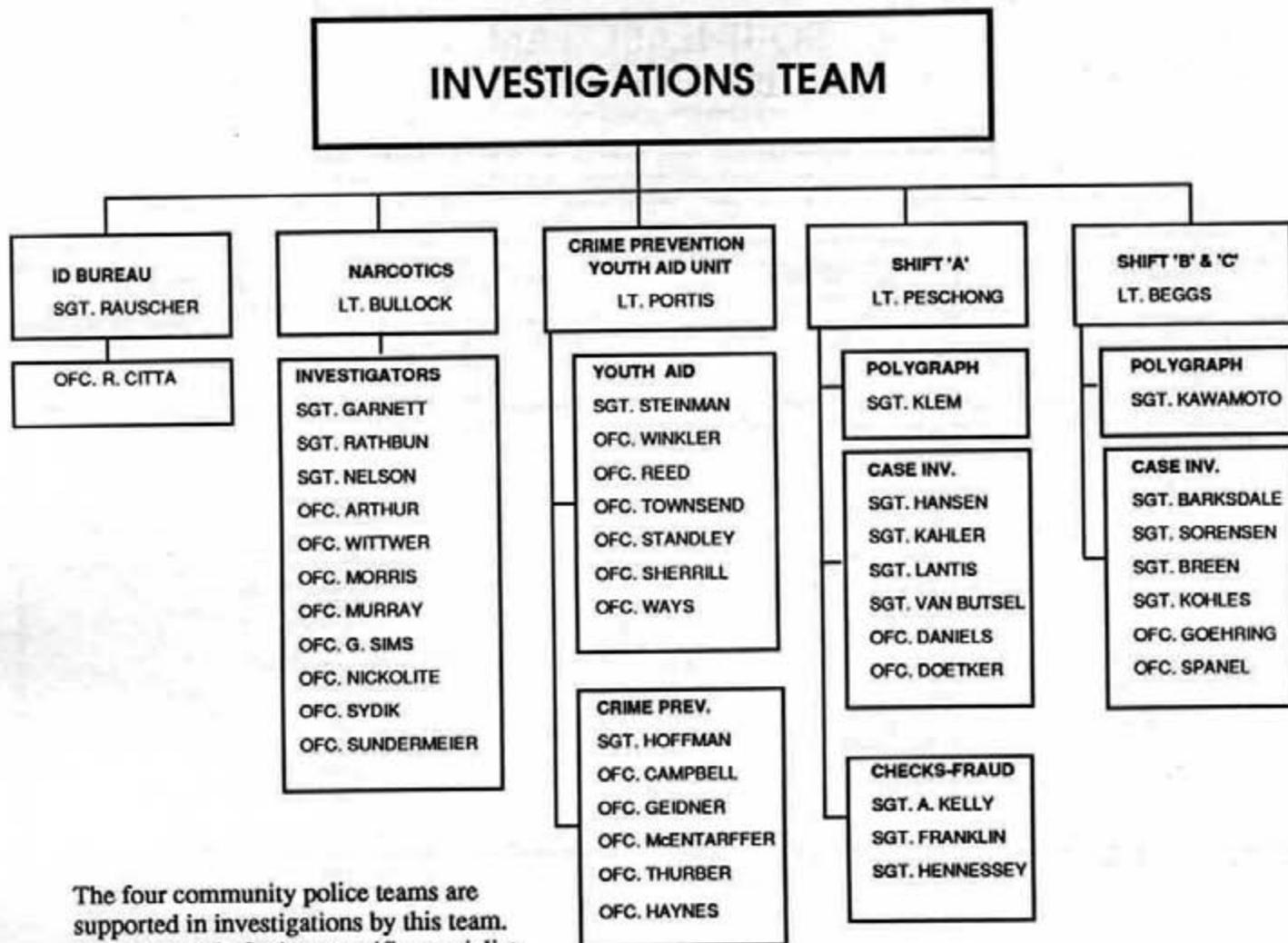
Captain Douglas A. Ahlberg commands the Northeast Team which has an authorized strength of 34 commissioned officers and one public service officer. This area covers 14.4 square miles, has 19,604 dwelling units and a population of approximately 48,975.

Included within the team area are several major shopping areas; local neighborhoods such as Havelock, Bethany, University Place, Clinton and Hartley. The East Campus of the University of Nebraska and Nebraska Wesleyan University campus are also located within the Northeast Team.

The street boundaries of the Northeast Team are 27th Street and "O" Street.

(See preceding map for display of team boundaries and neighborhood areas.)

OPERATIONS DIVISION



The four community police teams are supported in investigations by this team. It's composed of crime specific specialists.

While primary responsibility for the investigation of most crime falls on the community police team officer in whose beat the crime occurred, officers seldom have the time to become involved in long, extended investigations and sometimes lack the special skills necessary to complete an investigation. In these cases, the officer usually request assistance

from the Investigations Team. It is often the team member's function to take over much of the investigation of the complicated or serious cases.

The Investigations Team includes the Identification Unit, Narcotics Unit, Crime Prevention Unit, Youth Aid Unit, Case Investigators, Checks and Frauds Unit, Polygraph examiners and a hypnotist.



Through department training, self-study and experience, many officers become skilled in specialized department operations. Crime scene investigations, accident reconstruction and photography are just a few.

OPERATIONS DIVISION

Identification Unit

The Identification Unit is staffed by Sgt. Rauscher, a qualified document and fingerprint examiner. He is assisted by Officer R. Citta.



Sgt. Rauscher

This unit is primarily a crime lab specializing in document and fingerprint examinations. In addition, it is a complete forensic photography lab which is vital to this field. The unit receives evidence related to documents and latent finger-

prints and processes and compares it to reach a conclusion which is then prepared for expert court testimony. Almost all of the work involves felonies.

Document examinations include handwriting, typing, printing, photo copies, tear and cut marks. Many latent prints come from these documents. In addition, this unit receives all inked fingerprints from the jail which are classified and file-searched. Copies are then sent to the FBI and the State.

Narcotics Unit



Lt. Bullock

Lieutenant Duaine R. Bullock heads the Narcotics Unit. He has a staff of two sergeants and eight officers who are investigators.

The primary function of this unit is to identify and develop cases against major suppliers of narcotics in

the Lincoln area and also assisting team officers in their narcotics investigations.

In September of 1981, Chief Leitner initiated a departmental goal to increase enforcement of narcotics and dangerous drug laws, and as a result, the unit was reorganized. In March of 1982, it became apparent that individuals living outside the city limits of Lincoln were also contributing to the drug problems within the city.

Through an agreement reached by Chief Leitner, the Lancaster County Sheriff, and the Chief of the University of Nebraska Police Department, the narcotics units of the three departments were combined to form a Lancaster County Narcotics Unit under the direction of a Lincoln Police Department commanding officer, Lieutenant Bullock. The area of enforcement is the entire county.

Since the unit was funded in September, 1981 through 1989, narcotics officers have investigated 4,490 cases, arrested 1,409 felons and 4,564 misdemeanants. They have seized \$4,922,588 worth of substances, \$376,534 in property and \$144,088 in cash for a total of \$5,443,210. As a result of case disposition, \$35,441 has been returned to the City in restitution.

Crime Prevention & Youth Aid Units

Lieutenant Ervin L. Portis heads the Crime Prevention and Youth Aid Units. He has a staff of one sergeant and five officers assigned to Crime Prevention. One sergeant, six officers and one public service officer are assigned to Youth Aid.

Crime Prevention

The Crime Prevention Unit was organized in September, 1981 to meet City administration and departmental goals to reduce crime through citizen involvement. The unit is responsible for maintaining existing crime prevention programs, such as Neighborhood Watch, Business Watch, Senior Alert, Personal Awareness, Operation Identification and Home & Business Security Surveys. This unit is also responsible for the development of new crime prevention programs.

Since inception of the program through the year

ADMINISTRATIVE DIVISION



Assistant Chief Koch

It provides the vehicles, equipment, communications and recordkeeping facility which make field operations possible, and contributes to the effective management of the department's resources.

Assistant Chief Clifton W. Koch heads the Administrative Division which consists of ten units involving 19 commissioned officers and 61 civilians.

This division is the source of all non-operational support to the community police teams and the investigations team.



Captain Flansburg

Flansburg is the department's legislative liason.

Captain Ron Flansburg has responsibility for a variety of administrative functions which include the Records Unit, Crime Analysis-Intelligence Unit, Warrants Unit, Court Unit, Service Desk, and Victim Witness Unit.

In addition, Captain

Records Unit



Captain Larimer

assistance on department budget-related activity.

Captain Peter L. Larimer has responsibility for a variety of administrative functions. These include, but are not limited to, being in charge of the Property & Supply Unit, the Personnel & Training Unit, the Data Processing Unit and the Fleet Management Unit; and providing



Lt. Smith

Lieutenant Jerry L. Smith directs the operation of the Records Unit. The unit files, stores and manages all of the operational records of the department, including all accident and criminal reports. Its 24.5 personnel handle nearly 200,000 separate reports each year.

In conjunction with the Data Processing Unit, much of this record keeping function is converted to a computer-based operation. A substantial portion of the remaining paper records are reduced to microfilm for convenience in storage and handling.

ADMINISTRATIVE DIVISION

Personnel & Training Unit

Lieutenant James Hill directs the personnel and training function of the unit. Selection and training



Lt. Hill

of all personnel in the department is the primary responsibility of this unit. All potential police recruits are screened and tested by personnel of the unit. Based on these tests, recommendations are made to the Chief of Police.

The unit is also responsible for

the conduct of recruit and in-service training and career development of departmental personnel. Lincoln presently has one of the only advanced in-field recruit training programs in the nation and perhaps the single most comprehensive in-service training program, including a six-month field training program for newly appointed officers.

Data Processing Unit

Clair E. Lindquist directs the activities of this unit and is assisted by Jacqueline Willhoft. The unit is responsible for

the continuing conversion of much of the police records system into an automated process which is compatible with and a part of the city/countywide Criminal Justice Information System. The department's automated law enforcement information system is approximately



C. Lindquist

95% complete and functioning. This conversion has greatly enhanced information flow within the department, facilitating both its field operations and administrative effectiveness.

Crime Analysis-Intelligence Unit

Sergeant William H. Larsen is in charge of this unit. It manages and controls crime analysis, case follow-up and intelligence functions for the department. In addition, the unit serves as the contact point for the



Sgt. Larsen

City's Crime Stopper program and also processes and investigates all applicants for licenses and permits issued by the City, excluding liquor license applicants.

The primary purpose of the unit is to serve an integrative function; that is, it overcomes

some of the difficulties created by decentralization of police services, such as coordination of cases and information crossing team boundaries. It serves as a central location for receiving and dispersing of information both internally and externally.

The Crime Stopper program is geared to reward public involvement in the fight against crime. It offers cash rewards of up to \$1,000 and anonymity to the citizens who furnish information leading to the arrest and charging of the offender and the recovery of stolen property. Since its inception in September, 1980 to 1989, Crime Stoppers has received 6,162 calls, cleared 1,609 cases, produced 1,092 arrests, recovered \$2,368,615 in stolen property, contraband and drugs.

All funding of Crime Stoppers is by tax deductible donations from companies, organizations and private citizens. No tax dollars are used by Crime Stoppers.

ADMINISTRATIVE DIVISION

Property & Supply Unit

Pamela S. Fittje is manager of the unit. Custody of all evidence gathered by the police department is reposed in the Property, Supply and Evidence Unit.

In addition, this unit handles requisition and distribution of equipment and material necessary for the functioning of the department.

It's the unit's responsibility to ensure an effective means by which property can be secured and accounted for, thereby preserving its integrity and



Pamela Fittje

chain of evidence. Every reasonable effort is made to return property to its rightful owner, when appropriate.

The unit also coordinates vehicle and other property auctions and is responsible for the destruction of contraband when no longer needed as court evidence.

Fleet Management Unit

Jerry H. Robb is the unit manager. He has a staff of six mechanics and five servicemen. The fleet manager is responsible for the control of all department vehicles. He assigns vehicles on an equitable basis between teams and units of the department, consistent with the efficient and effective use of the police fleet.

Preventive maintenance, vehicle repair, distribution of mileage evenly among vehicles, and the general appearance of the police fleet are also the responsibility of the unit.

Service Desk

The Service Desk operation at police headquarters operates on a 24-hour basis, seven days per week. Lieutenant Stephen Imes is supervisor of the Service Desk area. Unit responsibilities include, but

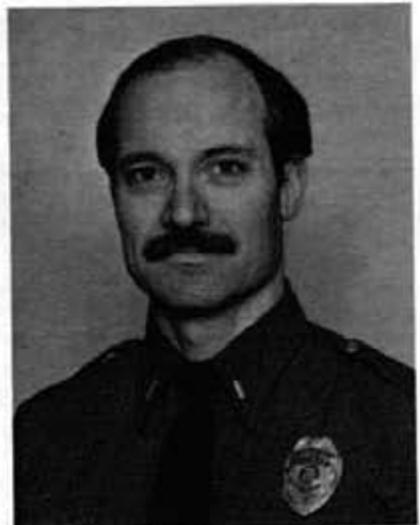
are not limited to, handling phone calls, messages and citizen walk-in inquiries, taking police reports on certain minor offenses and citizen vacation checks, and paging personnel in the headquarters building.

The Warrants Unit, which is part of the

Service Desk operation, is responsible for entering, receiving and maintaining a file on Law Enforcement Telecommunications System (LETS) messages concerning wanted persons and stolen property. Computer terminal activity statistics show that when total LETS messages sent and received are combined, the Lincoln Police Department terminal is the most active in the state.

In addition, unit members maintain an active hand file on all department warrants; provide information and verification on local and national warrants to officers; provide case status information, as well as

vehicle registration and driving record information to officers; conduct other field support activities such as contacting wrecker services and other businesses, and coordinate a variety of other information.



Lt. Imes



Jerry Robb

ADMINISTRATIVE DIVISION

Victim/Witness Unit

Jo Anna Svoboda is administrator of the unit and has a staff of one Clerk Typist and a group of volunteers. The unit provides assistance for victims or witnesses of certain crimes handled within the jurisdiction of the Lincoln Police Department, Lancaster County Sheriff's Office, University of Nebraska Police and the Nebraska State Patrol.

It provides public education to citizens on crime prevention information and advertises the availability of remedial services. Victim counseling intended to address the immediate and long term emotional and social service needs of the crime victim is given which alleviates some of the immediate burden placed on the police.



JoAnna Svoboda

Witness services are geared to improve victim and witness participation in the criminal justice process by providing basic information (how the system works, courtroom procedures, etc.), case information (when to appear, how the case has progressed), witness manage-

ment services, and other related support (providing transportation, accompanying witnesses to court, providing information on financial assistance, assisting with property return, etc.).



One of the ways Crime Prevention is symbolized is in the use of McGruff the crime dog. The department receives several requests for McGruff to appear at school, civic and neighborhood organization meetings.

A very popular presentation to school age children is the puppet show. Crime Prevention messages can be delivered to young persons in the community.



1989 AWARD RECIPIENTS

Meritorious Conduct

This award ranks second only to the Medal of Honor, and is awarded for heroic deed and exceptional meritorious conduct involving exemplary courage, risk and danger to personal safety. This award may also be awarded for meritorious service in a duty of great responsibility, the duty reflecting excellence in such performance which distinguishes the officer and the Department in carrying out the assignment.

Officer Katherine Heskett

Officer Linda Jensen

Officer Brian Jackson

Sgt. Larry Nelson

Life Saving Award

Awarded when the actions of the officer saved a human life. This award may be earned in addition to another award if the facts indicate such.

Sergeant Larry Nelson *Officer Ken Handy* *Officer Charles Marti*

Officer Lyle Lacy

Officer Chris Laird

Officer Brian Jackson

Officer Katherine Heskett

Certificate of Merit

Awarded for excellence in police work, outstanding performance of duties under unusual, complicated or hazardous conditions over any period of time. It is awarded to officers of any rank or civilian member. This award is not given in conjunction with another award for the same service or deed.

Officer Thomas Duden

Officer Brian Jackson

Officer Curtis Hibdon

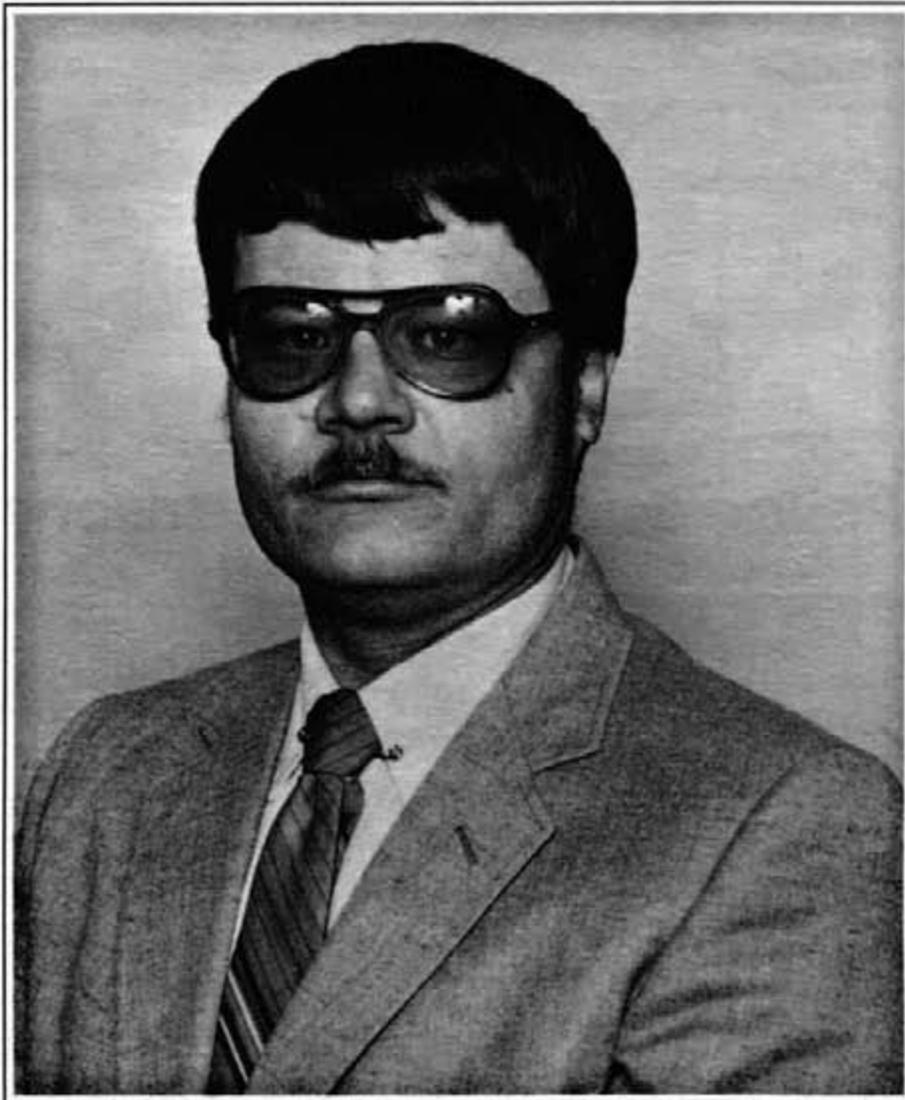
Officer Lee Volkmer

Officer David Goehring

Sergeant Elgin Kuhlman

ANNUAL POLICE OFFICER OF THE YEAR

In January of each year, the team and support unit commanders forward to the Meritorious Conduct Board the name of an officer they are nominating who has contributed in an outstanding and exemplary manner the preceding year. The board picks the recipient who is also awarded the Certificate of Merit.



Officer Curtis Hibdon

Distribution of Police Budget

Fiscal Year 1989-1990

Personnel	\$9,766,818	78.90%
Supplies	418,327	3.40%
Other Services & Charges	1,694,573	13.70%
Equipment	498,937	4.0%
Total Budget	\$12,378,655	100.0%

Police Budget Comparisons

	1988-1989 Fiscal Year	1989-1990 Fiscal Year	% Diff. + or -
Personnel	\$8,907,110	\$9,766,818	+ 9.6
Supplies	399,810	418,327	+ 4.6
Other Services & Charges	1,787,777	1,694,573	+ 5.2
Equipment	618,563	498,937	+19.3
Total Budget	\$11,713,823	\$12,378,655	+ 5.6

RANK/TITLE BY DIVISION

Commissioned Personnel	Management Division	Operations Division	Administrative Division	Total
Chief of Police	1			1
Assistant Chief		1	1	2
Police Captain		4	2	6
Police Lieutenant	3	10	3	16
Police Sergeant	4	37	8	49
Police Officer	4	151	5	160
Sub Total	12	203	19	234
Civilian Personnel				
Administrative Secretary	1			1
Property/Evidence Supervisor			1	1
Public Service Officer		9	13.5	22.5
Stores Clerk II			1	1
Stores Clerk I			3	3
Records Supervisor			3	3
Office Assistant III			21.5	21.5
Office Assistant IV			1	1
Office Assistant V		1		1
Account Clerk I			1	1
Account Clerk II			1	1
System Analyst I			1	1
System Coordinator II			1	1
Fleet Manager			1	1
Auto Service Worker			5	5
Auto Mechanic			6	6
Sub Total	1	10	60	71
Department Base	13	213	79	305
GRANTS-IN-AID				
Police officer		7		7
Office Assistant IV		1	1	2
Grant Coordinator			1	1
Sub-Total	0	8	2	0
Grand Total	13	221	81	315

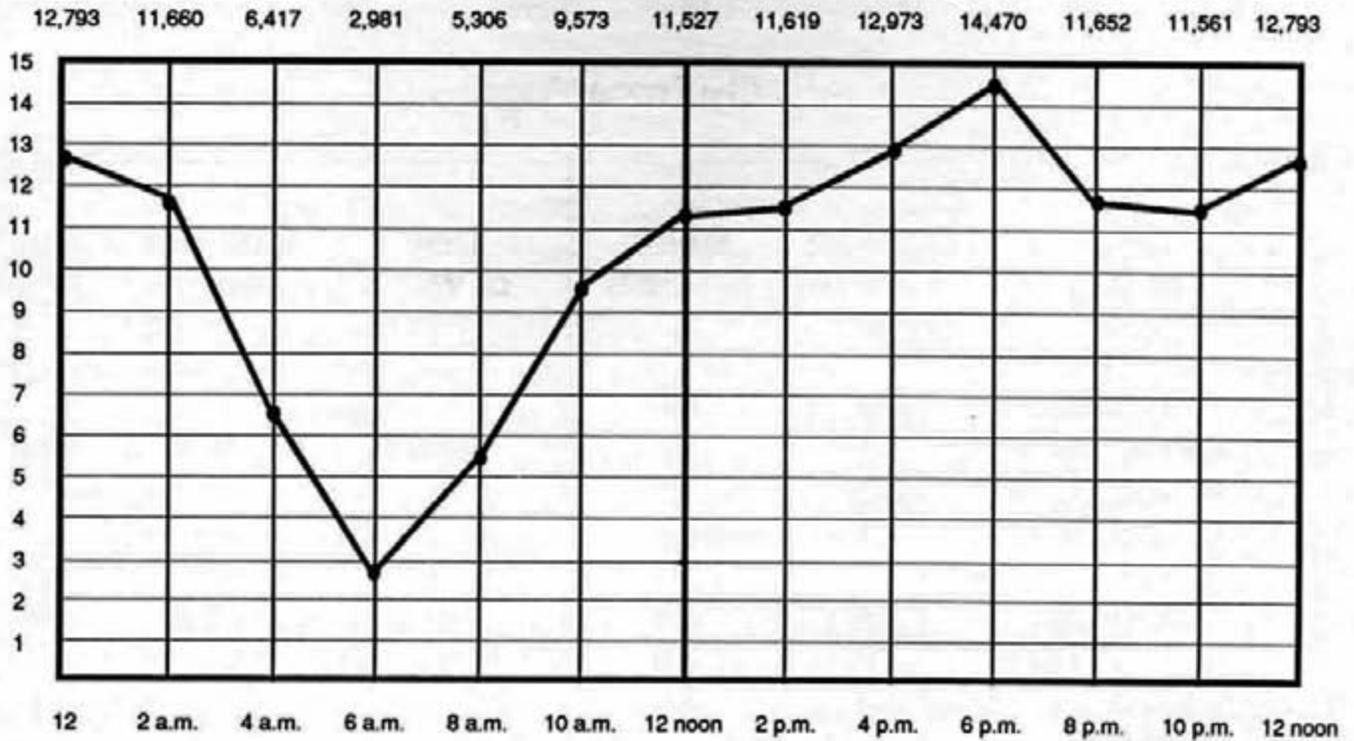
RANK/TITLE BY SALARY SCHEDULE

As of September 1989

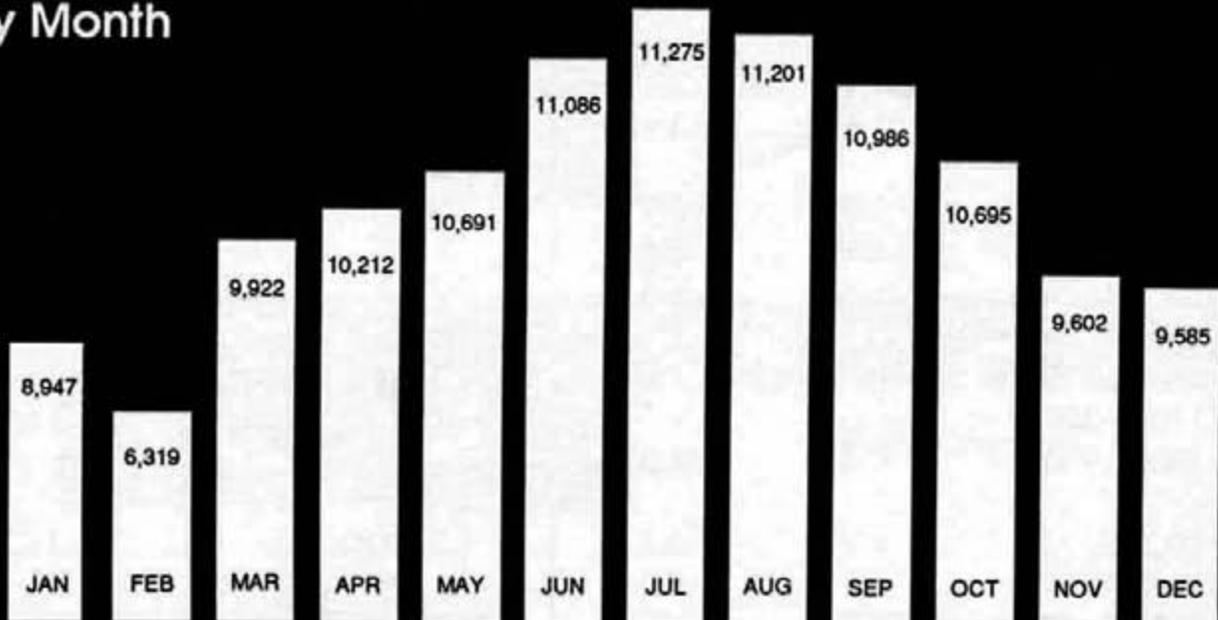
Commissioned Personnel	Number of Personnel	Annual Minimum Salary	Annual Maximum Salary
Chief of Police	1	\$53,699.00	\$57,202.00
Assistant Chief	2	34,178.00	46,995.00
Captain	6	30,041.00	41,306.00
Lieutenant	16	31,121.44	36,144.16
Sergeant	49	28,317.12	32,121.44
Police Officer	89	19,689.28	26,728.00
Master Police Officer	71	26,728.00	28,317.12
Sub Total	234		
Civilian Personnel			
Administrative Secretary	1	\$16,020.16	\$22,027.20
Property/Evidence Supervisor	1	22,472.32	30,900.48
Public Service Officer	22.5	14,446.40	19,880.64
Stores Clerk II	2	16,334.24	22,445.28
Stores Clerk I	2	14,836.64	20,394.40
Records Supervisor	3	16,020.16	22,027.20
Office Assistant III	21.5	12,519.52	17,205.76
Office Assistant V	1	15,159.04	20,837.44
Account Clerk II	1	15,159.04	20,837.44
Account Clerk I	1	13,126.88	18,041.92
Office Assistant IV	1	14,466.40	19,880.64
Info Systems Coordinator II	1	27,258.40	37,479.52
Systems Analyst	1	24,159.20	33,219.68
Fleet Manager	1	26,613.60	36,593.44
Auto Service Worker	5	13,771.68	18,923.84
Auto Mechanic	6	17,110.08	23,512.32
Sub Total	71		
Department Total	305		

CALLS FOR SERVICE

By Time of Day



By Month



Calls for Service	1988	1989	% diff. + or -
	115,958	122,568	+ 5.7

CALLS FOR SERVICE VERSUS PERSONNEL ALLOCATIONS

(By Percentage)

Time of Day	Calls for Service	Field Officers	Day of Week	Calls for Service	Field Officers
2400-0100	4.8	4.8	Sunday	13.3	12.4
0100-0200	4.7	3.5			
0200-0300	3.2	3.5			
0300-0400	2.1	3.5			
0400-0500	1.4	3.5	Monday	13.5	14.7
0500-0600	1.0	3.5			
0600-0700	1.4	3.5			
0700-0800	3.0	3.6	Tuesday	14.0	14.2
0800-0900	3.8	3.9			
0900-1000	4.0	3.9			
1000-1100	4.8	3.9	Wednesday	13.8	14.4
1100-1200	4.6	3.9			
1200-1300	4.6	3.9			
1300-1400	4.9	3.9	Thursday	14.0	14.6
1400-1500	5.1	5.6			
1500-1600	5.5	5.3			
1600-1700	6.3	5.0	Friday	15.7	15.0
1700-1800	5.5	4.3			
1800-1900	4.8	4.3			
1900-2000	4.7	4.3	Saturday	15.7	14.7
2000-2100	4.7	4.3			
2100-2200	4.7	4.3			
2200-2300	5.2	3.8			
2300-2400	5.2	6.0			

PART I OFFENSES

Classification	Reported 1988	Reported 1989	% Diff + or -	Cleared 1988	Cleared 1989	% Diff + or -
Murder	6	4	-33.3	5	3	-40.0
Rape	70	82	+17.1	45	61	+35.6
Robbery	86	99	+15.1	40	48	+20.0
Felony Assault	682	699	+2.5	514	574	+11.7
Burglary (Residential)	1,479	1,425	-3.7	203	175	-13.8
Burglary (Commercial)	638	701	+9.9	93	125	+34.4
Larceny	9,761	9,793	+3	2,295	2,373	+3.4
Auto Theft	468	399	-14.7	150	147	-2.0
Arson	38	50	+31.6	11	20	+81.8
TOTAL	13,228	13,252	+1.8	3,356	3,526	+5.1
Stolen Bikes (Part of Larceny)	1,043	949	-9.0	74	59	-20.2

1989

13,252 Reported

3,526 Cleared

26.6% Cleared

1988

13,288 Reported

3,356 Cleared

25.4% Cleared

PART II OFFENSES

Classification	Reported 1988	Reported 1989	% Diff + or -	Cleared 1988	Cleared 1989	% Diff + or -
Forgery	1,059	807	-23.8	714	556	-22.1
Fraud	902	969	+7.4	594	614	+3.4
Vandalism	4,523	4,936	+9.1	840	920	+9.5
Sex Offenses	375	444	+18.4	196	247	+26.0
Misdemeanor Assault	2,103	2,285	+18.7	1,644	1,896	+15.3
Embezzlement	54	25	-53.7	42	22	-47.6
TOTAL	9,016	9,466	+5.0	4,030	4,255	+5.6

1989

9,466 Reported

4,255 Cleared

44.7% Cleared

1988

9,016 Reported

4,030 Cleared

45.0% Cleared

CITATIONS & ARRESTS

	1988	1989	% Diff. + or -
Moving Traffic Violation Arrests			
Hazardous			
Speed	6,312	6,396	+1.3
Fail to yield right of way (vehicle)	1,543	1,460	-5.4
Fail to yield right of way (pedestrian)	48	39	-18.8
Drive left of center	71	68	-4.2
Improper overtaking	515	543	+5.4
Violation of stop sign	525	507	-3.0
School bus/stop	4	4	0.0
Violation of traffic signal	1,699	1,894	+11.5
Follow too close	370	343	-7.3
Improper turn	301	380	+26.2
Negligent-careless-reckless driving	2,648	2,876	+8.6
Defective brakes	10	13	+30.0
Drunk driving	1,193	1,553	+30.2
Other hazardous	578	759	+31.3
Total Hazardous	15,817	16,835	+6.4
Non Hazardous			
Suspended license	967	1,091	+12.8
Driver's license	1,744	1,777	+1.9
Muffler/noise	212	219	+3.0
Lights	75	51	-32.0
Implied consent	128	147	+15.0
Other non-hazardous	4,118	5,004	+14.0
Total Non Hazardous	7,244	8,289	+14.0
GRAND TOTAL	23,061	25,124	+9.0
Accident Moving Traffic Violation Arrests			
Hazardous			
Speed	11	5	-55.0
Fail to yield right of way (vehicle)	1,447	1,348	-7.0
Fail to yield right of way (pedestrian)	23	21	-9.0
Drive left of center	22	24	+9.0
Improper overtaking	213	211	-1.0
Violation of stop sign	61	60	-2.0
School bus/stop	0	0	0.0
Violation of traffic signal	323	351	+9.0
Follow too close	363	325	-10.0
Improper turn	127	138	+9.0
Negligent-careless-reckless driving	2,222	2,400	+8.0
Defective brakes	6	8	+33.0
Drunk driving	241	321	+33.0
Other hazardous	228	243	+7.0
Total Hazardous	5,287	5,455	+3.0
Non Hazardous			
Suspended license	114	121	+6.0
Driver's license	316	300	-5.0
Muffler/noise	0	0	0.0
Lights	6	4	-33.0
Implied consent	18	23	+28.0
Other non-hazardous	1,556	1,579	+1.0
Total Non Hazardous	2,010	2,027	+1.0
GRAND TOTAL	7,286	7,482	+3.0

CITATIONS & ARRESTS

	1988	1989	% Diff. + or -
Parking Citations			
Local			
Total Disposed of	63,329	60,535	-4.0
# Fined	59,378	56,229	-5.0
# Dismissed	3,802	4,208	+11.0
# Other	149	98	-34.0
Foreign			
Total Disposed of	27,760	24,920	-10.0
# Fined	25,504	23,247	-9.0
# Dismissed	2,241	1,638	-27.0
# Other	15	35	+133.0
Total			
Total Disposed of	91,089	85,455	-6.0
# Fined	84,882	79,476	-6.0
# Dismissed	6,043	5,846	-3.0
# Other	164	133	-19.0
Warning Citations			
Offense			
Speeding	5,709	5,489	-4.0
Parking	6,782	6,158	-9.0
Traffic signal	1,170	1,400	+20.0
Stop sign	339	393	-16.0
Negligent driving	557	659	+18.0
Improper turn	717	737	+3.0
Fail to yield right of way (vehicle)	286	285	-1.0
Fail to yield right of way (pedestrian)	100	46	-54.0
Child restraints	113	133	+18.0
Speeding (school)	128	43	-66.0
Unnecessary noise (tires)	72	71	-1.0
Unnecessary noise (exhaust)	597	527	-12.0
No proof (financial responsibility)	3,734	3,937	+5.0
Registration	2,028	1,979	-2.0
Skateboard	19	50	+163.0
Other	9,518	10,660	+12.0
Totals	31,869	32,567	+2.0
Misdemeanor Arrest Citations			
Offense			
Consuming alcohol in public	403	604	+50.0
Minor in possession	462	815	+76.0
Assault	1,740	1,839	+6.0
Trespass	1,225	1,086	-11.0
Theft	2,327	2,122	-9.0
Disturbing the peace	1,493	1,727	+16.0
Property damage	726	720	-1.0
Resisting arrest	325	354	+9.0
Hitchhiking	3	4	+33.0
Using identification of another	25	40	+60.0
Possession of marijuana	432	499	+22.0
Other	7,034	8,611	+14.0
Total	16,195	18,421	+14.0
Felony Arrests			
	1,361	1,407	+3.0

ACCIDENT SUMMARY

	1988	1989	% Diff. + or -
Traffic Accidents			
Property Damage Accidents	8,804	9,270	+5.0
Injury Accidents	2,278	2,261	-1.0
Fatality Accidents	4	13	+255.0
Total Injured	3,241	3,130	-3.0
Total Killed	4	15	+275.0
Total Accidents	11,086	11,544	+4.0
Motorcycle Traffic Accidents			
Property Damage Accidents	81	52	-36.0
Injury Accidents	185	103	-44.0
Fatality Accidents	1	5	+400.0
Total Injured	220	127	-42.0
Total Killed	1	5	+400.0
Total Accidents	267	160	-40.0
Moped Traffic Accidents			
Property Damage Accidents	0	0	0.0
Injury Accidents	13	0	-100.0
Fatality Accidents	0	0	0.0
Total Injured	14	0	-100.0
Total Killed	0	0	0.0
Total Accidents	13	0	-100.0
Train Accidents			
Property Damage Accidents	1	1	0.0
Injury Accidents	3	1	-67.0
Fatality Accidents	0	1	+100.0
Total Injured	2	2	0.0
Total Killed	0	1	+100.0
Total Accidents	4	3	-25.0
Bicycle Accidents			
Property Damage Accidents	37	37	0.0
Injury Accidents	146	152	+4.0
Fatality Accidents	0	0	0.0
Total Injured	153	154	+1.0
Total Killed	0	0	0.0
Total Accidents	183	189	+3.0
Pedestrian Accidents			
Property Damage Accidents	2	3	+50.0
Injury Accidents	155	149	-4.0
Fatality Accidents	2	0	-100.0
Total Injured	171	156	-9.0
Total Killed	2	0	-100.0
Total Accidents	159	152	-4.0

Source: Lincoln Police Department Records

UNIT STATISTICS

	1988	1989	% Diff. + or -
Internal Affairs Unit			
Formal complaints investigated	61	49	-19.6
Informal complaints investigated	317	312	-1.5
Inspections Unit			
Inspections conducted	10	5	-50.0
General orders reviewed	90	110	+22.2
General orders rewritten	48	38	-20.8
Technical Investigations Unit			
Cases (initial investigation)	430	541	+25.8
Cases (follow-up assistance on LPD cases)	15	21	+4.0
Cases (assistance to outside agencies)	212	287	+35.4
Legal Advisor			
Warrants processed	203	194	-4.4
Chaplaincy Corp			
Officer assists	190	190	0.0
Fire Department assists	28	31	+10.7
Other agency assists	0	8	+100.0
Citizen assists	187	198	+5.8
Followup	22	21	-4.5
Transports	145	195	+35.1
Total	572	596	+4.2
Crime Prevention/Youth Aid Unit			
Crime Prevention			
New Neighborhood Watch groups organized	63	53	-15.9
New dwellings in Neighborhood Watch	504	636	+26.2
New Business Watch groups organized	5	5	0.0
% of city dwellings in Neighborhood Watch	26.0	26.5	+0.5
Youth Aid			
Total youth cases worked	1,868	1,771	-5.2
Child abuse/neglect case investigations	1,642	1,846	+12.4
Number of runaways/missing persons	1,956	2,081	+6.4
Number of day care license checks	200	327	+63.5
Number of foster care license checks	77	167	+116.9
Number of felony cases	246	230	-6.5
Warrants Unit			
Warrants received	6,222	7,879	+26.6
Warrants disposed of	6,186	7,409	+19.8
Active warrants on file (end of year)	4,021	4,487	+11.6
LETS messages sent	119,214	131,398	+10.2
LETS messages received	291,413	327,307	+12.3

UNIT STATISTICS

	1988	1989	% Diff. + or -
Property and Supply Unit			
No. of cases property received:	12,252	12,549	+2.4
Evidence	9,144	10,161	+11.1
Non-evidence	3,107	2,388	-23.1
No. of cases property released, sold, destroyed:	11,488	10,575	-7.9
No. of vehicles received	3,620	4,082	+12.8
No. of vehicles released or sold	3,270	4,004	+22.4
No. of bicycles received	1,214	2,215	+82.5
No. of bicycles released or sold	1,152	1,174	+1.9
Police Garage			
Fleet Vehicle Status			
Total fleet vehicles	144	159	+10.4
Marked cars	79	82	+3.8
Unmarked cars	34	39	+14.7
Motorcycles	6	6	0.0
Scooters	8	7	-12.5
Dog vehicles	3	4	+25.0
Garage vehicles	5	5	0.0
Support vehicles	7	7	0.0
Parking enforcement cars	2	2	0.0
New vehicles purchases	32	50	+5.6
Total miles driven	1,981,148	1,994,302	+6.6
Total fuel used (gallons)	168,450	185,555	+10.2
Gas mileage (mpg)	11.76	10.70	-9.0
Identification Bureau			
Latent fingerprints identified	378	573	+51.6
Narcotics Unit			
Cases investigated	1,001	1,187	+18.6
Felons arrested	133	146	+9.8
Misdemeanants arrested	695	894	+28.6
Value of substances seized	\$1,055,731	\$195,424	-81.5
Amount of money seized	\$8,178	\$42,081	+414.6
Other property seized	\$7,800	\$72,900	+834.6
Total value seized	\$1,071,709	\$310,405	-71.0
Money returned to the City (in restitution)	\$5,613	\$1,257	-77.6
Checks and Fraud Unit			
Forgery cases investigated	1,063	797	-25.0
Forgery cases cleared	682	554	-18.8
Fraud cases investigated	895	980	+9.5
Fraud cases cleared	566	612	+8.1
Polygraph Unit			
Polygraph tests conducted:	119	115	-3.4
Cases related	101	88	-12.9
Employment related	18	27	+50.0

UNIT STATISTICS

	1988	1989	% Diff. + or -
Record Bureau			
Investigative reports processed	70,481	76,645	+8.7
Total pages typed	48,434	49,520	+2.2
Guns registered	1,875	3,215	+71.5
Personnel/Training Unit			
Training			
Total training sessions	81	94	+16.0
Total recruit training hours	560	615	+9.8
Total in-service training hours	39	42	+7.6
Total specialized training hours	1,530	1,849	+20.8
Personnel			
Total employees hired	22	34	+54.5
Total employee turnover	14	14	0.0
Total No. of interviews	151	175	+15.9
Total positions filled inside the dept.	28	34	+21.4
Total No. of police officers hired	12	25	+108.3
Total No. applicants for police officer	220	360	+63.3
Total promotions:	8	6	-25.0
Non-commissioned	1	0	-100.0
Sergeant/Detective	2	4	+100.0
Lieutenant	2	2	0.0
Captain	1	0	-100.0
Assistant Chief	1	0	-100.0
Planning Unit			
Projects/plans formulated	15	23	+5.3
Surveys conducted	20	15	-25.0
Information request from outside agencies	62	112	+80.0
Technical assistance to department members	45	60	+33.0
Training updates	10	6	-40.0
Crime Analysis—Intelligence Unit			
Crime Stopper Summary			
Phone calls received	720	890	+23.6
Cases cleared	152	326	+114.8
Arrests (custodial and citation)	130	224	+72.3
Total dollar recovery	\$185,559	\$349,598	+88.4
(includes property & narcotics)			
Award payments authorized	\$8,325	\$7,350	-11.7
Victim/Witness Unit			
Volunteer hours donated	2,110	2,168	+2.7
Total incidents eligible	2,547	2,759	+8.3
(number of incident reports per incident)			
Victim services	7,863	13,059	+66.1
Average number of victim services	3.09	4.70	+52.1

DEPARTMENT PERSONNEL

	Date of Hire		Date of Hire
Chief of Police		Sergeant	
Allen L. Curtis	09-27-71	Charles Hennessey	11-26-69
Assistant Chief		Thomas Rathbun	09-14-70
Clifton Koch	08-01-58	William Larsen	09-14-70
James Baird	09-18-68	James Breen	08-23-71
Captain		Larry Barksdale	08-23-71
Ronald Flansburg	10-01-58	David Harnly	01-03-72
John Hewitt	02-01-63	James Thoms	01-08-73
Douglas Ahlberg	12-01-63	Timothy Domgard	01-29-73
Edward Ragatz	03-22-65	Mark Lantis	05-21-73
Peter Larimer	09-12-66	Douglas Srb	08-27-73
John Becker	01-06-75	Gregory Sorensen	08-28-73
Lieutenant		Michael Garnett	09-04-73
Ernest Berry	06-10-60	Linda Steinman	10-22-73
Albert Maxey	08-14-61	James Hawkins	11-19-73
Arthur Wagner	08-29-66	Robert Kelly	01-27-74
Jonathan Briggs	05-09-67	Ronald Klem	11-03-74
Allen Soukup	09-22-69	Roger Schmidt	11-05-74
Duaine Bullock	01-19-70	Robert Kawamoto	06-30-75
Lyle Roberts	03-23-70	Michael Siefkes	06-15-75
Jerry Smith	04-18-70	Robert Wilhelm	07-14-75
Ervin Portis	01-24-72	Larry Nelson	09-11-75
Frank Rowe	09-25-72	Robert Kubicek	10-17-75
James Hill	05-21-73	Edmund Sheridan	01-05-76
Gary Engel	03-03-74	Kenneth Koziol	01-05-78
Stephen Imes	08-05-74	Dennis Miller	02-27-78
James Peschong	01-06-75	Robert Ziemer	04-30-79
Joy Citta	01-08-79	Korin Kolluch	06-25-79
David Beggs	04-16-69	John Rallis	02-25-80
Sergeant		Kent Woodhead	05-01-81
Adolph Hynek	12-16-53	Thomas Towle	05-01-81
Alfred Kelly	12-10-56	Ann Heermann	08-19-82
Donald Kahler	01-16-57	Donald Arp	08-19-82
Douglas Hansen	09-01-62	Police Officer	
John Kerns	03-18-63	Rolland Weisser	03-16-58
Kenneth Schacht	08-16-63	Eugene Giles	03-18-63
Max Meyer	08-16-63	David Andreasen	05-24-65
Gary Hoffman	09-16-63	Vern Campbell	09-07-65
Myron Carkoski	12-26-63	William Parker	05-22-67
Earl Franklin	11-30-64	Dennis Siegrist	11-27-67
Edwin Winters	05-24-65	Curtis Hibdon	07-29-68
Marlin Rauscher	09-01-65	Harry McEntarffer	01-20-69
Mark Merwick	08-01-66	Larry Dvorak	03-01-69
Arthur Bandars	05-22-67	Michael Davis	03-16-70
Richard Kohles	11-27-67	Grant Shramek	07-27-70
Noah VanButsel	11-11-68	Ernest Young	07-28-70
Elgin Kuhlman	11-25-68	John Winkler	08-03-70
Lawrence Olson	10-13-69	Stanley Schaulis	09-28-70
		Thomas Addison	01-11-71
		Larry Graff	05-03-71
		John Ways	05-03-71
		Kurt Prai	08-23-71
		Burdette Burkhart	08-23-71
		Richard Doetker	09-01-71
		Dennis Roberts	01-24-72

DEPARTMENT PERSONNEL

	Date of Hire	Police Officer	Date of Hire
Police Officer			
Raymond Kansier	05-15-72	Paul Schneider	10-23-78
Steven Wetzel	09-05-72	Patrick Schlentz	01-08-79
Donald Northcott	09-05-72	Michael Engel	06-25-79
Donald Wiles	09-05-72	Robert Varga	06-25-79
John Grubb	09-20-72	Cindi Arthur	06-25-79
Jeffrey Butt	01-02-73	James Sydik	06-25-79
Wesley Lamberson	01-08-73	Terrence Sherrill	06-25-79
Jon Morris	01-08-73	Charles Steenson	09-10-79
Leo Nissen	01-08-73	Cheryl Knuth	10-29-79
Mark Wolfe	05-21-73	Randal Bangert	10-29-79
Alan Berndt	05-25-73	Gregory Rocke	10-29-79
Dennis Duckworth	06-03-73	Sara Koziol	05-02-80
Charles Starr	09-04-73	Jerome Thraen	05-02-80
David Blase	09-04-73	Michael Bassett	05-02-80
Barry Rogers	09-04-73	David Thurber	05-02-80
Charley Daniels	09-04-73	Jerry Lowe	05-01-81
Lyle Lacy	09-04-73	Douglas Saitta	05-01-81
Emery Bashus	09-04-73	Randall Burnham	05-01-81
John Pitts	09-04-73	Michael Martin	12-17-81
Bruce Bell	09-28-73	William Snoad	12-17-81
Gordon Zimmer	10-22-73	Chris Laird	12-17-81
Gary Thelander	10-22-73	Terry Cushing	12-17-81
Charles Solano	10-22-73	Kimberly Cartwright	12-17-81
Donald Naughton	10-22-73	Sandra Myers	12-17-81
Donald Jenkins	11-07-73	Geoffrey Marti	12-17-81
Lee Volkmer	01-07-74	Samuel Santacrose	12-17-81
Scott Arnold	03-07-74	Patrick McGuire	12-17-81
Sidney Yardley	05-20-74	Clark Wittwer	12-17-81
Mark Domangue	06-03-74	Thomas Ehlers	12-17-81
Thomas Duden	07-22-74	Genelle Moore	08-19-82
James Lafevre	07-22-74	James Ashley	08-19-82
Larry Bratt	11-18-74	Erin Sims	08-19-82
Paul Aksamit	11-19-74	Donald Marti	08-19-82
James Haynes	12-22-74	Marian Hohnstein	05-23-83
Michael Geidner	12-26-74	Mark Fluitt	08-17-83
Timothy Carmichael	12-29-74	Russell Lloyd	08-17-83
Terry Brummer	01-06-75	Charles Steiner	08-17-83
Richard Lutz	01-06-75	Jayne Reed	08-17-83
Edwin McMeen	01-06-75	Katherine Heskett	08-15-84
Glenn Hageman	01-06-75	Susan Briggs	08-15-84
Gregory Sims	03-10-75	Mark Johnson	08-15-84
Jeffrey Alexander	03-25-75	Rod Johnson	08-15-84
Steven Standley	06-01-75	Jeri Roeder	08-15-84
Robert Citta	06-16-75	Timothy Woolman	09-04-85
Kerry Crosby	07-07-75	Frank Padilla	09-04-85
David Goehring	10-27-75	Wendy Townsend	09-04-85
James Spanel	10-27-75	Todd Beam	09-04-85
Wayne Rundle	01-05-76	Benjamin Heskett	09-04-85
Edward Sexton	01-05-76	John Amen	09-04-85
Nancy Willemsen	01-05-78	Jeffrey Howard	09-04-85
Jeff Gade	01-05-78	Scott Byram	09-04-85
Kenneth Handy	08-28-78	Charles Marti	09-04-85
Richard Hubka	10-23-78	Joseph Wright	09-03-86
Lee Unland	10-23-78	David Domeier	09-03-86

DEPARTMENT PERSONNEL

	Date of Hire		Date of Hire
Police Officer		Public Service Officer	
Carmen Doeschot	09-03-86	DonnaMarie Jones	12-05-77
John Donahue	09-03-86	Kathryn Krouse	03-26-79
Timothy Gillespie	09-03-86	Karen Wells	04-16-79
James Davidsaver	09-03-86	Collene Jones	04-16-79
Kirk McAndrew	09-03-86	Gail Lekai	07-25-79
Jonathan Sundermeier	09-03-86	Cynthia Burmeister	03-06-81
Larry Murray	09-03-86	Jayne Schaecher	09-24-81
Cynthia Nekolite	09-03-86	Rhonda Hernandez	12-28-81
Mark Stahlhut	09-03-86	Kathleen Burda	02-28-82
Cheryl Cochren	09-02-87	Charlene Estes	03-07-82
Michael Woolman	09-02-87	Dave Haumont	04-20-82
Linda Jensen	09-02-87	Patricia Stratman	05-23-82
Mary Lingelbach	09-02-87	Cheri Marti	08-12-82
Brian Jackson	09-02-87	Robert LaRocca	12-26-84
James Foral	09-02-87	Sue Bartek	11-04-85
Carla Cue	09-02-87	Edward Price	07-28-86
Stephen Schellpeper	09-02-87	Diana Gottschall	05-04-87
Charles Butler	09-02-87	Patricia Bonhart	10-23-89
Thomas Hamm	08-31-88		
Patrick Knopik	08-31-88	Administrative Secretary	
Aaron Moore	08-31-88	Virginia Fischer	12-20-65
Michael SchAAF	03-31-88		
Brian Hoefler	08-31-88	Office Assistant V	
Todd Groves	08-31-88	Joleen Killham	10-01-82
David Hensel	08-31-88		
Valerie Deahn	09-13-89	Office Assistant IV	
Robert Farber	09-13-89	Deborah Moffitt	07-17-80
Martin Fehringer	09-13-89	Kathleen Stevenson	06-27-82
Brian Giles	09-13-89	Glena Knippel	01-03-84
John Hartmann	09-13-89		
Kevin Hinton	09-13-89	Office Assistant III	
Patrick Howell	09-13-89	LaVonne Hennessey	06-09-76
Todd Hruza	09-13-89	Velda Rademacher	07-07-78
Donald Hunt	09-13-89	Sharon Yockers	12-01-80
Michael Johnston	09-13-89	Elaine Knickman	06-20-81
Mark Meyerson	09-13-89	Paula Volkmer	10-04-82
Douglas Phillips	09-13-89	Linda Hendrickson	08-16-83
Grant Richards	09-13-89	Pamela Allen	08-29-83
Julie Rigg	09-13-89	Marcia Gates	10-08-83
Donald Scheinost	09-13-89	Rhonda Moody	06-25-84
Teresa Scholl	09-13-89	Renee Weiler	12-03-84
Dennis Scott	09-13-89	Gloria Jones	04-24-87
Alan Townsend	09-13-89	Jodi Chase	09-21-87
Kathryn Vollersten	09-13-89	Linda Harrington	10-19-87
Thomas Ward	09-13-89	Cinda Childers	10-19-87
Lance Worley	09-13-89	Sandra Asche	02-24-88
		Linda Bryan	07-13-88
Public Service Officer		Linda Kahle	09-08-88
Laura Corder	01-23-67	Nancy Walling	04-26-89
Linda Ewoldt	10-16-75	Rebecca Sherman	09-01-89
Brenda Miller	08-30-76	Phyllis Sporven	10-19-89
Debra Northcott	08-31-76	Jacqueline Wade	11-07-89
Mona Yardley	01-05-77		

DEPARTMENT PERSONNEL

	Date of Hire		Date of Hire
Property Supervisor		EDP Analyst	
Pamela Fittje	05-28-73	Jacqueline Willhoft	05-06-82
Stores Clerk II		Victim/Witness Administrator	
Myra Shriver	06-18-79	JoAnna Svoboda	08-30-84
Darla Cates	01-20-81		
Stores Clerk I		Garage Manager	
Kay Downs	09-24-84	Jerry Robb	09-19-77
David Staskiewicz	11-14-89		
Records Supervisor		Mechanics	
Patti Hill	09-17-76	Robert Smith	03-21-66
Sheila Biggs	12-18-78	Larry Wagner	06-01-69
Dodi Warne	07-12-81	Earl Peters	12-19-73
		David Mizell	08-26-83
Account Clerk II		Russel Widdowson	07-27-85
Rhonda Ihrle	11-08-79	Chuck Crawford	11-04-87
Account Clerk I		Serviceman	
Kristy Bassett	07-30-84	Ole Buck	03-02-68
		Raymond Campbell	11-04-76
System Coordinator		Robert Flansburg	09-01-87
Clair Lindquist	07-29-68	Clyde Verhoff	06-13-80
		Gene Thomas	01-28-88
