

# POLICE IN THE COMMUNITY



Santa Cop



Midget Football



Police Summer Youth Camp



Special Olympics Torch Run

# POLICE DEPARTMENT LINCOLN, NEBRASKA 1986 ANNUAL • REPORT

# ANNUAL REPORT

1986



CHIEF OF POLICE  
B. DEAN LEITNER

L I N C O L N ,

N E B R A S K A

Population .....	183,200
Government .....	Mayor-Council
Land Area .....	60.33 Square Miles
City Budget .....	\$51,749,258
Parks .....	4,982 Acres
Roadways .....	770 Miles
Registered Vehicles (County) .....	181,845



LINCOLN POLICE DEPARTMENT

# STATEMENT OF THE MISSION OF THE LINCOLN POLICE DEPARTMENT

1986-1987

It is a cardinal principal of democratic societies that ultimate responsibility for peace, good order and law observance rests with the community of citizens of that society, not with an organized police force.

Although the very complexity of modern societies usually dictates that policing efforts be coordinated and directed by a force of paid professionals, their responsibility is derivative. Their role is to supplement and aid community efforts, not supplant them. The powers permitted to these police must be carefully defined and limited.

A community which abandons its basic duty to police itself to a professional police service will soon find that the police can hope to provide no more than a bare modicum of public order and security, and this only through such repressive measures that the basic liberties of a free people are eroded and the very democracy that the police seek to preserve is endangered.

Only if the proper balance is maintained between the basic responsibility of the community and the derivative responsibility of the police can a safe and orderly society be preserved with the least burden on individual rights and freedom.

It is unfortunate, therefore, that the history of urban policing in America in the 20th century is a consistent record of errors by the police service to assume a disproportionate share of the responsibility for maintaining social control and the concurrent abandonment by American communities of their portion of this duty. The result has been an increasing lawlessness which even increasingly repressive measures have been unable to curb.

The delicate balance between the traditional roles of the community and the police needs to be restored. Peacekeeping must again become a joint police-community effort to stand any reasonable chance for lasting success. In this respect, the Lincoln Police benefit from serving a community which is vitally interested in assuring a high level of safety, security and public order, and able to assume the responsibility for policing itself. The fundamental mission of the Lincoln Police, therefore, is to provide the leadership and professional support required to sustain and improve the community's efforts and to develop a balanced and cooperative police-community campaign against lawless and disorderly behavior.

## COMMUNITY RELATIONS

If the control of crime and other disorder is to be a joint effort between the police and the citizens of Lincoln, then the keystone of this effort must be cordial, respectful and trusting relations between the police and the community. Every effort must be made, and no opportunity overlooked, to strengthen this police-community bond. Every action by the Police Department or by any of its members must be judged for its effects thereon. The police must endeavor to ensure that all citizens of the City of Lincoln view the Police Department as an integral part of the community and not as an organization outside or estranged from it.

Experience with police-community relations activities has taught the American police service that good relations cannot be maintained by entrusting this crucial function to a few community relations specialists. Where community relations is not a department-wide concern, any special program which seeks to improve these relations will necessarily fail. It has now become axiomatic that good relations with the community is the sum total of good relations between police officers in the performance of their duties and individual members of the community. A citizen's image of the department is largely influenced, if not wholly determined, by the officers he encounters. If they are competent, polite and caring, no deliberate image management by a team of community relations specialists will be necessary.

For these reasons, the Lincoln Police Department reaffirms its view that one of the basic continuing responsibilities of every officer and civilian employee is to strengthen the affinity between the citizens of Lincoln and their police service. Lincoln's community policing concept provides an unparalleled opportunity to discharge this responsibility.

Community-based policing is an idea inspired in large part by the need for better community relations. The division of the city into small geographic areas, each policed by a single team, permits the members of the team to concentrate on improving their relations with a reasonably small number of citizens who live or work in the team area. One of the major thrusts of community policing is to develop a high level of team community accord and trust as a prelude to joint activities to reduce crime and preserve order in the team areas.

The prevention of crime actually includes a number of distinct concepts, two of which are relevant to the police service.

### **Punitive Crime Prevention:**

The threat of certain punishment for criminal offenses has long been felt to have a preventive effect. The assumption is that where the pain of the penalty outweighs the advantage gained from the criminal act, the potential offender will refrain from committing the offense. This concept is the basis of the criminal justice system. Penalties are imposed by the courts not only as punishment for the particular offender in the dock, but to warn would-be criminals that the same fate awaits them if they violate the criminal law. The success of a social system designed around punitive prevention, however, depends on how certain is the threat of punishment. Where fewer than 25% of all criminal offenses result in an arrest, it's doubtful that many would-be offenders consider the threat of punishment to be substantial.

### **Physical Crime Prevention:**

While punitive crime prevention seeks to reduce motivation to commit crime, physical crime prevention strategies approach the problem by simply reducing the opportunity to commit an offense. Placing valuables in vaults, removing keys from automobile ignitions, and using dead bolt locks on doors are all physical crime prevention measures.

The traditional crime prevention role of the police is in the area of punitive prevention. The Lincoln Police have a continuing obligation to increase the risk of eventual punishment for offenses by increasing the current rate of apprehension and case clearance and constantly improving case preparation to ensure more frequent convictions. But concentration solely on punitive prevention measures does not fulfill the Department's responsibility for prevention.

The Lincoln Police must also aid the community in protecting itself from crime by working with residents and businessmen to encourage them to adopt sound physical crime prevention measures. The police department must continue to expand current efforts of making citizens aware of their responsibility to safeguard themselves and their property through low-cost, common sense opportunity reduction and risk management practices.

### **CRIMINAL APPREHENSION AND CASE CLEARANCE**

One of the basic tasks assigned by tradition to the police is the identification and apprehension of criminals and the acquisition of evidence of their criminality to be used at trial. The American police service, in comparison with the police of other free nations, has never been very good at clearing up crimes and preparing cases for court. The average clearance rate for all crimes known to the police in the United States is around 20%. The Lincoln Police Department does marginally better than this national average.

The first problem in improving this clearance rate is persuading citizens to report offenses to the police. City-wide victimization surveys conducted by the Lincoln Police reveal that less than 50% of all crimes are reported to the police. Since the Lincoln Police can't begin to solve offenses that have not been brought to their attention, one of the primary tasks of the police department is to encourage the community to report offenses.

Secondly, the Lincoln Police must continue to improve their ability to solve offenses through more citizen input into the crime-solving process. The Lincoln Police are responsible for providing an organization receptive to citizen information and capable of making the best use of that information to solve offenses and make apprehensions.

The free flow of citizen information requires a compatible environment between the police and community which encourages the exchange of information. Community based policing was the first major step in establishing the necessary relationship. The close community ties of the community teams foster trust and confidence in the police, permitting them to begin soliciting information which is generally not available to police departments organized conventionally.

Once information is received, however, the department must ensure that maximum use can be made of it. This requires a systematic information and crime analysis capability which the Lincoln Police have just begun to develop. Moreover, it requires improved case management and careful liaison with the city and county prosecutors, to ensure that cases are fully investigated and evidentially sound.

The constant development of these capabilities is one of the long term aims of the Lincoln Police as part of a systematic approach to improving rates of apprehension and case clearance.

### **TRAUMA INTERVENTION AND CONFLICT MANAGEMENT**

The mobility of the police department and its constant presence in the community often makes it the only emergency service able to provide instant emergency assistance and aid. This includes immediate aid at a variety of physical traumas such as traffic accidents, personal injuries and acute illnesses. The department's mission does not, however, involve primary responsibility for life support and emergency transportation, and the Lincoln Police do not attempt to duplicate emergency services provided by the Lincoln Fire Department, private ambulance companies or hospital medical teams.

The police department is, however, the only emergency service available to respond to instances of interpersonal traumas. In contemporary society, the role of the police in conflict management and crisis intervention has become much more important and is consuming an even larger share of the time and resources of the Lincoln Police. More training is required to equip Lincoln Police personnel to discharge these new roles. Early identification of potential crisis problems and successful resolution of social conflicts with the aid of available resources in the community are major aims of the Lincoln Police. Better coordination between the police and other social service agencies is important. More effective use should be made of Lancaster Mental Health, family welfare services, Child Protective Services and other agencies sharing the responsibility for social welfare.

The continued presence of interpersonal trauma in the Lincoln community in the form of domestic crises, child neglect and abuse, suicide, and aberrant behavior reflects a wide range of human problems. The Lincoln Police cannot hope to eliminate these problems but should attempt to mitigate some of their more harmful effects, not only because they are inherently undesirable, but because they often lead to crime and they severely affect the quality of life for all citizens in Lincoln.

## ADMINISTRATION

The Lincoln Police Department, as an agency of city government supported by tax revenue, is charged with a continuing duty to use public resources efficiently and with evidence of good stewardship.

Police personnel make up by far the largest portion of any police agency's resources. Policing is labor intensive work. No way has been found to more than marginally reduce a police department's dependence on its human resources. It is the productivity of its personnel which ultimately determines a police department's efficiency. The productivity of personnel is, in turn, dependent on careful selection, through training, motivation to work and responsive support.

The Lincoln Police Department benefits from being staffed by police officers of exceptional quality. Through constant attention to training, both in formal sessions and through informal instruction by supervisors and managers in the course of their daily duties, Lincoln Police Officers are continually refreshed in basic skills and exposed to new techniques and methods as these are developed. This emphasis on training is intended to provide each generalist police officer with a wide ranging competence to deal more effectively with crime and order problems. The in-house training capability of the Lincoln Police is being constantly improved to meet more sophisticated training needs. Resources available outside the police department, especially those at the University of Nebraska, are used whenever special skills are required.

The reorganization of the department into community based policing emphasizes the need of highly educated, highly trained professional police officers for enriched and expanded work where initiative and creativity will be rewarded. Community police units are built around a generalist police officer who is competent in handling a wide variety of tasks. He is able to assume expanded roles in community development, crime prevention, investigation, planning and problem solving. Narrow specialization is held to an unavoidable minimum. The experience of other police agencies has shown that, as a result of improved opportunities for rewarding work, the productivity of each officer will improve over time, necessarily resulting in the improved efficiency of the Lincoln Police as a whole.

### **Volunteerism:**

The field of conflict management has provided a unique opportunity for the combination of the resources of the police and the community in a project aimed at alleviating the trauma of interpersonal conflict. The Lincoln Chaplaincy Corps, staffed by volunteer clergy, has helped the police to more effectively intervene in situations involving such crises. The services of the Chaplains, and interns, frees officers for a redirection of their efforts into areas not suitable for volunteers and, therefore, results in a substantial savings to the taxpayers.

It is the obligation of the police to expand the concept of volunteerism into appropriate fields. Many community members stand ready to assist the police in a variety of functions. The utilization of volunteer services and assistance within the community increases the bond between the police and the community at large, as well as conserving resources and improving the impact of police activities.

## TRAFFIC SAFETY

One of the major tasks devolved on the police since the advent of the automobile is the protection of motorists and pedestrians on public streets and highways. Traffic accidents are responsible for greater losses, both in property and injury than all crimes combined. Paradoxically, the priorities of American police departments, including Lincoln's, have not reflected the comparative importance of traffic safety to the overall quality of life within the community.

Police managers must continue to improve efforts to reduce accidents and increase traffic safety. Much of this effort should be through public education and awareness, but enforcement based on accident data should also play a major role. The police enforcement effort must focus on the locations, times, days and violations which are statistically demonstrated to coincide with the occurrence of traffic accidents. This effort is known as selective enforcement. The use of the phrase selective enforcement should not carry the connotation of unequal treatment for certain citizens. It is simply a method of making the most efficient and effective use of police resources for traffic law enforcement.

The police responsibility to ensure the safe and expeditious flow of traffic within the city is a shared one. Other agencies such as the City Transportation Department and State Department of Roads are similarly charged. It is crucial to the success of the effort to improve traffic safety that the police department create a more effective liaison with such organizations. The police are in a unique position to detect problems in traffic engineering and to assist in safe transit during periods of road maintenance and construction.

The investigation of motor vehicle accidents is an important task assumed by the police, and accounts for a large portion of the resources at the disposal of the Lincoln Police Department. Such investigations permit the discovery and enforcement of accident-causing traffic law violations, provide data for the analysis of accident trends, and provide detailed information to citizens involved in accidents. The purposes of accident investigation are, therefore, much more than the mere restoration of the orderly flow of traffic. In order to fulfill such purposes, it is paramount that accident investigations be thoroughly and correctly conducted. At the same time, police resources can be conserved through concise and error-free investigations. In order to achieve these ends, the capabilities in accident investigation should be upgraded through training and efforts should be made to streamline reporting processes.

## PERSONNEL DEVELOPMENT

Community based policing requires new roles for police officers opening avenues for a wider variety of work which should increase job satisfaction. These expanded functions require careful and continuing attention to training needs particularly in the areas of beat management, intelligence, conflict resolution and community development to correspond with the new roles of team officers. Regularly scheduled training sessions should emphasize subjects appropriate for team policing. In addition, such special training should be provided as required.

It is important that voluntary personnel attrition be kept to an absolute minimum. The basic strength of the Lincoln Police lies in its relatively young but intensively trained, as well as seasoned field personnel. Each officer who resigns must be replaced by a recruit who can't be made operationally effective for at least 18 months of careful training and close supervision. If the turnover rate is high, then a large portion of the police force, at any moment in time, will consist of novice officers, thereby decreasing the operational effectiveness of the department.

Experience has shown that where officers are satisfied with their jobs and are provided a reasonable opportunity for advancement, voluntary attrition will be reduced.

The job enrichment required by Lincoln's concept of community policing should increase officers' satisfaction with police work. But considerable improvement must be made in advancement opportunities. At present, the range of pay for police officers is severely truncated. Unless an officer is promoted to either sergeant or detective, he or she can hope for little increase in pay or benefits no matter how effective or skillful the officer becomes in discharging his/her professional duties.

Unfortunately, the number of detective and sergeant positions available are limited. At present, only a small percentage of the patrol force can anticipate promotion to sergeant or detective which leaves no reasonable prospect of advancement for the remaining uniformed officers. This condition is demoralizing, contrary to the best interests of the department and the city, and should be remedied with deliberate speed.

The greatest emphasis should be placed on retaining proficient patrol officers as patrol officers, not requiring them to seek promotion into either detective or sergeant ranks in order to achieve advancement. There is no question that at any one time the Lincoln Police have a number of highly proficient patrolmen who do not, however, possess the supervisory abilities to be effective sergeants, nor the particular qualities needed for good detectives. Therefore, where they are promoted as a reward for good work as patrolmen, they are often ineffective and dissatisfied.

## TABLE OF CONTENTS

Chief's Introductory Letter .....	12
Accreditation .....	13
Community Satisfaction Poll .....	13
KLIN Poll .....	13
Efficiency Effectiveness Survey .....	14
Organizational Structure .....	16
Management Division .....	17
Operations Division .....	20
Lincoln Chaplaincy Corps .....	22
Community Police Teams .....	23
Investigations Team .....	29
Administrative Division .....	33
Award Recipients .....	39
Distribution of Police Budget .....	41
Rank/Title by Division .....	42
Rank/Title by Salary Schedule .....	43
Calls For Service .....	44
Calls for Service versus Personnel Allocation .....	45
Part I Offenses .....	46
Part II Offenses .....	47
Citations and Arrests .....	48
Accident Summary .....	50
Unit Statistics .....	51
Lincoln Police Department Personnel .....	57

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ROLAND A. LUEDTKE, MAYOR



**B. DEAN LEITNER, CHIEF OF POLICE**



# THE CITY OF LINCOLN



POLICE EMERGENCY  
911

NON-EMERGENCY  
(402) 471-7245



Mayor and Members of the City Council:

It is with great pride and pleasure that I submit to you our 1986 Annual Report. It is intended that by providing you with an opportunity to review the various components which make up this Annual Report, that you will have an even clearer understanding concerning the efforts and strides which have been and are currently being made, to effectively address community concerns.

The annual also serves as an 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.

I would be remiss if I did not allude to the results of our 1986 Efficiency/Effectiveness Survey because it highlights the fact that our department has continued to maintain a tradition of professional and effective police service to the citizens of our community. As you review the results of the survey, I believe you will agree that the logistics speak for themselves. We are also very pleased with the high satisfaction ratings we received in two major community polls in the past year. Yet, I recognize that we cannot take full credit for our accomplishments. Recognition must also be given to the citizens who interact with us and support us in our efforts.

My colleagues and I feel that 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. I appreciate the guidance and support I have received throughout 1986 and am looking forward to working with you in a cooperative effort to make 1987 an even more successful year for the City of Lincoln.

B. DEAN LEITNER, Chief of Police

## ACCREDITATION

The Lincoln Police Department has applied for, and is in the process of becoming accredited through the Commission on Accreditation for Law Enforcement Agencies, Inc. The commission is a private, non-profit corporation working to promote, recognize, and maintain professional excellence in law enforcement through accreditation. It is national in scope and was formed to develop a set of law enforcement standards, as well as establish and administer an accreditation process by which law enforcement agencies at the state and local levels can demonstrate voluntarily that they meet professional criteria. The overall goal of the accreditation program is to improve the delivery of law enforcement services from coast-to-coast.

The process involves 944 standards which are organized into nine (9) topic areas. The topic areas include: 1) law enforcement role, responsibilities and relationships; 2) organization, management and administration; 3) the personnel structure; 4) the personnel process; 5) law enforcement operations; 6) operations support; 7) traffic operations; 8) prisoner and court-related activities; and 9) auxiliary and technical services.

There are five (5) general phases or steps in the accreditation process: they are 1) application to the commission for application status; 2) completing and filing an "agency profile questionnaire"; 3) initiation of the self-assessment process; 4) an on-site assessment by a team of commission assessors; and 5) the on-site assessment team report to the commission and the commission grant of full accreditation (if standards are met.)

Accreditation is for a five-year period. The Lincoln Police Department must remain in compliance with those standards under which accreditation was awarded. The Police Department must apply for reaccreditation before the end of each five-year period. An on-site assessment is required as part of the reaccreditation process every five years, thus making accreditation an ongoing process for the department.

Lt. Jim Hill, as head of the Inspections Unit, will function as Accreditation Manager and will oversee the accreditation process. Sgt. John Rallis will be assigned to the Inspections Unit full time, on a temporary basis (approximately 18 months) and will function as the Accreditation Supervisor. His responsibilities will include: review of existing department policies and general orders and how they compare with commission standards, developing and implementing a plan of action for achieving those standards, and coordinating accreditation efforts and activities by working with and assisting department heads and unit supervisors.

## COMMUNITY SATISFACTION POLL

In a recent study, the Lincoln Strategic Planning Committee conducted two survey polls within the Lincoln community. One poll was a random sample survey, and the other, a newspaper poll. The study was designed to answer two questions: "What are the key issues facing the city?" and "How satisfied are Lincoln citizens with the city's array of community qualities, services, and institutions?"

The "Community Satisfaction" segment, which involved both polls, was comprised of 26 designated questions about the community. To obtain the community satisfaction responses, the random sample listing was taken from a poll done of 500 persons chosen randomly in Lancaster County. The newspaper poll was from a count done of 500 returns chosen randomly from the 1400 which were returned by Lancaster County subscribers. Responses from the 26 questions were then compiled and numerically ranked with number one showing the most satisfaction, and number 26 representing the least satisfaction. The survey question which pertained to police services was, "How satisfied are you with police protection/personal safety?"

Both poll results illustrated that the quality of police services in the Lincoln community is regarded as very high. The random sample survey gave the police protection/personal safety question a 5th place ranking, while the newspaper poll ranked this question as being the **second highest** among the 26 areas addressed on the community satisfaction scale.

## KLIN POLL

During the week of January 26, 1987, KLIN Radio conducted a 4-day survey which dealt with the job performance of the Lincoln Police Department. The question which was posed in the telepoll survey was, "How would you rate the job performance of the Lincoln Police Department?" There were 172 responses during the brief survey. Each respondent was asked to give a rating of good, average, or poor to the question. Of the 172 responses, 106 (61.6%) rated the job performance of the Lincoln Police Department as good, 60 (34.9%) gave a rating of average, and only 6 (3.5%) gave the Lincoln Police Department a poor rating.

# EFFICIENCY/EFFECTIVENESS SURVEY

1986

During 1986, the Lincoln Police Department Planning Unit conducted a survey of twenty four (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 (5) 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 1985, total Part I crimes during 1985, and the current total number of authorized commissioned officers.

Information from the above five (5) categories were 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 1000 population.

The efficiency of each category was then numerically ranked with number one (1) assigned to the **lowest** cost figure and the **highest** productivity figure.

The four (4) numerical rankings were then com-

bined to arrive at the overall efficiency ranking for each police department. As indicated on the following chart, the Lincoln Police Department is ranked number 1 in the overall efficiency ranking. Based on four (4) widely accepted efficiency measurements; that is, cost per capita, cost/unit of service, unit of work/employee, officer/1000 population, Lincoln is 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 1986, the Lincoln Police Department had a clearance rate of 27.4% 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 21.4% clearance rate in cities within Lincoln's population group.

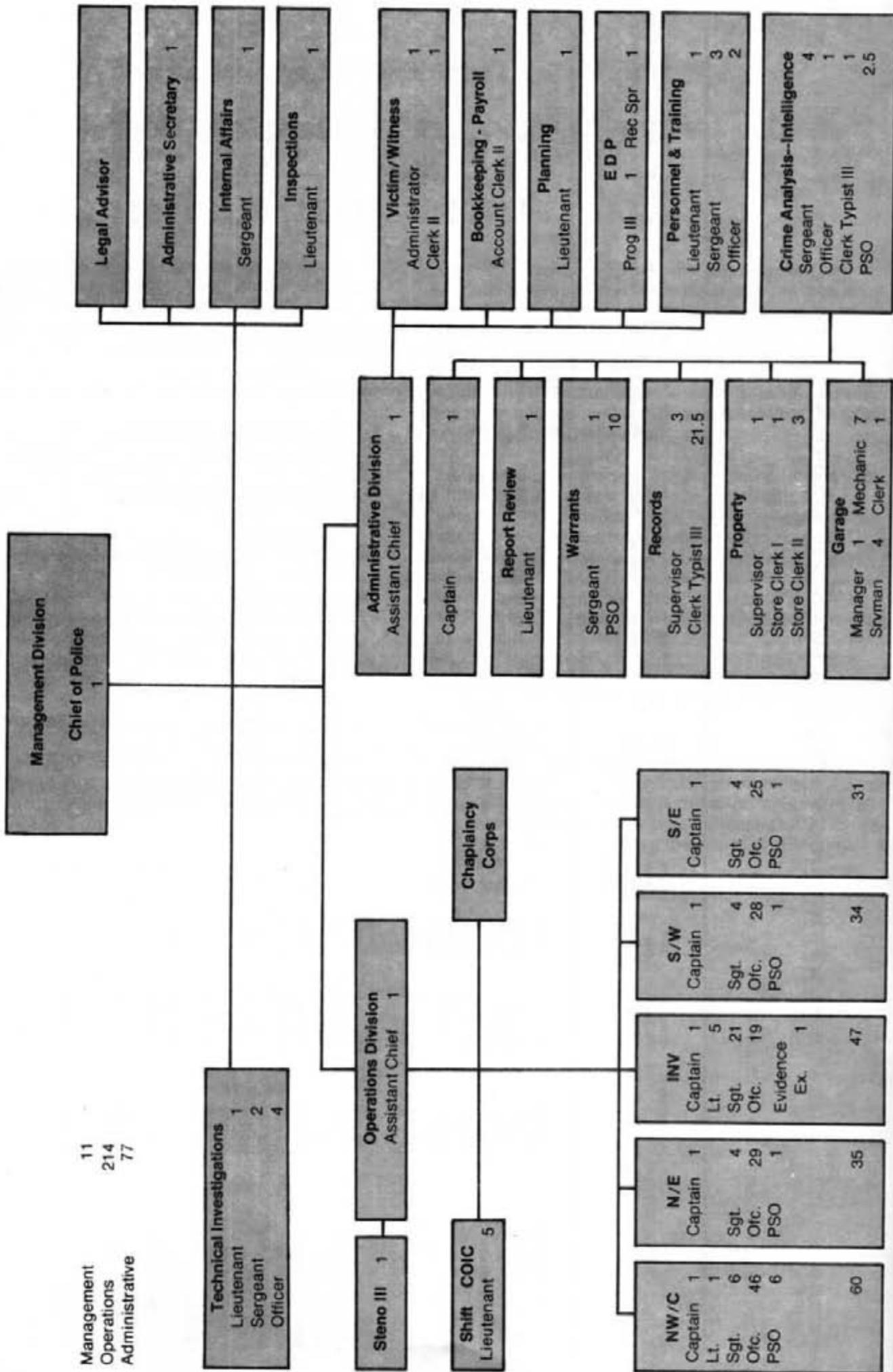
When the concepts of "efficiency" and "effectiveness" are combined, it can be determined that not only is the Lincoln Police Department performing more service to its citizens for less cost (as illustrated in the survey), but is also providing a 'quality' of service which is very high.

# EFFICIENCY/EFFECTIVENESS SURVEY

City	Population	Current Police Budget	Cost Per Capita	Rank #1 is lowest cost/capita	Total CFS	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 Cfs/CFS	Officers per/1000 pop.	Rank #1 is least # of Cfs/pop.	Rank Overall Efficiency
LINCOLN, NEBRASKA	183,200	9,104,619	49.70	2	107,812	84.45	5	10,787	10.0	229	47.1	11	1.25	2	1
Tacoma, Washington	170,000	17,813,649	103.61	15	273,071	64.50	1	24,055	8.8	280	85.9	1	1.65	9	2
Arlington, Texas	246,856	16,800,000	68.03	6	129,965	129.27	13	19,635	15.1	330	59.5	5	1.34	4	3
Des Moines, Iowa	194,000	17,300,000	89.18	10	229,000	75.55	3	21,798	9.5	333	65.5	3	1.72	13	4
Little Rock, Arkansas	192,500	11,526,483	59.88	3	93,570	116.94	9	21,000	21.3	331	63.4	4	1.72	13	4
Gary, Indiana	154,000	5,789,000	37.59	1	77,825	74.38	2	9,449	12.1	290	36.3	18	1.69	12	6
Grand Rapids, Michigan	183,270	17,373,156	94.80	11	99,392	174.79	16	16,201	16.3	278	58.3	6	1.52	7	7
Mesa, Arizona	242,124	23,500,000	97.06	12	117,429	200.12	19	14,275	12.2	303	47.1	11	1.25	2	8
Fort Wayne, Indiana	166,000	10,115,963	60.94	4	97,162	104.11	7	12,319	12.7	320	38.5	17	1.93	16	8
Knoxville, Tennessee	175,000	14,538,105	83.07	7	93,849	154.91	14	11,291	12.0	298	39.2	16	1.65	9	10
Columbus, Georgia	186,000	11,451,007	61.56	5	97,701	117.20	10	10,207	10.4	346	29.5	19	1.86	15	11
Kansas City, Kansas	161,000	17,900,000	111.18	18	200,000	89.50	6	16,291	8.1	322	50.6	9	2.00	17	12
Aurora, Colorado	225,700	24,403,560	108.12	17	189,826	128.56	12	16,985	8.9	364	46.7	14	1.61	8	13
Madison, Wisconsin	176,856	17,390,410	98.33	13	95,880	181.38	17	13,866	14.5	295	47.0	13	1.67	11	14
Warren, Michigan	160,000	16,891,295	105.57	16	57,177	295.42	23	11,118	19.4	235	47.6	10	1.47	6	15
Syracuse, New York	170,105	14,977,333	88.05	9	190,418	78.66	4	12,165	6.4	449	27.1	20	2.64	22	15
Huntington Beach, Calif	183,000	20,788,528	113.60	20	81,497	255.08	21	8,540	10.5	202	42.3	15	1.10	1	17
Anchorage, Alaska	220,148	36,201,450	164.44	23	116,335	311.18	24	16,224	13.9	304	53.4	7	1.38	5	18
Greensboro, N. Carolina	183,015	18,263,660	99.79	14	171,000	106.81	8	10,090	5.9	386	26.1	21	2.11	19	19
Flint, Michigan	159,000	21,500,000	135.22	22	101,000	212.87	20	22,716	22.5	343	66.2	2	2.16	20	20
Springfield, Mass.	163,000	13,651,435	83.75	8	115,000	118.71	11	9,323	8.1	477	19.5	23	2.93	24	21
Fort Lauderdale, Fla.	160,000	32,600,000	203.75	24	207,789	156.89	15	23,678	11.4	448	52.9	8	2.80	23	22
Arlington, Virginia	153,000	17,209,000	112.48	19	90,541	190.07	18	7,781	8.6	306	25.4	22	2.00	17	23
Yonkers, New York	195,000	25,000,000	128.21	21	86,998	287.36	22	9,027	10.4	500	18.1	24	2.56	21	24
AVERAGE	183,453	17,995,361	98.09		130,218	138.19		14,534	11.2	330	44.0				1.80

Survey conducted in 1986

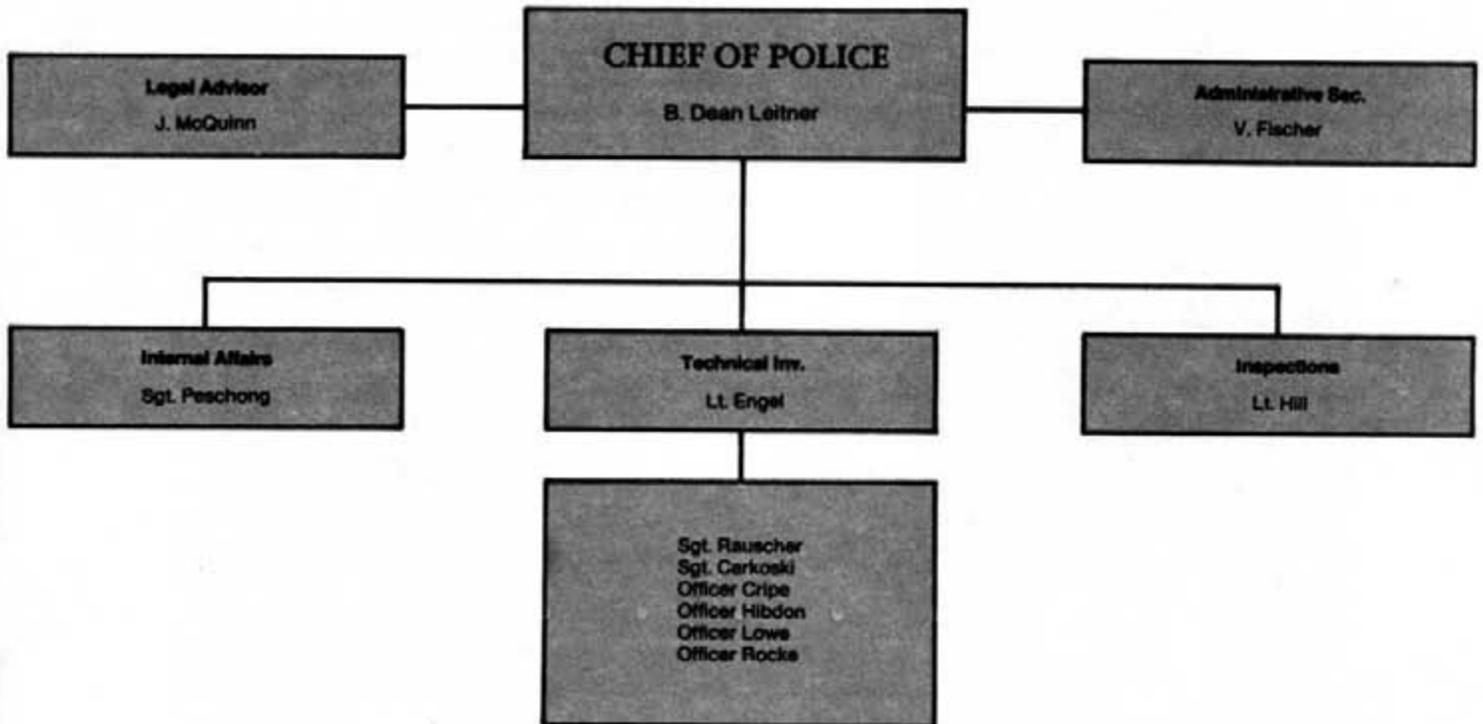
# ORGANIZATIONAL STRUCTURE



# MANAGEMENT DIVISION

## Authorized Positions

Commissioned		Non-Commissioned	
Chief	1	Adm. Secretary	1
Lieutenant	2	Legal Advisor	1
Sergeant	3		
Officer	4		



The department's current organizational structure is comprised of three divisions: the Management Division, the Operations Divisions 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 B. Dean Leitner 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

This unit is staffed by one person, namely, Sergeant James Peschong. The functional responsibility of the unit is to police the conduct of individual police officers in their dealings with the public. 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.



Sgt. Peschong

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 Unit

This unit is staffed by one person, Lieutenant James Hill. 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 Inspections Unit's efforts are only to improve efficiency and compliance.

The Inspections Unit supplements, but does not replace, ordinary processes 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.



Lt. Hill

## MANAGEMENT DIVISION

### 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. It is with this rationale in mind that the Technical Investigations Unit was formed in July of 1985.



Lt. Engle

Lieutenant Gary Engle is the unit commander and is assigned a staff of two sergeants and four officers. The unit is divided into two sections, each of which is supervised by a sergeant who is assigned officers as investigators. The two units are designated as 'Vice' and 'White Collar.'

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

### Legal Advisor

In view of the legal ramifications brought about by new legislation and many court rulings which have an impact on 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

John McQuinn, a member of the City Attorney's Office staff, serves as the Lincoln Police Department Legal Advisor. His office is located at police headquarters where he functions directly with the department in such matters as the processing of warrants, handling questions of legality concerning police activity and providing update information on new legislation and court rulings.

# OPERATIONS DIVISION

Authorized Positions 203

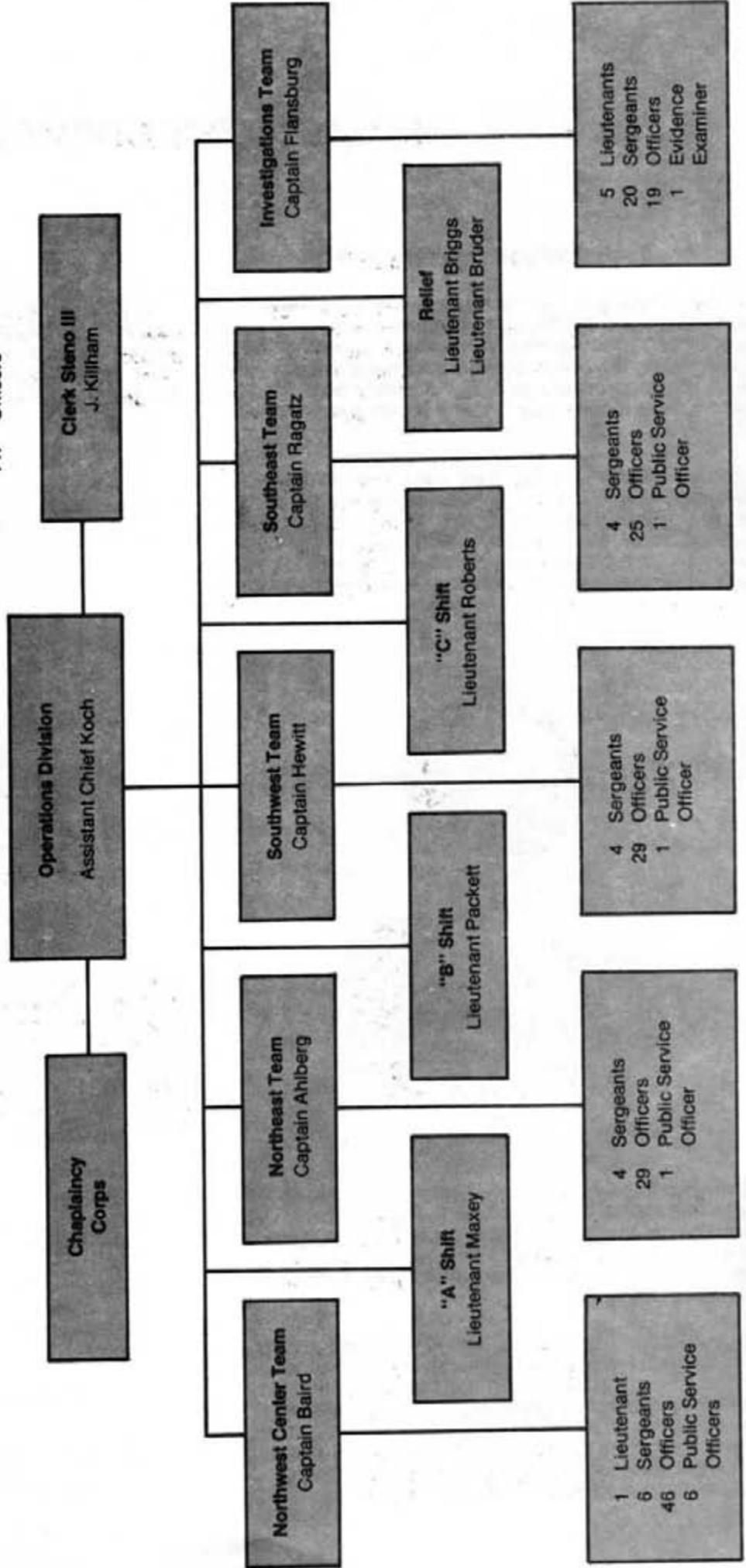
Authorized Positions 11

**Commissioned**

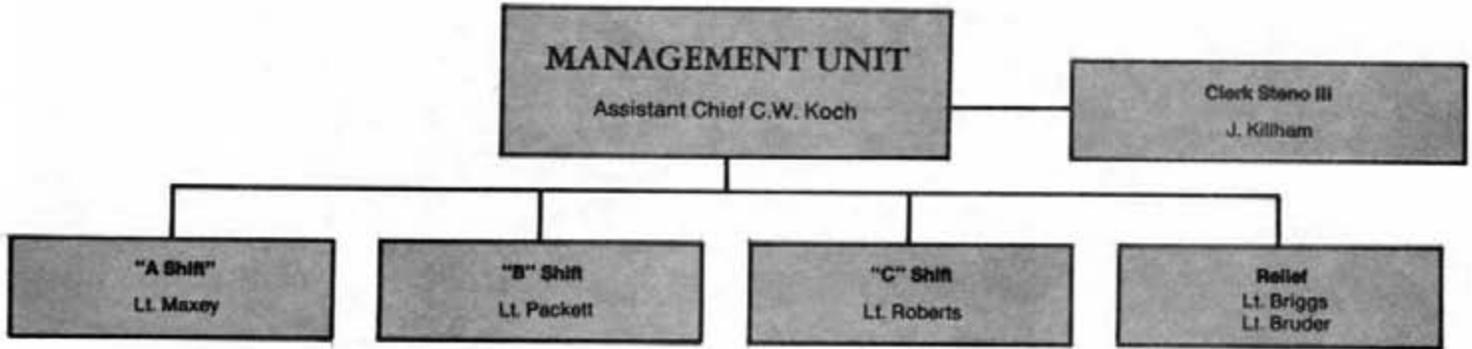
- 1 Assistant Chief
- 5 Captains
- 11 Lieutenants
- 39 Sergeants
- 147 Officers

**Non-Commissioned**

- 9 Public Service Officers
- 1 Clerk Steno III
- 1 Evidence Examiner



# OPERATIONS DIVISION



Assistant Chief Clifton W. Koch heads the Operations Division which consists of personnel in five (5) teams. The five teams are the four Community Police Teams and one Investigations Team. Each of the five teams 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 report directly to Assistant Chief Koch and are responsible as duty commanders to cover police operations.



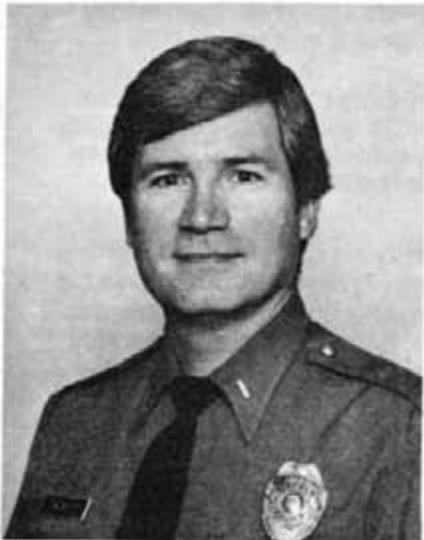
Lt. Maxey



Assistant Chief Koch



Lt. Bruder



Lt. Packett



Lt. Roberts



Lt. Briggs

## LINCOLN CHAPLAINCY CORPS



Front row (left to right): Lester Beaman\*; Nye Bond\*\*\*; LaRoy Seaver\*; Raleigh Peterson\*. Second row: Stephen Evans\*\*\*\*; A/C Dale Boettcher, LFD#: Stephen Bilynskyj\*; Elmer Hagen\*; J. Robert Birdwell\*\*\*; L. Glenn Wise\*. Third row: Herbert Jckman\*; Ronald Elliott\*; Capt. Ed Ragatz, LPD#: Trenton McRae\*\*\*; Gene Curtis\*\*; Walt Cline\*; Hulda Roper\*\*.

\* Commissioned Duty Chaplain    # Liaison  
 \*\* Board Member  
 \*\*\* Commissioned Duty Chaplain & Board Member

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 being 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 twenty six (26) duty chaplains in the Corps. There are seven (7) chaplains and three (3) non-members of the clergy who make up the board of directors. The ten member board meets on a monthly basis. The current Senior Chaplain is Nye O. Bond.

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.

# COMMUNITY POLICE TEAMS

## Community Police Teams

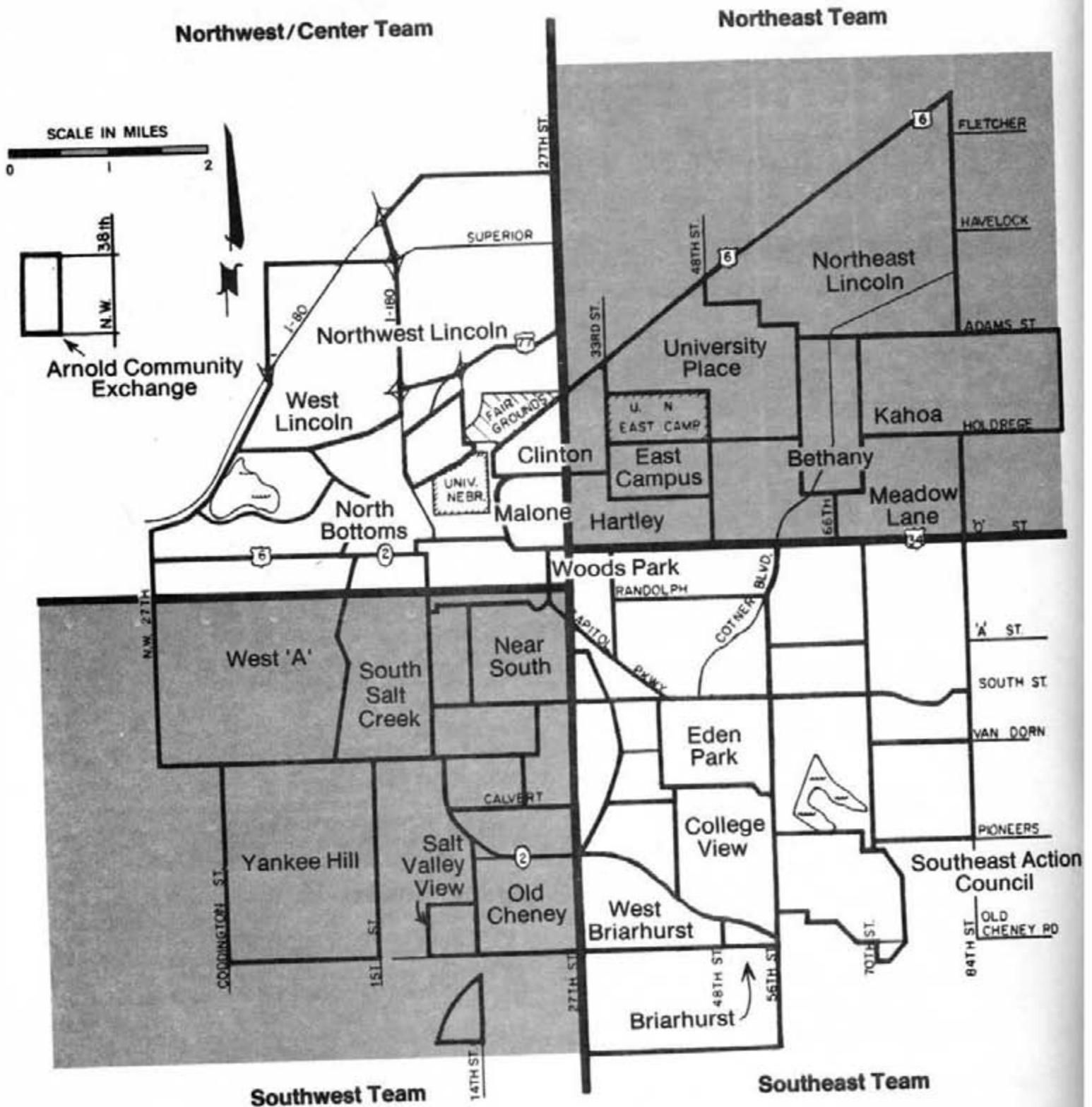
The four (4) Community Police Teams are the backbone of the department's field operations. The boundaries of the team areas are shown on the accompanying map.

The number of generalist officers assigned to each team varies from 25 to 46. Four (4) to five (5) 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.

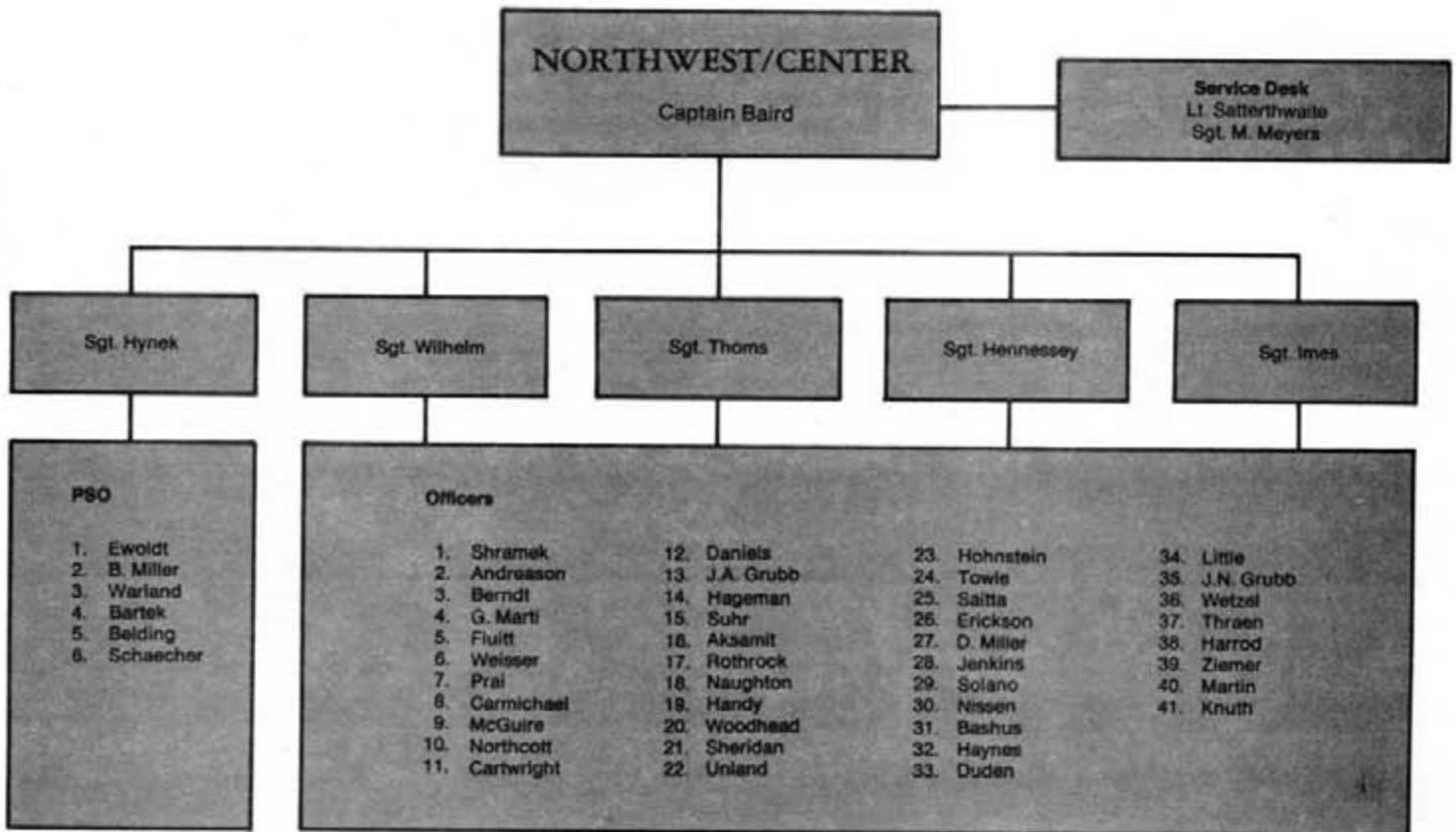
Each team provides basic police services to its area on a 24-hour a day basis, including crime prevention and control and traffic enforcement.



# COMMUNITY POLICE TEAM AREAS



# OPERATIONS DIVISION



Captain James A. Baird heads the Northwest/Center Team which has an authorized strength of fifty four (54) commissioned officers and six (6) public service officers. This team area covers 19.2 square miles, has 10,613 dwelling units and a population of approximately 32,238.

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).

The Service Desk operation at police headquarters functioned as part of the Northwest/Center Team during 1986. It operates on a 24-hour basis, seven days per week. Lieutenant William Satterthwaite 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.

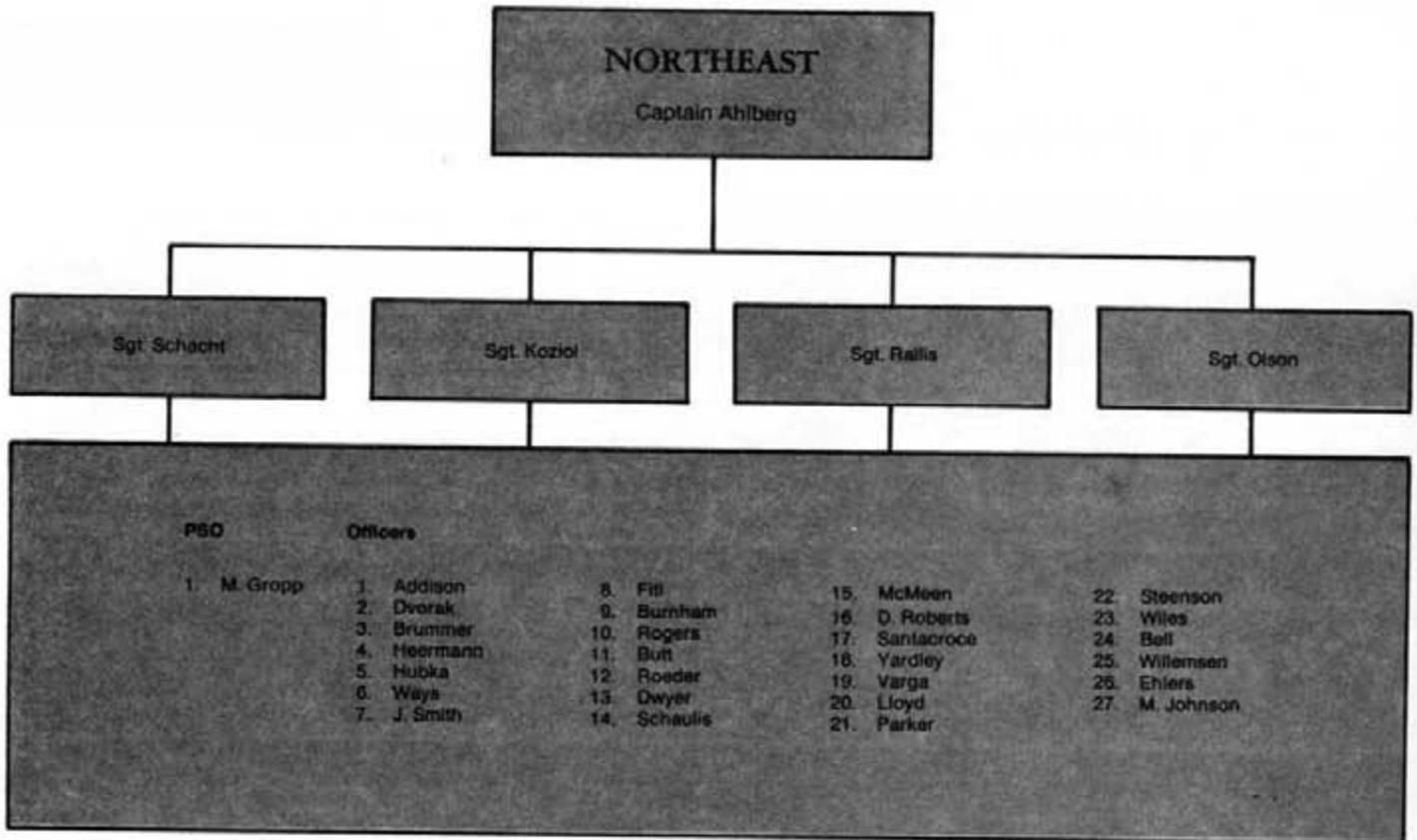


Captain Baird



Lt. Satterthwaite

# OPERATIONS DIVISION



Captain Douglas A. Ahlberg heads the Northeast Team which has an authorized strength of thirty four (34) commissioned officers and one (1) public service officer. This area covers 14.3 square miles, has 19,104 dwelling units and a population of approximately 49,438.

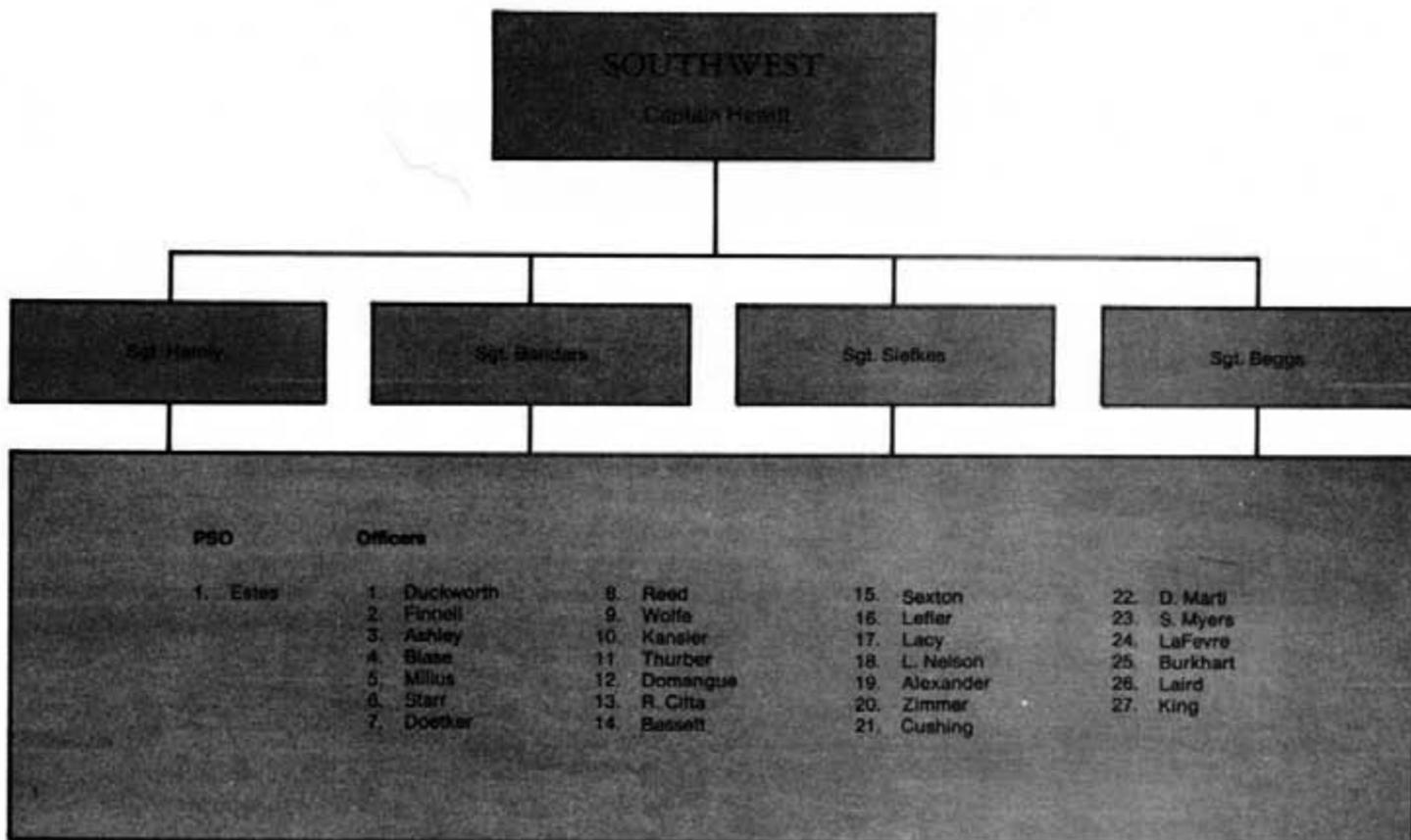
Included within the team area are several major shopping area; local neighborhoods such as Have-lock, Bethany, University Place, Clinton and Hartley. The east campus of the University of Nebraska and Nebraska Wesleyan University campus are also located within the Northeast Team.

The street boundaries of the Northeast team are 27th Street and 'O' Street. (See preceding map for display of team boundaries and neighborhood areas.)



Captain Ahlberg

# OPERATIONS DIVISION



Captain John Hewitt commands the Southwest Team which has an authorized strength of thirty three (33) commissioned officers and one (1) public service officer. This team area covers 10.2 square miles, has 17,726 dwelling units, and a population of approximately 36,479.

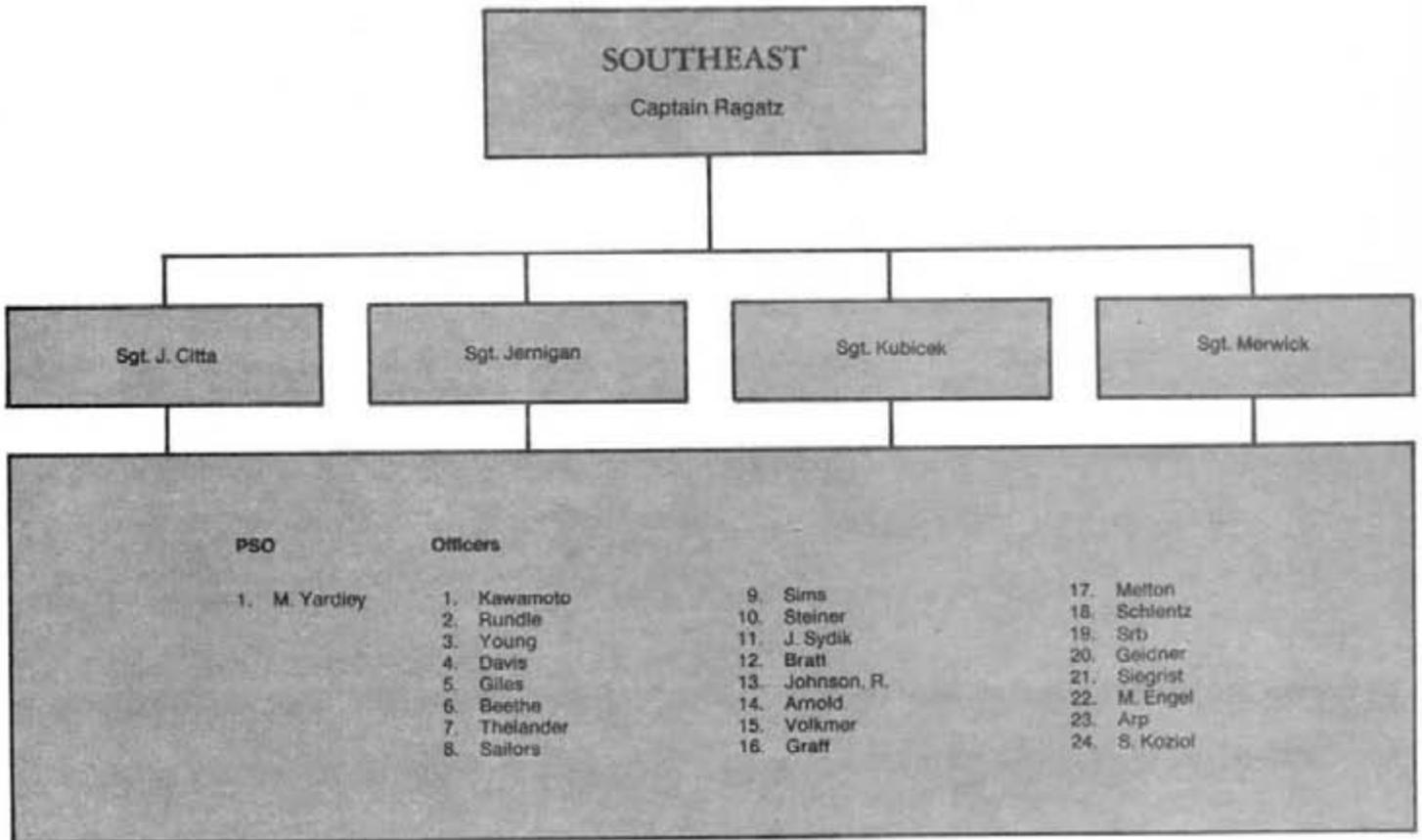
The majority of the team area consists of residential and multiple dwelling units as well as several community shopping areas. There are numerous parks in the area which include Pioneer and Wilderness parks.

The street boundaries of the Southwest Team are 27th Street and 'K' Street. (See preceding map for display of team boundaries and neighborhood areas).



Captain Hewitt

# OPERATIONS DIVISION



Captain Edward M. Ragatz commands the Southeast Team which has an authorized strength of thirty (30) commissioned officers and one (1) public service officer. This team area covers 16.9 square miles, has 25,273 dwelling units and a population of approximately 67,345.

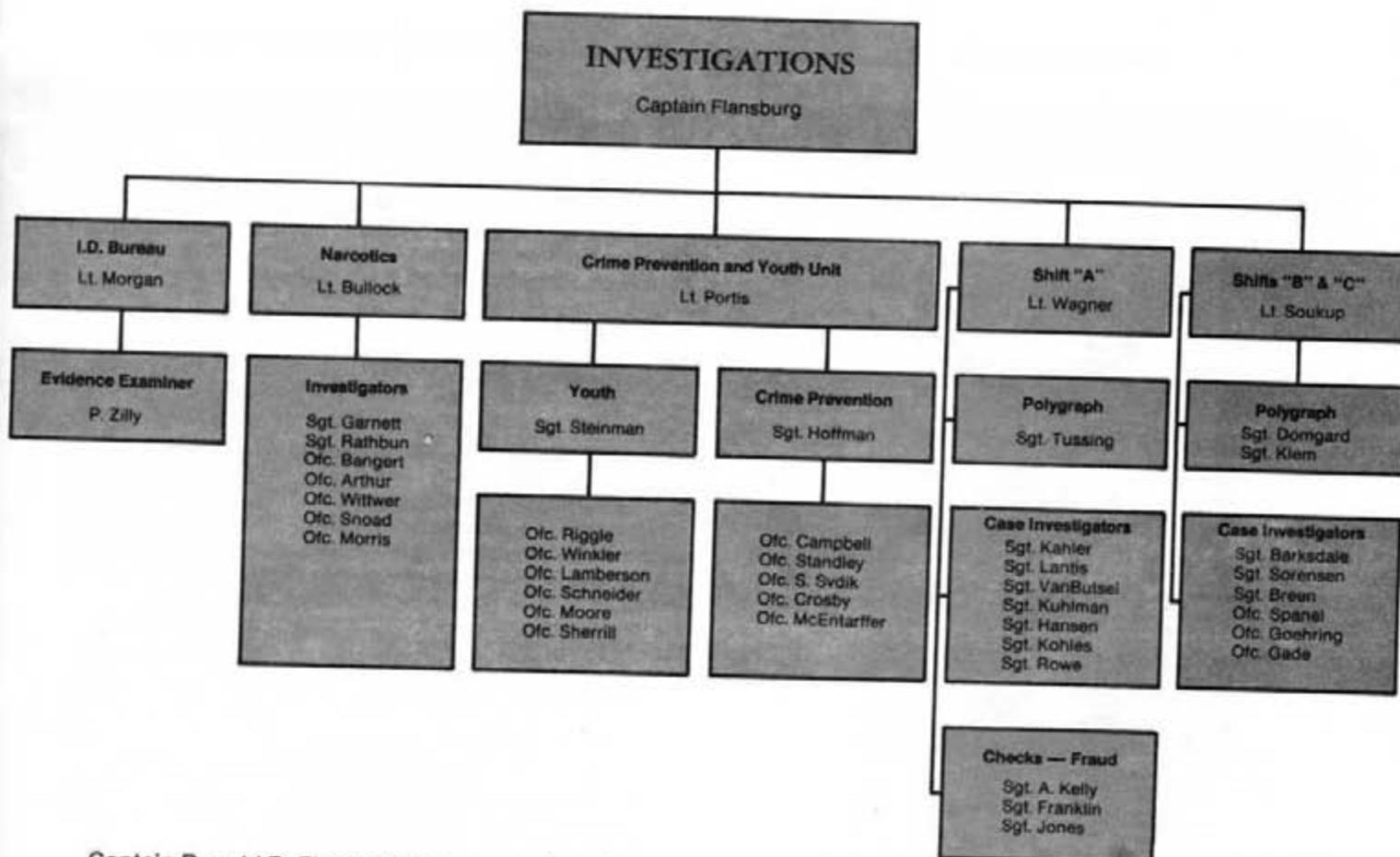
The Southeast Team includes the College View business district and many shopping centers, Union College, the Veterans Hospital, St. Elizabeth's Hospital, Bryan Hospital and several neighborhood areas.

The street boundaries of the Southeast Team are 27th Street and 'O' Street. (See preceding map for display of team boundaries and neighborhood areas).



Captain Ragatz

# OPERATIONS DIVISION



Captain Ronald D. Flansburg is commander of the Investigations Team. The four community police teams are supported in investigations by this team. It is 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 calls for 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.

While the predominant function of most units within this team is investigative in nature, the primary function of the Crime Prevention Unit involves public information responsibilities.



Captain Flansburg

# OPERATIONS DIVISION

## Identification Unit

The Identification Unit is staffed by Lieutenant Marvin L. Morgan and assisted by Evidence Examiner Pam Zilly. Both are qualified document and fingerprint examiners.



Lt. Morgan

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

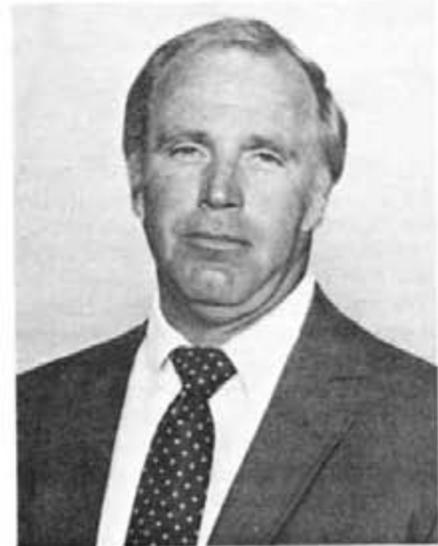
Document examinations include handwriting, typing, printing, photo copies, tear and cut marks. Many of the latent prints come from these documents. In addition, this unit receives all of the inked fingerprints from the jail which are classified and file-searched. Copies are then sent to the FBI and the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

## Narcotics Unit

Lieutenant Duaine R. Bullock heads the Narcotics Unit. He has a staff of two (2) sergeants and five (5) 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 unit's area of enforcement is that of the entire county.



Lt. Bullock

Since the unit was funded in September 1981 through 1986, narcotics officers have investigated 1922 cases, arrested 1000 felons and 2323 misdemeanants. They have seized \$2,491,354 worth of substances, \$283,634 in property and \$85,896 in cash for a total of \$2,860,884. As a result of case disposition, \$24,558 has been returned to the City in restitution.

# OPERATIONS DIVISION

## Crime Prevention and Youth Aid Unit

Lieutenant Ervin L. Portis heads the Crime Prevention and Youth Aid Units. He has a staff of one (1) sergeant and six (6) officers assigned to the Crime Prevention section of the unit. One (1) sergeant and five (5) officers are assigned to the Youth Aid section of the unit.

### 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 1986, there are a total of 1603 Neighborhood Watch groups which have been organized and are functioning, covering 17,270 dwellings, or 24% of Lincoln's dwelling units. In addition, there are twenty-six (26) organized Business Watch groups, covering 745 businesses throughout the city. The Downtown Business Watch Group has formed an independent business watch association to work with the Lincoln Police Department to have the entire downtown business area involved in Business Watch.

## Youth Aid

The Youth Aid Unit has been charged with the responsibility of coordinating all youth related activities of the police department.

Specifically, the unit has been given several areas of primary responsibility. First, the unit handles all intake and appropriate referrals for those youth, ages 7 to 15, who are contacted for a law violation, and who formally enter the juvenile justice system. Secondly, it coordinates abuse and neglect cases investigated by the department. This can involve investigation as well as follow-up on serious incidents. Youth Aid officers are responsible for the coordination of all missing persons in the city, including juvenile runaways.

Youth Aid officers are assigned to specific schools in the city to serve as a resource to that school. This capacity varies from making classroom presentations, to helping resolve service problems that involve law violations.



Lt. Portis

# OPERATIONS DIVISION

## Shift Supervisors

Lieutenant Lee Wagner has charge of the case investigators, the Checks and Fraud Unit and the Polygraph Unit on the 'A' Shift. Lieutenant Allen F. Soukup is in charge of the case investigators and the Polygraph Unit on the 'B' and 'C' Shifts.

## Case Investigators

This unit has a total of ten (10) sergeants and three (3) officers. Unit members conduct some primary investigation and provide investigative assistance and follow-up on the types of cases which are not the specific assigned responsibility of another investigations team unit.

## Polygraph Unit

The Polygraph Unit is staffed with three (3) sergeants who administer polygraph examinations which are case investigation related, as well as employment related. Members of this unit also function as case investigators.

## Checks and Fraud Unit

The Checks and Fraud Unit is staffed with three (3) sergeants who, in many instances, conduct the primary investigation on checks and fraud cases, as well as perform the majority of the follow-up work on such cases for the department.



Lt. Wagner



Lt. Soukup

# ADMINISTRATIVE DIVISION

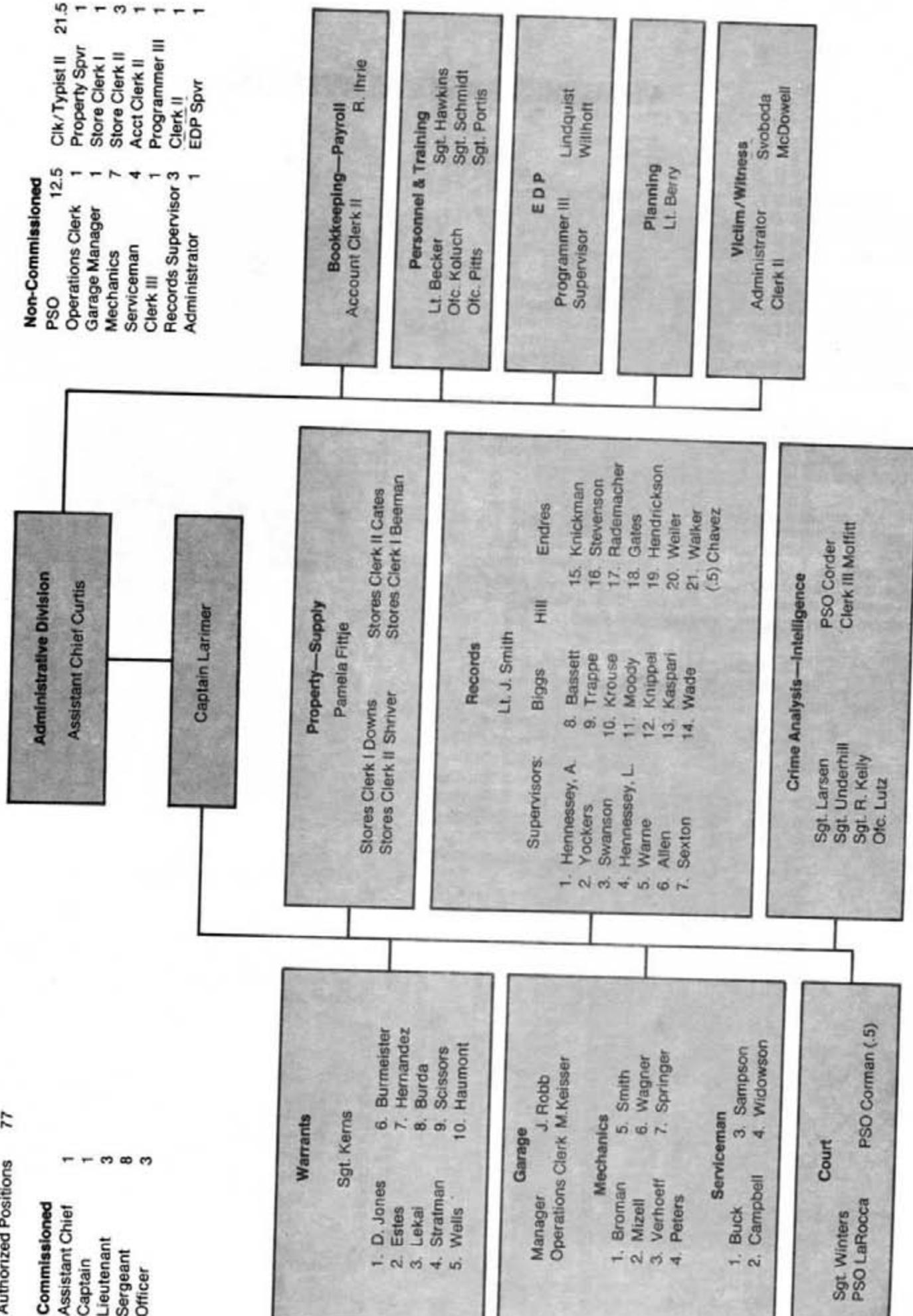
Authorized Positions 77

## Commissioned

- Assistant Chief 1
- Captain 1
- Lieutenant 3
- Sergeant 8
- Officer 3

## Non-Commissioned

- PSO 12.5
- Operations Clerk 1
- Garage Manager 1
- Mechanics 7
- Serviceman 4
- Clerk III 1
- Records Supervisor 3
- Administrator 1
- Clk./Typist II 21.5
- Property Spvr 1
- Store Clerk I 1
- Store Clerk II 3
- Acct Clerk II 1
- Programmer III 1
- Clerk II 1
- EDP Spvr 1



## ADMINISTRATIVE DIVISION

Assistant Chief Allen L. Curtis heads the Administrative Division which consists of ten (10) units involving sixteen (16) commissioned officers and sixty one (61) civilians.

This division is the source of all non-operational support to the community police teams and the investigations team. It provides the vehicles, equipment, communications and record keeping facility which make field operations possible, and contributes to the effective management of the department's resources.

In addition to his budget and other fiscal responsibilities, Assistant Chief Curtis has direct charge of Personnel and Training, Data Processing, the Planning Unit, and the Victim/Witness Unit.

Captain Peter L. Larimer has responsibility for a variety of administrative functions which include, but are not limited to, being in charge of Property and Supply, the Records Unit, the Crime Analysis-Intelligence Unit, the Warrants Unit, the Court Unit, and the Fleet Management Unit; and providing assistance on department budget-related activity.



Assistant Chief Curtis



Captain Larimer

## ADMINISTRATIVE DIVISION

### Crime Analysis-Intelligence Unit

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



Sgt. Larsen

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 of 1980 through the year 1986, Crime Stoppers has received 3944 calls, cleared 959 cases, produced 605 arrests, recovered \$1,273,773 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.

### Planning Unit

Lieutenant Ernest A. Berry heads this unit which performs most of the planning, program development statistical support and evaluation conducted at the departmental level and supports other units on their own lower level unit planning/evaluation efforts. Planning works with other City and County agencies and community groups in those instances where planning or program development is a multi-agency project.



Lt. Berry

## ADMINISTRATIVE DIVISION

### Property and 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 is the unit's responsibility to ensure an effective means by which property can be secured and accounted for, thereby preserving the property integrity and chain of evidence. Every reasonable effort is made to return property to its rightful owner, when appropriate. The unit also coordinate's vehicle and other property auctions and is responsible for the destruction of contraband when no longer needed as court evidence.



Pamela Fittje

### Fleet Management Unit

Jerry H. Robb is the unit manager. He has a staff of seven (7) mechanics, four (4) servicemen and one (1) operations clerk. 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 this unit.



Jerry Robb

## ADMINISTRATIVE DIVISION

### Warrants Unit

Sergeant John W. Kerns heads the Warrants Unit. The unit is responsible for entering and receiving Law Enforcement Telecommunications System (LETS) messages on wanted persons and stolen property, and for maintaining a file on same. 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.



Sgt. Kerns

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.

### Victim/Witness Unit

Jo Anna Svoboda is administrator of the unit and has a staff of one (1) Clerk II 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.



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

## 1986 AWARD RECIPIENTS

### Meritorious Conduct

Awarded for a heroic deed and exceptional meritorious conduct involving exemplary courage, risk and danger to their personal safety. May 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

**Sergeant Gregory Sorensen**

### Life Saving

Awarded for saving a human life. This award may also be made where evidence indicates that the actions prolonged human life to the extent of the victim being released to the care of medical authorities, even though the victim may have expired at a later time.

**Officer Donald Jenkins  
Officer Patrick McGuire  
Officer Richard Rothrock**

**Officer Charles Starr  
Officer John Ways**

### 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 David Andreasen  
Officer Donald Arp  
Investigator Cindi Arthur  
Sergeant David Beggs  
Lieutenant Jon Briggs  
Investigator John Cripe  
Officer Charley Daniels  
Officer Daniel Dwyer**

**Officer Mark Fluit  
Investigator Jeff Gade  
Sergeant Gary Hoffman  
Officer Patrick McGuire  
Sergeant John Rallis  
Officer Jeri Roeder  
Officer Gregory Sims  
Sergeant Linda Steinman**

## **Certificate of Civic Achievement**

Awarded to members of the department, civilian and sworn personnel, who bring favorable recognition to the department through their involvement in civic affairs while acting in the capacity as a member and representative of the department. This award is also available to those who qualify for retirement from the department.

**Officer Kent Woodhead**

## **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 Donald Arp**



**Officer Arp**

## DISTRIBUTION OF POLICE BUDGET

### Fiscal Year 1986-1987

Personnel	\$7,852,732	82.5%
Supplies	149,275	1.6%
Other Services & Charges	1,505,683	15.8%
Capital Outlay	6,350	0.1%
<b>Total Budget</b>	<b>\$9,514,040</b>	<b>100.0%</b>

## POLICE BUDGET COMPARISONS

	1985-1986 Fiscal Year	1986-1987 Fiscal Year	% Diff. + or -
Personnel	\$7,416,528	\$7,852,732	+ 5.9
Supplies	154,687	149,275	- 3.5
Other Services & Charges	1,503,196	1,505,683	+ 0.2
Capital Outlay	30,208	6,350	79.0
<b>Total Budget</b>	<b>\$9,104,619</b>	<b>\$9,514,040</b>	<b>+ 4.5</b>

## 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		5	1	6
Police Lieutenant	2	11	3	16
Police Sergeant	3	38	8	49
Police Officer	4	148	3	155 <sup>156</sup>
<b>Sub Total</b>	<b>10</b>	<b>203</b>	<b>16</b>	<b>229</b>
				<i>230 125 95</i>
<b>Civillian Personnel</b>				
Administrative Secretary	1			1
Property/Evidence Supervisor			1	1
Public Service Officer		9	12.5	21.5
Stores Clerk II			3	3
Stores Clerk I			1	1
Records Supervisor			4	4
Clerk Typist II			21.5	21.5
Account Clerk II			1	1
Clerk Typist III			1	1
System Analyst III			1	1
Clerk Stenographer III		1		1
Evidence Examiner		1		1
Fleet Manager			1	1
Operations Clerk			1	1
Auto Service Worker			4	4
Auto Mechanic			7	7
Grant Coordinator I			1	1
Clerk II			1	1
<b>Sub Total</b>	<b>1</b>	<b>11</b>	<b>61</b>	<b>73</b>
				<i>72</i>
<b>Department Total</b>	<b>11</b>	<b>214</b>	<b>77</b>	<b>302</b>
			<i>204.5</i>	<i>302 60 246</i>

# RANK/TITLE BY SALARY SCHEDULE

## Commissioned Personnel

As of September 1986

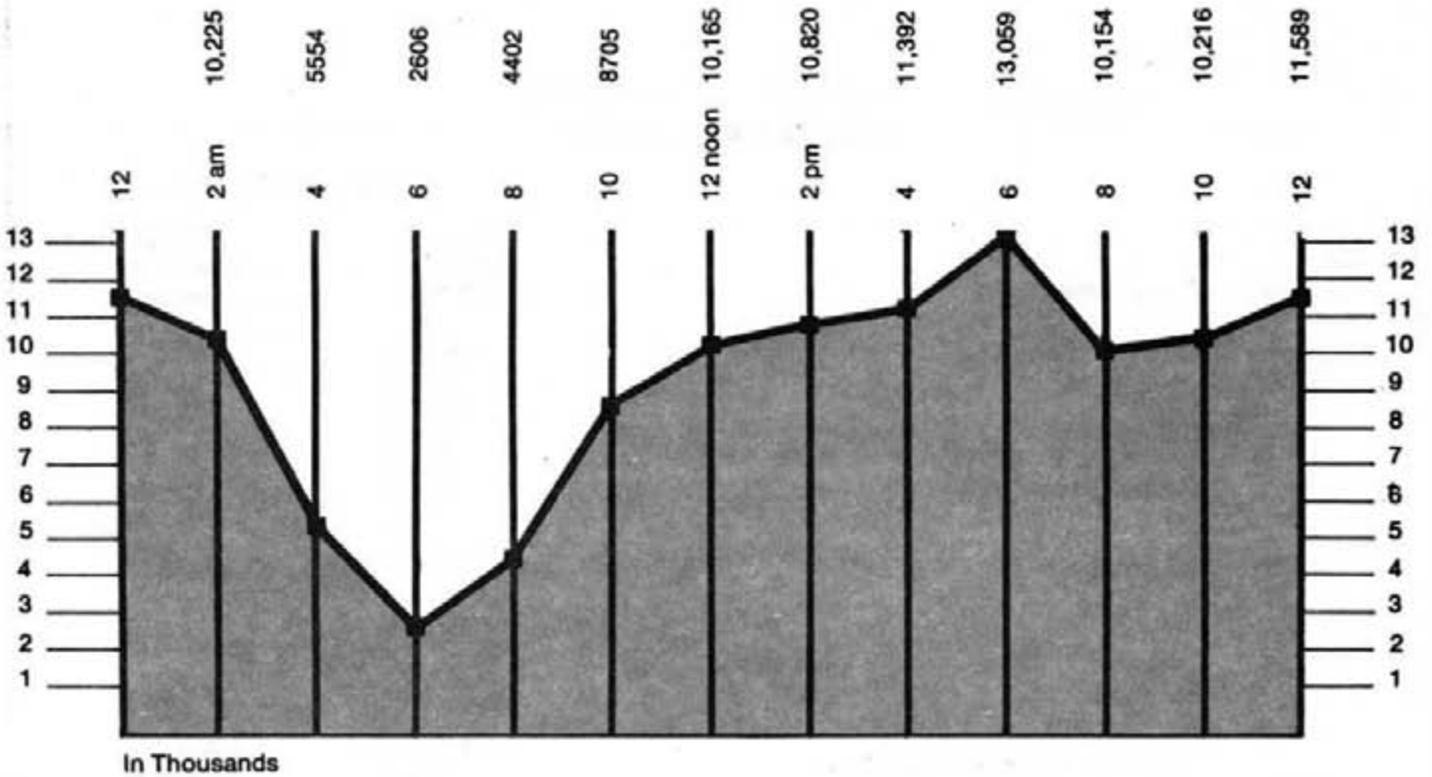
No. of Personnel	Rank/Title	Annual Minimum Salary	Annual Maximum Salary
1	Chief of Police	\$50,371	\$50,371
2	Assistant Chief	31,907	44,969
6	Captain	28,290	39,871
16	Lieutenant	28,860	32,757
50	Sergeant	25,690	28,860
154	Police Officer	17,690	25,690
<b>229</b>	<b>Sub Total</b>		

## Civilian Personnel

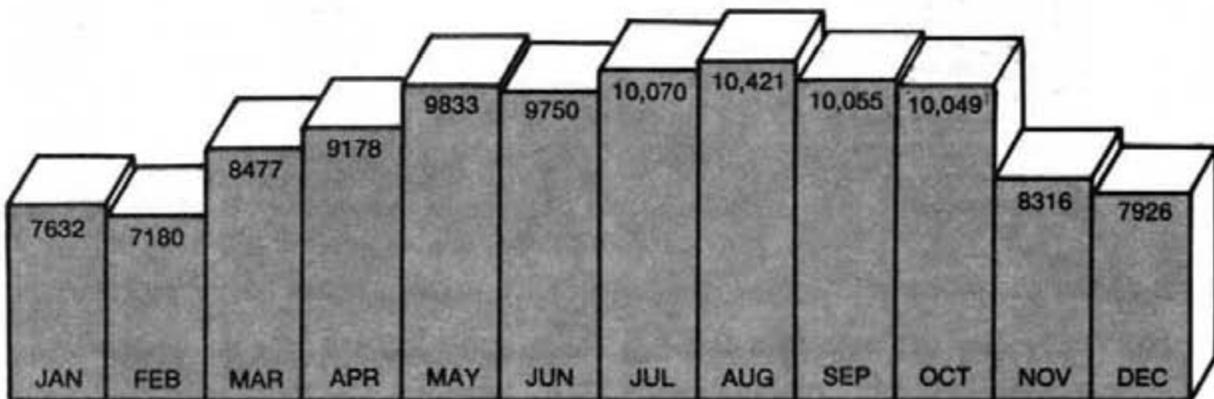
1	Administrative Secretary	\$15,086	\$21,261
1	Property/Evidence Supervisor	21,164	29,829
21.5	Public Service Officer	13,601	18,690
3	Stores Clerk II	15,358	21,112
1	Stores Clerk I	13,950	19,173
4	Records Supervisor	15,086	21,261
21.5	Clerk Typist II	11,772	16,182
1	Account Clerk II	14,254	19,595
1	Clerk Typist III	13,601	18,690
1	System Analyst III	23,863	33,631
1	Clerk Stenographer III	13,601	18,690
1	Evidence Examiner	17,392	23,915
1	Fleet Manager	25,061	35,320
1	Operations Clerk	12,950	17,798
4	Auto Service Worker	12,950	17,798
7	Auto Mechanic	16,088	22,112
1	Grant Coordinator I	17,392	24,512
1	Clerk II	11,196	15,389
<b>73</b>	<b>Sub Total</b>		
<b>302</b>	<b>Department Total</b>		

# CALLS FOR SERVICE

## By Time of Day



## By Month



Calls for Service:	1985	1986	% Diff. + or -
	107,812	108,887	+ 1.0

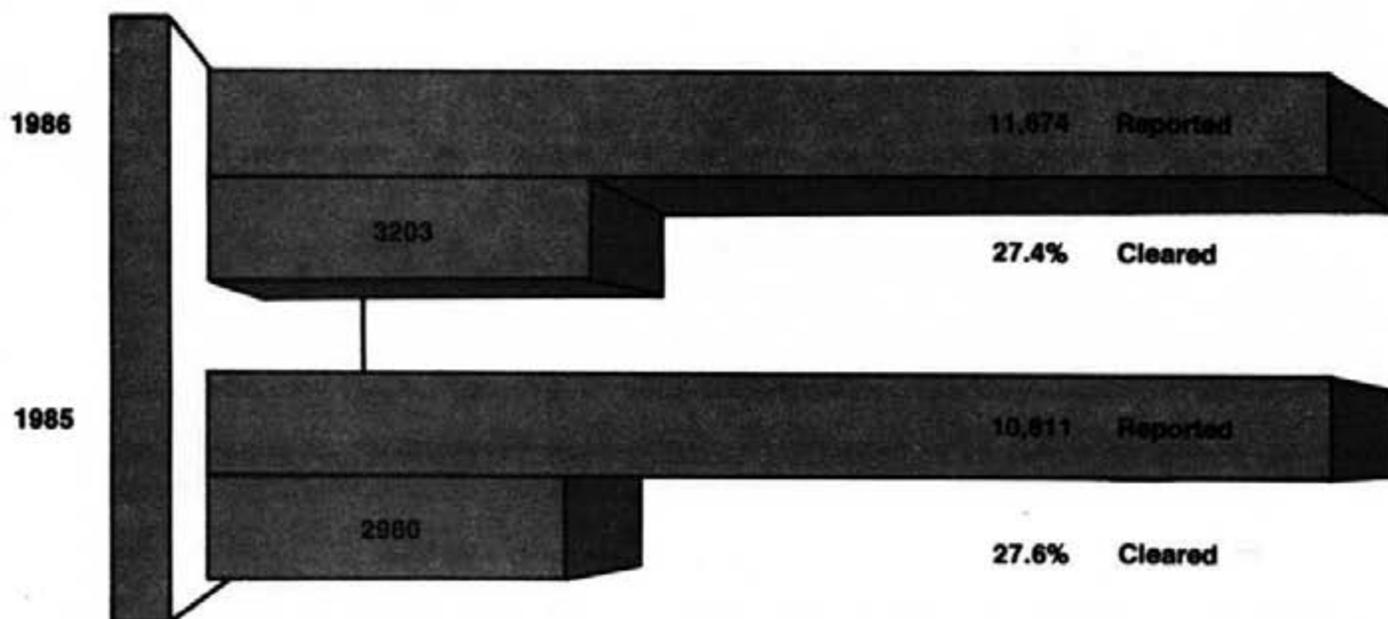
## CALLS FOR SERVICE VERSUS PERSONNEL ALLOCATIONS

### By Percentage

Time of Day	Calls for Service	Field Officer	Day of Week	Calls for Service	Field Officers
2400-1011	4.7	3.3			
0100-0200	4.6	3.3	Sunday	12.3	12.6
0200-0300	3.0	3.3			
0300-0400	2.1	3.3			
0400-0500	1.4	3.3	Monday	13.6	14.6
0500-0600	1.1	3.3			
0600-0700	1.3	4.8			
0700-0800	2.8	4.8	Tuesday	13.9	13.8
0800-0900	3.8	3.9			
0900-1000	4.2	3.9			
1000-1100	4.8	3.9	Wednesday	14.0	14.1
1100-1200	4.5	3.9			
1200-1300	5.0	3.9			
1300-1400	4.9	5.6	Thursday	14.5	15.0
1400-1500	4.9	5.1			
1500-1600	5.5	5.1			
1600-1700	6.5	4.3	Friday	15.9	14.3
1700-1800	5.5	4.3			
1800-1900	4.7	4.3			
1900-2000	4.6	4.3	Saturday	15.8	15.6
2000-2100	4.5	4.3			
2100-2200	4.9	3.4			
2200-2300	5.4	5.7			
2300-2400	5.3	4.7			

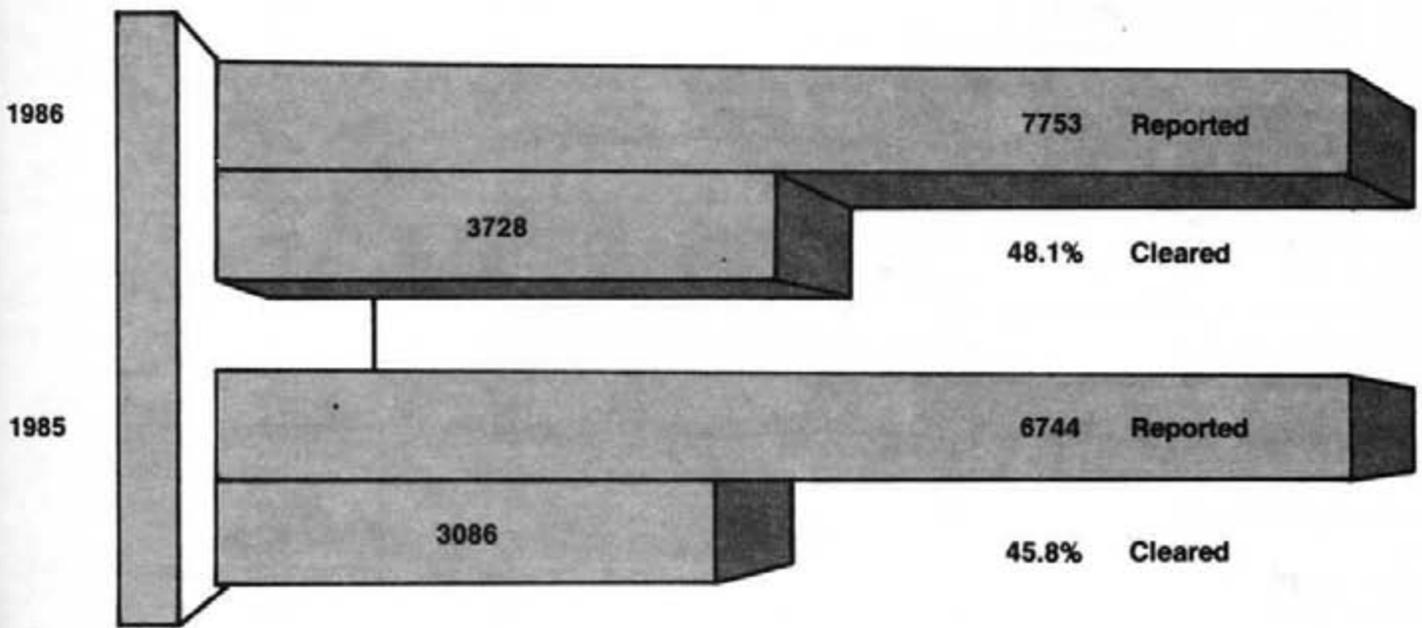
## PART I OFFENSES

Classification	Reported 1986	Reported 1985	% Diff + or -	Cleared 1986	Cleared 1985	% Diff + or -
Murder	3	7	- 57.1	3	7	- 57.1
Rape	64	86	- 25.6	46	64	- 28.1
Robbery	111	86	+ 29.1	48	57	- 15.8
Felony Assault	564	428	+ 31.8	401	332	+ 20.8
Burglary (Residential)	1415	1269	+ 11.5	211	195	+ 8.2
Burglary (Commercial)	717	669	+ 7.2	145	153	- 5.2
Larceny	8307	7977	+ 4.1	2186	2059	+ 6.2
Auto Theft	420	263	+59.7	134	99	+ 35.4
Arson	73	26	+180.8	29	14	+107.1
<b>TOTAL</b>	<b>11,674</b>	<b>10,811</b>	<b>+ 8.0</b>	<b>3203</b>	<b>2980</b>	<b>+ 7.5</b>
Stolen Bikes (Part of Larceny)	1123	1077	+ 4.3	68	94	- 27.7



## PART II OFFENSES

Classification	Reported 1986	Reported 1985	% Diff + or -	Cleared 1986	Cleared 1985	% Diff + or -
Forgery	839	854	- 1.8	691	559	+ 23.6
Fraud	864	923	- 6.4	528	663	- 20.6
Vandalism	4120	3528	+ 16.8	1038	735	+ 41.2
Sex Offenses	370	344	+ 7.6	209	212	- 1.4
Misdemeanor Assault	1540	1086	+ 41.8	1257	912	+ 37.8
Embezzlement	20	9	+122.2	5	5	0.0
<b>TOTAL</b>	<b>7753</b>	<b>6744</b>	<b>+ 15.0</b>	<b>3728</b>	<b>3086</b>	<b>+ 20.8</b>



# CITATIONS & ARRESTS

## Moving Traffic Violation Arrests

	1986	1985	% Diff + or -
<b>Hazardous</b>			
Speed	7381	7817	- 5.6
Fail to yield right of way (vehicle)	1373	1473	- 6.8
Fail to yield right of way (pedestrian)	108	98	+ 10.2
Drive left of center	59	66	- 10.6
Improper overtaking	645	510	+ 26.5
Violation of stop sign	636	572	+ 11.2
School bus/stop	9	11	- 18.2
Violation of traffic signal	1782	1717	+ 3.8
Follow too close	189	202	- 6.4
Improper turn	263	282	- 6.7
Negligent-careless-reckless driving	2688	2924	- 8.1
Defective brakes	4	6	- 33.3
Drunk driving	1273	1316	- 3.3
Other hazardous	464	507	- 8.5
<b>Total Hazardous</b>	<b>16,874</b>	<b>17,501</b>	<b>- 3.6</b>
<b>Non Hazardous</b>			
Suspended license	729	598	- 21.9
Driver's license	1990	1538	+ 29.4
Muffler/noise	203	142	+ 43.0
Lights	55	93	- 40.9
Implied consent	150	157	- 4.5
Other non-hazardous	4303	482	+ 792.7
<b>Total Non Hazardous</b>	<b>7430</b>	<b>3010</b>	<b>+ 146.8</b>
<b>GRAND TOTAL</b>	<b>24,304</b>	<b>20,511</b>	<b>+ 18.5</b>

## Accident Moving Traffic Violation Arrests

	1986	1985	% Diff + or -
<b>Hazardous</b>			
Speed	7	7	0.0
Fail to yield right of way (vehicle)	1223	1335	- 8.4
Fail to yield right of way (pedestrian)	23	31	- 25.8
Drive left of center	23	30	- 23.3
Improper overtaking	183	225	- 18.7
Violation of stop sign	40	72	- 44.4
School bus/stop	0	0	0.0
Violation of traffic signal	300	334	- 10.2
Follow too close	181	189	- 4.2
Improper turn	129	173	- 25.4
Negligent-careless-reckless driving	2217	2344	- 5.4
Defective brakes	4	6	- 33.3
Drunk driving	218	187	+ 16.6
Other hazardous	185	235	- 21.3
<b>Total Hazardous</b>	<b>4,733</b>	<b>5168</b>	<b>- 8.4</b>
<b>Non Hazardous</b>			
Suspended license	56	59	- 5.1
Driver's license	258	240	+ 7.5
Muffler/noise	0	1	- 100.0
Lights	3	8	- 62.5
Implied consent	16	21	- 23.8
Other non-hazardous	1193	413	+ 188.9
Seat belt	525	343	+ 53.1
Child restraint	16	38	- 57.9
<b>Total Non Hazardous</b>	<b>2067</b>	<b>1123</b>	<b>+ 84.1</b>
	<b>6800</b>	<b>6291</b>	<b>+ 8.1</b>

### Parking Citations

Local	1986	1985	% Diff + or -
<b>Total Disposed of</b>	<b>71,396</b>	<b>68,662</b>	<b>+ 4.0</b>
# Fined	65,746	62,150	+ 5.8
# Dismissed	5,396	5,233	+ 3.1
# Other	254	1,279	- 80.1
<b>Foreign</b>			
<b>Total Disposed of</b>	<b>31,480</b>	<b>30,347</b>	<b>+ 3.7</b>
# Fined	29,028	28,178	+ 3.0
# Dismissed	2,439	1,993	+ 22.4
# Other	13	176	- 92.6
<b>Total</b>			
<b>Total Disposed of</b>	<b>102,876</b>	<b>99,009</b>	<b>+ 3.9</b>
# Fined	94,774	90,328	+ 4.9
# Dismissed	7,835	7,226	+ 8.4
# Other	267	1,455	- 81.6

### Warning Citations

Offense	1986	1985	% Diff + or -
Speeding	6,113	7,118	- 14.1
Parking	5,305	5,067	+ 4.7
Traffic signal	1,216	1,099	+ 10.6
Stop sign	425	544	- 21.9
Negligent driving	540	260	+ 107.7
Improper turn	811	541	+ 49.9
Fail to yield right of way (vehicle)	320	271	+ 18.1
Fail to yield right of way (pedestrian)	631	410	+ 53.9
Child restraints	117	77	+ 51.9
Seat belt (Sept 6 to Dec 31, 1985)	3,567	1,068	+ 234.0
Other	21,331	7,159	+ 198.0
<b>Totals</b>	<b>40,376</b>	<b>23,614</b>	<b>+ 71.0</b>

### Misdemeanor Arrest Citations

Offense	1986	1985	% Diff + or -
Consuming alcohol in public	359	461	- 22.1
Minor in possession	413	334	+ 23.7
Assault	1,314	911	+ 44.2
Trespass	1,250	1,109	+ 12.7
Theft	2,187	2,211	1.1
Disturbing the peace	1,467	1,355	+ 8.3
Property damage	766	708	+ 8.2
Resisting arrest	291	273	+ 6.6
Hitchhiking	3	5	- 40.0
Using identification of another	37	20	+ 85.0
Possession of marijuana	299	309	- 3.2
Other	6,836	10,047	- 32.0
<b>Total</b>	<b>15,222</b>	<b>17,743</b>	<b>- 14.2</b>

### Felony Arrests

	1986	1985	% Diff + or -
	1,383	1,249	+ 11.5

# ACCIDENT SUMMARY

<b>Traffic Accidents</b>			<b>% Diff</b>
<b>Type</b>	<b>1986</b>	<b>1985</b>	<b>+ or -</b>
Property Damage Accidents	7838	8599	- 8.8
Injury Accidents	1970	1930	+ 2.1
Fatality Accidents	7	11	- 36.4
Total Injured	2529	2705	- 6.5
Total Killed	7	12	- 41.7
<b>Total Accidents</b>	<b>9815</b>	<b>10,600</b>	<b>- 7.4</b>

<b>Motorcycle Traffic Accidents</b>			<b>% Diff</b>
<b>Type</b>	<b>1986</b>	<b>1985</b>	<b>+ or -</b>
Property Damage Accidents	73	23	+ 217.4
Injury Accidents	216	232	- 6.9
Fatality Accidents	1	3	- 66.7
Total Injured	243	272	- 10.7
Total Killed	1	3	- 66.7
<b>Total Accidents</b>	<b>290</b>	<b>258</b>	<b>+ 12.4</b>

<b>Moped Traffic Accidents</b>			<b>% Diff</b>
<b>Type</b>	<b>1986</b>	<b>1985</b>	<b>+ or -</b>
Property Damage Accidents	0	2	-100.0
Injury Accidents	11	6	+83.3
Fatality Accidents	0	0	0.0
Total Injured	13	6	+116.7
Total Killed	0	0	0.0
<b>Total Accidents</b>	<b>11</b>	<b>8</b>	<b>+ 37.5</b>

<b>Train Accidents</b>			<b>% Diff</b>
<b>Type</b>	<b>1986</b>	<b>1985</b>	<b>+ or -</b>
Property Damage Accidents	3	2	+ 50.0
Injury Accidents	2	1	+ 100.0
Fatality Accidents	0	1	- 100.0
Total Injured	5	1	+ 400.0
Total Killed	0	2	- 100.0
<b>Total Accidents</b>	<b>5</b>	<b>4</b>	<b>+ 25.0</b>

<b>Bicycle Accidents</b>			<b>% Diff</b>
<b>Type</b>	<b>1986</b>	<b>1985</b>	<b>+ or -</b>
Property Damage Accidents	38	27	+ 40.7
Injury Accidents	167	142	+ 17.6
Fatality Accidents	0	1	- 100.0
Total Injured	169	125	+ 35.2
Total Killed	0	1	- 100.0
<b>Total Accidents</b>	<b>205</b>	<b>169</b>	<b>+ 21.3</b>

<b>Pedestrian Accidents</b>			<b>% Diff</b>
<b>Type</b>	<b>1986</b>	<b>1985</b>	<b>+ or -</b>
Property Damage Accidents	3	2	+ 50.0
Injury Accidents	132	123	+ 7.3
Fatality Accidents	1	2	- 50.0
Total Injured	140	125	+ 12.0
Total Killed	1	2	- 50.0
<b>Total Accidents</b>	<b>136</b>	<b>153</b>	<b>- 11.1</b>

# UNIT STATISTICS

## Internal Affairs Unit

Activity	1986	1985	% Diff + or -
Formal complaints investigated	61	40	+ 52.5
Informal complaints investigated	374	372	+ 0.5

## Inspections Unit

Activity	1986	1985	% Diff + or -
Inspections conducted	12	24	- 50.0
General orders reviewed	85	90	- 5.6
General orders rewritten	24	30	- 20.0

## Technical Investigations Unit

Activity	1986	1985	% Diff + or -
Cases (initial investigation)	246	35	+ 602.9
Cases (follow-up assistance on Lincoln Police Department cases)	38	9	+ 322.2
Cases (assistance to outside agencies)	146	9	+1522.2

## Legal Advisor

Activity	1986	1985	% Diff + or -
Warrants processed	188	160	+ 17.5

## Chaplaincy Corp

Activity	1986	1985	% Diff + or -
Officer assists	227	313	- 27.4
Fire Department assists	30	34	- 11.8
Other agency assists	8	4	+ 100.0
Citizen assists	280	337	- 16.9
Followup	31	110	- 71.8
Transports	136	253	- 46.2
<b>Total</b>	<b>712</b>	<b>1051</b>	<b>- 33.1</b>

### Crime Prevention/Youth Aid Unit

Activity, Crime Prevention	1986	1985	% Diff + or -
New Neighborhood Watch groups organized	83	119	- 30.3
New dwellings in Neighborhood Watch	664	1018	- 34.8
New Business Watch groups organized	2	4	- 50.0
% of city dwellings in Neighborhood Watch	24.0	24.0	0.0

Activity, Youth Aid	1986	1985	% Diff + or -
Total youth cases worked	1600	1663	-3.8
Child abuse/neglect case investigations	86	977	- 91.2
Number of runaways/missing persons	1327	1245	+ 6.6
Number of day care license checks	314	217	+ 44.7
Number of foster care license checks	64	45	+ 42.2
Number of felony cases	269	194	+ 38.7

### Warrants Unit

Activity	1986	1985	% Diff + or -
Warrants received	6,303	5,246	+ 20.1
Warrants disposed of	5,943	3,910	+ 52.0
Active warrants on file (end of year)	3,885	4,681	- 17.0
LETS messages sent	107,210	107,805	- 0.6
LETS messages received	252,504	258,429	- 2.3

### Property and Supply Unit

Activity	1986	1985	% Diff + or -
No. of cases property received:	9677	9849	- 1.7
Evidence	5720	6964	- 17.7
Non-evidence	3948	1885	+ 109.4
No. of cases property released, sold, destroyed:	17971	7726	+ 3.2
No. of vehicles received	1570	3125	- 49.8
No. of vehicles released or sold	1570	3064	- 48.8
No. of bicycles received	1622	1121	+ 44.7
No. of bicycles released or sold	913	1111	- 17.8

### Police Garage

Fleet Vehicle Status	1986	1985	% Diff + or -
Total fleet vehicles	137	113	+ 21.2
Marked cars	84	78	+ 7.7
Unmarked cars	30	35	- 14.3
Motorcycles	17	7	0.0
Scooters	17	8	- 12.5
Dog vehicles	4	3	+ 33.3
Garage vehicles	4	3	+ 33.3
New vehicles purchases	40	24	+ 66.7
Total miles driven	2,000,857	1,957,629	+ 2.2
Total fuel used (gallons)	189,278	179,197	+ 5.6
Gas mileage (mpg)	10.57	10.9	- 3.0

### Identification Bureau

Activity	1986	1985	% Diff + or -
Latent fingerprints identified	253	382	- 33.8

### Narcotics Unit

Activity	1986	1985	% Diff + or -
Cases investigated	1179	795	+ 48.3
Felons arrested	165	191	- 13.6
Misdemeanants arrested	513	228	+ 125.0
Value of substances seized	\$304,183	\$479,344	- 36.5
Amount of money seized	\$20,948	\$24,921	- 15.9
Other property seized	\$500		
Total value seized	\$325,631	\$504,265	- 35.4
Money returned to the City (inrestitution)	\$2,194	\$8,306	- 73.6

### Checks and Fraud Unit

Activity	1986	1985	% Diff + or -
Forgery cases investigated	838	854	- 1.9
Forgery cases cleared	689	558	+ 23.5
Fraud cases investigated	872	850	+ 2.6
Fraud cass cleared	502	633	- 20.7

### Polygraph Unit

Activity	1986	1985	% Diff + or -
Polygraph tests conducted:	181	170	+ 6.5
Cases related	165	154	+ 7.1
Employment related	16	16	0.0

### Record Bureau

Activity	1986	1985	% Diff + or -
Investigative reports processed	62,323	56,438	+ 10.4
Total pages typed	43,230	40,330	- 7.2
Guns registered	2,312	2,004	+ 15.4

### Personnel/Training Unit

Activity (Training)	1986	1985	% Diff + or -
Total training sessions	59	51	+ 15.7
Total recruit training hours	560	560	0.0
Total in-service training hours	40	32	+ 25.0
Total specialized training hours	1,076	626	+ 71.9
Average hours of training/commissioned employees	61	34.64	+ 76.1

#### (Personnel)

Total employees hired	17	23	- 26.1
Total employee turnover	14	11	+ 27.3
Total no. of interviews	138	155	- 11.0
Total positions filled inside the dept.	13	26	- 50.0
Total no. of police officers hired	11	10	+ 10.0
Total no. applicants for police officer	247	250	- 1.2
Total promotions:	5	2	+ 150.0
Non-commissioned	1	0	+ 100.0
Sergeant/Detective	2	2	0.0
Lieutenant	2	0	+ 200.0
Captain	0	0	0.0
Assistant Chief	0	0	0.0

### Planning Unit

Activity	1986	1985	% Diff + or -
Projects/plans formulated	5	9	- 44.4
Surveys conducted	14	9	+ 55.6
Information request from outside agencies	55	65	- 15.4
Technical assistance to department members	42	72	- 41.7
Training updates	20	6	+ 233.3

### Crime Analysis—Intelligence Unit

Crime Stopper Summary	1986	1985	% Diff + or -
Phone calls received	1,538	576	+ 167.0
Cases cleared	179	187	- 4.3
Arrests (custodial & citation)	103	153	- 32.7
Total dollar recovery (includes property & narcotics)	\$83,721	\$640,690	- 86.9
Award payments authorized	\$9,525	\$8,500	+ 12.1

### Victim/Witness Unit

Activity	1986	1985	% Diff + or -
Volunteer hours donated	2,453	1,851.5	+ 32.5
Victim contacts	N/A	5,504	
Total incidents eligible (number of incident reports)	2,186	900	+ 142.9
Average no. of victim contacts per incident	N/A	6.1	
Victim services	8,886	N/A	
Average no. of victim services per incident	4	N/A	

# LINCOLN POLICE DEPARTMENT PERSONNEL

Chief of Police	Date of Hire	Sergeant	Date of Hire
B. Dean Leitner	01-28-57	James Underhill	09-09-64
		Earl Franklin	11-30-64
<b>Assistant Chief</b>		Edwin Winters	05-24-65
Clifton Koch	08-01-58	Marlin Rauscher	09-01-65
Allen Curtis	09-27-71	Mark Merwick	08-01-66
		Arthur Bandars	05-22-67
<b>Captain</b>		Richard Kohles	11-27-67
		Ronald Tussing	09-18-68
Ronald Flansburg	10-01-58	Noah VanButsel	11-11-68
John Hewitt	02-01-63	Elgin Kuhlman	11-25-68
Douglas Ahlberg	12-01-63	David Beggs	04-16-69
Edward Ragatz	03-22-65	Lawrence Olson	10-13-69
Peter Larimer	09-12-66	Charles Hennessey	11-26-69
James Baird	09-18-68	Allan Jones	01-10-70
		Thomas Rathbun	09-14-70
<b>Lieutenant</b>		William Larsen	09-14-70
		James Breen	08-23-71
William Satterthwaite	11-19-51	Larry Barksdale	08-23-71
Marvin Morgan	06-10-57	David Harnly	01-03-72
Ernest Berry	06-10-60	Frank Rowe	09-25-72
Albert Maxey	08-14-61	James Thoms	01-08-73
Ronald Bruder	05-02-66	Timothy Domgard	01-29-73
Arthur Wagner	08-29-66	Mark Lantis	05-21-73
Jonathan Briggs	05-09-67	Douglas Srb	08-27-73
Allen Soukup	09-22-69	Gregory Sorensen	08-28-73
Duaine Bullock	01-19-70	Michael Garnett	09-04-73
Lyle Roberts	03-23-70	Linda Steinman	10-22-73
Jerry Smith	04-18-70	James Hawkins	11-19-73
John Packett	05-03-71	Robert Kelly	01-27-74
Ervin Portis	01-24-72	Stephen Imes	08-05-74
James Hill	05-21-73	Ronald Klem	11-03-74
Gary Engel	03-03-74	Roger Schmidt	11-05-74
Thomas Casady	07-22-74	James Peschong	01-06-75
John Becker	01-06-75	Michael Siefkes	06-15-75
		Robert Wilhelm	07-14-75
<b>Sergeant</b>		Robert Kubicek	10-17-75
		Kenneth Koziol	01-05-78
William Jernigan	10-01-53	Joy Citta	01-08-79
Adolph Hynek	12-16-53	Robert Ziemer	04-30-79
Alfred Kelly	12-10-56	John Rallis	02-25-80
Donald Kahler	01-16-57		
Douglas Hansen	09-01-62	<b>Police Officer</b>	
John Kerns	03-18-63	Rolland Weisser	03-18-58
Kenneth Schacht	08-16-63	William Fitl	01-01-61
Max Meyer	08-16-63	Catherine Riggle	10-01-62
Gary Hoffman	09-16-63	Eugene Giles	03-18-63
Myron Carkoski	12-26-63		

# LINCOLN POLICE DEPARTMENT PERSONNEL

Police Officer	Date of Hire	Police Officer	Date of Hire
David Andreason	05-24-65	Donald Jenkins	11-07-73
Vern Campbell	09-07-65	Lee Volkmer	01-07-74
William Parker	05-22-67	Scott Arnold	03-07-74
Dennis Siegrist	11-27-67	Sidney Yardley	05-20-74
Kenneth Milius	04-22-68	Mark Domangue	06-03-74
Curtis Hibdon	07-29-68	Thomas Duden	07-22-74
Harry McEntarffer	01-20-69	James Lafevre	07-22-74
Larry Dvorak	03-01-69	Thomas Wilson	07-22-74
Michael Davis	03-16-70	Larry Bratt	11-18-74
Grant Shramek	07-27-70	Paul Aksamit	11-19-74
Ernest Young	07-28-70	James Haynes	12-22-74
John Winkler	08-03-70	Michael Geidner	12-26-74
Stanley Schaulis	09-28-70	Timothy Carmichael	12-29-74
Thomas Addison	01-11-71	Terry Brummer	01-06-75
Larry Graff	05-03-71	Richard Lutz	01-06-75
John Ways	05-03-71	Edwin McMeen	01-06-75
John Cripe	08-16-71	Glenn Hageman	01-06-75
Kurt Prai	08-23-71	Steve Little	01-06-75
Burdette Burkhart	08-23-71	Gregory Sims	03-10-75
Richard Doetker	09-01-71	Jeffrey Alexander	03-25-75
Dennis Roberts	01-24-72	Steven Standley	06-01-75
Raymond Kansier	05-15-72	Robert Citta	06-16-75
Steven Wetzel	09-05-72	Robert Kawamoto	06-30-75
Donald Northcott	09-05-72	Kerry Crosby	07-07-75
Donald Wiles	09-05-72	Larry Nelson	09-11-75
John Grubb	09-20-72	David Goehring	10-27-75
Jeffrey Butt	01-02-73	James Spanel	10-27-75
Wesley Lamberson	01-08-73	Wayne Rundle	01-05-76
Jon Morris	01-08-73	Edward Sexton	01-05-76
Leo Nissen	01-08-73	Edmund Sheridan	01-05-76
Mark Wolfe	05-21-73	Shannon Sydik	02-14-77
Alan Berndt	05-25-73	Nancy Willemsen	01-05-78
Dennis Duckworth	06-03-73	Jeff Gade	01-05-78
Roger Suhr	08-20-73	Kenneth Koziol	01-05-78
Charles Starr	09-04-73	Dennis Miller	02-27-78
David Blase	09-04-73	Pat King	06-07-78
Barry Rogers	09-04-73	Kenneth Handy	08-28-78
Charley Daniels	09-04-73	Richard Hubka	10-23-78
Lyle Lacy	09-04-73	Lee Unland	10-23-78
Emery Bashus	09-04-73	Paul Schneider	10-23-78
John Pitts	09-04-73	James Melton	10-23-78
Bruce Bell	09-28-73	Patrick Schlientz	01-08-79
Gordon Zimmer	10-22-73	Dennis Erickson	04-30-79
Gary Thelander	10-22-73	Michael Engel	06-25-79
Charles Solano	10-22-73	Robert Varga	06-25-79
Donald Naughton	10-22-73	Cindy Arthur	06-25-79

# LINCOLN POLICE DEPARTMENT PERSONNEL

<b>Public Service Officer</b>	<b>Date of Hire</b>	<b>Property Supervisor</b>	<b>Date of Hire</b>
Barbara Corman	08-05-85	Doris King	10-30-66
Sue Bartek	11-04-85		
Edward Price	07-28-86	<b>Stores Clerk II</b>	
		Pamela Fittje	05-28-73
<b>Administrative Secretary</b>		Myra Shriver	06-18-79
Virginia Fischer	12-20-65	Daria Cates	01-20-81
		<b>Stores Clerk I</b>	
<b>Clerk Stenographer III</b>		Kay Downs	09-24-84
Joleen Killham	10-01-82		
		<b>Records Supervisor</b>	
<b>Clerk Typist III</b>		Patti Hill	09-17-76
Deborah Moffitt	07-17-80	Sheila Biggs	12-18-78
		Joyce Endres	04-24-80
<b>Clerk Typist II</b>			
Helen Sexton	07-16-73	<b>Account Clerk II</b>	
LaVonne Hennessey	06-09-76	Rhonda Ihrle	11-08-79
Velda Rademacher	07-07-78		
Kathryn Krouse	03-26-79	<b>System Analyst III</b>	
Sharon Yockers	12-01-80	Clair Lindquist	07-29-68
Elaine Knickman	06-20-81		
Dodi Warne	07-12-81	<b>EDP Supervisor</b>	
Kathleen Stevenson	06-27-82	Jacqueline Willhoft	05-06-82
Paula Wade	10-04-82		
Carmen Chavez	06-09-83	<b>Evidence Examiner</b>	
Linda Hendrickson	08-16-83	Pamela Zilly	03-31-81
Pamela Allen	08-29-83		
Marcia Gates	10-08-83	<b>Victim/Witness Administrator</b>	
Glena Knippel	01-03-84	Shirley Kuhle	12-21-81
Sandra Swanson	06-04-84		
Rhonda Moody	06-25-84	<b>Clerk II</b>	
Kristy Bassett	07-30-84	Jo Anna Svoboda	08-30-84
Lisa Trappe	08-13-84		
Susan Kaspari	11-26-84		
Renee Weiler	12-03-84		
Althea Hennessey	12-27-85		
Twylla Cooper	06-05-86		