

November 24, 2012

Councilman Carl Eskridge  
Northwest District  
555 South 10th Street  
Lincoln, NE - 68508

Councilman Eskridge,

This letter is to inform you that I would like to be considered for the vacant position on the Lincoln City Council. Enclosed you will find my résumé.

I am aware that you may be giving special consideration to those applicants who do not plan to run for election. At this time, I have no plans to run. However, in the interest of full disclosure I feel obligated to say that, in the event that I was able to do a superior job of serving Lincoln's citizens during the time of my appointment, I would feel it my duty to run. It may be that Councilwoman Schimek used similar reasoning when she chose to run for the at-large position to which she was appointed.

One of the people I most respect made the following observation to me some time ago. When you serve on a board or council, you should choose your allies not for what they believe, because what they believe may change; instead, choose your allies for their style, for their style will always be the same.

This concept was tested on a regular basis when I was the Superintendent/Colonel of the Nebraska State Patrol. My style has been described as conciliatory. I had to learn to work with both Republicans and Democrats. I had the privilege of working with both Mayor Beutler and Councilwoman Schimek. My role was to ensure that laws and budgets regarding public safety were passed that were in the best interest of the citizens of Nebraska. I work hard to uncover the facts necessary to make a decision before I take action. I let those facts, not politics, determine how I vote on the issue. While I might have political differences with my colleagues, those differences are more likely to surface at the federal level than the local level.

The kind of Lincoln I want is a Lincoln that we can all be proud to call home, the kind of Lincoln where civility and prosperity go hand in hand. Visitors who come to Lincoln for football games observe that we have the most civil fans they have ever encountered. I guess you could say that all I really want is a town that lives up to our football fans.

I hope that you will give me a serious look as a replacement for Adam Hornung.

Thank you,

Tom Nesbitt

Cc: Mayor Chris Beutler

# Thomas E. Nesbitt

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## Colonel/Superintendent of the Nebraska State Patrol

*Homeland Security Policy Group Governor-Appointee ▼ Chairperson of Statewide Communications Alliance  
Joint State Emergency Relief & Assistance Coalition Leader ▼ Union & State Legislature Relationship-Building*

**National Executive Institute (NEI) graduate**, Colonel/Superintendent of the Nebraska State Patrol, with more than 20 years of law enforcement experience. Most recently, serving as Public Safety Director for the City of Canton, Ohio charged with managing the police, fire, and building departments to ensure the Cities emergency preparedness and response.

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### Career Highlights

- Launched a statewide system called Victim Information and Notification Everyday (VINE) after personally persuading Nebraska executive and legislative government branches that it was a necessary program. Since 2001, Nebraska State Patrol Sex Offender Registry Office and VINE have notified individuals as well as more than **6,500** schools, daycare centers, and religious/youth organizations about Level II (moderate risk) offenders released or escaped from prison.
- Created the Citizens Advisory Committee (CAC) on minority issues consisting of **11** individuals who played key roles in revamping the state patrol's system of collecting data that helped in disproving the possibility of racial profiling with solid data. The CAC also assisted in discovering strategies for recruiting minorities for the agency.
- Personally convinced Nebraska executive and legislative government branches that the Nebraska State Patrol Internet Crimes Against Children Unit was an essential program to establish statewide. Since its launch on January 1, 2000, the unit has contributed to the prosecution both federally and locally of numerous individuals responsible for using the Internet to stalk minors. The ICACU is one of **45** federally funded task forces in the United States.

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### Benefit Statement

*Supervised for more than 6 years, 6 statewide field offices and more than 50 satellite offices consisting of 700+ personnel with an annual budget of \$41 million, while working closely with the legislature, state constitutional offices, federal agencies, and state supreme court on a wide array of public safety issues.*

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### Key Areas of Expertise

Leadership by Example ▼ Creating a Shared Law Enforcement Vision ▼ Ability to Motivate and Engage Others ▼ Conducting Criminal/Civil Investigations ▼ Instituting Crime Prevention/Reduction Programs ▼ Formal Presentation Skills ▼ Strict Adherence to Operational Procedures ▼ Facilitating Law Enforcement Cooperation ▼ Performing Risk & Vulnerability Assessments ▼ New Recruit Mentoring ▼ Capital Budget Administration ▼ High Standards of Ethics & Integrity.

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### Professional Experience & Accomplishments

**The City of Canton, Canton, Ohio**

**January 2008 to August 2009**

*(A city form of government community consisting of 80,000 people governed by a Mayor and City Council)*

**PUBLIC SAFETY DIRECTOR** – Directly responsible for up to 200 police officers, and 200 firefighters for the City. Negotiated all labor agreements, handled all disciplinary matters, and manage all aspects of police, fire and building department budgets that exceeded \$35 million on an annual basis. Duties in this cabinet-level position including serving as Member of Board of Control/Vice-Chair of Stark Count Government. Served as liaison to external law enforcement/fire department agencies and to 54 neighborhood associations.

- Favorably renegotiated 2 labor agreements with police unions with minimum new money outlays while convincing 2 strong unions to give concessions and then utilized this money to roll into officer's base pay.

**Nesbitt Investigations, Lincoln, Nebraska****2010 to Present**

*(A privately held investigative company offering services such as general investigative work, surveillance services, location of missing persons, and background checks)*

**CEO** – Responsible for new business development, formal presentations, strategic planning, client relations, budgeting/forecasting, investigations, and client needs assessments.

**Nesbitt & Associates, Lincoln, Nebraska****2007 to Present**

*(A privately held security consulting company offering services such as threat & vulnerability assessments, security audits, emergency planning, safety programs, labor relations, IT security, stalking & workplace violence prevention, and SOPs development)*

**CEO** – Responsible for new business development, formal presentations, strategic planning, client and community relations, budgeting/forecasting, investigations, partnership development, client needs assessments, and client training.

**Nebraska State Patrol, Lincoln, Nebraska****1978 to 2005**

*(The State Patrol is Nebraska's only statewide full-service law enforcement agency, serving all of Nebraska's 93 counties)*

**COLONEL/SUPERINTENDENT (1999-2005)** – Scope of duties consisted of strategic planning, budgeting, resource allocation, staff recruitment and management, as well as overseeing administrative, field, flight, equipment, technology, training and logistics operation statewide.

- Returned in August 2003, \$187,144 to the Nebraska State general fund from agency savings personally identified to assist with the overall state budget shortage due to the declining of tax receipts.
- As Chairperson of the Statewide Communications Alliance of Nebraska, spearheaded the process of placing a statewide wireless communication network that allowed public safety agencies at all government levels to share a common communications infrastructure, thereby enabling seamless and timely communications between agencies.
- Directed and assisted in producing a comprehensive state of Nebraska strategy based on principles of partnerships and cooperation. As a result, firefighters were better equipped to fight fires, police officers better armed to combat crime, and businesses better able to protect their data and information systems.
- Served as a member of the Governor's Homeland Security Policy Group involved in terrorism and bioterrorism preparedness programs and funding. Personally responsible for organizing and collaborating in an accurate assessment of Nebraska's critical infrastructure and key assets, as well as streamlining information sharing among intelligence and law enforcement agencies and integrating information sharing across federal, state and local government entities, private industry, and citizenry.
- Enhanced the Nebraska State Patrol Crime Laboratories in Lincoln and North Platte, which received accreditation by the American Society of Crime Laboratory Directors/Laboratory Accreditation Board (ASCLD/LAB). Both labs combined averaged 4,500 cases a year (70% drug-related). The Lincoln lab began DNA analysis in 2000, achieved its 1<sup>st</sup> Combined DNA Index System (CODIS) hit in 2001 and its 1<sup>st</sup> National Integrated Ballistic Information Network (NIBIN) hit in 2004.
- Led joint efforts on behalf of the state of Nebraska to facilitate emergency relief, assistance, and humanitarian programs that included expanding the State Patrol Motorist Assist Program.
- Collaborated with the University of Nebraska at Omaha (UNO) to examine traffic stop data collected by the Nebraska State Patrol and to conduct a survey of the driving population. As a result, the Nebraska State Patrol was commended for promptly adopting standards consistent with the Police Executive Research Forum recommendation, as well as providing additional sections on procedures for officer training and a commitment to prevent racial profiling.
- Oversaw the creation of a new training academy with barracks to house up to 208 officers, state-of-the-art classrooms, defensive tactics room, fitness room, training tank, gymnasium, 2 ranges (one static shooting, one combat), inspection bay, training room for commercial vehicle inspections, and police service dog training grounds/boarding area.

Opened the way for 11 South Dakota Highway Patrol Canine Units to “ride-along” with Nebraska State Patrol Canine Units in order to observe the successful procedures of state troopers active in drug interdiction along the highways of Nebraska. Subsequently, the SDHP troopers utilized the same methods to great success in South Dakota.

- Served as Chief Executive Officer of a 500+ membership of sworn/retired state troopers, conservation officers and fire marshals. Led the way to setting standards for comparability of wages and benefits with the surrounding states, thereby improving retention of public safety personnel in Nebraska.

**SERGEANT/TROOPER (1978-1999)** – Served as Commander of Rural Apprehension Program (Drug Task Force) from 1995 to 1999. From 1978 to 1994, served the state in road operations, investigative services, and executive protection detail.

- Coordinated efforts with more than 30 law enforcement agencies in southeast Nebraska that contribute to the Rural Apprehension Program (RAP) drug task force, which combines strengths of the agencies to work against drug dealers and users. Personally coordinated investigations (conspiracy and others) and hundreds of arrests in the RAP area. Consequently, RAP was considered one of the most successful drug task forces in the state of Nebraska.
- Acknowledged as one of the 1<sup>st</sup> officers to actively secure media/press involvement with drug busts/arrests (from briefing to actual arrests). This successful program was televised on all major television and media outlets.

## Professional Development, Awards & Community Service

### Training

National Executive Institute & Law Enforcement Executive Development, Dept. of Justice/FBI (2003 & 2002)  
 Certification in Management (2001)  
 Metro’s Most Wanted/Victim Resource Officer (1999)  
 Gallup University Knowledge Skills (1999)  
 Immigration Issues/Operation Vanguard (1999)  
 Interaction Management (1997)  
 Principles of Effective Drug Enforcement (1997)  
 Integrity Leadership (1996)  
 Critical Incident Stress Debriefing (1994)  
 First Line Supervisor (1993)  
 Drug Conspiracy Training (1992)  
 Kinetic Interview Techniques (1990)  
 Clandestine Laboratory Investigation (1988)  
 Narcotics & Dangerous Drug Law Enforcement (1987)  
 First Responder Training (1985)  
 Executive VIP Protection (1984)  
 Nebraska State Patrol Recruit Training (1978)  
 Nebraska State Law Enforcement Basic Certification (1977)

### Awards

Legislative Resolution 243 (2005)  
 Dept. of Justice Meritorious Achievement Award (2000)  
 Dept. of Justice State Officer Award for RAP (1999)  
 Law Enforcement Torch Run (1999)  
 Governor’s Recognition Award (1994-1997)  
 Fitness Achievement Award (1991-1999)  
 Outstanding Paint-A-Thon Volunteer (1993)  
 Drunk Driver Arrests (1982)

Community Service

Special Olympics of Nebraska  
Nebraska Homeland Security Policy Group  
Nebraska Commission on Law Enforcement & Criminal Justice  
Statewide Communications Alliance of Nebraska  
National Safety Council - Omaha Chapter  
Child Advocacy Center