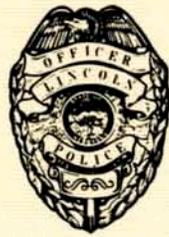


*Chief Koch*



**1987**  
**LINCOLN POLICE DEPARTMENT**  
**ANNUAL REPORT**

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# ANNUAL REPORT

1987

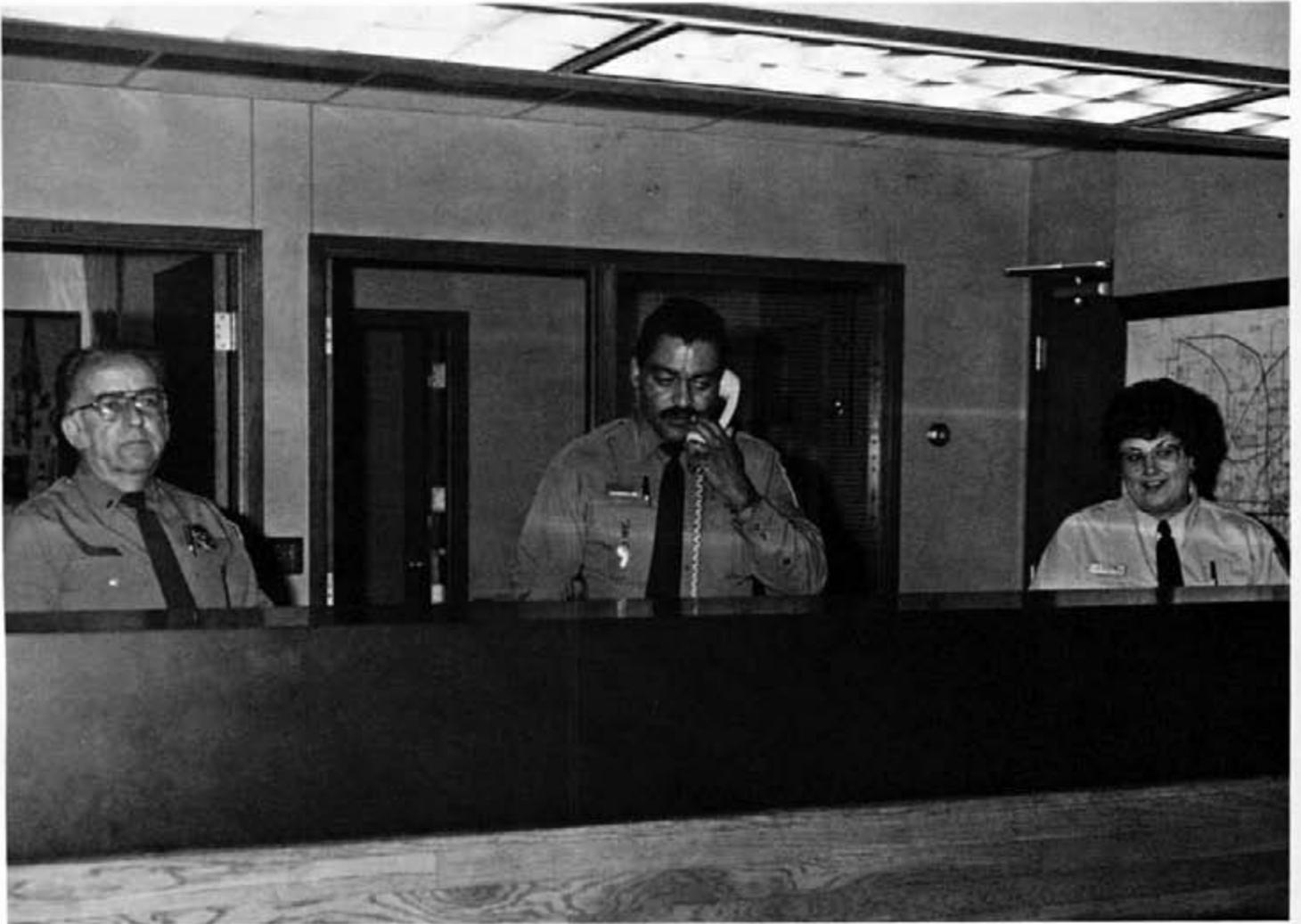


CHIEF OF POLICE  
B. DEAN LEITNER

L I N C O L N ,

N E B R A S K A

Population .....	185,115
Government .....	Mayor-Council
Land Area .....	60.70 Square Miles
City Budget .....	\$53,364,087
Parks .....	5,000 Acres
Roadways .....	775.5 Miles
Registered Vehicles (County) .....	179,731



**SERVICE DESK  
LINCOLN POLICE DEPARTMENT**

# STATEMENT OF THE MISSION OF THE LINCOLN POLICE DEPARTMENT 1987-1988

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.

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**BILL HARRIS, MAYOR**



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



# THE CITY OF LINCOLN



POLICE EMERGENCY  
911

NON-EMERGENCY  
(402) 471-7245

DEPARTMENT OF  
**POLICE**

233 SOUTH 10TH STREET  
LINCOLN, NEBRASKA 68508-2293

Mayor and Members of the City Council:

It is with great pride and pleasure that I submit to you our 1987 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.

Please note the results of our 1987 Efficiency/Effectiveness Survey of 24 city police departments. Based on the comparisons, I'm sure you will agree that our department has continued to maintain a tradition of professional police service to the citizens of our community.

In an effort to more effectively deal with drug-related activity, the Lincoln Police Department applied for, and received, federal anti-drug abuse grant funding. This is in combination with other law enforcement agencies in the county, and will result in the most comprehensive program ever targeted at drug trafficking in Lincoln and Lancaster County.

During the course of the year, our department directed much time and effort, and made significant progress toward becoming an accredited law enforcement agency. We expect to achieve accreditation during the summer of 1988.

Also, we were privileged to be part of the effort to make Farm Aid III a success. The department spent many hours planning, preparing and providing security coverage for this highly visible and worthwhile event. The combined efforts of citizens and area law enforcement certainly made this event a successful one which Lincoln can be proud of. I believe it appropriate to address the well-known fact that we cannot take full credit for our accomplishments. Significant credit and 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 1987 and am looking forward to working with you in a cooperative effort to make 1988 an even more successful year for the City of Lincoln.

B. DEAN LEITNER, Chief of Police

## ACCREDITATION

The Lincoln Police Department is in the process of becoming the first Nebraska law enforcement agency 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. The overall goal of the accreditation program is to improve the delivery of law enforcement services.

Accreditation is a medium for gauging how well the Lincoln Police Department measures up to 944 nationally recognized law enforcement standards. These comprehensive standards are designed to reflect the best professional practices in each area of law enforcement management, administration, operations and support services.

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

The department is currently completing step 3, preparing 'proofs of compliance' with the standards and assembling documentation to facilitate on-site assessment. We plan to seek on-site assessment and hope to achieve accreditation in the summer of 1988.

Lt. Jim Hill serves as department accreditation manager and has been assigned command responsibility for the project. Sgt. John Rallis has been assigned to the project full time as the accreditation supervisor. Accreditation, however, is a team effort requiring a great deal of commitment. The process has effected every level of command and nearly every member of the department.

Accreditation signifies professional status. The efforts of the men and women of the Lincoln Police Department in this endeavor signify the department's commitment to provide the citizens of Lincoln with the highest quality of police service at the lowest possible cost.

## STREET DRUG DEALER APPREHENSION PROGRAM

The Lincoln Police Department, in conjunction with the Lancaster County Sheriff's Office and the Lancaster County Attorney, has received federal anti-drug abuse grant funding from the Nebraska Crime Commission in the amount of \$151,189.

The Lincoln/Lancaster County Cooperative Street Drug Dealer Apprehension Program will enhance our drug enforcement efforts by providing additional personnel and equipment for focused enforcement at the user/street dealer level, with an emphasis on those who operate in and around school areas and those who promote and control the activities of juvenile dealers.

The grant is part of an overall strategy to effectively reach all levels of drug trafficking in Lincoln and Lancaster County. To further inter-agency cooperation, the Lancaster County Drug Unit and the Nebraska State Patrol Drug Unit will be housed under one roof. The Federal Bureau of Investigation and the Drug Enforcement Administration are also participating in the combine, resulting in the most comprehensive drug enforcement effort ever undertaken in Lancaster County.

## FARM AID III

Farm Aid III, a benefit concert for the American family farmer, took place on September 19, 1987. The location for the nationally televised event was Memorial Stadium on the University of Nebraska Lincoln campus.

The Lincoln Police Department, along with other law enforcement agencies in the area, were charged with the broad responsibility of providing security and a safe environment for all to enjoy the concert.

In pursuit of this goal, the Police Department spent considerable time and effort planning, developing, and implementing plans which included: escorts of VIP's, gathering intelligence information, surveillance, investigations, arrest and booking procedures, staffing and coordinating activities, traffic direction, parking enforcement, an emergency contingency plan, and many more.

All total, the department directed hundreds of hours making the concert a success. When considering the vast number of people in attendance, there were very few violations and arrests and no major problems.

# EFFICIENCY/EFFECTIVENESS SURVEY

1987

During 1987, 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 1987, total Part I crimes during 1987, 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 1987, the Lincoln Police Department had a clearance rate of 27.0% 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.

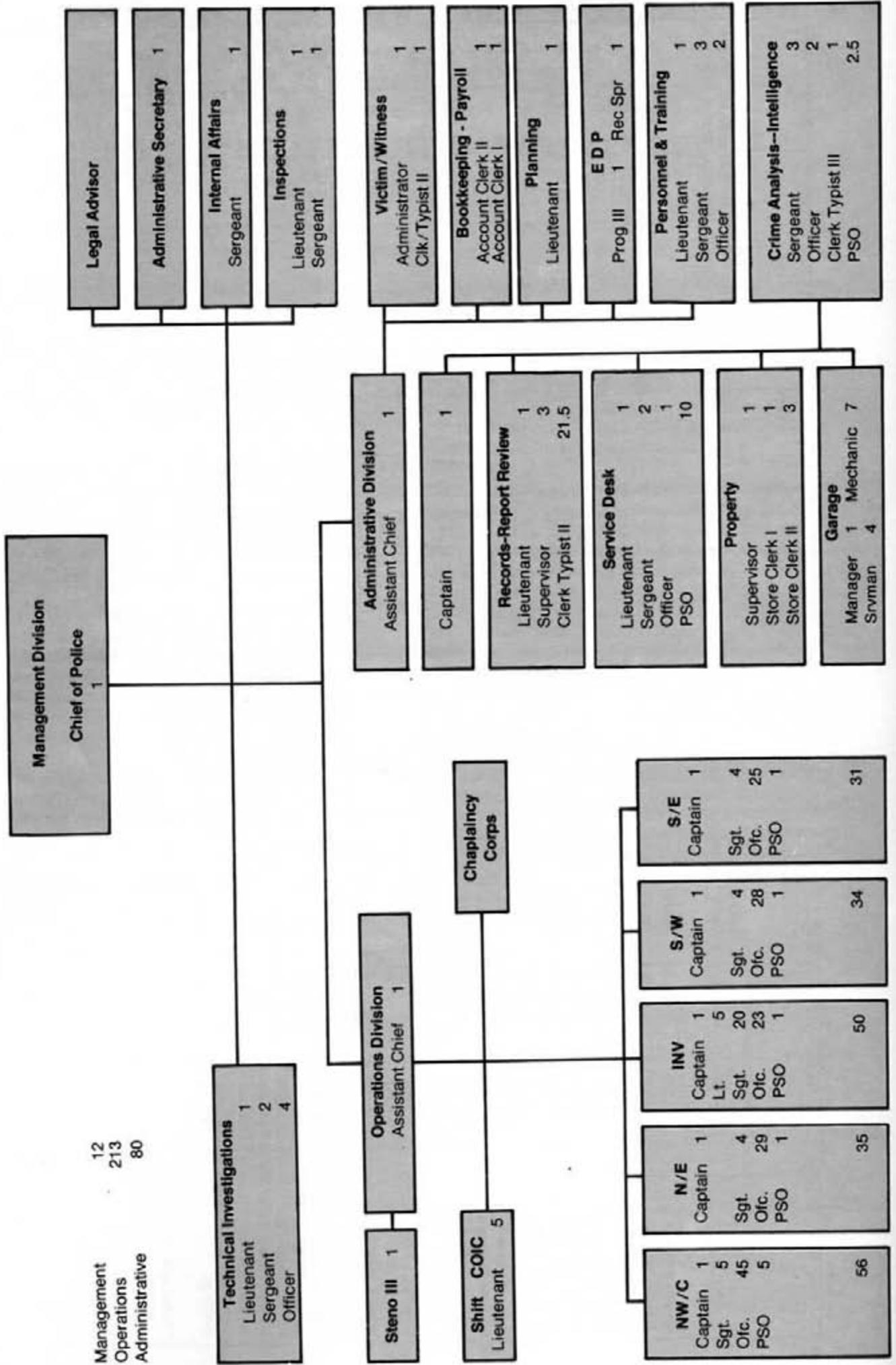
When the concepts of "efficiency" and "effectiveness" are combined, it can be determined that not only is the Lincoln Police Department performing more service to its citizens for less cost (as illustrated in the survey), but is also providing a 'quality' of service which is very high.

# EFFICIENCY/EFFECTIVENESS SURVEY

City	Population	Current Police Budget	Cost Per Capita	Rank * #1 is Lowest Cost/ Capita	Total CFS	Cost per CFS	Rank * Cost/CFS #1 is lowest Cost/Capita	Total Part 1 Crimes	% of CFS Part I	Total # of Officers	Part I per Officer	Rank * #1 is highest Part I Ofc/CFS	Officers per/1000 Population	Rank * #1 is Least # of Ofc/Pop.	Rank Overall Efficiency
Lincoln, Nebraska	183,750	9,883,032	53.79	2	110,376	89.53	4	12,427	11.3	233	53.3	9	1.27	3	1
Arlington, Texas	246,585	17,246,808	69.94	5	132,608	130.06	9	20,235	15.3	340	59.5	7	1.38	5	2
Des Moines, Iowa	194,000	18,100,000	93.30	8	230,000	78.70	3	21,683	9.4	341	63.6	5	1.76	12	3
Gary, Indiana	145,000	6,191,187	42.70	1	123,209	50.25	1	8,271	6.7	239	34.6	18	1.65	9	4
Little Rock, Arkansas	194,000	12,437,535	64.11	4	89,286	139.30	12	22,080	24.7	338	65.3	4	1.74	11	5
Tacoma, Washington	158,900	18,460,311	116.18	16	319,358	57.80	2	25,419	8.0	302	84.2	1	1.90	16	6
Grand Rapids, Michigan	185,000	18,328,000	99.06	10	108,017	169.66	15	16,560	15.3	286	57.9	8	1.55	7	7
Fort Wayne, Indiana	175,000	11,000,000	62.86	3	108,998	100.92	7	13,022	11.9	321	40.6	17	1.83	14	8
Kansas City, Kansas	161,000	18,835,342	116.99	17	210,000	89.69	5	18,585	8.9	304	61.1	6	1.89	15	9
Aurora, Colorado	233,000	26,832,810	115.16	15	169,381	158.42	13	17,816	10.5	382	46.6	11	1.64	8	10
Knoxville, Tennessee	175,000	14,917,807	85.24	7	90,000	165.75	14	12,687	14.1	309	41.1	16	1.77	13	11
Anchorage, Alaska	220,000	34,832,650	158.33	22	117,399	296.70	23	18,191	15.5	275	66.1	3	1.25	2	11
Warren, Michigan	161,000	15,580,082	96.77	9	58,895	264.54	22	10,697	18.2	235	45.5	14	1.46	6	13
Huntington Beach, Calif.	185,105	22,000,000	118.85	18	84,097	261.60	21	9,512	11.3	206	46.2	12	1.11	1	14
Columbus, Georgia	172,000	12,721,133	73.96	6	95,805	132.76	11	10,089	10.5	343	29.4	19	1.99	18	15
Mesa, Arizona	268,047	31,970,000	119.27	19	134,651	237.43	20	16,483	12.2	358	46.0	13	1.34	4	16
Madison, Wisconsin	174,753	19,751,400	113.02	14	96,911	203.81	17	12,555	13.0	295	42.6	15	1.69	10	16
Syracuse, New York	170,105	16,930,428	99.53	11	168,337	100.57	6	11,275	7.3	431	28.6	20	2.53	21	18
Greensboro, N.C.	187,266	19,872,000	106.12	13	174,829	113.67	8	11,275	6.4	396	28.5	21	2.11	19	19
Flint, Michigan	147,000	23,491,485	159.81	23	109,834	213.88	18	24,113	22.0	312	77.3	2	2.12	20	20
Springfield, Mass.	160,000	16,950,036	105.94	12	130,000	130.38	10	8,411	6.5	500	16.8	24	3.13	24	21
Fort Lauderdale, Fla.	151,000	36,504,814	241.75	24	214,163	170.45	16	23,537	11.0	457	51.5	10	3.03	23	22
Arlington, Virginia	157,600	20,397,791	129.43	20	88,247	231.14	19	8,185	9.3	307	26.7	22	1.95	17	23
Yonkers, New York	165,501	27,272,939	139.50	21	90,671	300.79	24	9,450	10.4	500	18.9	23	2.56	22	24
<b>AVERAGE</b>	<b>183,359</b>	<b>19,604,400</b>	<b>107.57</b>		<b>135,566</b>	<b>162.04</b>		<b>15,120</b>	<b>11.2</b>	<b>334</b>	<b>45.3</b>		<b>1.82</b>		

\* Survey conducted in 1987

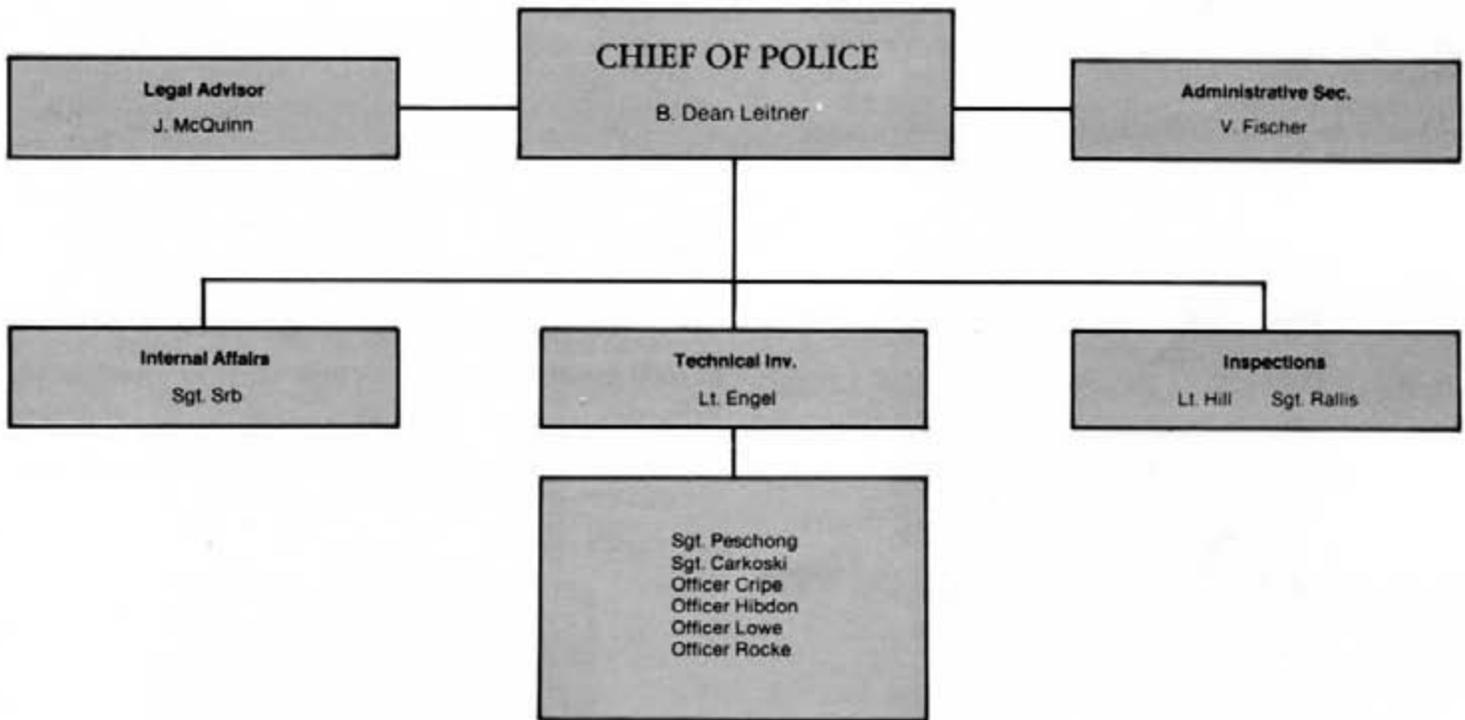
# ORGANIZATIONAL STRUCTURE



# MANAGEMENT DIVISION

## Authorized Positions

Commissioned		Non-Commissioned	
Chief	1	Adm. Secretary	1
Lieutenant	2	Legal Advisor	1
Sergeant	4		
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 Douglas Srb. 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. Srb

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 Lieutenant James Hill and Sergeant John Rallis. 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 are outside and independent from the chain of command and able, therefore, to audit practices at any point or level in the organization.

Sergeant Rallis is temporarily assigned to the unit as the department's Accreditation Supervisor.



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. Engel

Lieutenant Gary Engel 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

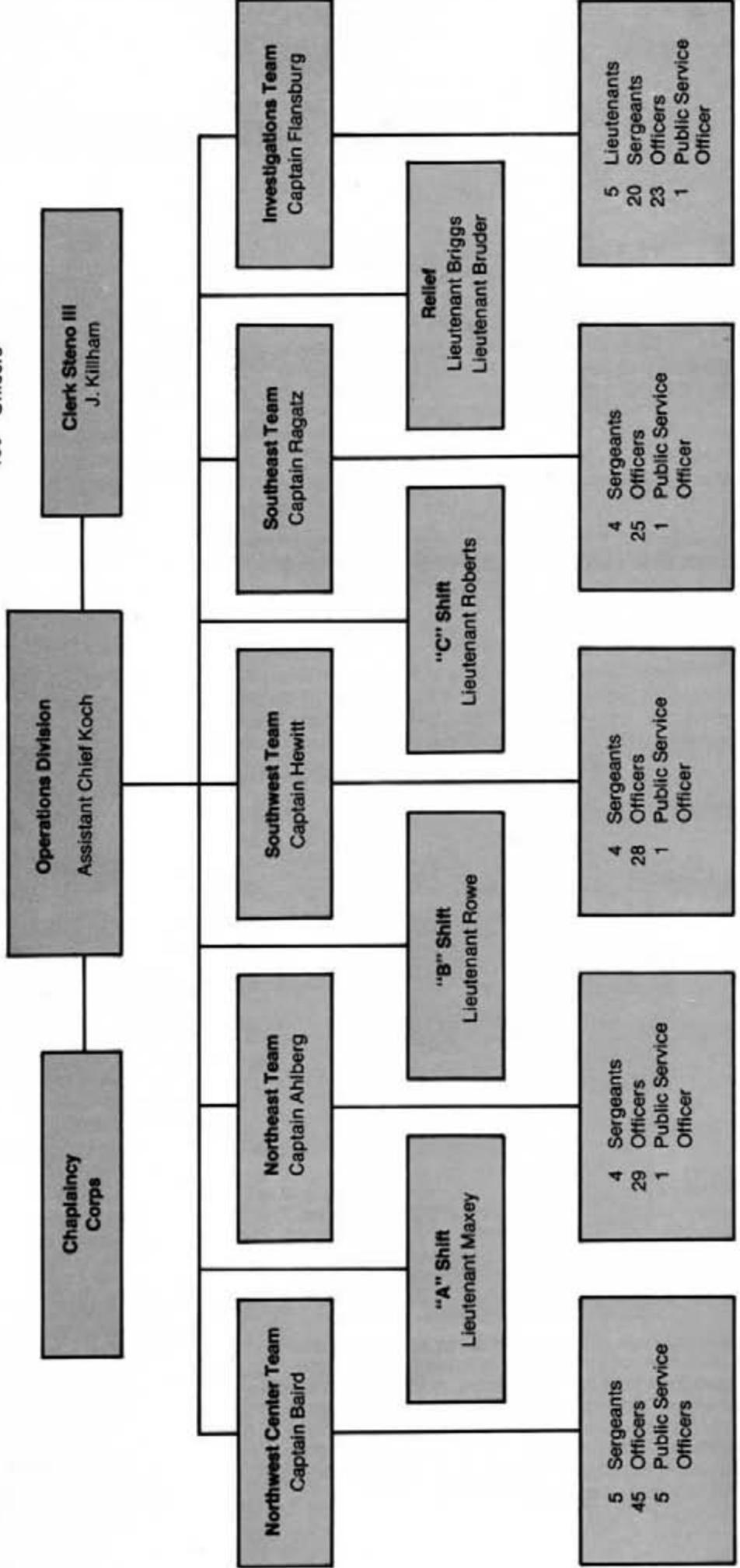
Authorized Positions 10

**Commissioned**

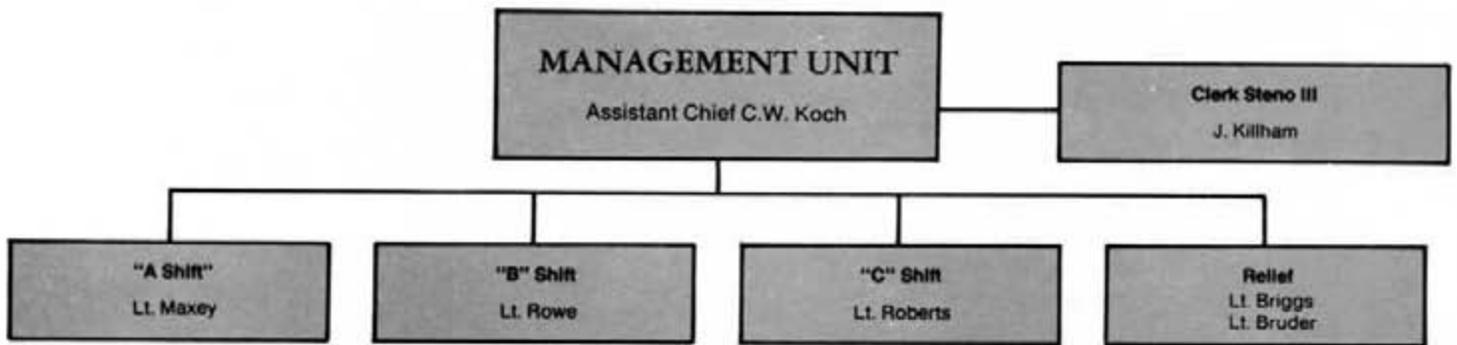
- 1 Assistant Chief
- 5 Captains
- 10 Lieutenants
- 37 Sergeants
- 150 Officers

**Non-Commissioned**

- 9 Public Service Officers
- 1 Clerk Steno III



# 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. Rowe

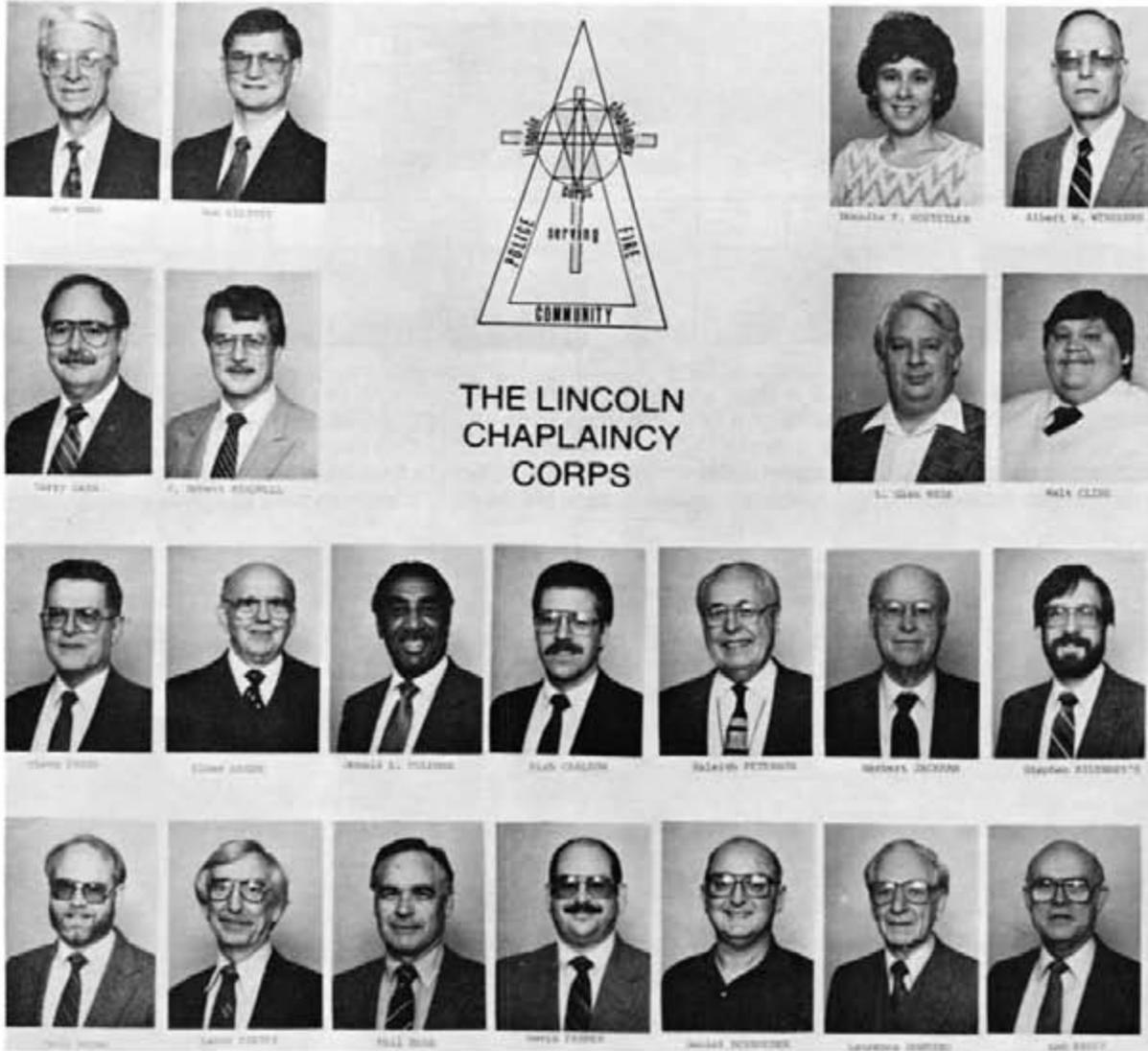


Lt. Roberts



Lt. Briggs

# LINCOLN CHAPLAINCY CORPS



Top row (left to right): Nye Bond \*\*\*; Ron Elliott\*; Donnita Payne-Hostetler\*; Albert Winseman\*. Second row: Terry Cain\*; J. Robert Birdwell\*\*\*; L. Glen Wise\*; Walt Cline\*\*\*. Third row: Steve Evans\*; Elmer Hagen\*; Donald Coleman\*; Rich Carlson\*; Raleigh Peterson\*; Herbert Jackman\*; Stephen Bilynskyj\*. Fourth row: Doug Brown\*; LaRoy Seaver\*\*; Phil Bede\*; David Farmer\*; Daniel Schroeder\*; Laurence Downing\*\*\*; Kenneth Baker\*\*\*. Not pictured: Robert Bretsch\*; Lew Champ\*; Mark Gerisch\*; Grady Strop\*; Drennen Watts\*, Tito Moreno\*.

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

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-seven (27) 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 12-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. They are also board members.

# 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.

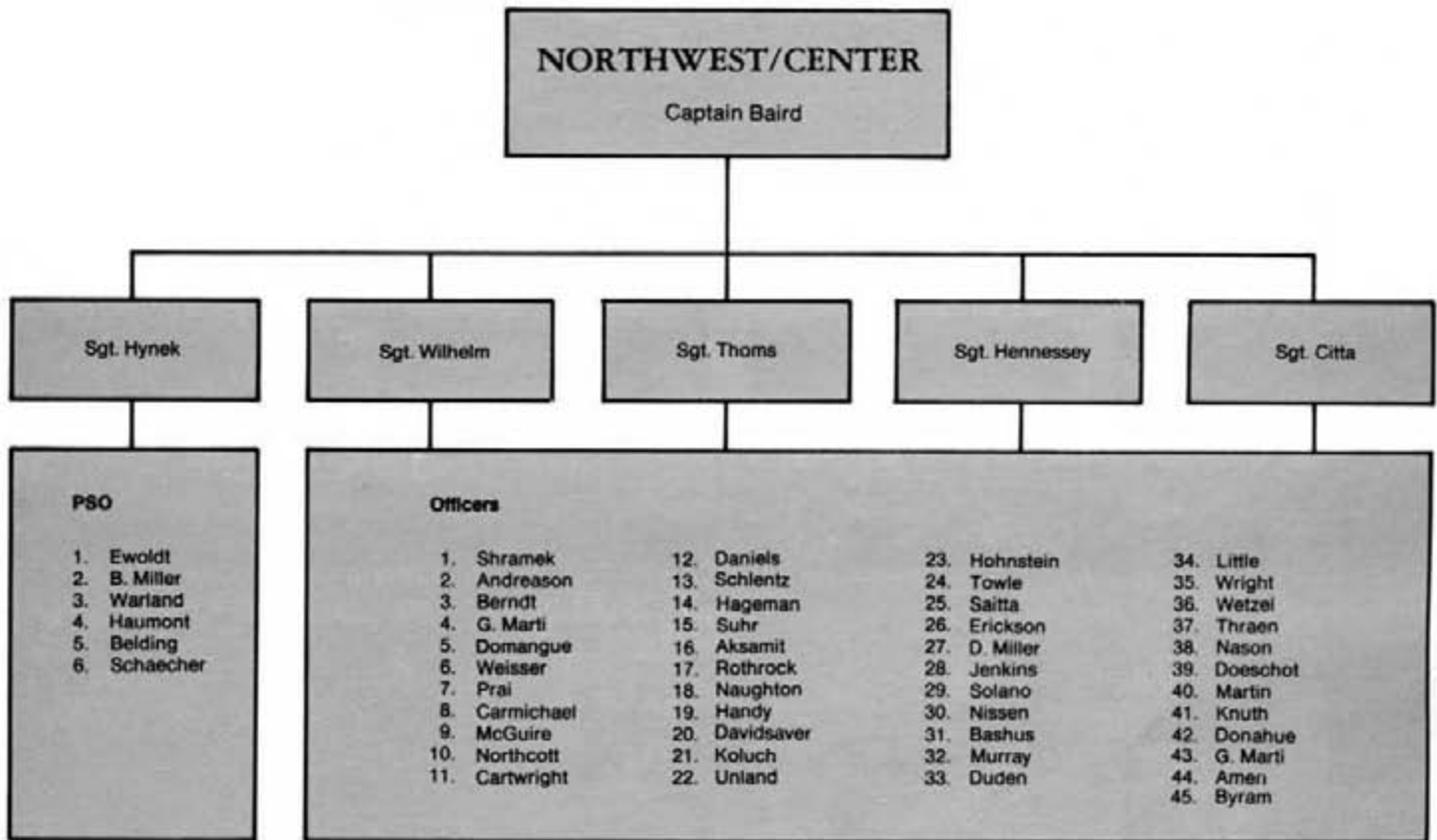
The number of generalist officers assigned to each team varies from 25 to 45. Four (4) to five (5) sergeants are assigned to each team. They function as immediate supervisors to the team officers and report directly to the captain of their respective team.

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





# OPERATIONS DIVISION



Captain James A. Baird heads the Northwest/Center Team which has an authorized strength of fifty one (51) commissioned officers and six (6) public service officers. This team area covers 19.2 square miles, has 10,654 dwelling units and a population of approximately 31,927.

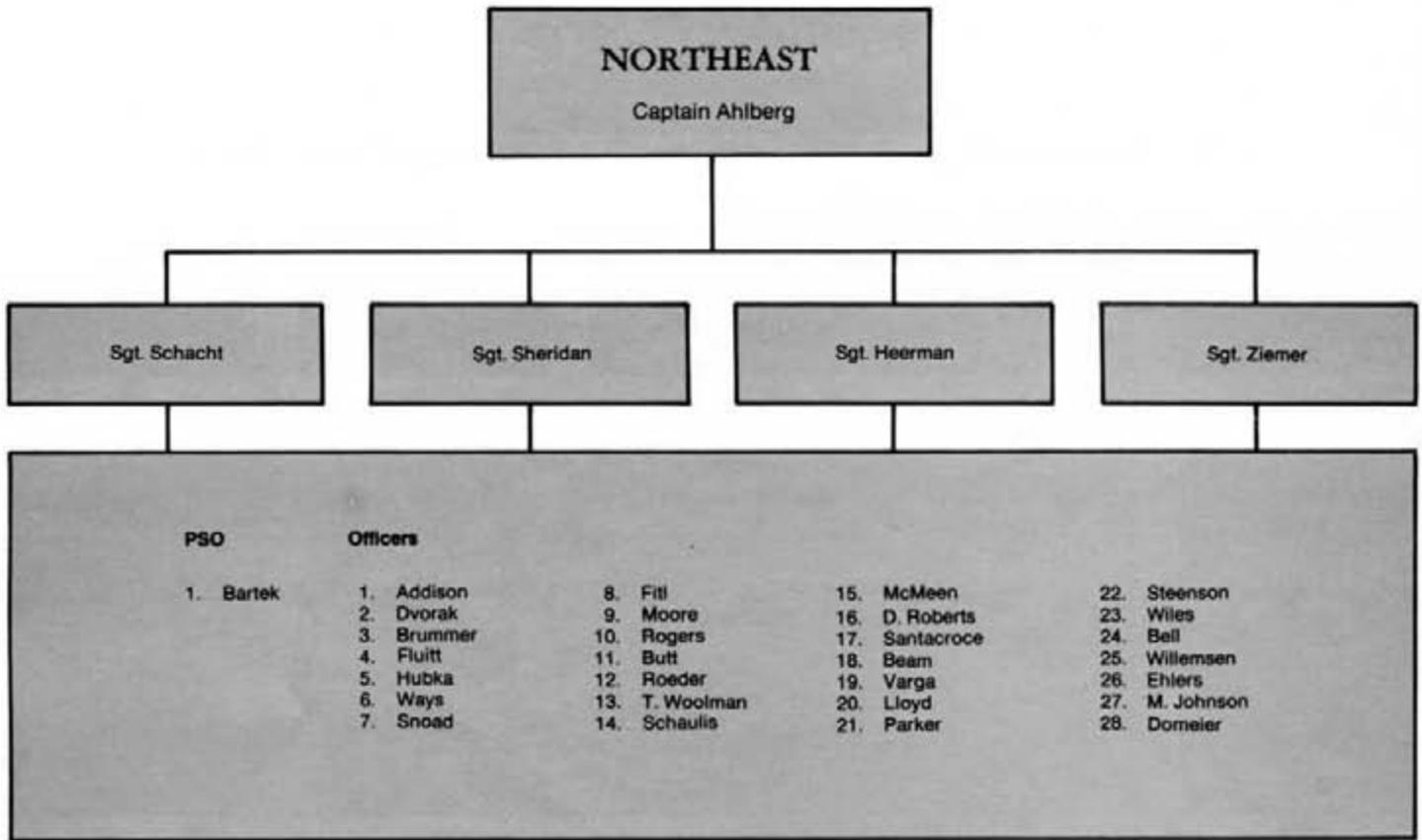
Included within the team area are the downtown business district; the main campus of the University of Nebraska; the fairgrounds; the airport; as well as many community neighborhood areas, among which are the Malone, the North Bottoms and the Clinton areas.

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).



Captain Baird

# 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 19,377 dwelling units and a population of approximately 48,975.

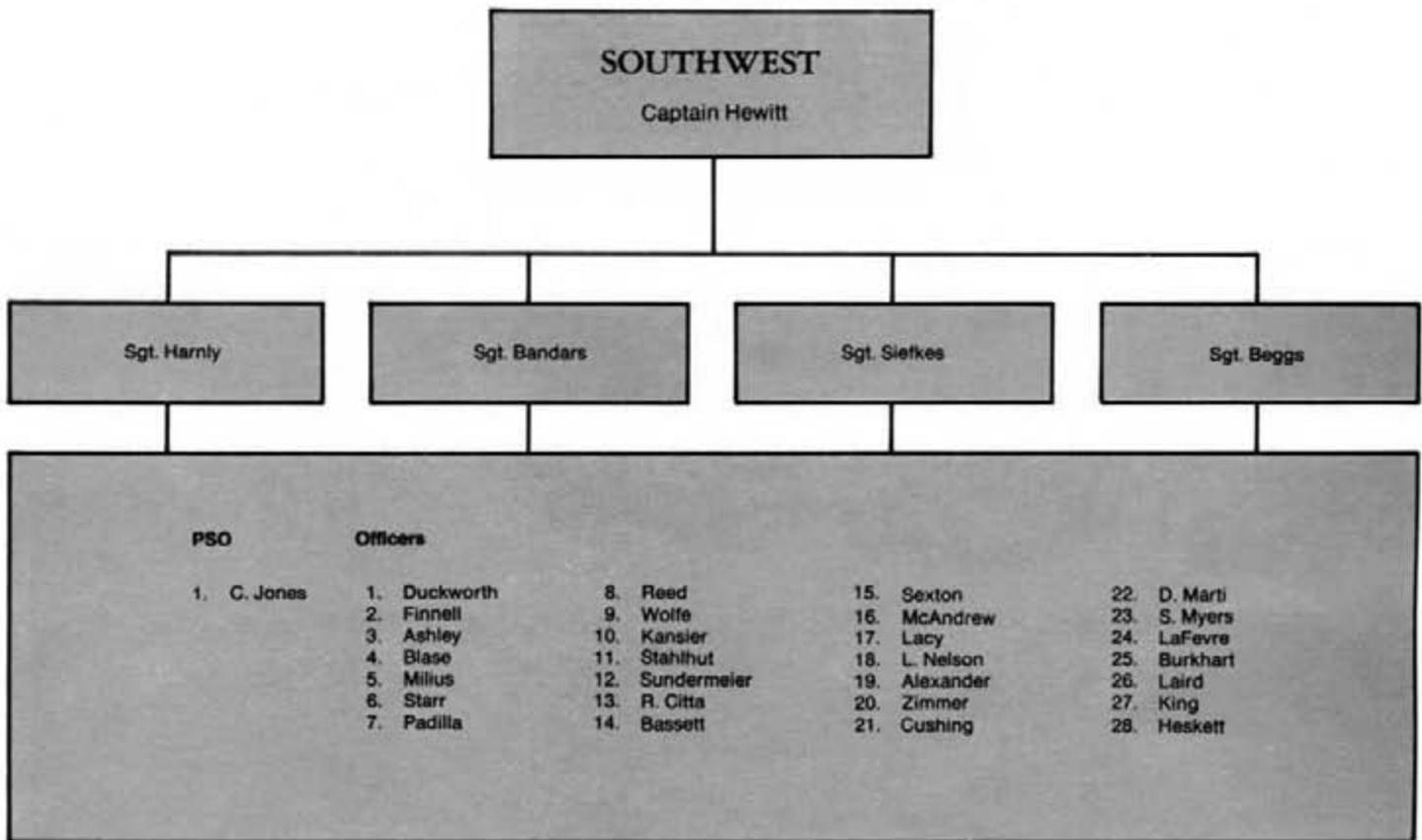
Included within the team area are several major shopping area; local neighborhoods such as Have-lock, Bethany, University Place, Clinton and Hartley. The east campus of the University of Nebraska and Nebraska Wesleyan University campus are also located within the Northeast Team.

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 17,787 dwelling units, and a population of approximately 36,603.

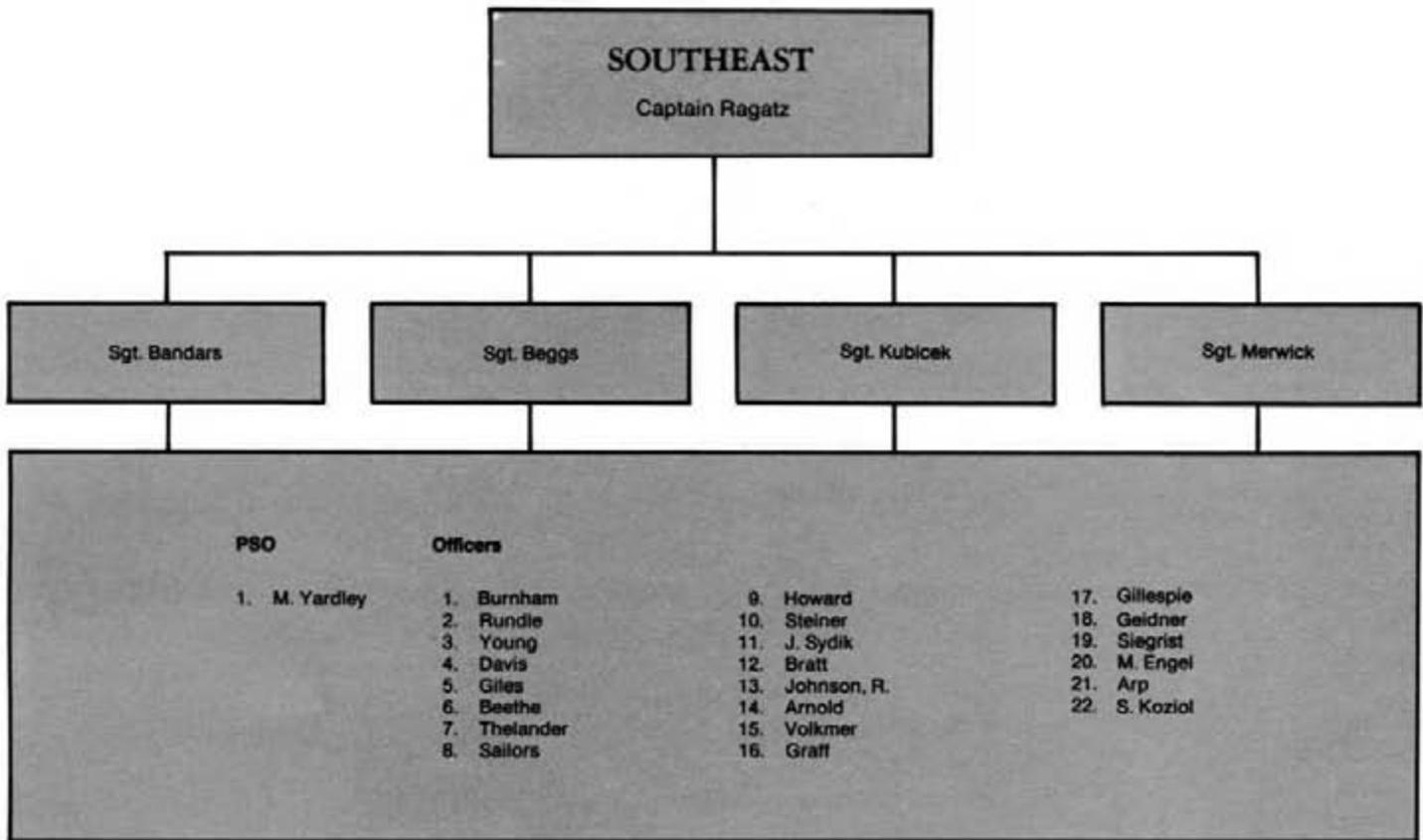
The majority of the team area consists of residential and multiple dwelling units as well as several community shopping areas. There are numerous parks in the area which include Pioneer and Wilderness parks.

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 17.0 square miles, has 25,914 dwelling units and a population of approximately 67,611.

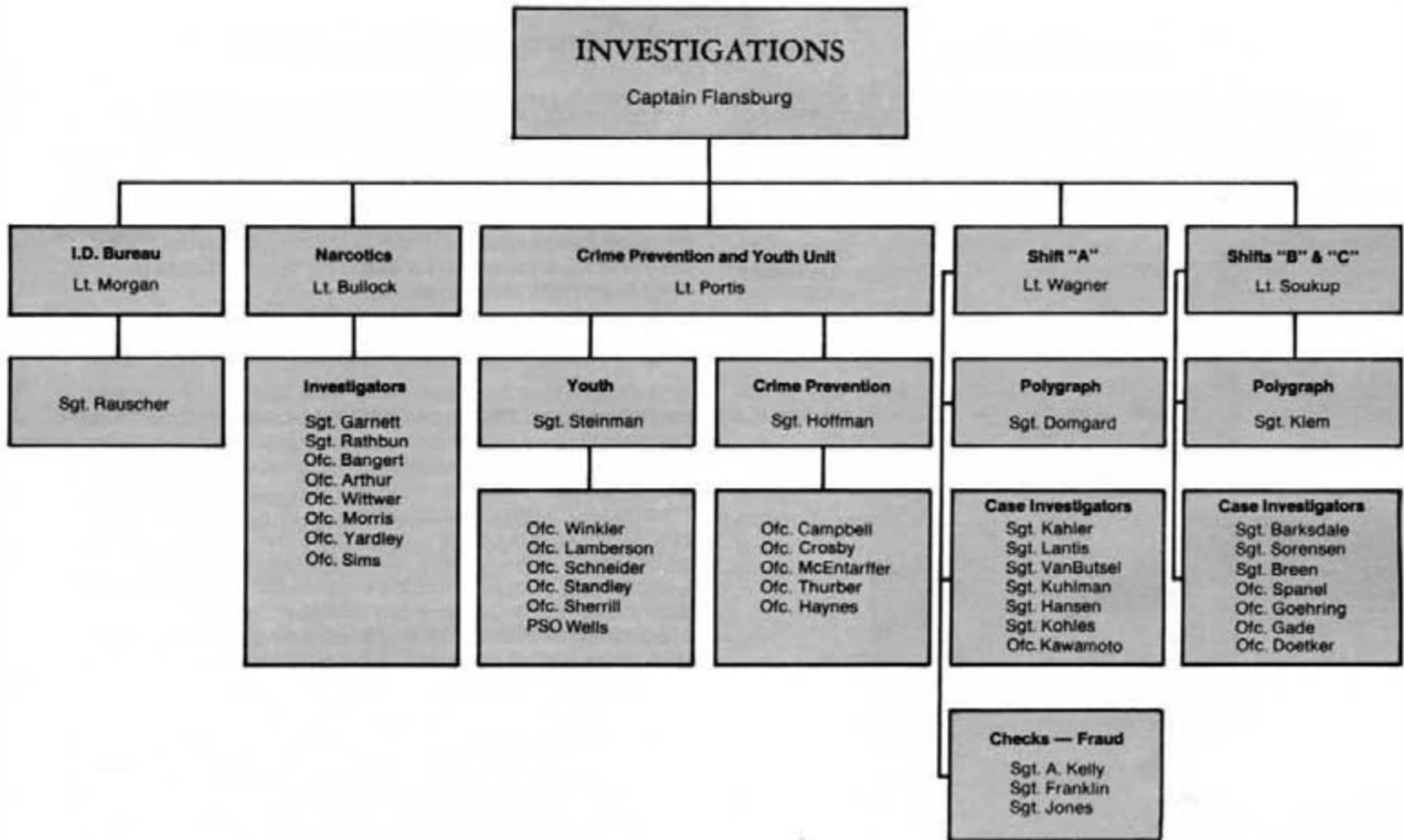
The Southeast Team includes the College View business district and many shopping centers, Union College, the Veterans Hospital, St. Elizabeth's Hospital, Bryan Hospital and several neighborhood areas.

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, who is assisted by Sergeant Rauscher. Both are qualified document examiners. Lt. Morgan is also a qualified fingerprint examiner.



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 six (6) 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 1987, narcotics officers have investigated 2,752 cases, arrested 1,130 felons and 2,975 misdemeanants. They have seized \$3,671,433 worth of substances, \$295,834 in property and \$93,829 in cash for a total of \$4,061,096. As a result of case disposition, \$28,571 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 five (5) officers assigned to the Crime Prevention section of the unit. One (1) sergeant, five (5) officers, and one (1) public service officer 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 1987, there are a total of 1,670 Neighborhood Watch groups which have been organized and are functioning, covering 17,621 dwellings, or 25% of Lincoln's dwelling units. In addition, there are 29 organized Business Watch groups, covering 812 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' Shift.

## Case Investigators

This unit has a total of nine (9) sergeants and five (5) 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 two (2) 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.

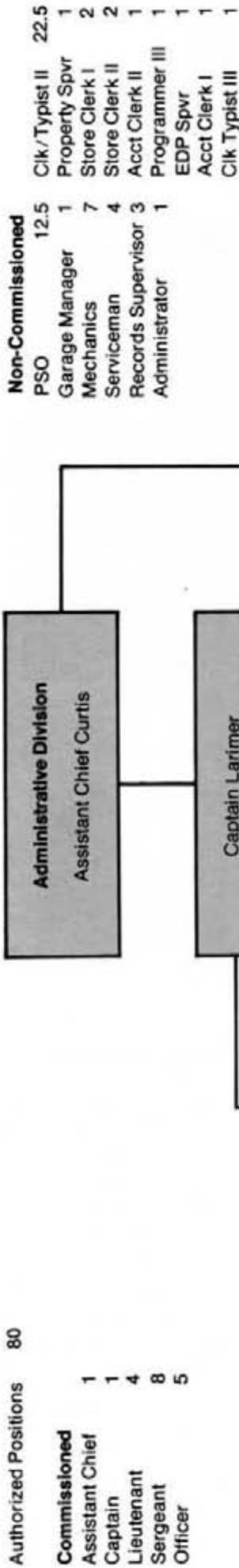


Lt. Wagner



Lt. Soukup

# ADMINISTRATIVE DIVISION



## ADMINISTRATIVE DIVISION

Assistant Chief Allen L. Curtis heads the Administrative Division which consists of ten (10) units involving nineteen (19) 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

### Records Unit

Lieutenant Jerry L. Smith directs the operation of the Records Unit. The unit files, stores and manages all of the operational records of the department including all accident and criminal reports. Its 24.5 personnel handle nearly 200,000 separate reports each year. In conjunction with the Data Processing Unit, much of this record keeping function is converted to a computer-based operation, and a substantial portion of the remaining paper records are reduced to microfilm for convenience in storage and handling.



Lt. Smith

### Personnel and Training Unit

Lieutenant John J. Becker directs the personnel and training function of the unit. Staffing and training of all personnel in the department is the primary responsibility of this unit. All potential police recruits are screened and tested by personnel of the unit. Based on these tests, recommendations are made to the Chief of Police.

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



Lt. Becker

### Data Processing Unit

Clair E. Lindquist directs the activities of this unit and is assisted by Jacqueline Willhoft. The unit is responsible for the continuing conversion of much of the police records system into an automated process which is compatible with and a part of the City/Countywide CJIS system. The department's automated law enforcement information system is approximately 95% complete and functioning. This conversion has greatly speeded up information flow within the department, facilitating both its field operations and administrative effectiveness.



C. Lindquist

# 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 1987, Crime Stoppers has received 4552 calls, cleared 1131 cases, produced 738 arrests, recovered \$1,833,458 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 and four (4) servicemen. The fleet manager is responsible for the control of all department vehicles. He assigns vehicles on a 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

## Service Desk

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.

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



Lt. Satterthwaite

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 typist and a group of volunteers. The unit provides assistance for victims or witnesses of certain crimes handled within the jurisdiction of the Lincoln Police Department, Lancaster County Sheriff's Office, University of Nebraska Police and the Nebraska State Patrol.

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



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.).

## 1987 AWARD RECIPIENTS

### **Certificate of Life Saving**

Awarded for attempts of life saving when the victim does not survive. This award may be earned in addition to another award if the facts indicate such.

**Officer Timothy Carmichael**  
**Officer Geoffrey Marti**  
**Officer Jerome Thraen**

### **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 Larry Bratt**  
**Officer Mark Johnson**  
**Officer Larry Nelson**  
**Officer Thomas Towle**  
**Garage Mechanic Earl Peters**

## **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 John Ways**

## **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 Larry Nelson**



**Officer Nelson**

## DISTRIBUTION OF POLICE BUDGET

<b>Fiscal Year 1987-1988</b>		
Personnel	\$8,117,895	82.14%
Supplies	148,875	1.51%
Other Services & Charges	1,614,262	16.33%
Capital Outlay	2,000	0.02%
<b>Total Budget</b>	<b>\$9,883,032</b>	<b>100.00%</b>

## POLICE BUDGET COMPARISONS

	<b>1987-1988 Fiscal Year</b>	<b>1986-1987 Fiscal Year</b>	<b>% Diff. + or -</b>
Personnel	\$8,117,895	\$7,852,732	+ 3.4
Supplies	148,875	149,275	- 0.3
Other Services & Charges	1,614,262	1,505,683	+ 7.2
Capital Outlay	2,000	6,350	- 68.5
<b>Total Budget</b>	<b>\$9,883,032</b>	<b>\$9,514,040</b>	<b>+ 3.9</b>

<b>Commissioned Personnel</b>	<b>Management Division</b>	<b>Operations Division</b>	<b>Administrative Division</b>	<b>Total</b>
Chief of Police	1			1
Assistant Chief		1	1	2
Police Captain		5	1	6
Police Lieutenant	2	10	4	16
Police Sergeant	4	37	8	49
Police Officer	4	150	5	159
<b>Sub Total</b>	<b>11</b>	<b>203</b>	<b>19</b>	<b>233</b>

#### **Civilian Personnel**

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			22.5	22.5
Account Clerk II			1	1
Account Clerk I			1	1
Clerk Typist III			1	1
Programmer III			1	1
Clerk Stenographer III		1		1
Fleet Manager			1	1
Auto Service Worker			4	4
Auto Mechanic			7	7
Victim/Witness Grant Coord.			1	1
<b>Sub Total</b>	<b>1</b>	<b>10</b>	<b>61</b>	<b>72</b>
<b>Department Total</b>	<b>12</b>	<b>213</b>	<b>80</b>	<b>305</b>

## RANK/TITLE BY SALARY SCHEDULE

### Commissioned Personnel

As of September 1987

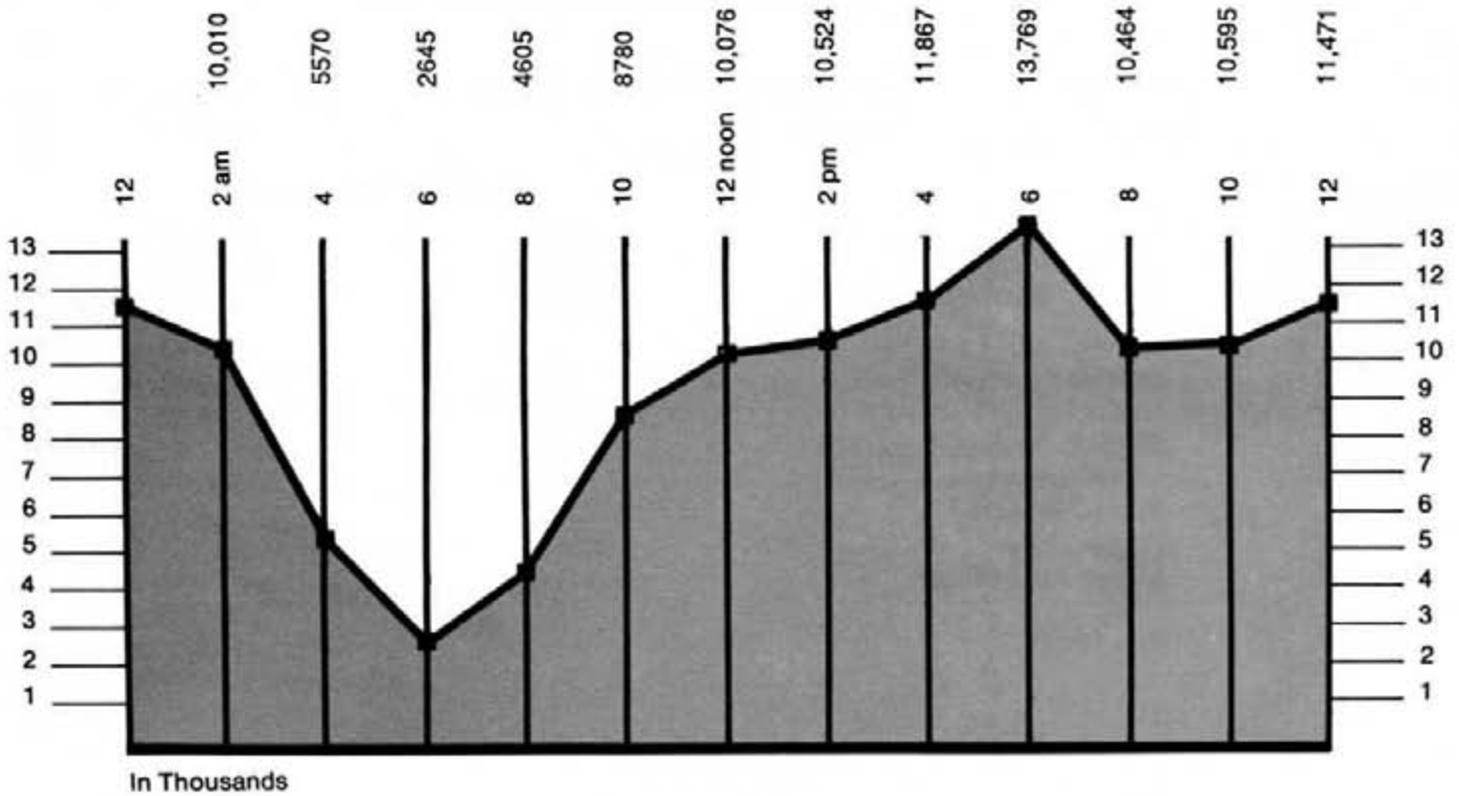
Number of Personnel	Rank/Title	Annual Minimum Salary	Annual Maximum Salary
1	Chief of Police	52,135.00	52,135.00
2	Assistant Chief	31,907.20	44,969.60
6	Police Captain	28,290.08	39,871.52
16	Police Lieutenant	29,985.28	33,739.68
49	Police Sergeant	26,434.72	29,985.28
88	Police Officer	18,380.96	24,949.60
71	Master Police Officer	24,949.60	26,434.72
233	Sub Total		

### Civilian Personnel

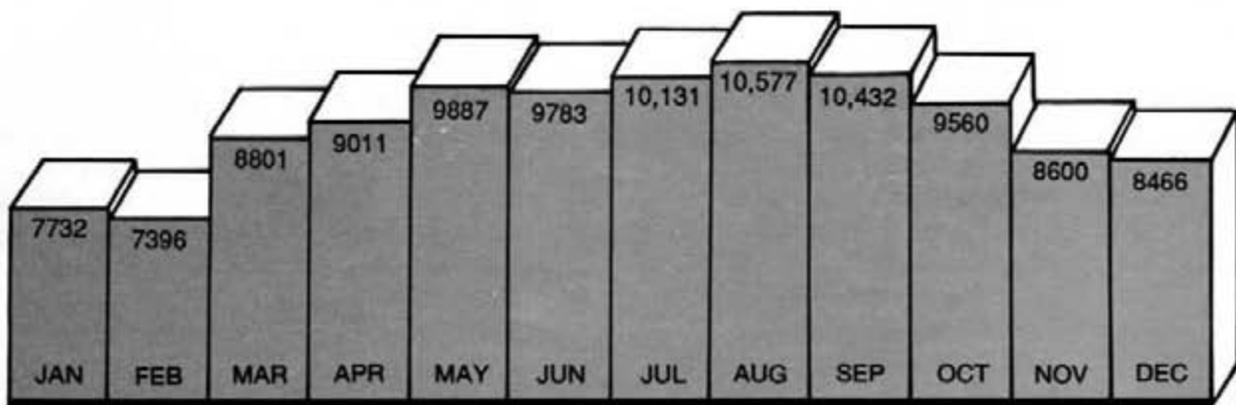
1	Administrative Secretary	15,086.24	21,261.76
1	Property/Evidence Supervisor	21,164.00	29,829.28
21.5	Public Service Officer	14,044.16	19,302.40
3	Stores Clerk II	15,857.92	21,792.16
1	Stores Clerk I	14,404.00	19,799.52
4	Records Supervisor	15,086.24	21,261.76
22.5	Clerk Typist II	12,155.52	16,704.48
1	Account Clerk II	14,718.08	20,230.08
1	Account Clerk I	12,744.16	17,515.68
1	Clerk Typist III	14,044.16	19,302.40
1	Programmer III	25,669.28	36,177.44
1	Clerk Stenographer III	14,044.16	19,302.40
1	Fleet Manager	25,061.92	35,320.48
4	Auto Service Worker	13,370.24	18,372.64
7	Auto Mechanic	16,610.88	22,828.00
1	Victim/Witness Grant Coord.	17,392.96	24,512.80
72	Sub Total		
305	Department Total		

# CALLS FOR SERVICE

## By Time of Day



## By Month



Calls for Service:	1987	1986	% Diff. + or -
	110,376	108,887	+ 1.4

## CALLS FOR SERVICE VERSUS PERSONNEL ALLOCATIONS

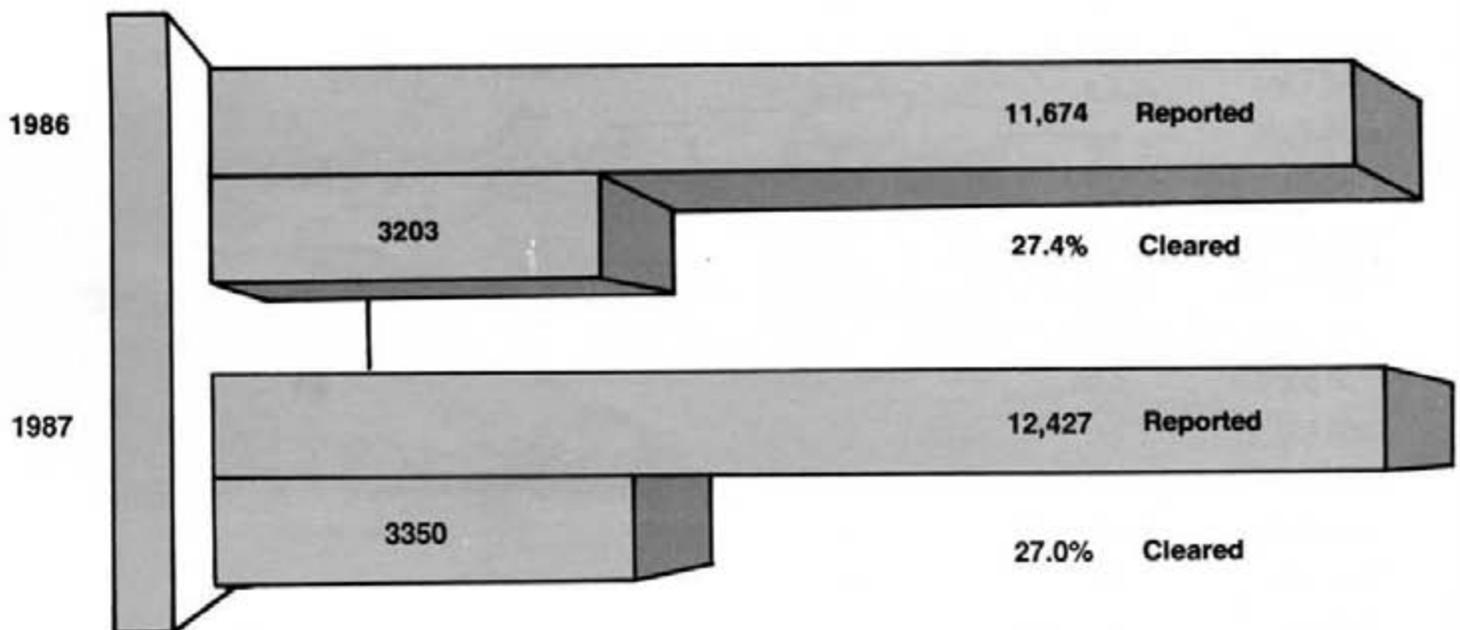
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### By Percentage

Time of Day	Calls for Service	Field Officers	Day of Week	Calls for Service	Field Officers
2400-0100	4.8	4.8			
0100-0200	4.5	3.5	Sunday	12.7	12.4
0200-0300	3.1	3.5			
0300-0400	1.9	3.5			
0400-0500	1.4	3.5	Monday	13.7	14.7
0500-0600	1.0	3.5			
0600-0700	1.3	3.5			
0700-0800	2.9	3.6	Tuesday	13.8	14.2
0800-0900	3.8	3.9			
0900-1000	4.2	3.9			
1000-1100	4.6	3.9	Wednesday	13.7	14.4
1100-1200	4.5	3.9			
1200-1300	4.6	3.9			
1300-1400	4.9	3.9	Thursday	14.5	14.6
1400-1500	5.0	5.6			
1500-1600	5.7	5.3			
1600-1700	6.7	5.0	Friday	15.6	15.0
1700-1800	5.7	4.3			
1800-1900	4.8	4.3			
1900-2000	4.7	4.3	Saturday	16.0	14.7
2000-2100	4.7	4.3			
2100-2200	4.9	4.3			
2200-2300	5.3	3.8			
2300-2400	5.0	6.0			

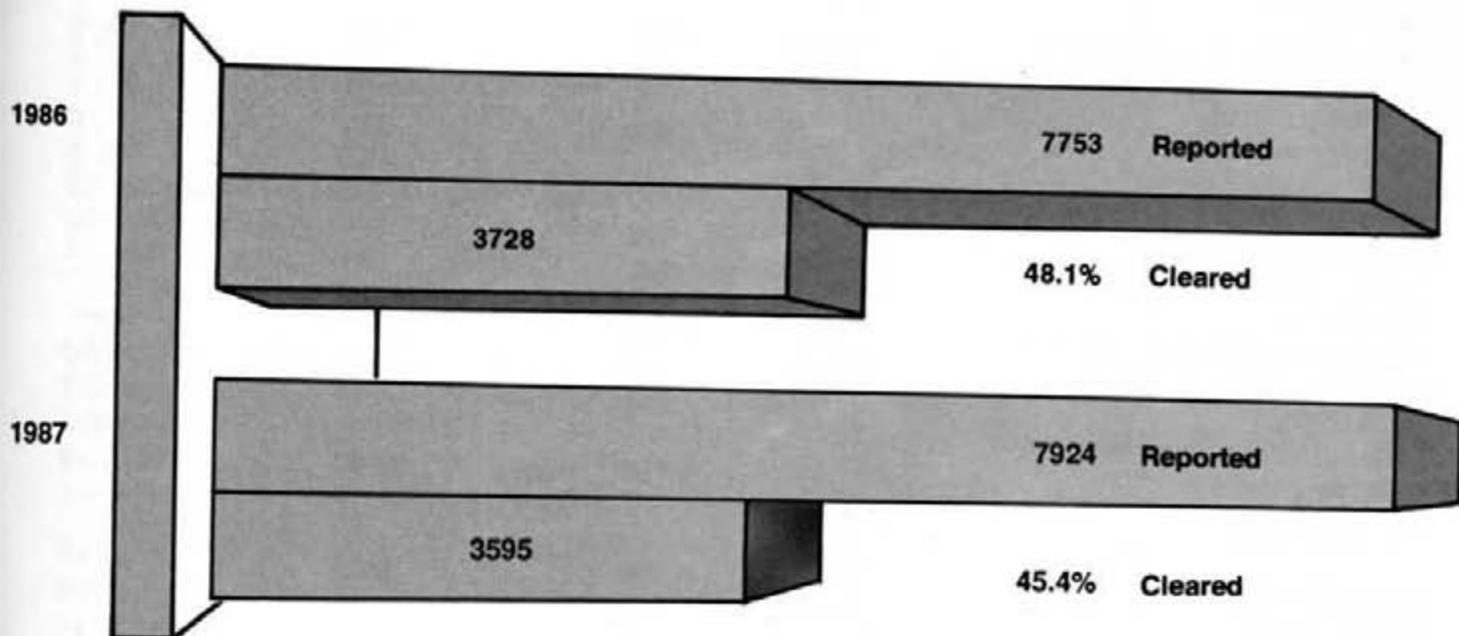
## PART I OFFENSES

Classification	Reported 1986	Reported 1987	% Diff. + or -	Cleared 1986	Cleared 1987	% Diff. + or -
Murder	3	10	+ 233.3	3	10	+ 233.3
Rape	64	57	- 10.9	46	36	- 21.7
Robbery	111	87	- 21.6	48	46	- 4.2
Felony Assault	564	547	- 3.0	401	426	+ 6.2
Burglary (Residential)	1,415	1,569	+ 10.9	211	202	- 4.3
Burglary (Commercial)	717	736	+ 2.6	145	141	- 2.8
Larceny	8,307	8,955	+ 7.8	2,186	2,307	+ 5.5
Auto Theft	420	401	- 4.5	134	162	+ 20.9
Arson	73	65	- 11.0	29	20	- 31.0
<b>TOTAL</b>	<b>11,674</b>	<b>12,427</b>	<b>+ 6.5</b>	<b>3,203</b>	<b>3,350</b>	<b>+ 4.6</b>
Stolen Bikes (Part of Larceny)	1,123	1,155	+ 2.8	68	94	+ 38.2



## PART II OFFENSES

Classification	Reported 1986	Reported 1987	% Diff. + or -	Cleared 1986	Cleared 1987	% Diff. + or -
Forgery	839	757	- 9.8	691	471	- 31.8
Fraud	864	849	- 1.7	528	582	+ 10.2
Vandalism	4,120	4,037	- 2.0	1,038	767	- 26.1
Sex Offenses	370	382	+ 3.2	209	193	- 7.7
Misdemeanor Assault	1,540	1,886	+ 22.5	1,257	1,571	+ 25.0
Embezzlement	20	13	- 35.0	5	11	+ 120.0
<b>TOTAL</b>	<b>7,753</b>	<b>7,924</b>	<b>+ 2.2</b>	<b>3,728</b>	<b>3,595</b>	<b>- 3.6</b>



# CITATIONS & ARRESTS

## Moving Traffic Violation Arrests

	1986	1987	% Diff + or -
Moving Traffic Violation Arrests			
<b>Hazardous</b>			
Speed	7,381	7,405	+ 0.3
Fail to yield right of way (vehicle)	1,373	1,480	+ 7.8
Fail to yield right of way (pedestrian)	108	92	- 14.8
Drive left of center	59	70	+ 18.6
Improper overtaking	645	679	+ 5.3
Violation of stop sign	636	587	- 7.7
School bus/stop	9	11	+ 22.2
Violation of traffic signal	1,782	1,544	- 13.4
Follow too close	189	293	+ 55.0
Improper turn	263	253	- 3.8
Negligent-careless-reckless driving	2,688	2,605	- 3.1
Defective brakes	4	8	+ 100.0
Drunk driving	1,273	1,020	- 19.9
Other hazardous	464	482	- 3.9
<b>Total Hazardous</b>	<b>16,874</b>	<b>16,529</b>	<b>- 2.4</b>
<b>Non-Hazardous</b>			
Suspended license	729	921	- 26.3
Driver's license	1,990	1,830	- 8.0
Muffler/noise	203	184	- 9.4
Lights	55	90	+ 63.6
Implied consent	150	134	- 10.7
Other non-hazardous	4,303	3,476	- 19.2
<b>Total Non-Hazardous</b>	<b>7,430</b>	<b>6,635</b>	<b>- 10.7</b>
<b>GRAND TOTAL</b>	<b>24,304</b>	<b>23,164</b>	<b>- 4.7</b>

## Accident Moving Traffic Violation Arrests

<b>Hazardous</b>			
Speed	7	18	+ 157.1
Fail to yield right of way (vehicle)	1,223	1,361	+ 11.3
Fail to yield right of way (pedestrian)	23	33	+ 43.5
Drive left of center	23	27	+ 17.4
Improper overtaking	183	172	- 6.0
Violation of stop sign	40	65	+ 62.5
School bus/stop	0	0	0.0
Violation of traffic signal	300	325	+ 8.3
Follow too close	181	281	+ 55.2
Improper turn	129	133	+ 3.1
Negligent-careless-reckless driving	2,217	2,149	- 3.1
Defective brakes	4	5	+ 25.0
Drunk driving	218	239	+ 9.6
Other hazardous	185	200	+ 8.1
<b>Total Hazardous</b>	<b>4,733</b>	<b>5,008</b>	<b>+ 5.8</b>
<b>Non-Hazardous</b>			
Suspended license	56	104	+ 85.7
Driver's license	258	310	+ 20.2
Muffler/noise	0	1	- 100.0
Lights	3	7	+ 133.3
Implied consent	16	20	+ 25.0
Other non-hazardous	1,734	1,422	- 18.0
<b>Total Non-Hazardous</b>	<b>2,067</b>	<b>1,864</b>	<b>- 9.8</b>
<b>GRAND TOTAL</b>	<b>6,800</b>	<b>6,872</b>	<b>+ 1.1</b>

	1986	1987	% Diff + or -
<b>Parking Citations</b>			
<b>Total Disposed of Local</b>	<b>71,396</b>	<b>63,582</b>	<b>- 10.9</b>
# Fined	65,746	59,317	- 9.8
# Dismissed	5,396	4,073	- 24.5
# Other	254	192	- 24.4
<b>Total Disposed of Foreign</b>	<b>31,480</b>	<b>28,904</b>	<b>- 8.2</b>
# Fined	29,028	26,855	- 7.5
# Dismissed	2,439	2,042	- 16.3
# Other	13	7	- 46.2
<b>Grand Total Disposed of</b>	<b>102,876</b>	<b>92,486</b>	<b>- 10.1</b>
# Fined	94,774	86,172	- 9.1
# Dismissed	7,835	6,115	- 22.0
# Other	267	199	- 25.5

#### Warning Citations

##### Offense

Speeding	6,113	6,754	+ 10.5
Parking	5,305	5,487	+ 3.4
Traffic signal	1,216	1,128	- 7.2
Stop sign	425	486	+ 14.4
Negligent driving	540	499	- 7.6
Improper turn	811	853	+ 5.2
Fail to yield right of way (vehicle)	320	273	- 14.7
Fail to yield right of way (pedestrian)	631	293	- 53.6
Child restraints	117	178	+ 52.1
Speeding (school)	N/A	37	N/A
Unnecessary noise (tires)	N/A	78	N/A
Unnecessary noise (exhaust)	N/A	588	N/A
No proof (financial responsibility)	N/A	3,637	N/A
Registration	N/A	2,090	N/A
Skateboard	N/A	34	N/A
Other	24,898	10,456	- 58.0
<b>Total</b>	<b>40,376</b>	<b>32,871</b>	<b>- 18.6</b>

#### Misdemeanor Arrest Citations

Consuming alcohol in public	359	357	- 0.6
Minor in possession	413	405	- 1.9
Assault	1,314	1,672	+ 27.2
Trespass	1,250	1,138	- 9.0
Theft	2,187	2,561	+ 17.1
Disturbing the peace	1,467	1,364	- 7.0
Property damage	766	759	- 0.9
Resisting arrest	291	274	- 5.8
Hitchhiking	3	1	- 66.7
Using identification of another	37	36	- 2.7
Possession of marijuana	299	334	+ 11.7
Other	6,836	7,266	+ 6.3
<b>Total</b>	<b>15,222</b>	<b>16,167</b>	<b>+ 6.2</b>

#### Felony Arrests

	1,393	1,365	- 2.0
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Type	1986	1987	% Diff + or -
<b>Traffic Accidents</b>			
Property Damage Accidents	7,838	8,207	+ 4.7
Injury Accidents	1,970	2,241	+ 13.8
Fatality Accidents	7	10	+ 42.9
Total Injured	2,529	3,078	+ 17.8
Total Killed	7	10	+ 42.9
<b>Total Accidents</b>	<b>9,815</b>	<b>10,458</b>	<b>+ 6.6</b>
<b>Motorcycle Traffic Accidents</b>			
Property Damage Accidents	73	78	+ 6.8
Injury Accidents	216	223	+ 3.2
Fatality Accidents	1	1	0.0
Total Injured	243	271	+ 11.5
Total Killed	1	1	0.0
<b>Total Accidents</b>	<b>290</b>	<b>302</b>	<b>+ 4.1</b>
<b>Moped Traffic Accidents</b>			
Property Damage Accidents	0	0	0.0
Injury Accidents	11	9	- 18.2
Fatality Accidents	0	0	0.0
Total Injured	13	9	- 30.8
Total Killed	0	0	0.0
<b>Total Accidents</b>	<b>11</b>	<b>9</b>	<b>- 18.2</b>
<b>Train Accidents</b>			
Property Damage Accidents	3	3	0.0
Injury Accidents	2	4	+ 100.0
Fatality Accidents	0	1	- 100.0
Total Injured	5	4	- 20.0
Total Killed	0	1	+ 100.0
<b>Total Accidents</b>	<b>5</b>	<b>8</b>	<b>+ 60.0</b>
<b>Bicycle Traffic Accidents</b>			
Property Damage Accidents	38	34	+ 10.5
Injury Accidents	167	192	+ 15.0
Fatality Accidents	0	0	0.0
Total Injured	169	196	+ 16.0
Total Killed	0	0	0.0
<b>Total Accidents</b>	<b>205</b>	<b>226</b>	<b>+ 10.2</b>
<b>Pedestrian Traffic Accidents</b>			
Property Damage Accidents	3	2	- 33.3
Injury Accident	132	156	+ 15.4
Fatality Accidents	1	2	+ 100.0
Total Injured	140	164	+ 17.1
Total Killed	1	2	+ 100.0
<b>Total Accidents</b>	<b>136</b>	<b>160</b>	<b>+ 17.6</b>

Source: Lincoln Police Department Records

# UNIT STATISTICS

Activity	1986	1987	% Diff + or -
<b>Internal Affairs Unit</b>			
Formal complaints investigated	61	42	- 31.1
Informal complaints investigated	374	209	- 44.1
<b>Inspections Unit</b>			
Inspections conducted	12	9	- 25.0
General orders reviewed	85	139	+ 63.5
General orders rewritten	24	14	- 41.7
<b>Technical Investigations Unit</b>			
Cases (initial investigation)	246	319	+ 29.7
Cases (follow-up assistance on LPD cases)	38	25	- 34.2
Cases (assistance to outside agencies)	146	206	+ 41.1
<b>Legal Advisor</b>			
Warrants processed	188	179	- 4.8
<b>Chaplaincy Corps</b>			
Officer assists	227	216	- 4.8
Fire Department assists	30	35	+ 16.7
Other agency assists	8	3	- 62.5
Citizen assists	280	267	- 4.6
Follow-up	31	28	- 9.7
Transports	136	153	+ 12.5
<b>Total</b>	<b>712</b>	<b>702</b>	<b>- 1.4</b>
<b>Crime Prevention/Youth Aid Unit</b>			
<b>Crime Prevention Activity</b>			
New Neighborhood Watch groups organized	83	67	- 19.3
New dwellings in Neighborhood Watch	664	351	- 47.1
New Business Watch groups organized	2	3	+ 50.0
% of city dwellings in Neighborhood Watch	24.0	25.0	+ 1.0
<b>Youth Aid Activity</b>			
Total youth cases worked	1,600	1,745	+ 9.1
Child abuse/neglect case investigations	633	1,435	+ 126.7
Number of runaways/missing persons	1,327	1,709	+ 28.8
Number of day care license checks	314	322	+ 2.5
Number of foster care license checks	64	229	+ 257.8
Number of felony cases	269	241	- 10.4
<b>Warrants Unit</b>			
Warrants received	6,303	5,911	- 6.2
Warrants disposed of	5,943	5,899	- 0.7
Active warrants on file (end of year)	3,885	3,950	+ 1.7
LETS messages sent	107,210	113,037	+ 5.4
LETS messages received	252,504	268,333	+ 6.3

Activity	1986	1987	% Diff + or -
<b>Property and Supply Unit</b>			
Number of cases property received:	9,677	10,677	+ 10.3
Evidence	5,720	7,979	+ 39.5
Non-evidence	3,948	2,698	- 31.7
Number of cases property released, sold, destroyed	7,971	9,205	+ 15.5
Number of vehicles received	1,570	3,556	+ 126.5
Number of vehicles released or sold	1,570	3,575	+ 127.7
Number of bicycles received	1,622	1,326	- 18.2
Number of bicycles released or sold	913	1,330	+ 45.7
<b>Police Garage</b>			
<b>Fleet Vehicle Status</b>			
Total fleet vehicles	137	134	- 2.2
Marked cars	84	80	- 4.8
Unmarked cars	30	27	- 10.0
Motorcycles	7	6	- 14.3
Scooters	7	8	+ 14.3
Dog vehicles	4	4	0.0
Garage vehicles	11	9	- 18.2
New vehicle purchases	40	8	- 80.0
Total miles driven	2,000,857	2,110,163	+ 5.5
Total fuel used (gallons)	189,278	200,503	+ 5.9
Gas mileage (mpg)	10.57	10.52	- 0.5
<b>Identification Bureau</b>			
Latent fingerprints identified	253	298	+ 17.8
<b>Narcotics Unit</b>			
Cases investigated	1,179	830	- 29.6
Felons arrested	165	130	- 21.2
Misdemeanants arrested	513	652	+ 27.1
Value of substances seized	\$304,183	\$1,180,079	+ 288.0
Amount of money seized	\$20,948	\$7,933	- 62.1
Other property seized	\$500	\$12,200	+ 2,340.0
Total value seized	\$325,631	\$1,200,212	+ 268.6
Money returned to the city in restitution	\$2,194	\$4,013	+ 82.9
<b>Checks and Fraud Unit</b>			
Forgery cases investigated	838	759	- 9.4
Forgery cases cleared	689	467	- 32.2
Fraud cases investigated	872	858	- 1.6
Fraud cases cleared	502	549	+ 9.4
<b>Polygraph Unit</b>			
Polygraph tests conducted:	181	135	- 25.4
Cases related	165	111	- 32.7
Employment related	16	24	+ 50.0

Activity	1986	1987	% Diff + or -
<b>Record Bureau</b>			
Investigative reports processed	62,323	65,339	+ 4.8
Total pages typed	43,230	39,238	- 9.2
Guns registered	2,312	1,934	- 16.3
<b>Personnel/Training Unit</b>			
<b>Training</b>			
Total training sessions	59	91	+ 54.2
Total recruit training hours	560	568	+ 1.4
Total in-service training hours	40	38	- 5.0
Total specialized training hours	1,076	1,435	+ 33.4
<b>Personnel</b>			
Total employees hired	17	24	+ 41.2
Total employee turnover	14	23	+ 64.3
Total number of interviews	138	233	+ 68.8
Total positions filled inside the dept.	13	43	+ 230.8
Total number of police officers hired	11	12	+ 9.1
Total number applicants for police officer	247	343	+ 38.9
Total promotions:	5	7	+ 40.0
Non-commissioned	1	4	+ 300.0
Sergeant/Detective	2	2	0.0
Lieutenant	2	1	- 50.0
Captain	0	0	0.0
Assistant Chief	0	0	0.0
<b>Planning Unit</b>			
Projects/plans formulated	5	18	+ 260.0
Surveys conducted	14	16	+ 14.3
Information request from outside agencies	55	86	+ 56.4
Technical assistance to department members	42	41	- 2.4
Training updates	20	14	- 30.0
<b>Crime Analysis--Intelligence Unit</b>			
<b>Crime Stopper Summary</b>			
Phone calls received	1,538	608	- 60.5
Cases cleared	179	172	- 3.9
Arrests (custodial & citation)	103	133	+ 29.1
Total dollar recovery (includes property & narcotics)	\$83,721	\$559,685	+ 568.5
Award payments authorized	\$9,525	\$7,850	- 17.6
<b>Victim/Witness Unit</b>			
Volunteer hours donated	2,453	3,205	+ 30.7
Total incidents eligible (number of incident reports)	2,186	2,989	+ 36.7
Victim services	8,886	13,296	+ 49.6
Average number of victim services per incident	4	4.48	+ 12.0

# LINCOLN POLICE DEPARTMENT PERSONNEL

	Date of Hire			Date of Hire
<b>Chief of Police</b>				
B. Dean Leitner	01-28-57	5		
<b>Assistant Chief</b>				
Clifton Koch	08-01-58	8		
Allen Curtis	09-27-71			
<b>Captain</b>				
Ronald Flansburg	10-01-58	9		
John Hewitt	02-01-63			
Douglas Ahlberg	12-01-63			
Edward Ragatz	03-22-65			
Peter Larimer	09-12-66			
James Baird	09-18-68			
<b>Lieutenant</b>				
William Satterthwaite	11-19-51	1		
Marvin Morgan	06-10-57	6		
Ernest Berry	06-10-60	10		
Albert Maxey	08-14-61			
Ronald Bruder	05-02-66			
Arthur Wagner	08-29-66			
Jonathan Briggs	05-09-67			
Allen Soukup	09-22-69			
Duaine Bullock	01-19-70			
Lyle Roberts	03-23-70			
Jerry Smith	04-18-70			
Ervin Portis	01-24-72			
Frank Rowe	09-25-72			
James Hill	05-21-73			
Gary Engel	03-03-74			
John Becker	01-06-75			
<b>Sergeant</b>				
Adolph Hynek	12-16-53	2		
Alfred Kelly	12-10-56	3		
Donald Kahler	01-16-57	4		
Douglas Hansen	09-01-62			
John Kerns	03-18-63			
Kenneth Schacht	08-16-63			
Max Meyer	08-16-63			
Gary Hoffman	09-16-63			
Myron Carkoski	12-26-63			
James Underhill	09-09-64			
Earl Franklin	11-30-64			
Edwin Winters	05-24-65			
Marlin Rauscher	09-01-65			
Mark Merwick	08-01-66			
Arthur Bandars	05-22-67			
Richard Kohles	11-27-67			
Noah VanButsel	11-11-68			
<b>Sergeant</b>				
Elgin Kuhlman				11-25-68
David Beggs				04-16-69
Lawrence Olson				10-13-69
Charles Hennessey				11-26-69
Allan Jones				01-10-70
Thomas Rathbun				09-14-70
William Larsen				09-14-70
James Breen				08-23-71
Larry Barksdale				08-23-71
David Harnly				01-03-72
James Thoms				01-08-73
Timothy Domgard				01-29-73
Mark Lantis				05-21-73
Douglas Srb				08-27-73
Gregory Sorensen				08-28-73
Michael Garnett				09-04-73
Linda Steinman				10-22-73
James Hawkins				11-19-73
Robert Kelly				01-27-74
Stephen Imes				08-05-74
Ronald Klem				11-03-74
Rogert Schmidt				11-05-74
James Peschong				01-06-75
Michael Siefkes				06-15-75
Robert Wilhelm				07-14-75
Robert Kubicek				10-17-75
Edmund Sheridan				01-05-76
Kenneth Koziol				01-05-78
Joy Citta				01-08-79
Robert Ziemer				04-30-79
John Rallis				02-25-80
Ann Heerman				08-19-82
<b>Police Officer</b>				
Rolland Weisser				03-16-58
William Fitt				01-01-61
Eugene Giles				03-18-63
David Andreason				05-24-65
Vern Campbell				09-07-65
William Parker				05-22-67
Dennis Siegrist				11-27-67
Kenneth Milius				04-22-68
Curtis Hibdon				07-29-68
Harry McEntarffer				01-20-69
Larry Dvorak				03-01-69
Michael Davis				03-16-70
Grant Schramek				07-27-70
Ernest Young				07-28-70
John Winkler				08-03-70
Stanley Schaulis				09-28-70

<b>Police Officer</b>	<b>Date of Hire</b>	<b>Police Officer</b>	<b>Date of Hire</b>
Thomas Addison	01-11-71	Gregory Sims	03-10-75
Larry Graff	05-03-71	Jeffrey Alexander	03-25-75
John Ways	05-03-71	Steven Standley	06-01-75
John Cripe	08-16-71	Robert Citta	06-16-75
Kurt Prai	08-23-71	Robert Kawamoto	06-30-75
Burdette Burkhart	08-23-71	Kerry Crosby	07-07-75
Richard Doetker	09-01-71	Larry Nelson	09-11-75
Dennis Roberts	01-24-72	David Goehring	10-27-75
Raymond Kansier	05-15-72	James Spanel	10-27-75
Steven Wetzel	09-05-72	Wayne Rundle	01-05-76
Donald Northcott	09-05-72	Edward Sexton	01-05-76
Donald Wiles	09-05-72	Nancy Willemssen	01-05-78
John Grubb	09-20-72	Jeff Gade	01-05-78
Jeffrey Butt	01-02-73	Dennis Miller	02-27-78
Wesley Lamberson	01-08-73	Pat King	06-07-78
Jon Morris	01-08-73	Kenneth Handy	08-28-78
Leo Nissen	01-08-73	Richard Hubka	10-23-78
Mark Wolfe	05-21-73	Lee Unland	10-23-78
Alan Berndt	05-25-73	Paul Schneider	10-23-78
Dennis Duckworth	06-04-73	Patrick Schlentz	01-08-79
Rogert Suhr	08-20-73	Dennis Erickson	04-30-79
Charles Starr	09-04-73	Michael Engel	06-25-79
David Blase	09-04-73	Robert Varga	06-25-79
Barry Rogers	09-04-73	Cindi Arthur	06-25-79
Charley Daniels	09-04-73	James Sydik	06-25-79
Lyle Lacy	09-04-73	Terrence Sherrill	06-25-79
Emery Bashus	09-04-73	Korin Koluch	06-25-79
John Pitts	09-04-73	Charles Steenson	09-10-79
Bruce Bell	09-28-73	Cheryl Knuth	10-29-79
Gordon Zimmer	10-22-73	Randal Bangert	10-29-79
Gary Thelander	10-22-73	Gregory Rocke	10-29-79
Charles Solano	10-22-73	Sara Koziol	05-02-80
Donald Naughton	10-22-73	Jerome Thraen	05-02-80
Donald Jenkins	11-07-73	Michael Bassett	05-02-80
Lee Volkmer	01-07-74	David Thurber	05-02-80
Scott Arnold	03-07-74	Jerry Lowe	05-01-81
Sidney Yardley	05-20-74	Kent Woodhead	05-01-81
Mark Domangue	06-03-74	Douglas Saitta	05-01-81
Thomas Duden	07-22-74	Thomas Towle	05-01-81
James Lafevre	07-22-74	Randall Burnham	05-01-81
Larry Bratt	11-18-74	Janet Nason	09-28-81
Paul Aksamit	11-19-74	Michael Martin	12-17-81
James Haynes	12-22-74	William Snoad	12-17-81
Michael Geidner	12-26-74	Chris Laird	12-17-81
Timothy Carmichael	12-29-74	Terry Cushing	12-17-81
Terry Brummer	01-06-75	Kimberly Cartwright	12-17-81
Richard Lutz	01-06-75	Sandra Myers	12-17-81
Edwin McMeen	01-06-75	Geoffrey Marti	12-17-81
Glenn Hageman	01-06-75	Samuel Santacroce	12-17-81
Steve Little	01-06-75	Patrick McGuire	12-17-81

# LINCOLN POLICE DEPARTMENT PERSONNEL

<b>Police Officer</b>	<b>Date of Hire</b>	<b>Public Service Officer</b>	<b>Date of Hire</b>
Clark Wittwer	12-17-81	Laura Corder	01-23-67
Thomas Ehlers	12-17-81	Linda Ewoidt	10-16-75
Donald Arp	08-19-82	Brenda Miller	08-30-76
Genelle Moore	08-19-82	Debra Warland	08-31-76
James Ashley	08-19-82	Mona Yardley	01-05-77
Richard Rothrock	08-19-82	DonnaMarie Jones	12-05-77
Erin Sailors	08-19-82	Sharon Belding	10-02-78
Daniel Dwyer	08-19-82	Kathryn Krouse	03-26-79
Donald Marti	08-19-82	Karen Wells	04-16-79
Marian Hohnstein	05-23-83	Collene Jones	04-16-79
Mark Fluitt	08-17-83	Gail Lekai	07-25-79
Russell Lloyd	08-17-83	Cynthia Burmeister	03-06-81
Charles Steiner	08-17-83	Jayne Schaecher	09-24-81
Jayne Reed	08-17-83	Rhonda Hernandez	12-28-81
Katherine Finnell	08-15-84	Kathleen Burda	02-28-82
Susan Beethe	08-15-84	Charlene Estes	03-07-82
Mark Johnson	08-15-84	Dave Haumont	04-20-82
Rod Johnson	08-15-84	Patricia Stratman	05-23-82
Jeri Roeder	08-15-84	Cheri Stasenka	08-12-82
Timothy Woolman	09-04-85	Robert LaRocca	12-26-84
Frank Padilla	09-04-85	Sue Bartek	11-04-85
Wendy Townsend	09-04-85	Edward Price	07-28-86
Todd Beam	09-04-85	Diana Gottschall	05-04-87
Benjamin Heskett	09-04-85		
John Amen	09-04-85	<b>Administrative Secretary</b>	
Jeffrey Howard	09-04-85	Virginia Fischer	12-20-65
Scott Byram	09-04-85		
Charles Marti	09-04-85	<b>Clerk Stenographer III</b>	
Joseph Wright	09-03-86	Joleen Killham	10-01-82
David Domeier	09-03-86		
Carmen Doeschot	09-03-86	<b>Clerk Typist III</b>	
John Donahue	09-03-86	Deborah Moffitt	07-17-80
Timothy Gillespie	09-03-86		
James Davidsaver	09-03-86	<b>Clerk Typist II</b>	
Kirk McAndrew	09-03-86	Helen Sexton	07-16-73
Jonathan Sundermeier	09-03-86	LaVonne Hennessey	06-09-76
Larry Murray	09-03-86	Velda Rademacher	07-07-78
Cynthia Nekolite	09-03-86	Sharon Yockers	12-01-80
Mark Stahlhut	09-03-86	Elaine Knickman	06-20-81
Cheryl Cochren	09-02-87	Dodi Warne	07-12-81
Michael Woolman	09-02-87	Kathleen Stevenson	06-27-82
Linda Jensen	09-02-87	Paula Wade	10-04-82
Mary Lingelbach	09-02-87	Carmen Chavez	06-09-83
Brian Jackson	09-02-87	Linda Hendrickson	08-16-83
James Foral	09-02-87	Pamela Allen	08-29-83
Carla Cue	09-02-87	Marcia Gates	10-08-83
Stephen Schellpeper	09-02-87		
Charles Butler	09-02-87		

# LINCOLN POLICE DEPARTMENT PERSONNEL

	Date of Hire		Date of Hire
<b>Clerk Typist II</b>		<b>Garage Manager</b>	
Glena Knippel	01-03-84	Jerry Robb	09-19-77
Sandra Swanson	06-04-84		
Rhonda Moody	06-25-84	<b>Mechanics</b>	
Renee Weiler	12-03-84	Carl Springer	08-24-64
Althea Devries	12-27-85	Robert Smith	03-21-66
Gloria Jones	04-24-87	Larry Wagner	06-01-69
Jodi Chase	09-21-87	Earl Peters	12-19-73
Linda Harrington	10-19-87	Raymond Broman	09-02-74
Cinda Childers	10-19-87	Clyde Verhoeff	06-13-80
		David Mizell	08-26-83
<b>Property Supervisor</b>		<b>Serviceman</b>	
Pamela Fittje	05-28-73	Ole Buck	03-02-68
		Raymond Campbell	11-04-76
<b>Stores Clerk II</b>		Russell Widdowson	07-27-85
Myra Shriver	06-18-79	Robert Flansburg	09-01-87
Daria Cates	01-20-81		
<b>Stores Clerk I</b>			
Kay Downs	09-24-84		
Clinton Beeman	01-19-87		
<b>Records Supervisor</b>			
Patti Hill	09-17-76		
Sheila Biggs	12-18-78		
Joyce Endres	04-24-80		
<b>Account Clerk II</b>			
Rhonda Ihrie	11-08-79		
<b>Account Clerk I</b>			
Kristy Bassett	07-30-84		
<b>System Analyst III</b>			
Clair Lindquest	07-29-68		
<b>EDP Supervisor</b>			
Jacqueline Willhoft	05-06-82		
<b>Victim/Witness Administrator</b>			
JoAnna Svoboda	08-30-84		