CITY-COUNTY COMMON MEETING MINUTES
Monday July 13, 2020
LANCASTER COUNTY EVENT CENTER – LINCOLN ROOM
4100 NORTH 48th STREET
12:30 P.M. - 2:30 P.M.

Present: Jane Raybould, Common-Chair; Roma Amundson, Common-Vice-Chair; Deb Schorr, and Sean Flowerday, County Commissioners; Richard Meginnis, Bennie Shobe, Tammy Ward, Sandra Washington, Roy Christensen, and James Michael Bowers, City Council Members

Christa Yoakum, County Commissioners arrived at 12:46 p.m.

Absent: Rick Vest, County Commissioner and Leirion Gaylor Baird, Mayor

Others Present: Dave Durbin, Chief Administrative Officer; Jeff Bliemeister, Chief of Police; Terry Wagner, Lancaster County Sheriff; Jon Carlson, Deputy Chief of Staff to the Mayor; and Angie Birkett, Administrative Secretary to the City Council

Advance public notice of the City-County Common Meeting was posted on the County-City Building bulletin board and the Lancaster County and City of Lincoln, Nebraska web site on July 10, 2020.

The Chair, Jane Raybould opened the meeting at 12:34 p.m. and announced a copy of the Nebraska Open Meetings Act is located on the wall at the back of the room.

1. APPROVAL OF COMMON MEETING MINUTES FOR FEBRUARY 18, 2020

Amundson moved and Flowerday seconded approval of the February 18, 2020, Commons Meeting Minutes. Raybould, Meginnis, Flowerday, Amundson, Christensen, Schorr, Ward, Washington, Bowers, and Shobe, voted yes
Vest, Yoakum, and Gaylor Baird were absent
Motion carried 10-0

2. INTRODUCTION AND WELCOME

Raybould requested a rollcall vote to open the meeting, vote passed unanimously.

Raybould made the following announcement, "Welcome everyone to the City-County Commons meeting where we will be visiting with our essential law enforcement leaders. We know our job as elected officials is to deliver public safety especially during this challenging time of the pandemic and the public's response to the death of George Floyd. This in turn has encouraged many dialogues about racism in our country and peaceful protests. Our job also means supporting law enforcement and other elected officials whose responsibility of ensuring public safety is the same. Let's all be clear, we know that defunding law enforcement, as so many have called out, will not achieve the outcomes that we all want to see. We support our law enforcement for the tremendous good that they do in our community and the tremendous risk they face as they do their jobs. The order of business we will hear from Chief Bliemeister and Sheriff Wagner on the current policies and procedures and we can best help them by working together in serving our community and restoring trust. We also have a brief presentation today, of five minutes total, by Jon Carlson who is Deputy Chief of Staff for the City of Lincoln and Dave Durbin Lancaster County Chief Administrator Officer; to share with us the flowchart of the City and County Departments and elected officials and when it comes to law enforcement responsibility".

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Jon Carlson, Deputy Chief of Staff to the Mayor reviewed the City Profile and Organizational Chart and distributed copies of the presentation (Exhibit A).

Dave Durbin, Lancaster County Chief Administrator Officer, reviewed the Lancaster County Flowchart and distributed copies of the presentation (Exhibit B).

Amundson made the following announcement, "Thank you all for coming, we really appreciate it. We hope this meeting does come to some sort of understanding of what goes on. As elected officials of Lancaster County and the City of Lincoln we all took an oath of office to support and defend the constitution of the United States, that we will bear true faith and allegiance to the principles stated therein and that we will well and faithfully discharge the duties of our office. The very first amendment of the Constitution is that the people of the United States have the right to peaceably assemble and to petition the government to address their grievances. A duty, that we as elected officials all share, is to provide for the safety and security of people living within our County and our City. The vision of the Board of Commissioners is to provide sustainable governmental services for a safe, healthy and diverse community. For the fulfillment of that mission we have provided for law enforcement, first responders, corrections, and the court and justice systems. There is no question that people have the right to assemble and to peaceably protest. However, when other people in the community suffer personal injury or when destruction and defacement of private and public property occur as a result of that protest, law enforcement must step in to maintain safety and security for the whole community. When that happens, unfortunately, the message of the protest is often lost in the attention instead directed to the methods of law enforcement and that is what has happened here. This is the reason why we are here, to discuss the training and the management of law enforcement in general. That does not however erase the fact that Sheriff Wagner and Chief Bliemeister are employed to provide law enforcement support, safety and security of the people living in our community. So again, thank you all who has come to this meet and a special thanks to Sheriff Wagner and to Chief Bliemeister for their willingness to step up to the plate to discuss a difficult topic. Thank you".

Raybould asked Chief Bliemeister and Sheriff Wagner to share what they are most proud of when it comes to the work their officers and deputies do in the community that most folks don't know.

Chief Bliemeister: "Thank you members of the Council, members of the County Board for the opportunity to be here. In a view minutes Sheriff Wagner and I will be discussing questions that are filled with carefully considered answers. Answers that must be made with the awareness of numerous on-going criminal investigations and multiple tort claims against the City and the County. The answers will be candid but not compromise the integrity of those processes. Most importantly, it is my hope that our discussion today is focused on bridging a divide that exists in society and in our community. A divide that is present in the criminal justice system and in healthcare, education, housing, economics, and almost every facet of our society. For the last twenty-four years I've had the opportunity to watch community servants from the Lancaster County Sheriff's Office and the Lincoln Police Department, I'm humbled and proud of their sacrifices and willingness to be part of a profession that truly impacts the quality of life in Lincoln and Lancaster County".

Sheriff Wagner: "I can tell you I'm most proud of the men and women that work for the Sheriff's Office. They do great work, I know that the public knows that and sees them every day. Things have really been brought to

light with COVID-19 and exposing employees to potential infections on any given day. I don't know if most people know we handle the coroners' investigations that occur in the city of Lincoln and Lancaster County. So every potential death call at a home that we go to potentially puts our employees at risk. I'm just really proud of their willingness to step in the line of fire every day to do what's right for all our citizens and that they're a great group of men and women who live here, work here and take care of the citizens of Lancaster County".

3. LINCOLN POLICE DEPARTMENT

Jeff Bliemeister, Chief of Police, Lincoln Police Department

Law Enforcement Questionnaire (Exhibit C), questions were read to Chief Bliemeister by Raybould.

Hiring and Recruiting

1) Where have you had successes in outreach?
2) How do you recruit and hire for quality candidates?
3) Do you use pre-interview on-line evaluations?
4) What other assessment processes do you have in place?
5) What are your strategies for hiring for diversity?

Bliemeister's response:
Former interns; 1-2 interns in the last several recruit classes; 9 of 12 were former LPD interns in the fall of 2019. Where have we had success; UNL, UNO, SCC, Union College, Doane, Wayne State. Internships in education and personnel, investigations, street teams, victim assistance, communications, and management services. Where else; lateral hires, several lateral hires in the last few classes; military; 1 to 2 recruits in the last few classes have military experience.
We recruit from multiple pools of applicants- colleges/universities, military, local churches/community centers and individual leaders. Every one of you has a responsibility to recruit and bring forward the highest quality community servants to our agencies. That individual attention cannot be dismissed and is so important to our success. The vetting process include written & physical test, A Personal History Statement (Exhibit F), a 2-hour structured interview, background investigation; including housing, finances, criminal history, polygraph, and psychological exam. Recruitment has been increasingly difficult in recent years; smaller number of applicants. We are currently in the application and testing phase for the class that will begin January 2021. As the graph (Exhibit D) in front of you shows we had 168 applicants for the current spring 2021 class. If that applicant pool remains consistent that will be the lowest number of applicants that we've ever had into our profession. Currently we are utilizing an expanded partnership with Swanson Russell to review/revamp our recruiting and hiring processes (Exhibit E). We have partnered with researchers to improve our process and limit the number of "no-show" applicants and we look for ways where hurdles exist in the current structure and how we can modify that structure within applicable case law and rules and regulations.

Do we use pre-interview online evaluations, we absolutely do. The Personal History Statement (Exhibit F), is very complex and in depth and we review those applications for pre-existing qualifiers based on Nebraska State rules and regulations.
As mentioned earlier we investigate criminal history, credit history, residential history, employment history, education/military history, cyber vetting, and references. Use of a polygraph, psychological exam, and medical exam (drug screening).
Strategies for hiring for diversity include Recruiting through online and tradition mediums from: Local churches/religious organizations, community centers, cultural centers, area military bases, a wide variety of colleges and universities, national publications(e.g., National Minority Update), and specific classes established for minority applicants to attend. We are heavily focused on evidence and data based research to guide our decisions.
A No-show report-analyzed why applicants do not show up for testing and identified challenges/solutions.
Disparity analysis-evaluated whether bias exists in LPD's hiring process; only evidence is disparity in the written test between Whites and Blacks and in the physical testing for female candidates.
In April of 2016 - Total number of officers (including the police academy) totaled 313 - Male -84.6 % (265) and Female -15.3 % (48); Hispanic/Latino - 2.56% (8); Black -1.91% (6); Native American - .64% (2); Asian - 1.28% (4); Two or more races - .32% (1). Today - Total number of officers (including the police academy) – 363 - Male -84 % (305) and Female -15.9% (58); Hispanic/Latino 4.4% (16); Black - (1.9%) (7); Native American .28% (1); Asian 1.7% (6); Two or more races .55% (2).
Today - Positions of Rank in leadership roles are as follows: Female - 12/58 -20.7%; Hispanic/Latino - 25%; Black - 43%; Asian - 16.7%; White -15.7%.

New Recruit Training

1) Describe the training curriculum. What percentage of time is spent on developing effective community outreach, de-escalation, implicit bias, use of force, mental health crisis resolutions and cultural sensitivity?

Bliemeister's response:
The academy curriculum is posted on the LPD website. The curriculum is based on a job task analysis which was updated for the state of Nebraska in 2019. The academy is 22 weeks long (approximately 800 hours). Recruits are trained on a variety of topics, using instructors from within and outside of the police department. Percentages are difficult to calculate, as curriculums can change from year-to-year, however implicit Bias is addressed in 43 separate courses; Use of Control is addressed in 22 separate courses; Ethics are addressed in 67 separate courses. Classes dedicated specifically to these ends: Ethics-4 hours; Unbiased Policing-3 hours; Fair and Impartial Policing-4 hours; mental health and cultural awareness are also addressed repeatedly throughout the curriculum.

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Annual Training

1) What percentage of time is spent on developing effective community outreach, implicit bias, and cultural sensitivity?
2) What percentage of time is spent on use of force, mental health crisis resolutions and de-escalation?
3) Tell us about programs that you feel have been successful in achieving greater community awareness and unity?
4) How are you messaging these successful outreach efforts?
5) What can we, as policy makers, do to help ensure that the City and County department have the tools and resources they need to build trust?

Bliemeister's response:
A percentage would be impossible to calculate, as our annual training topics vary from year-to-year, however these topics are always covered by various presenters during annual in-service training as mandated requirements for accreditation.
Use of Force is covered extensively throughout the year, and de- escalation is part of that policy/training. Topics that are covered annually include: Firearms recertification; Taser recertification; Less than lethal cert/recertification; Defensive Tactics; Ethics; Bias; and Fair & Impartial policing. LPD annual in-service training goes above and beyond the statutory mandated, 20 hours, for officers within the state of Nebraska.
In calendar year 2019 (not over the last 12 months, due to COVID-19) 554 total presentations; (approx. 700 hours) of presentations; 36,616 community members reached through presentations. In calendar year 2019 (approx. 568 hours) spent on community engagement events. 423 different instances of an officer appearing at a community function (not including officers who attended but didn't call out to avoid being out of service).
Programs that have been successful in achieving greater community awareness include: Shop with a Cop; Community conversations proctored by John Harris; the new initiatives with TRACE; Catch-a-Cop Fun Run; Operation Tipping Point; Take Pause (Formerly Shields Unite); Coffee/Pop/Cookie with a Cop; Cops and Bobbers; Proactive visits to cultural centers in the academy; National Night Out; attendance at neighborhood association meetings (at team level); Trunk or Treat; LPS job shadow day; Citizen Academy; Leadership Lincoln ride-along; Santa Cop; Youth Explorers Program; Special Olympics; and Police Youth Football. This list is not all inclusive! Messaging these successful outreach efforts is done platforming through Social media- Facebook, Twitter, and traditional local media. Communicating outreach efforts is an area in need of development/personnel.
What can we, as policy makers, do to help ensure that the City and County department have the tools and resources they need to build trust? Since 2016 additional personnel has remained a primary focus in growing the law enforcement organization. We need the assistance of elected officials to recruit for law enforcement agencies, and prompt good people to apply; Pass or rescind laws that identify Lincoln community priorities. If we are passing laws that are unenforceable I would ask you to reconsider those laws. If we have laws that are on the books that are outside our communities expectations then that is something you can assist us with too.

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Please help us to make informed community decisions based upon best practices, evidence, research and data. Attempt to allow us to make those decisions void of emotion.

Internal and External Reviews and Discipline

1) Please tell us what are the current policies and practices in place.
2) How is discipline determined? What is the process? When does the union get involved?
3) What changes would you like to see to create more transparency?
4) What are the circumstances that determine an officer or deputy undergo additional training?
5) Is there a current data base for officers and deputies who have numerous incident reports that require additional training?

Bliemeister's response:
A disciplinary investigation by the Lincoln Police Department can be triggered either internally or externally. The most serious of complaints land within the Internal Affairs realm. These include: excessive force, false arrest, harassment, discrimination, or serious criminal misconduct. Complaints that don't fall within those particular categories are investigated by direct supervisor and discipline is handled within the officer's chain of command. Any sustained discipline is maintained in the employee's file in accordance with the labor contract guidelines.
Discipline is determined by the level and seriousness of the alleged complaint and conduct. It is determined by employee's chain of command (direct supervisor, captain/unit head, and assistant chief) and is made in concert with past practice for similar types of violations. The most seriousness internal complaints are determined by the Chief. These types of complaints are focused on intent, what type of discipline had been mitigated in the past, and how egregious was it. There is a broad spectrum of these particular complaints. Progressive discipline is an element for repeat offenses that are similar in nature. The process is the same for both levels of discipline; a complaint is received, an investigation ensues, and discipline and education is issued if appropriate. A union representative only becomes involved when presenting someone during internal affairs interviews (to advise employee) and during the determination/pre-disciplinary hearing (to advise employee and chief). Union has no other involvement in disciplinary matters.
As an agency, we provide a good deal of transparency. Summaries of Internal Affairs investigations are read during public quarterly Citizens Police Advisory Board (CPAB) hearings. Statistics for any kind of complaint are posted quarterly and with an annual review of the past three years on the LPD website. A main concern, for LPD, regarding making ALL disciplinary allegations public, is that this can create a false perception of an officer (e-.g: multiple exonerated complaints with no merit), would still alter the perception of an officer.
Anyone in the employee's chain of command can mandate remedial training as a part of issued discipline. This is utilized often in scenarios when employees demonstrate a failure to understand policy appropriately. Mandatory referrals to Continuum Employee Assistance Program (EAP) are also utilized as an important component to the training and discipline process.
The database is comprised through the Early Warning Tracking System and Personnel Files. LB791, passed in 2018, mandates that each agency shall maintain a record regarding the reason or reasons for, and circumstances

surrounding a separation of service for each law enforcement officer employed by that agency. Agencies must make a report to the Nebraska Commission on Law Enforcement and Criminal Justice of any law enforcement officer who is terminated from employment or allowed to resign in lieu of termination.

Role of Civilian Advisory Board

1) What role does the civilian advisory board play? Should there be a civilian complaint board?
2) What suggestions do you a have on making their work more transparent?
3) How can they assist your department?

Bliemeister's response:
The CPAB was established in 1975 and is utilized to resolve citizen complaints. Members independently meet with citizens/complainants and officers and complete their own independent investigation. While that is occurring, an IA investigation is also occurring. The primary duties, of the CPAB, a Mayoral appointed citizens board, are to make recommendations on discipline and policy. Any complaints taken by the CPAB also are forwarded to the department IA sergeant for investigation. The parallel IA investigation is distinct from the CPAB investigation.
The quarterly CPAB meetings are already open to the public (to include the media), and community members are welcome to attend. General Order (GO) 1435 is also publicly available. Lincoln Municipal Code (LMC) 4.08 outlines the purpose, powers, and duties of the CPAB (and is also publicly available).
The CPAB is crucial in assisting our department by giving an unbiased and community perspective on the handling of citizen complaints. Participate in selection processes, promotion processes, special committees and policy review.

Union Partnerships

1) What role does the union play in training, in discipline and making sure that officers and deputies get additional training if needed?
2) How can they assist with greater transparency?
3) What is the role of the union on justice and policy reforms?

Bliemeister's response:
The Lincoln Police Union (LPU) is a separate and distinct entity. These particular questions have been forwarded to members of the Lincoln Police Union. LPU provides feedback, as do the members of the public and members of certain boards, about policies, procedures, and training to ensure that union members are well-trained and educated about the most effective and up-to-date training and education. For example, the union may request additional training for a topic or policy. We have an outstanding relationship with the LPU. For clarification, we have a great working relationship with the Union however, management has inherent rights. Like most community members, our employees have a voice on the decision making processes, but ultimately policy and justice reforms are made by the department Chief of Police.

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Jurisdiction

1) How is jurisdiction determined?
2) What are the mutual aid situations you work together on? Natural disasters, football games?
3) How do you decide who handles interference?

Bliemeister's response:
Jurisdiction is based on pre-determined factors established, often, as part of mutual aid agreements. For example, the Hall of Justice and physical security of the building falls on Lancaster County Sheriff's Office (LSO) however LPD will provide support to the Sheriff's office to complete this security mission, if requested. In events such as Husker home football games, University of Nebraska Lincoln (UNL) maintains overall control of events inside and immediately outside the stadium and LPD maintains control over traffic flow and exterior areas of city property. Decisions are made at unified command which involves multiple law enforcement agencies as well as multiple city agencies Lincoln Transportation and Utilities (LTU, StarTran, etc.).
Mutual Aid situations that can be worked on together: Natural disasters: we are a component of the overall response, for example the recent flooding last year, established through the Emergency Operations Center. Husker Football games: we are a component of the external and internal response to game day operations. Parades and protests that involve the capital, UNL grounds, Hall of Justice, all of these are examples of where Mutual Aid comes into play. Any extended incidents requiring the deployment of specially trained officers in order to come to a peaceful resolution. Today would be another example of Mutual Aid; there was a homicide that occurred at 13th and Washington this morning, a 48 year old man lost his life at the hands of his son. LPD depended on LSO, as we do in many circumstances, for their assistance in processing the crime scene.

Incident Command Teams

1) When two or more agencies are involved, how is leadership determined?
2) What are the mutual aid situations you work together on? Natural disasters, football games?
3) How do you decide who handles interference?

Bliemeister's response:
How do you decide who handles interference? Bliemeister asked Raybould to clarify what interference means. Raybould responded, "Basically it means who is the lead agency, who is operational command, who does everyone report to and take orders from?
Bliemeister responded:
Leadership, otherwise known as incident command, is established based on a variety of factors to include jurisdiction and the codifications within the Mutual Aid Agreement. As previously mentioned, the Hall of Justice and that particular campus is the primary responsibility of the LSO. Once an individual steps out onto 10th Street or any city street that becomes the primary responsibility of the LPD. The determination is mainly based upon what is happening now; where is it happening; The UNL is another great example: LPD is a component of the external and internal response to game day operations. UNLPD remains in charge of events

on campus and inside the stadium; LPD is in charge of traffic flow and events outside of the stadium footprint. Incident command would be established and decisions would be made in concert with the requesting agency retaining overall command.
If we're referring to the specific events that occurred May 29th through June 1st that really goes back to; it was an evolving situation that no one law enforcement agency had the ability to meet. There were partnerships with LSO, Nebraska State Patrol, National Guard, and LPD.

Open Conversation

1) What tools do you need? Body cams? Training?
2) Obstacles and impediments?
3) What measures should be taken if we are 5 steps into the 8 suggested reforms?
4) How can we help?
5) What can the public do to help?

Bliemeister's response:
LPD is one of the smallest agencies in the State of Nebraska and one of the smallest policing agencies for a city our size in the country. We need people, high quality community servants. In addition to that we also need more civilian employees, body cameras, video evidence analysis, technology needs. We can't support or sustain many programs run by the department, without the help of civilians. Victim Assistance Unit; Accounting/Finance Unit; Forensic video and ID unit; technology servers, fiscal assistance, during the first two week of June, 2020, $170,000 was spent solely in overtime expenditures for the prevention and response to the events that occurred in our community. This includes individuals who have taken to the streets without parade permits that LPD must provide traffic direction and control to in order to prevent tragedy from occurring. We also need the assistance of Council members in recruiting, your analysis of laws and if they are important to the community expectations, if you want you police officers and deputies to enforce those laws. We have to be cautious of unfunded mandates that increasingly chip away at staff time.
What measures should be taken if we are 5 steps into the 8 suggested reforms? Ban chokeholds and strangleholds: The Lincoln Police Department does not train or condone respiratory neck restraints common to chokeholds or strangleholds. Suggested changes have been made to the current policy that goes a step further that bans vascular restraints.
Require de-escalation: De-escalation is a cornerstone of our training and policy. De-escalation is taught during the academy, throughout field training, and is part of defensive tactics training, and annual in-service. A general warning is required before shooting. General Order 1510 states that when feasible, LPD officers will identify themselves and warn that deadly force may be used. The LPD trains all officers that discharging their firearm constitutes lethal force and should only be done as a last resort. In no case shall an officer discharge a firearm until all other reasonable means have been exhausted or would be clearly ineffective. All LPD officers are trained in alternatives to deadly force and de-escalation techniques during both the academy and annual in-service. There is a duty to intervene and stop excessive force by other officers; When in a position to do so, officers shall intervene when they know or have a articulable reason to know that another officer is about to use,

or is using unreasonable or excessive force. Officers shall promptly report any unreasonable or excessive force and the efforts to intervene to a supervisor.
Ban shooting at moving vehicles; The LPD bans the shooting at or into a motor vehicle except for the most dire of situations.
The LPD uses and trains based on a use-of-force continuum. The LPD requires comprehensive reporting each time an officer uses force or threatens to do so. There are quality assurance measures that begin with the officer and their immediate supervisor that then goes to the commanding officer, through the assistant chief, through the captain of administrative management services.
The eight can't wait: there have been two major changes that have been proposed, that have had public input on them. 1. Banning choke holds and strangle holds, these have been banned and have always been banned. We have taken the additional steps to banning lateral vascular neck restraints and the shoulder pin. 2. To codify that anytime a firearm is pointed at an individual that it invokes the same processes of review that does the deployment of a taser gun or the deployment of a firearm. Bliemeister stated that this is a good change that he is in support of.
The public can help by – The evaluation of policies and practices, of this level of complexity, can take weeks and months. There is a focus on doing it now, today, within the next week. Chief Bliemeister is asking that these decisions be based upon research, evidence and data. That there be recognition of the outstanding efforts on the part of the Lincoln police officers that exists today and have since the 70's, for community oriented policing. It is so engrained in the culture, problem-solving in partnership well beyond the parameters of the LPD. Bliemeister also asked the members of the Commons to be a part of a process that advocates for the citizens that holds himself and the LPD accountable that also provides support to a tremendously difficult job that is needed in our society today.

Bliemeister reviewed and distributed Part 1 Crime and Violent Crime handout (Exhibit D).

Bliemeister reviewed and distributed Uncommitted Time Hiring Graph (Exhibit E).

LPD Personal History Statement was distributed (Exhibit F).

4. LANCASTER COUNTY SHERIFF'S OFFICE

Terry Wagner, Sheriff, Lancaster County Sheriff's Office

Law Enforcement Questionnaire (Exhibit C), questions were read to Sheriff Wagner by Amundson

<u>Hiring and Recruiting</u>

Questions 1 through 5 were repeated for Wagner by Amundson

Wagner's response:
The areas we typically have success in are social media advertising, twitter, facebook, word of mouth from current employees, career fairs, on-line email notifications, numerous job sites/college sites we post vacancies,

our internship program, and being guest speakers at local colleges' criminal justice classes. We also have a tremendous amount of success in our ride-along program that allows members of the public to shadow a deputy during their shift. It's great for educating the general public about our roles and responsibilities, what we encounter at work and the pride we take in making our citizens feel safe.

From a recruiting standpoint, we are aggressive in career fairs. We bring our state-of-the-art equipment, photos, brochures and advertising trinkets. We actively engage participants at the career fair and emphasize the benefits of working for the Lancaster County Sheriff's Office (LCSO). As already mentioned, we also use social media to reach as many people as possible. We also send out emails to those who have expressed interest in our agency in the past and answer all questions they may have.

From a hiring standpoint, the LCSO follows hiring rules and procedures set forth by the Lancaster County Merit Commission. The Merit Commission is comprised of an elected official appointed by the County Board of Commissioners; a member at-large appointed by the presiding judge of the District Court; and a Deputy Sheriff who is appointed by the other Deputy Sheriff's. The Merit Commission, within the guidelines of the statutes that govern it, establishes the rules and regulations for hiring, discipline and promotions. This process involves a written examination that applicants must pass before moving on to the physical fitness exam. Once applicants have passed the written and physical fitness portion of the testing process, they are scheduled for a pre-screen interview. The purpose of this pre-screen interview is to discover if the applicant has anything in their background that would disqualify them from attending The Nebraska Law Enforcement Training Center. Questions asked during the interview are related to education, military history, work history, drug and alcohol use, social activities, undetected crimes which they may have committed, and situational reasoning questions. Questions specifically related to the mission, values and vision of the LCSO are also asked. Applicants that do not have any disqualifying issues are then scheduled for an oral board interview with four members of the Sheriff's Office.

After all eligible applicants have completed the oral board portion of the testing; they are ranked based on their written score and oral board scores. The list of ranked applicants then goes to the Merit Commission, they certify those and we are allowed to only hire from the top three candidates. This can hinder from minority recruitment and hiring. The top three candidates have a rigorous background investigation conducted by members of the Professional Standards Division. If nothing is discovered during the background investigation, the top three applicants have an interview with the Sheriff and Chief Deputy to make the final decision on who to hire from the top three. Once a conditional offer of employment is accepted, applicants must pass a polygraph examination, a medical examination and deemed suitable for hire by a licensed psychologist. After the final three stages are successfully completed the applicant(s) are given their final offer of employment.

New Recruit Training

Questions 1 was repeated for Wagner by Amundson

Wagner's response:

New Deputy Sheriff's attend the Nebraska law Enforcement Training Center in Grand Island. This is a 16 week program or 626 hours of training. Use of Force is 5 hours, however, we have skills days that work on Use of force materials, so overall we are looking at approximately 17 hours. Mental health is 8 hours. De-escalation is

talked about in Defensive tactics, traffic stops, firearms, tactical communication and patrol procedures. Implicit bias is touched on in Patrol procedures, Tactical communication, Community relations, and traffic stops. Crisis resolutions and cultural sensitivity, again those are incorporated in the core training programs as well as Ethics. A majority of this information was received from the Nebraska Law Enforcement Training Center because they develop the training curriculum for new law enforcement officers in Nebraska. Once new deputies complete the training in Grand Island they then attend a 2 to 3 week mini academy at the LCSO that touches on the radio system, reporting and other aspects that are unique to the LCSO. Then for 13 weeks new deputies are in the field training program. It's estimated to be about a year long process from advertising for applications to getting a new deputy sheriff out on patrol. The LCSO averages 2 to 3 new deputies per year.

Annual Training

Questions 1 through 5 were repeated for Wagner by Amundson

Wagner's response:
State law requires 20 hours of training annually for law enforcement officers to maintain their certification, which includes firearms, domestic violence and pursuit driving. LCSO policy requires 40 hours which covers a variety of topics. LCSO has in-house instructors who are certified to conduct the annual training. Due to the current method used to track these values, determining an entirely accurate specific percentage is not possible. A large portion of our community is rural and thus by de fault we do not have a large portion of a-typical community organizations. We do however participate in some very community-oriented programs within the City of Lincoln, as our main office is in Lincoln. For example, our office collaborated with Cedars and HHS, to establish the Five-0 Fun Club, which is an outreach program which brings at risk youth together with deputies for a variety of activities, community projects, and other non-law enforcement related opportunities for positive interaction. This program has impacted and aided in the building of relationships and fostering of communication, which has resulted in a collaborative effort in understanding each other on an individual level, as well as our roles within our respective positions. The LCSO also participates in the trick-or-trunk, the Citizens Academy to provide that experience for citizens. The LCSO also attends a number of community events throughout the year. The Emergency Response Vehicle tends to popular among the children and adults. Personnel within our agency also hold positions within certain community boards and programs, such as the Board of Directors for The Bridge. Sheriff Wagner is the current president for the Child Advocacy Board. The LCSO has current Board members on the Nebraska Safety Council, County-City Credit Union and Mothers against Drunk Driving. Wagner stated, something that needs to be remembered, for every hour that our employees are at community functions is an hour that they are not providing their primary job function. Be that patrol, investigation, or security we have to balance that participation with events and the normal job duties. Have of the duties of the LCSO are statutory mandated. If you look at the organizational chart; the deputies and investigators are much the same as LPD officers. Where we differ are those duties that are mandated by statute. For example; Court security is a huge issue, it takes up a lot of personnel, there are 19 courts in the building which the LCSO is require by law to be present. Approximately 3500 sex offenders come through the doors of the LCSO for registration and update purposes. The LCSO also responsible for the issue of handgun permits. The LCSO transports prisoners statewide according to state statute. The civil process unit serves individuals legal documents coming from the courts. The above mention duties are statutory mandated, which makes up about half of the LCSO. The other half are involved in normal law enforcement functions.

Internal and External Reviews and Discipline

Questions 1 through 5 were repeated for Wagner by Amundson

Wagner's response:
If the policies of the LCSO and the LPD look the same it's because they were developed by Tom Casady when he served as the Chief of Police, Chief Deputy of the LCSO and as the Public Safety Director. A lot of the policies were developed by Tom Casady. The policies have been modified according to the best practices nationwide; a lot of the policies mirror one another.
The LCSO take complaints from citizens that call in, internally if a violation of policy is identified. In some cases when citizens call in it's simply a matter of explaining the policies of the LCSO to them on a given topic. The LCSO has an informal and formal complaint process depending on the severity of the complaint and the potential severity of the disciplinary action that may result should that complaint be founded. The LCSO has a sergeant that is assigned as the internal affairs officer. They will interview witnesses, review evidence and take the necessary actions to complete the investigation. Investigated complaints are disposed of in the following manner: They are either founded or unfounded meaning the investigation concluded that the complaint didn't occur. Or they are exonerated the investigation concluded that the complaint occurred and the actions of the employee were justified, lawful and proper. If a complaint is sustained that proves that the allegation made against the deputy is true. Not sustained means the complaint was neither founded nor unfounded. The complaints then either come to the Chief Deputy and/or the Chief, they are reviewed and appropriate disciplinary action is taken. Severity of the offense or allegations will result in either a disciplinary hearing or simply issue a disciplinary personnel action. Discipline is determined by the level and seriousness of the alleged complaint and conduct and what type of discipline had been mitigated in the past for similar situations and/or violations. Discipline can be in the form of education and/or additional training if appropriate. Once discipline has been decided employees can file an appeal with the Merit Commission, this would be the first line of appeal and is open to the public. State law requires a data base be maintained on all disciplinary actions, terminations.

Role of Civilian Advisory Board

Questions 1 through 3 were repeated for Wagner by Amundson

Wagner's response:
The LCSO doesn't have a Civilian Advisory Board; the Merit Commission would be somewhat comparable, which include two civilian members. The Merit Commission assists with promotional and hiring practices and disciplinary actions on appeal.

Union Partnerships

Questions 1 through 3 were repeated for Wagner by Amundson

Wagner's response:
LCSO Deputies are represented by the Fraternal Order of Police (FOP). The FOP can represent and employee facing disciplinary actions or during an employee interview as part of an internal affairs action. The union leadership can also assist in behavior modification and/or the correction of employee performance issues. Amundson acknowledged there is a difference in the operations between the LCSO and LPD.

Jurisdiction

Questions 1 through 3 were repeated for Wagner by Amundson

Wagner's response:
Local law enforcement agencies work together on a variety of issues and are involved in a number of joint task forces. The Lincoln-Lancaster County Narcotics Task Force has been around for more than the 44 years that Wagner has been with the LCSO. Each task force operates a little differently; the Lincoln-Lancaster County Narcotics Task Force is commanded by a LPD Captain; the deputy sheriff assigned answers to that Captain. If there is a conflict between the policies of the LCSO and LPD it could be brought to the attention of department heads. On a normal day-to-day basis the deputy will follow the direction of that task force Captain.
The Metro Area Fugitive Task Force is based out of the LCSO and has a LPD officer and LCSO Sargent assigned to it; this is a joint task force that also involves the US Marshall Service. The US Marshall is the arching legal authority of the Metro Area Fugitive Task Force. In the event that LCSO deputy crime scene investigators assist LPD; the deputy will follow the direction of the LPD officer who is the head of the crime scene.
Regarding the recent riots that took place in front of the Hall of the Justice (HOJ); LCSO is responsible for the buildings, including the City-County and 605 building(s). LPD is responsible for the "public Street(s)". Wagner stated, "There is no way that any one agency could have handled the issues on those nights without assistance from other agencies. State Patrol brought in personnel from across the state to assist at both, the State Capital, areas of Lincoln and areas of Omaha. The Nation Guards assistance was invaluable in keeping the HOJ, City-County Building and 605 building form receiving any more damage than is already had". From a jurisdictional perspective; the State Capital is the responsibility of the State Patrol; the street(s) in between are the responsibility of LPD and the HOJ, City-County and 605 building(s) are the responsibility of the LCSO. During Husker football the University of Nebraska Lincoln (UNL) maintains overall control of events inside and immediately outside the stadium and is in charge of the command setting. During the Hallam tornado's fifteen years ago, there were a number of law enforcement agencies there under the unified command and that was all under the umbrella of the Emergency Management manager. When multiple agencies are working together under the unified command you have to be fluid, as long as it doesn't go against your internal policies and practices, then you just make sure that individuals follow the commander of the unified command situation.

Incident Command Teams

Questions 1 through 3 were repeated for Wagner by Amundson

Wagner's response:
Wagner stated that he is taking "interference" as "conflict" some of this was explained earlier in the explanation of the Task Force(s). The memo of understanding states that employees are governed by their respective agencies policies and procedures. If there is a conflict between agencies and those policies then those difference will be worked out at a different level. For the majority of time, depending on who is in jurisdictional command of the scene, the officers or deputies assisting will respond to the leadership of that particular agency. Location is a deciding factor on who is in command of the situation.

Open Conversation

Questions 1 through 5 were repeated for Wagner by Amundson

Wagner's response:
Discussions have been had with County Commissioners regarding body camera's, the County Board is very supportive in moving forward in the body camera project. Body cameras, for deputies, have been part of the plan for the past three to four years. Technical support, storage of the data and policy development are some of the areas that additional and ongoing costs that will be incurred.
Chief Deputy Duncan initiated the six-in-six program a few years ago. That program was designed to increase sworn staff by six deputies in six years, we've fallen a little behind in the program but the County Board has been very supportive of the program. Six deputy sheriffs provide one full-time employee (FTE) 24/7. Just this year we've hired employee number three of the six-in-six. The need for more officers became relevant during the riots because we had to put employees on 12 hour shifts for Saturday and Sunday. There were so many unknowns on the needs of law enforcement at any given time. Monday business was as usual and with courts in session. Due to that we ran out of available employees very quickly, employees were exhausted as many of them worked fourteen days straight without a day off. The overtime figure for the week during the riots was around $60,000. A majority of the overtime was due to maintaining normal operations during business hours and maintaining crowd control contingent after hours. On a normal day-to-day basis the current number of employees is sufficient until something major occurs.
One concern is minimum staffing levels as many may not realize the distances within the county we travel. The smallest patrol area is about 240 square miles. If a deputy has to go from one end the patrol area to the other it could easily take fifteen minutes. If another deputy in the next area over is at one end of their patrol area and you're at the far end of your patrol area, the response time could easily be 20 to 25 minutes. It's important to have a sufficient number of deputies on duty to make sure of the safety of the employees of the LCSO. Wagner stated one thing he has prided the agency on is the diplomacy that the deputies develop because they are so far away from any available back-up they really learn to be diplomatic. Deputies have to make very quick decisions. Sometimes an arrest may have to wait a day in order to get available resources to assist. Deputies are very good at recognizing the severity of the situation, being diplomatic and handling the situation in a professional manner.
Civilian employees to assist with the analysist of the body cameras will be forth coming. The LCSO relies heavily on LPD's civilian staff in the crime lab, finger printing, and forensics lab to assist the LCSO. Both the LCSO and LPD work collaboratively on a number of issues that stretches the employees of both agencies to provide better service at a more economic cost.

The LCSO is looking at current policies post what has happened in Minneapolis. The LCSO has used the lateral vascular neck restraint for several years on the use of force continuum; choke holds have never been authorized nor have any type of force that would restrict the airway of an individual. It is possible the LCSO may remove the lateral vascular neck restraint or move it to a higher lever on the use of force continuum to where it is a deadly force component. The LCSO don't requires employees to be shot before they are allowed to shoot back; if an individual is displaying a firearm at them they deputy is authorized to use deadly force. In the last thirty years the LCSO has used deadly force four times; two of those events resulted in fatality and two were non-fatal. One of the non-fatal events involved a man in his pick-up truck, ramming one of the patrol cars with a deputy inside. The non-fatal shot the deputy took stopped the immediate threat. The LCSO has been judicious in the events. The two events that resulted in fatalities were cleared by a Grand Jury. All four events have been cleared through the LCSO internal affairs process. History of the LCSO use of force has been very limited, in the past five years there have been four complaints of excessive use of force. Those complaints were investigated through the LCSO internal affairs process and none of them resulted in substantiated findings. They were either unfounded or exonerated which means the force was legal and justified. The LCSO has not banned shooting at moving vehicles but it is strongly discouraged and to be used only as a last result.
The County Board of Commissioners and the public can help by supporting the members of your community who want to get into law enforcement. Wagner stated he has seen firsthand where minority officers have taken more abuse from their own communities than those that are white. Wagner further stated that you would think if there was a Hispanic or officer of color that they might be a liaison to those communities however it is exactly the opposite. It raises questions as to why a minority individual would want to become a law enforcement officer when they are not going to be supported by their community. It's important to encourage people that you know to become law enforcement officers. Support those laws that assist law enforcement; Lancaster County and the City of Lincoln have lobbyist; we've worked collaboratively on mutual beneficial legislative bills. Work hard to keep politics out of law enforcement.

5. QUESTION(S) SUBMITTED BY THE PUBLIC

Eileen Watson
402-540-7166
eileenwatson@gmail.com
"How do you hope to instill trust in the community particularly with people of color when you approved/condoned the officer that grabbed a young lady by her hair? You further insulted many with your explanation of an aerial view. I am a mother of an adult son that resides in Lincoln. I see these things with my own eyes. I also have a BA degree in Criminal Justice".

Wagner's response:

Eileen,

The Sheriff's Office will continue to emphasize our Mission statement to instill trust in all Lancaster County citizens, " The mission of the Lancaster County Sheriff's Office is to provide exceptional law enforcement services that reduce crime, enhance public safety and preserve public trust. " I have received

many positive comments after releasing the aerial view of the arrests made, thereby providing the entire story so people could see for themselves what really happened that Sunday evening.

Sheriff Terry Wagner

(Exhibit G)

Discussion followed.

6. ADJOURNMENT

Amundson moved and Washington seconded to adjourn at 2:30 p.m. The motion carried unanimously.

Submitted by Angie Birkett, City Council's Office

ELECTED OFFICIALS

MAYOR LEIRION GAYLOR BAIRD

The Mayor is the chief executive officer and administrative head of City government. The Mayor is elected on a non-partisan, at-large basis and serves a four-year term. A Mayor is limited to three, four-year terms of service.

As executive officer of the City, the Mayor administers day-to-day affairs of the City. Department directors report to the Mayor.

As administrative head of City government, the Mayor works with the City Council in matters relating to legislation, including the City's annual budget. The Mayor does not vote on issues before Council. Instead, the Mayor signs or vetoes City Council legislation.

Only emergency ordinances or enactments relating to emergency appropriations or borrowing cannot be vetoed. The City Council may pass an ordinance over the mayor's veto by an override vote of five of its members.

LINCOLN CITY COUNCIL

JANE RAYBOULD, TAMMY WARD, RICHARD MEGINNIS, SANDRA WASHINGTON, ROY CHRISTENSEN, JAMES MICHAEL BOWERS, BENNIE SHOBE

Lincoln's first City Council met in 1871 and consisted of six members. Today, the City Council has seven members. Four members are elected by district and three are elected at-large. The length of term is four years.

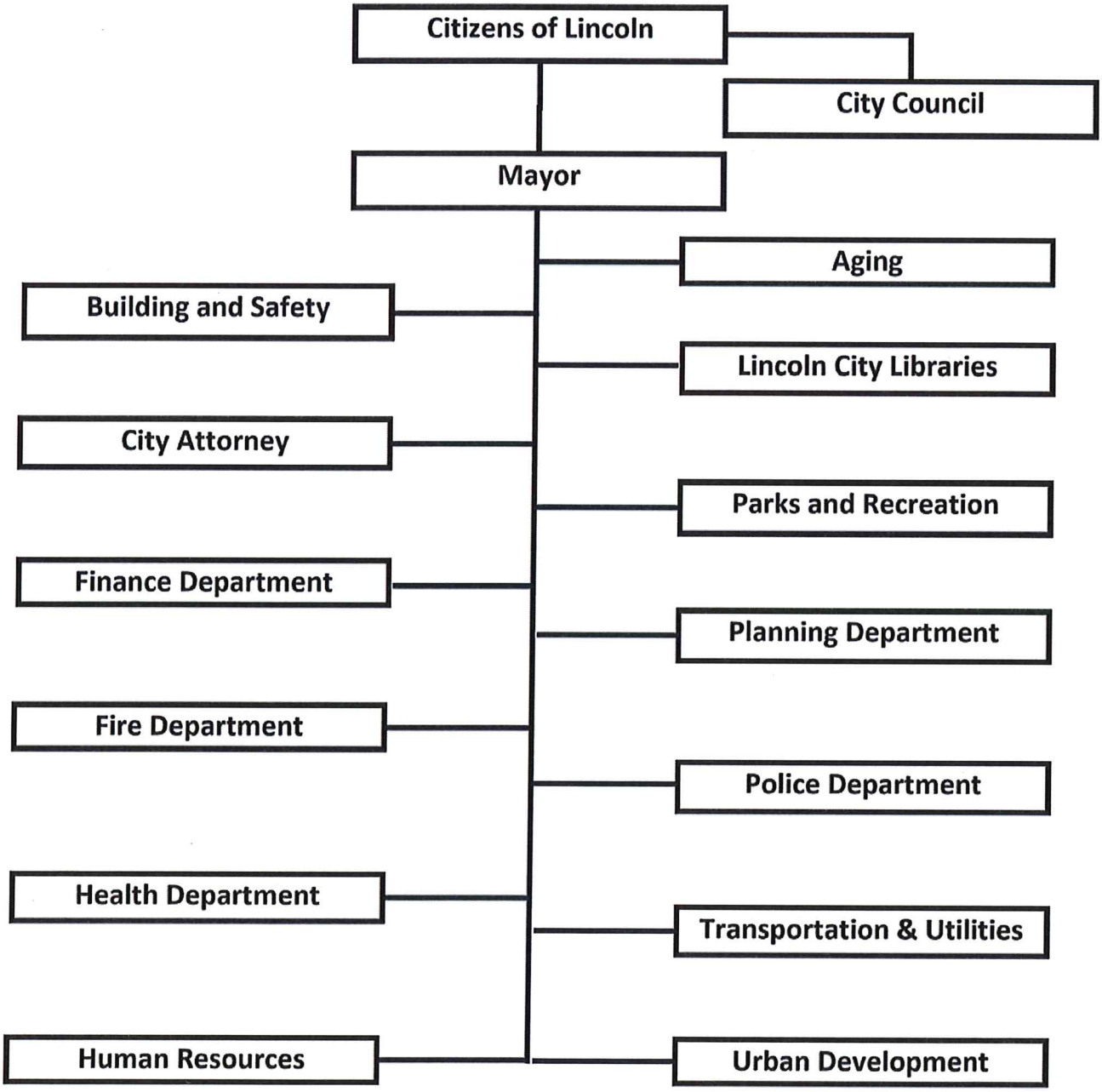
The Council elects a chair and vice-chair annually. The legislative powers of the City are exclusively vested in the Council. The Council has the power to conduct investigations concerning any subject on which it may legislate, or the operation of a department, board or commission engaged in administrative affairs of the City.

The Council determines annual appropriations and tax levies, and levies special assessments for local improvements based upon benefits. The Council also approves appointments made by the mayor.

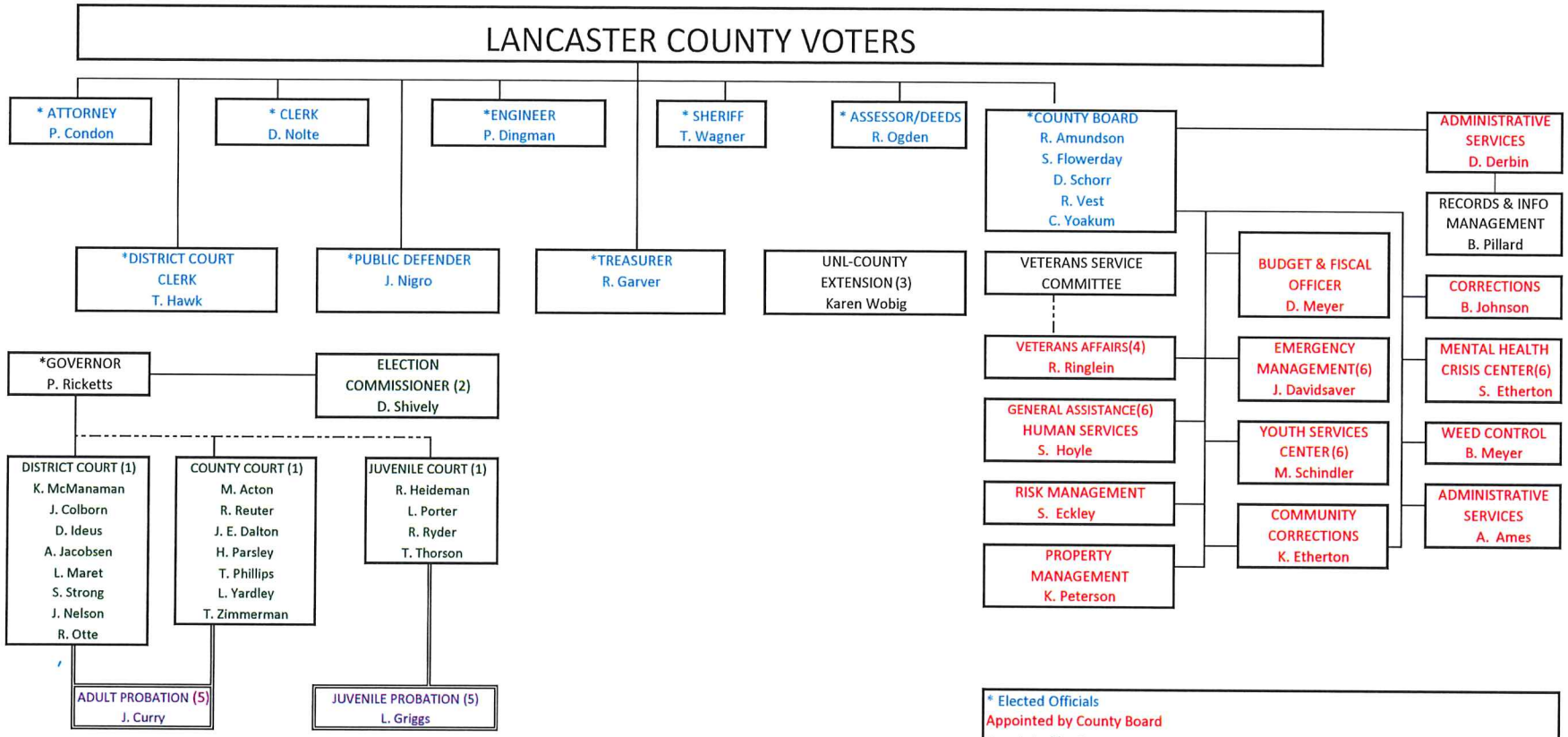
The City Council meets in the County-City Building each Monday at 3:00 p.m. except the last meeting of the month which is held at 5:30. No meetings are held on holidays.

Council meetings are open to the public. Anyone wishing to bring a matter before Council may do so by appearing at the meeting or by correspondence. Citizens may appear on items scheduled for hearings. Time is allotted at a meeting twice each month for citizens to bring other matters to the attention of Council.

ORGANIZATION CHART



LANCASTER COUNTY VOTERS



* Elected Officials
Appointed by County Board
Appointed by Governor
Appointed by State Probation Administrator
(1) Appointed by Governor; retained by election
(2) Appointed by Governor; salary set by County Board
(3) University of Nebraska employee; facilities provided by County
(4) Appointed by Veterans Service Committee, subject to approval by County Board
(5) Appointed by State Probation Administrator, subject to approval by judges
(6) Agency Has Advisory Board or Committee

We ask that County Board and City Council members write down and hold their questions until the end as we have a number of sections of questions to get thru. The public may also write down their questions that we will collect, consolidate and provide to LPD and the LSO for them to answer. We will post their responses with the meeting minutes.

Jane as chair of the City County Commons will speak and then Roma as Vice Chair will speak.

We also will have brief presentation (5 minutes total) by Jennifer Brinkman, City of Lincoln Chief of Staff or Jon Carlson, City of Lincoln (TBD) and Dave Durbin, Lancaster County Chief Administrative Officer to share the flow chart for the City and County departments and elected officials when it comes to law enforcement responsibility.

Before we get started can you each please share with us what you are most proud when it comes to the work your officers and deputies do in our community that most folks don't know?

<u>Hiring and Recruiting</u>

1) Where have you had successes in outreach?
2) How do you recruit and hire for quality candidates?
3) Do you use pre-interview on-line evaluations?
4) What other assessment processes do you have in place?
5) What are your strategies for hiring for diversity?

<u>New Recruit Training</u>

1) Describe the training curriculum. What percentage of time is spent on developing effective community outreach, de-escalation, implicit bias, use of force, mental health crisis resolutions and cultural sensitivity?

<u>Annual Training</u>

1) What percentage of time is spent on developing effective community outreach, implicit bias, and cultural sensitivity?
2) What percentage of time is spent on use of force, mental health crisis resolutions and de-escalation?
3) Tell us about programs that you feel have been successful in achieving greater community awareness and unity?
4) How are you messaging these successful outreach efforts?
5) What can we, as policy makers, do to help ensure that the City and County department have the tools and resources they need to build trust?

Internal and External Reviews and Discipline

1) Please tell us what are the current policies and practices in place.
2) How is discipline determined? What is the process? When does the union get involved?
3) What changes would you like to see to create more transparency?
4) What are the circumstances that determine an officer or deputy undergo additional training?
5) Is there a current data base for officers and deputies who have numerous incident reports that require additional training?

Role of Civilian Advisory Board

1) What role does the civilian advisory board play? Should there be a civilian complaint board?
2) What suggestions do you a have on making their work more transparent?
3) How can they assist your department?

Union Partnerships

1) What role does the union play in training, in discipline and making sure that officers and deputies get additional training if needed?
2) How can they assist with greater transparency?
3) What is the role of the union on justice and policy reofrms?

Jurisdiction

1) How is jurisdiction determined?
2) What are the mutual aid situations you work together on? Natural disasters, football games?
3) How do you decide who handles interference?

Incident Command Teams

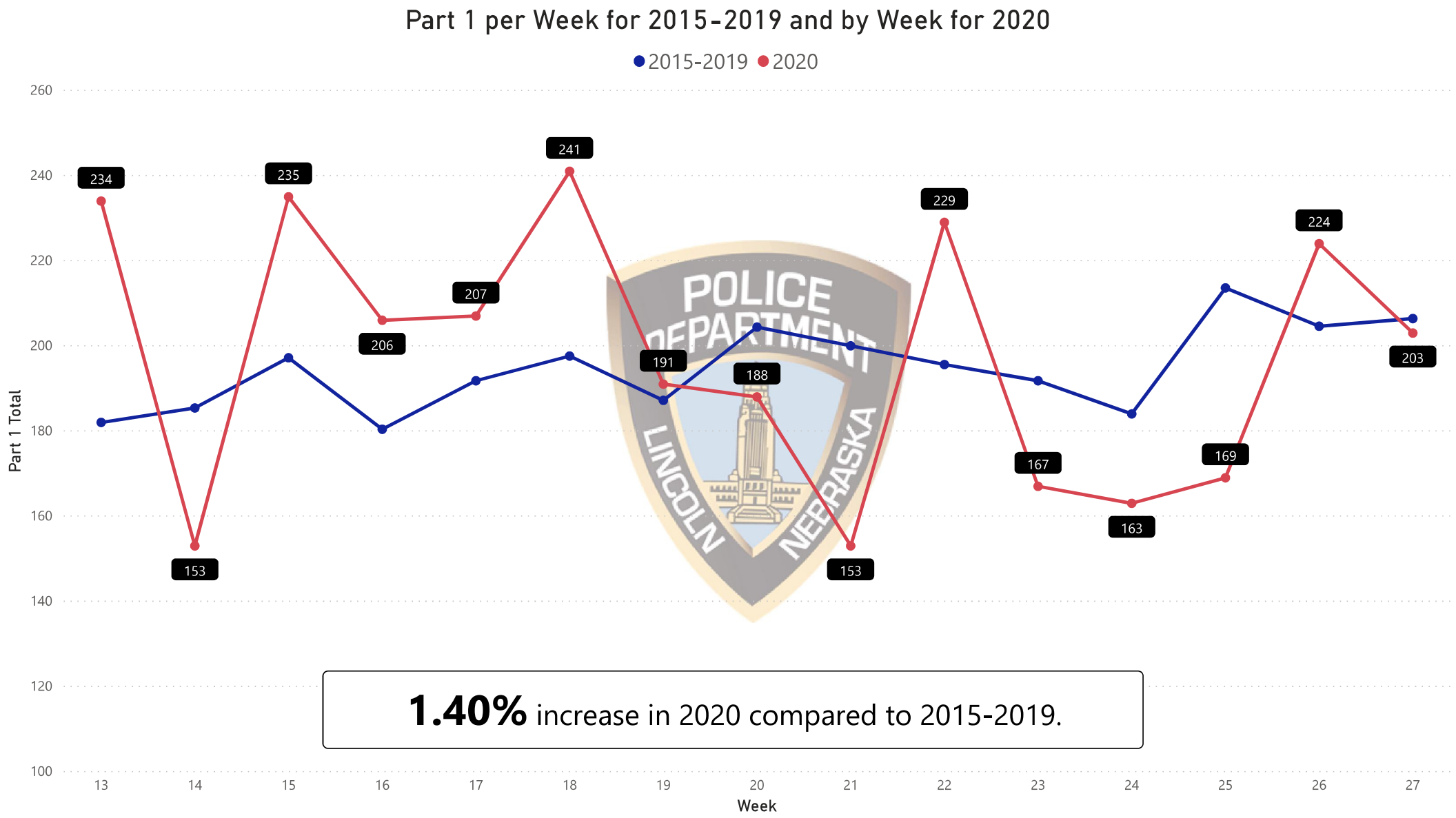
1) When two or more agencies are involved, how is leadership determined?
2) What are the mutual aid situations you work together on? Natural disasters, football games?
3) How do you decide who handles interference?

Open Conversation

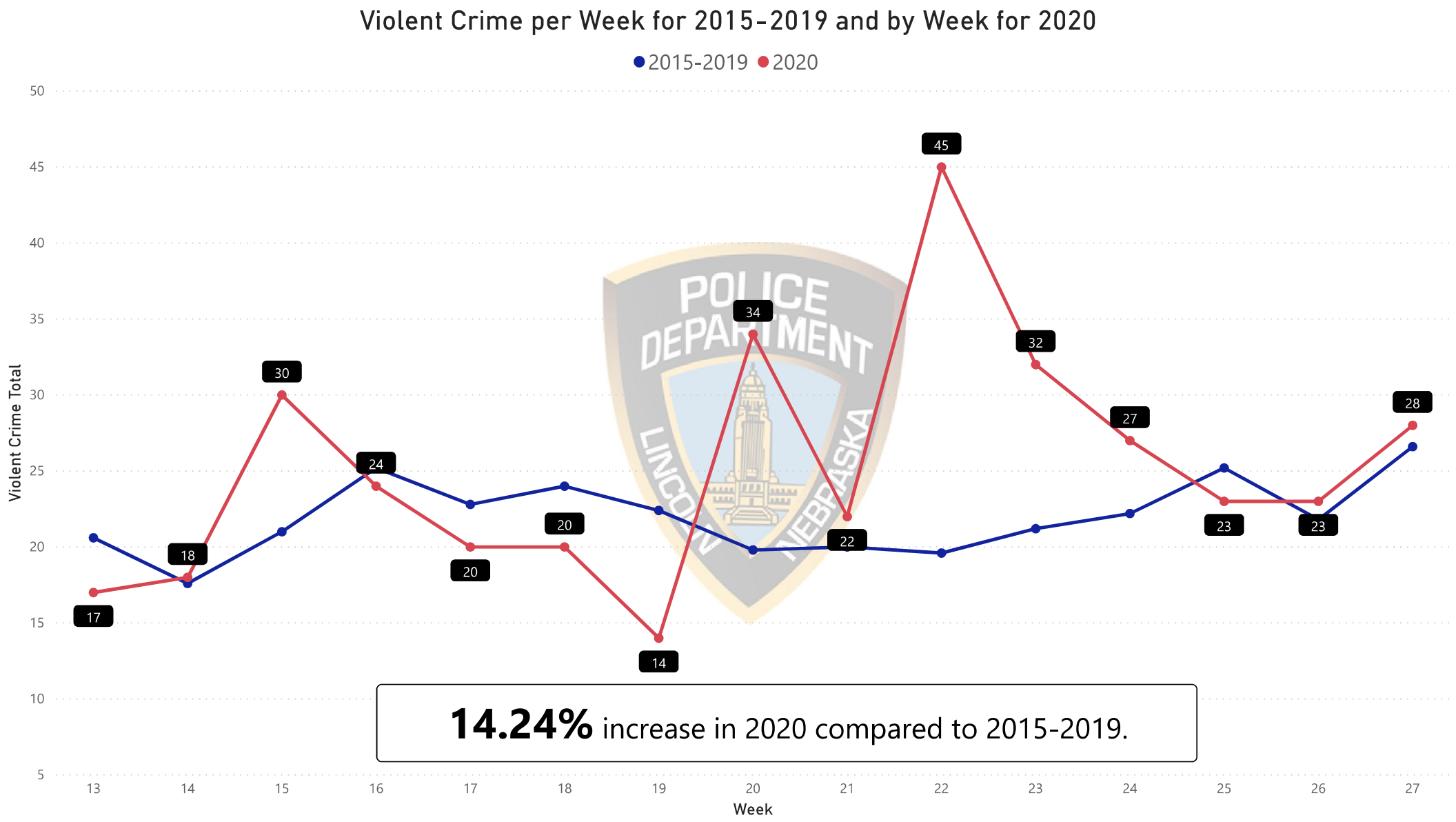
1) What tools do you need? Body cams? Training?
2) Obstacles and impediments?
3) What measures should be taken if we are 5 steps into the 8 suggested reforms?
4) How can we help?

5) What can the public do to help?

Questions



1.40% increase in 2020 compared to 2015-2019.


Violent Crime per Week for 2015-2019 and by Week for 2020
2015-2019
2020
Violent Crime Total
Week
50
45
40
35
30
25
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15
10
5
13
14
15
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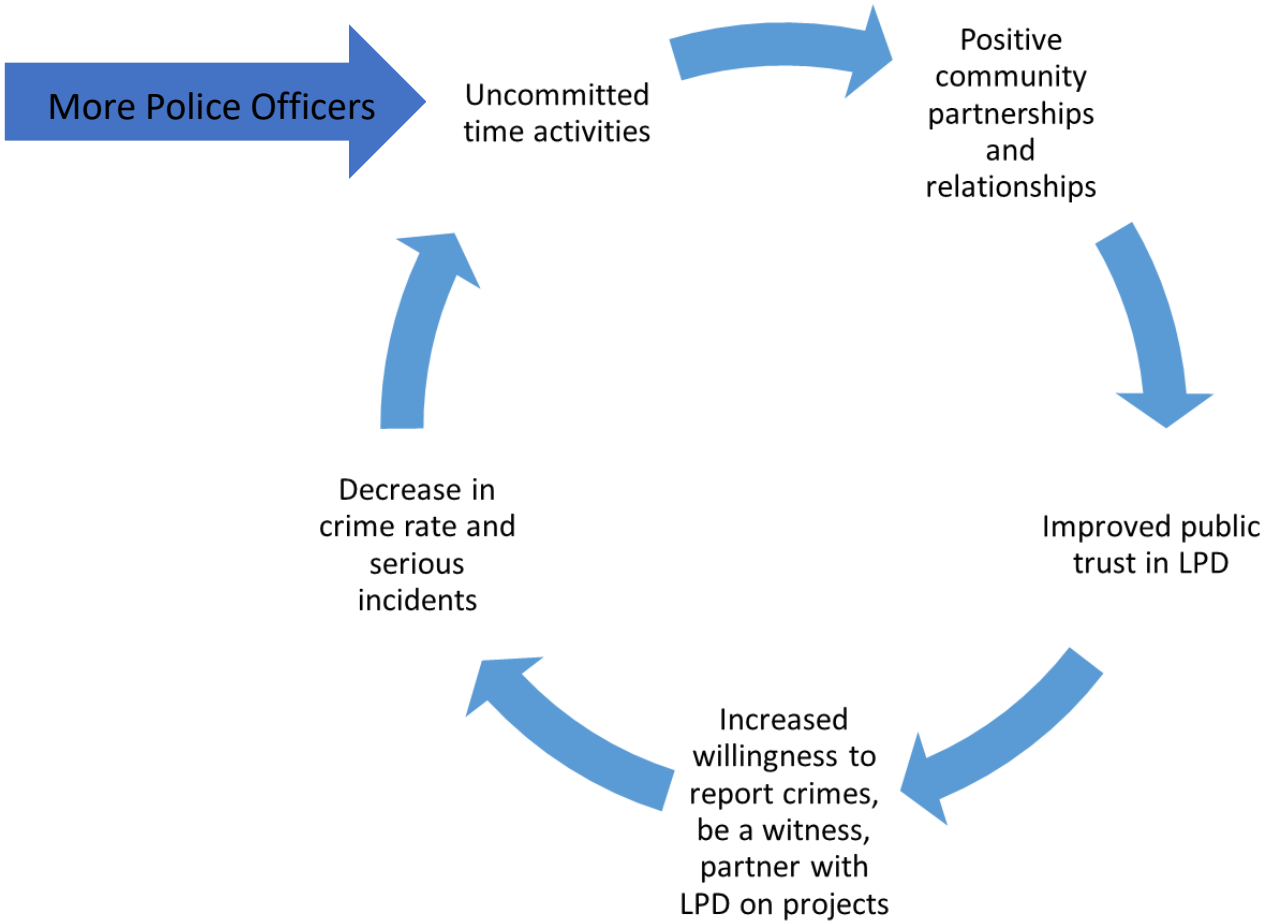
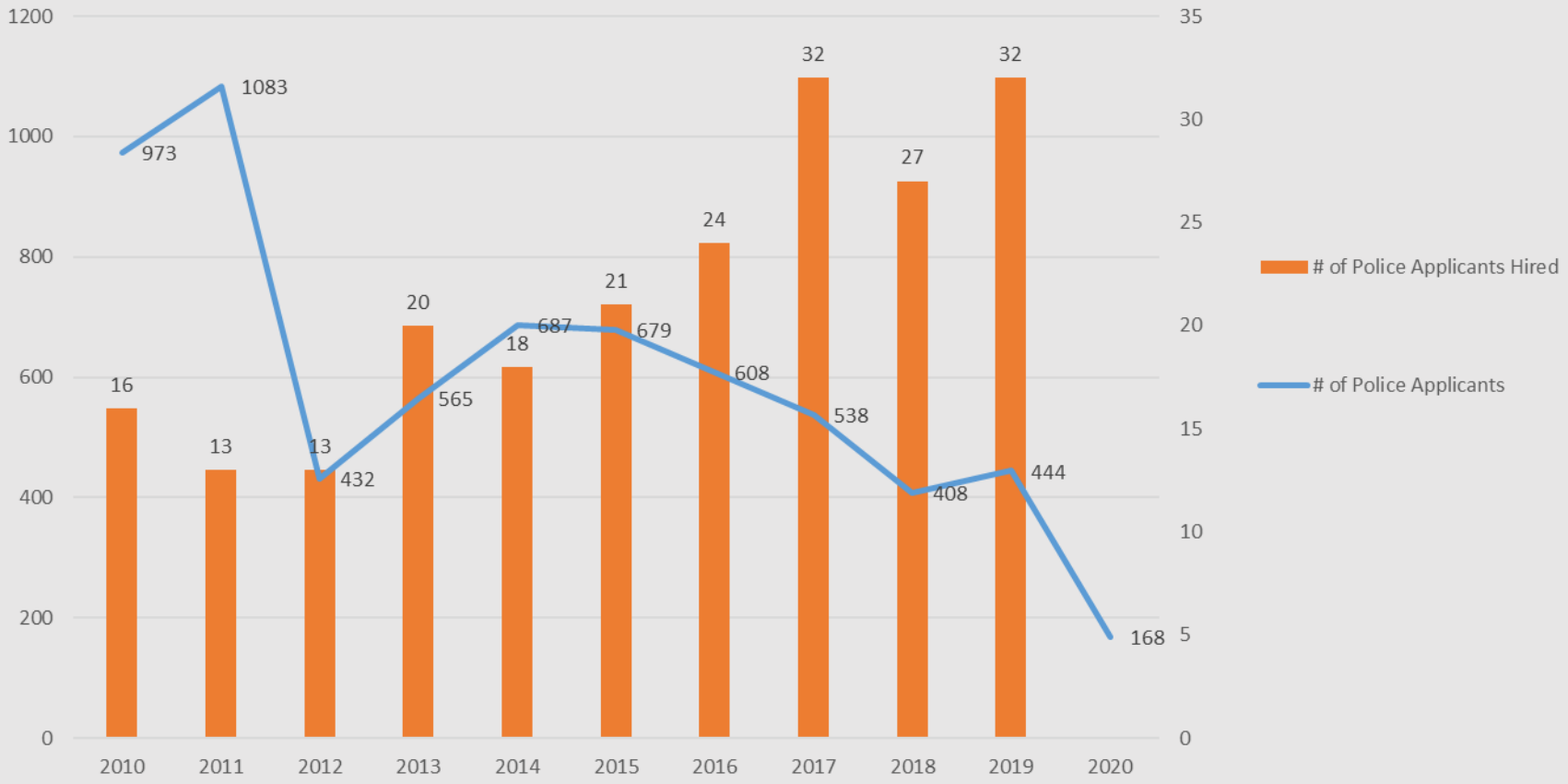
POLICE DEPARTMENT
LINCOLN NEBRASKA
14.24% increase in 2020 compared to 2015-2019.

What do officers do with their uncommitted time and why are those activities important?



of Police Applicants and Applicants Hired (2010-2020*)



* There was only one hiring cycle in 2012. In addition, LPD is currently conducting their spring hiring process, and we plan to conduct a 2020 fall hiring process. Currently, 168 people applied in the 2020 spring process, which is the lowest number of applicants for a hiring process since 1997 (which is when the digital hiring data begins).

LINCOLN

POLICE

Leadership Performance Dedication

PERSONAL HISTORY STATEMENT

Name: _____

Written Test Date: _____

REQUIRED DOCUMENT LIST

The below listed documents are to be provided by the applicant. *Original documents must be provided at the time of your oral interview*. Copies will be made of your documents and the original will be returned to you at the time of your interview. We will keep the original copy of your transcripts. Place a check mark in the space provided to the left of this form to verify that the required documents have been obtained. If a particular document does not apply to you, enter "N/A" in the space provided. **YOU MUST OBTAIN ALL REQUIRED DOCUMENTS AND PRESENT THEM AT YOUR INTERVIEW. FAILURE TO DO SO MAY RESAULT IN DISQUALIFICATION.**

_____ 1. Birth Certificate or other official proof of birth (official seal)

_____ 2. Social Security Card

_____ 3. Valid Motor Vehicle Operator's License

_____ 4. High School Transcripts (official copies only)

_____ 5. High School Diploma

_____ 6. College Transcripts (official copies only)

_____ 7. College Diploma

_____ 8. Marriage Certificate for each marriage

_____ 9. Divorce Decree/Annulment for each incident

_____ 10. Military DD214

_____ 11. Any Temporary Restraining or Protection Order issued on your behalf or against you

CERTIFICATION

I hereby certify that I have read and understood the above information. I further understand that failure to provide the necessary requested documents or offering fictitious/erroneous statements may result in disqualification. It is imperative that you are honest. Dishonestly, minimization or embellishment of events and failing to disclose any information will not be tolerated and may prohibit your ability to move forward in the hiring process. *Furthermore, I understand that the information contained in this Personal History Statement, along with the information on my application and the following will be covered in the polygraph exam: crimes against persons and property, drug and alcohol use and distribution and truthfulness.*

_____
Applicant's Name (Please print)

_____ _____
Applicant's Signature Date

INSTRUCTIONS

READ THESE INSTRUCTIONS CAREFULLY

BEFORE PROCEEDING

These instructions are provided as a guide to assist you in properly completing your Personal History Statement. ***It is essential that the information is accurate in all respects***. It will be used as a basis for a background investigation that will determine your eligibility for employment.

1. Your Personal History Statement should be printed legibly in ink. Answer all questions honestly.

2. If a question is not applicable to you, enter N/A in the space provided.

3. Avoid errors by reading the directions carefully before making any entries on the form. Be sure your information is correct and in proper sequence before you begin.

4. You are responsible for obtaining correct addresses, phone numbers and email addresses. If you are not sure, check it by personal verification.

5. If there is insufficient space on the form for you to include all information required, attach extra sheets to the Personal History Statement. Be sure to reference the relevant section and question number before continuing your answer.

6. An accurate and complete form will help expedite our background investigation. On the other hand, **deliberate omissions or falsifications may result in disqualification.**

7. The original Personal History Statement will not be returned to you. Keep a copy for your records.

A. Applicant Identification – Information Provided in this Section is Used for Identification Purposes Only

1. Legal Name:_____
   Last First Middle
2. Address:_____
   Number Street
   _____
   City State Zip Code
3. Telephone number: (_____)_____ (_____)_____
   Home Cell
4. Email address: _____
5. Date of Birth: _____
6. Nickname(s), maiden name or other names by which you have been known:
   _____
7. Social Security Number: _____
8. Place of Birth : (city, state)_____
9. Are you a U.S. Citizen? Yes _____ No _____
10. Driver's License :_____
    Number State
11. Height:_____
12. Weight:_____
13. Color or Eyes:_____
14. Color of Hair:_____
15. Scars, tattoos or other distinguishing marks:_____
    _____
    _____

*****Lincoln Police Department Policy requires that all tattoos are covered while on duty*****

B. Applications to other agencies

1. Have you ever made an application for employment with this or any other law enforcement or related agency? If so, give agency, date(s) and status of application.

Agency/Location	Date Applied:	How far did you advance? What, in your opinion, was the reason you were not hired?

C. Residences – List all addresses where you have lived during the past 10 years. ***Begin with present address***. *List date by month and year*. Attach extra page(s) if necessary. ***Make sure the landlord and co-habitant information is current.***

#1. (Present Address) Dates resided there:

Address:	**Landlord Info**	**Co-habitants:**	**Co-habitants:**
	Name:	**Name:**	**Name:**
	Address:	**Address:**	**Address:**
Rent or Own?			
	Phone Number	**Phone Number:**	**Phone Number:**
	Email:	**Email:**	**Email:**

Why did you leave:_____

***If you have more co-habitants, please check here _____ and continue on the back.*

#2. Dates resided there:

Address:	**Landlord Info**	**Co-habitants:**	**Co-habitants:**
	Name:	**Name:**	**Name:**
	Address:	**Address:**	**Address:**
Rent or Own?			
	Phone Number	**Phone Number:**	**Phone Number:**
	Email:	**Email:**	**Email:**

Why did you leave:_____

***If you have more co-habitants, please check here _____ and continue on the back.*

#3. Dates resided there:

Address:	**Landlord Info**	**Co-habitants:**	**Co-habitants:**
	Name:	**Name:**	**Name:**
	Address:	**Address:**	**Address:**
Rent or Own?			
	Phone Number	**Phone Number:**	**Phone Number:**
	Email:	**Email:**	**Email:**

Why did you leave:_____

***If you have more co-habitants, please check here _____ and continue on the back.*

#4. Dates resided there:

Address:	Landlord Info	Co-habitants:	Co-habitants:
	Name:	Name:	Name:
	Address:	Address:	Address:
Rent or Own?			
	Phone Number	Phone Number:	Phone Number:
	Email:	Email:	Email:

Why did you leave:_____

***If you have more co-habitants, please check here _____ and continue on the back.*

#5. Dates resided there:

Address:	Landlord Info	Co-habitants:	Co-habitants:
	Name:	Name:	Name:
	Address:	Address:	Address:
Rent or Own?			
	Phone Number	Phone Number:	Phone Number:
	Email:	Email:	Email:

Why did you leave:_____

***If you have more co-habitants, please check here _____ and continue on the back.*

#6. Dates resided there:

Address:	Landlord Info	Co-habitants:	Co-habitants:
	Name:	Name:	Name:
	Address:	Address:	Address:
Rent or Own?			
	Phone Number	Phone Number:	Phone Number:
	Email:	Email:	Email:

Why did you leave:_____

***If you have more co-habitants, please check here _____ and continue on the back.*

******If you have more residents to list, please do so on a separate piece of paper.***

1. Have the police ever been called to any of your residences for any reason? ☐ Yes ☐ No
   *If yes, please explain:_____
   _____
   _____
   _____
   _____

2. Have you ever had any problems with any landlords, neighbors or other tenants?
   ☐ Yes ☐ No *If yes, please explain?_____
   _____
   _____
   _____

3. Have you ever been late on your rent? ☐ Yes ☐ No
   *If yes, please explain: _____
   _____
   _____

4. Have you always given proper notice when vacating a property? ☐ Yes ☐ No
   *If no, please explain:_____
   _____
   _____

5. Have you ever been evicted? ☐ Yes ☐ No
   *If yes, please explain:_____
   _____
   _____

D. Education (High School, Technical and College)			
HIGH SCHOOL NAME:	***ADDRESS:***	***YEARS ATTENDED*** ***From:*** ***To:***	**Graduated: ☐ Yes ☐ No** ***REFERENCE:***
HIGH SCHOOL NAME:	***ADDRESS:***	***YEARS ATTENDED*** ***From:*** ***To:***	**Graduated: ☐ Yes ☐ No** ***REFERENCE:***
COLLEGE:	***ADDRESS:***	***YEARS ATTENDED*** ***From:*** ***To:***	***REFERENCE:***
	UNITS COMPLETED	***MAJOR/MINOR***	***DEGREE RECEIVED?/DATE***
COLLEGE:	***ADDRESS:***	***YEARS ATTENDED*** ***From:*** ***To:***	***REFERENCE:***
	UNITS COMPLETED	***MAJOR/MINOR***	***DEGREE RECEIVED?/DATE***
COLLEGE:	***ADDRESS:***	***YEARS ATTENDED*** ***From:*** ***To:***	***REFERENCE:***
	UNITS COMPLETED	***MAJOR/MINOR***	***DEGREE RECEIVED?/DATE***
TECHNICAL SCHOOL:	***ADDRESS:***	***YEARS ATTENDED*** ***From:*** ***To:***	***REFERENCE:***
	UNITS COMPLETED	***MAJOR/MINOR***	***DEGREE RECEIVED?/DATE***
OTHER:	***ADDRESS:***	***YEARS ATTENDED*** ***From:*** ***To:***	***REFERENCE:***
	UNITS COMPLETED	***MAJOR/MINOR***	***DEGREE RECEIVED?/DATE***

1. During high school were you involved in any extra-curricular activities? ☐ Yes ☐ No
   *If yes, please explain:_____
   _____
   _____

2. What awards and/or recognition did you receive in high school?_____
   _____
   _____
   _____

3. During college were you involved in any extra-curricular activities? ☐ Yes ☐ No
   *If yes, please explain:_____
   _____
   _____

4. What awards and/or recognition did you receive, if any, in college?_____
   _____
   _____

6. Have you ever been placed on academic probation? ☐ Yes ☐ No
   *If yes, please explain:_____
   _____
   _____

E. SPECIAL QUALIFICATIONS & SKILLS

1. List any special licenses you hold (such as pilot, radio operator, scuba, etc.), showing licensing authority, original date of issue and date of expiration._____
   _____
   _____

2. List any specialized machinery or equipment that you can operate.
   _____
   _____

3. If you are fluent in a foreign language, indicate in each area your degree of fluency (excellent, good, fair).

Language	Reading	Speaking	Understanding	Writing

4. Have you ever done or do you currently do any volunteer work? ***If yes,** please list:

Name of Agency	Volunteer Duties:

5. Are you a member of any organizations? (Past and/or present). Please list name of organization, type (social, fraternal, professional, etc.) and dates of membership.

Name of Organization	**Type**	**From**	**To**

6. List any other skills or qualifications you possess.

_____

_____

_____

7. ☐ I possess/possessed a **Law enforcement Certificate/P.O.S.T. Certificate** (attach copy).

State: _____ Date issued: _____

Status: ☐ Active or ☐ Inactive

F. WORK HISTORY

*Beginning with your most current employment, list all jobs you have held since the age of 16. **Part-time, temporary or seasonal work should be included**. **Periods of unemployment must also be identified.** Attach extra pages if necessary.

CURRENT EMPLOYER		
Name of Employer:	**Address:**	**Phone number** (current): **Email:**
Position/Title:	**From:** **To:**	**Supervisor:**
Co-worker/address/phone # **Email:**	**Duties:**	
☐ **Full-time**	☐ **Part-time**	☐ **Temporary** ☐**Volunteer**
Reason for Leaving: _____ _____ _____ _____		

Name of Employer:	**Address:**	**Phone number** (current): **Email:**
Position/Title:	**From:** **To:**	**Supervisor:**
Co-worker/address/phone # **Email:**	**Duties:**	
☐ **Full-time**	☐ **Part-time**	☐ **Temporary** ☐**Volunteer**
Reason for Leaving: _____ _____ _____ _____		

Name of Employer:	**Address:**	**Phone number** (current): **Email:**
Position/Title:	**From:** **To:**	**Supervisor:**
Co-worker/address/phone # **Email:**	**Duties:**	
☐ **Full-time**	☐ **Part-time**	☐ **Temporary** ☐**Volunteer**
Reason for Leaving: _____ _____ _____ _____		

Name of Employer:	**Address:**	**Phone number** (current): **Email:**
Position/Title:	**From:** **To:**	**Supervisor:**
Co-worker/address/phone # **Email:**	**Duties:**	
☐ **Full-time**	☐ **Part-time**	☐ **Temporary** ☐**Volunteer**
Reason for Leaving: _____ _____ _____ _____		

Name of Employer:	**Address:**	**Phone number** (current): **Email:**
Position/Title:	**From:** **To:**	**Supervisor:**
Co-worker/address/phone # **Email:**	**Duties:**	
☐ **Full-time**	☐ **Part-time**	☐ **Temporary** ☐**Volunteer**
Reason for Leaving: _____ _____ _____ _____		

Name of Employer:	**Address:**	**Phone number** (current): **Email:**
Position/Title:	**From:** **To:**	**Supervisor:**
Co-worker/address/phone # **Email:**	**Duties:**	
☐ **Full-time**	☐ **Part-time**	☐ **Temporary** ☐**Volunteer**
Reason for Leaving: _____ _____ _____ _____		

Name of Employer:	**Address:**	**Phone number** (current): **Email:**
Position/Title:	**From:** **To:**	**Supervisor:**
Co-worker/address/phone # **Email:**	**Duties:**	
☐ **Full-time**	☐ **Part-time**	☐ **Temporary** ☐**Volunteer**
Reason for Leaving: _____ _____ _____ _____		

Name of Employer:	**Address:**	**Phone number** (current): **Email:**
Position/Title:	**From:** **To:**	**Supervisor:**
Co-worker/address/phone # **Email:**	**Duties:**	
☐ **Full-time**	☐ **Part-time**	☐ **Temporary** ☐**Volunteer**
Reason for Leaving: _____ _____		

_____ _____

Name of Employer:	**Address:**	**Phone number** (current): **Email:**
Position/Title:	**From:** **To:**	**Supervisor:**
Co-worker/address/phone # **Email:**	**Duties:**	
☐ **Full-time**	☐ **Part-time**	☐ **Temporary** ☐ **Volunteer**
Reason for Leaving: _____ _____ _____ _____		

1. May we contact your present employer during the course of the background investigation?
   ☐ Yes ☐ No
   *If no, when should contact be made? _____
   _____

2. Have you ever been fired or asked to resign from any place of employment?
   ☐ Yes ☐ No
   *If yes, please give details. Include when this occurred, name of the employer and why.
   _____
   _____
   _____
   _____

3. Have you ever received any documented reprimands or write-ups from an employer?
   ☐ Yes ☐ No
   *If yes, please list when, circumstances and employer.
   _____
   _____
   _____
   _____
   _____

4. Have you ever received any awards or recognition in any of your employment?
   ☐ Yes ☐ No
   *If yes, please explain:_____
   _____
   _____

5. Have you ever been disciplined at work? Anything from being scolded to being written up?
☐ Yes ☐ No
*If yes, please explain: _____
_____
_____
_____

G. Military Experience/Record

Selective Service Number:_____
(18 to 26 year old males must register with the U.S. Selective Service)

Date and address of registration:_____
_____

1. Have you served in the U.S. Armed Forces, National Guard or Military Reserves? ☐ Yes ☐ No
Date of service: From:_____ To: _____
Branch of Service:_____

2. Were you ever turned down by any of the Armed Forces? ☐ Yes ☐ No

3. Unit of Designation:
_____

4. Highest rank held:
_____

5. Did you receive any awards or recognition while in the military? ☐ Yes ☐ No
*If yes, please list them: _____
_____
_____

6. Type of discharge: ☐ Honorable ☐ General ☐ Medical ☐ Less than honorable ☐ Other

**If other than honorable or medical discharge, explain:
_____
_____
_____
_____

7. Are you eligible to reenlist? ☐ Yes ☐ No

8. Did you ever receive any judicial or non-judicial discipline while in the military? ☐ Yes ☐ No

9. Did you receive any negative counseling statements while in the military? ☐ Yes ☐ No

10. Were you ever charged with a violation of the UCMJ? ☐ Yes ☐ No

11. Were you ever the subject of any military investigation, detained, arrested or incarcerated by the Military Police, NCIS, CID, OIS or any other investigative agency? ☐ Yes ☐ No

12. Have you ever been involved in a traffic accident or received a traffic citation while on a military

base? ☐ Yes ☐ No

**If you answered YES to any question #7-#11, please explain:_____
_____
_____
_____
_____

H. Traffic Record

***Current Driver's License Number_____State_____**

Please list other states in which you have been licensed to operate a motor vehicle

Driver's License number and State:	**Name under which license was issued:**
Driver's License number and State:	**Name under which license was issued:**

Please list all vehicles registered to you and/or your spouse

Year:	**Make/Model:**	**License Plate Number/State:**	**Vehicle ID Number (VIN)**
Year:	**Make/Model:**	**License Plate Number/State:**	**Vehicle ID Number (VIN)**
Year:	**Make/Model:**	**License Plate Number/State:**	**Vehicle ID Number (VIN)**

1. Have you ever been refused a driver's license by any state? ☐ Yes ☐ No
   *If yes, please explain:
   _____
   _____
   _____

2. Has your driver's license ever been suspended, revoked, restricted or placed on probation?
   ☐ Yes ☐ No *If yes, please explain:_____
   _____
   _____

3. Did you drive while on suspension or revocation? ☐ Yes ☐ No
   *If yes, please explain: _____
   _____
   _____

4. With what insurance company do you carry auto insurance?
   Company:_____ Policy Number:_____

5. Have you ever been refused auto insurance for any reason other than failure to pay a premium?
   ☐ Yes ☐ No
   *If yes, please give details including company name, date and reason: _____
   _____
   _____

6. Have you ever driven without a proper license either as a juvenile or an adult? ☐ Yes ☐ No

*If yes, please explain:_____

_____

7. Have you ever had a traffic or parking citation turn into a failure to appear warrant? ☐ Yes ☐ No
*If yes, please explain: _____

_____

List all driving citations you have received as an adult or as a juvenile, excluding warnings and parking tickets.

Nature of Violation:	**Location/Agency Name (City/State):**	**Date:**	**Disposition (Fine, Court):**
Nature of Violation:	**Location/Agency Name (City/State):**	**Date:**	**Disposition (Fine, Court):**
Nature of Violation:	**Location/Agency Name (City/State):**	**Date:**	**Disposition (Fine, Court):**
Nature of Violation:	**Location/Agency Name (City/State):**	**Date:**	**Disposition (Fine, Court):**
Nature of Violation:	**Location/Agency Name (City/State):**	**Date:**	**Disposition (Fine, Court):**
Nature of Violation:	**Location/Agency Name (City/State):**	**Date:**	**Disposition (Fine, Court):**
Nature of Violation:	**Location/Agency Name (City/State):**	**Date:**	**Disposition (Fine, Court):**

Describe in a brief narrative any traffic accidents in which you have been involved, giving approximate dates, locations, investigating agency and if you were given a citation as a result of those accidents.

_____
_____
_____
_____
_____
_____
_____
_____
_____
_____
_____
_____

I. Arrests, Detentions and Litigation

*If you have **ever** been **arrested, detained by the police, taken into physical custody, issued a citation or convicted of any crime as a juvenile or adult**, please indicate this below. This includes any charges that were dismissed or dropped. Exclude driving citations mentioned previously.*

Date:	**Agency/Location:**	**Charge (if any):**	**Disposition:**
Date:	**Agency/Location:**	**Charge (if any):**	**Disposition:**
Date:	**Agency/Location:**	**Charge (if any):**	**Disposition:**
Date:	**Agency/Location:**	**Charge (if any):**	**Disposition:**
Date:	**Agency/Location:**	**Charge (if any):**	**Disposition:**
Date:	**Agency/Location:**	**Charge (if any):**	**Disposition:**
Date:	**Agency/Location:**	**Charge (if any):**	**Disposition:**
Date:	**Agency/Location:**	**Charge (if any):**	**Disposition:**

1. Have you been placed on court probation as a juvenile or as an adult? ☐ Yes ☐ No
   *If yes, list all details:
   _____
   _____
   _____

2. Have you ever been arrested or detained? ☐ Yes ☐ No
   *If yes, please explain:_____
   _____
   _____
   _____

3. Have you ever been contacted by the police for any reason? ☐ Yes ☐ No

*If yes, please explain:_____
_____
_____
_____

4. Have you ever been (or are you currently) involved as a plaintiff or defendant in a civil court action?
☐ Yes ☐ No
*If yes, please give details to include date, location, name of court and circumstances:
_____
_____

5. Have you ever settled a civil suit out of court in which you, your insurance company or anyone else on your behalf was required to make payment to another party? ☐ Yes ☐ No
*If yes, please explain:_____
_____
_____

5. Do you engage in gambling or any other gaming activities? ☐ Yes ☐ No
*If yes, please explain:_____
_____
_____

6. Have you ever participated in any gambling activities? ☐ Yes ☐ No
*If yes, please explain:_____
_____
_____

7. Have you ever had any financial problems due to gambling? ☐ Yes ☐ No
*If yes, please explain:_____
_____
_____

8. Have you ever borrowed or stolen any money to gamble with? ☐ Yes ☐ No
*If yes, please explain:_____
_____
_____

9. Have you ever had to borrow or steal to pay a gambling debt? ☐ Yes ☐ No
*If yes, please explain:_____
_____
_____

10. What is the most you have ever won gambling?_____

11. What is the most you have ever lost gambling?_____

12. Have you ever bet through a bookie? ☐ Yes ☐ No

13. Have you ever bet on a sporting event? ☐ Yes ☐ No

14. Have you ever been a member of a street gang, attended a gathering of any street gang or participated in any gang activity? ☐ Yes ☐ No

15. Have you ever associated or lived with anyone who has been involved in any gang activities or illegal activities? ☐ Yes ☐ No

16. Have you ever been a participant in a riot, illegal protest , illegal strike or illegal demonstration or similar activity? ☐ Yes ☐ No

*If you answered YES to #12-16, please explain below:_____
_____
_____
_____
_____

17. What kind of websites do you visit?_____
_____
_____

18. Please list the social networking sites you frequent and/or have accounts with (i.e.; Facebook, Twitter, etc. _____
_____

19. Have you ever carried on your person, or in a vehicle, any weapon for protection when not authorized? ☐ Yes ☐ No
*If yes, please explain:_____
_____
_____

20. Have you ever carried an illegal weapon?
*If yes, please explain:_____
_____
_____

21. Have you ever committed a theft related crime such as:
    a. Shoplifting? ☐ Yes ☐ No
    b. Switching price tags? ☐ Yes ☐ No
    c. Stealing money? ☐ Yes ☐ No
    d. Theft of property? ☐ Yes ☐ No
    e. Theft of services, i.e. meals, utilities, cable, or anything else of value? ☐ Yes ☐ No

    **If yes, please explain:_____
    _____
    _____
    _____

22. Have you ever received or sold any property that you knew was stolen or suspected was stolen? ☐ Yes ☐ No
*If yes, please explain:_____

_____
_____
_____

23. Have you ever committed, attempted to commit, made plans to commit, or been present during the commission of any of the following:
    a. Murder or suicide ☐ Yes ☐ No
    b. Robbery ☐ Yes ☐ No
    c. Embezzlement ☐ Yes ☐ No
    d. Arson ☐ Yes ☐ No
    e. Burglary ☐ Yes ☐ No
    f. Rape or sexual related crime ☐ Yes ☐ No
    g. Theft ☐ Yes ☐ No
    h. Forgery (with or without permission) ☐ Yes ☐ No
    i. Vehicle theft or tampering ☐ Yes ☐ No
    j. Any hate crime ☐ Yes ☐ No
    k. Perjury ☐ Yes ☐ No
    l. Produce, distribute obtain or use a false ID ☐ Yes ☐ No

    **If you answered yes to any of the above, please explain: _____
    _____
    _____
    _____
    _____

24. Have you ever paid or been paid for any sexual activity? ☐ Yes ☐ No
    *If yes, please explain:_____
    _____
    _____

25. Have you ever been involved in any activity involving prostitution?
    a. Pimping? ☐ Yes ☐ No
    b. Call Service? ☐ Yes ☐ No
    c. Escort Service? ☐ Yes ☐ No
    d. Illegal Massage Parlors? ☐ Yes ☐ No
    e. Pay for someone else to receive sex? ☐ Yes ☐ No

26. Have you ever had a protection order or restraining order against you? ☐ Yes ☐ No
    *If yes, please give details and date: _____
_____
_____
_____

27. Have you ever been ticketed, cited, arrested or convicted for domestic assault? ☐ Yes ☐ No
*If yes, please give location, date and circumstances: _____
_____
_____
_____

J. Marital & Family History

Current Marital Status ☐ Single ☐ Engaged ☐ Married ☐Separated ☐Divorced ☐ Widowed	**Name of Spouse:** **Spouse Maiden Name:** **Name of Fiancé if engaged:** **Address:** **Telephone number:** **Occupation:** **Date of marriage:**
Former Spouse(s)	
Name: **Address:** **Phone number:**	**Date of marriage:** **City/State:** **Separated, divorced or annulled (Circle which)** **Date of order or decree:** **City/State:**
Name: **Address:** **Phone number:**	**Date of marriage:** **City/State:** **Separated, divorced or annulled (State which)** **Date of order or decree:** **City/State:**
Name: **Address:** **Phone number:**	**Date of marriage:** **City/State:** **Separated, divorced or annulled (State which)** **Date of order or decree:** **City/State:**

List all of your Children (Including stepchildren and adopted)

Name: **Relation:**	**Date of Birth:** **Address:**	**Supported by whom:**
Name: **Relation:**	**Date of Birth:** **Address:**	**Supported by whom:**
Name: **Relation:**	**Date of Birth:** **Address:**	**Supported by whom:**
Name: **Relation:**	**Date of Birth:** **Address:**	**Supported by whom:**
Name: **Relation:**	**Date of Birth:** **Address:**	**Supported by whom:**
Name:	**Date of Birth:**	**Supported by whom:**

Relation:	Address:	

Family History

Father:	Address:	Phone: Occupation:
Mother:	Address:	Phone: Occupation:
Step-Father:	Address:	Phone: Occupation:
Step-Mother:	Address:	Phone: Occupation:
Father-in-law:	Address:	Phone: Occupation:
Mother-in-law:	Address:	Phone: Occupation:
Brother or Sister: (Include step-brothers and sisters)	Address:	Phone: Occupation:
	Address:	Phone: Occupation:
	Address:	Phone: Occupation:
	Address:	Phone: Occupation:
	Address:	Phone: Occupation:
	Address:	Phone: Occupation:
	Address:	Phone: Occupation:

K. Financial History

Current Annual Income **Annual Income: $** **Spouse's Income: $** **Other Income: $**	**Current Monthly Expenditures** **Rent or Mortgage: $** **Other monthly payments: $**
Current Assets **Savings: $** **Checking: $** **(Average balance)**	**Real Estate $** **Stocks & Bonds $**

List names of the individuals, companies, institutions or others to whom you are indebted and the extent of your debt. Include mortgages, vehicle payments, loans, charge accounts, credit cards, child support payments and any other debts or payments.

Creditor/Type of Account	**Reason for Debt:**	**Monthly payment/Total Balance**
Creditor/Type of Account	**Reason for Debt:**	**Monthly payment/Total Balance**
Creditor/Type of Account	**Reason for Debt:**	**Monthly payment/Total Balance**
Creditor/Type of Account	**Reason for Debt:**	**Monthly payment/Total Balance**
Creditor/Type of Account	**Reason for Debt:**	**Monthly payment/Total Balance**
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Creditor/Type of Account	**Reason for Debt:**	**Monthly payment/Total Balance**
Creditor/Type of Account	**Reason for Debt:**	**Monthly payment/Total Balance**
Creditor/Type of Account	**Reason for Debt:**	**Monthly payment/Total Balance**

Creditor/Type of Account	**Reason for Debt:**	**Monthly payment/Total Balance**

1. Have you ever had any of your bills turned over to a collection agency? ☐ Yes ☐ No
   *If yes, please give details regarding any collections to include when, where and why: _____
   _____
   _____
   _____

2. Have your wages ever been garnished? ☐ Yes ☐ No
   *If yes, please give details to include when, where and why:_____
   _____
   _____

3. Have you ever had any purchased goods repossessed? ☐ Yes ☐ No
   *If yes, please give details to include when, where and why:_____
   _____
   _____
   _____

4. Have you ever been delinquent on child support, income tax or other tax payments or simply failed to make those said payments? ☐ Yes ☐ No
   *If yes, please give details to include when, where and why:_____
   _____
   _____
   _____

5. Have you ever been late in paying your taxes, filed a false return or failed to do a return at all?
   ☐ Yes ☐ No
   *If yes, please explain:_____
   _____
   _____
   _____

6. Have you ever received unemployment benefits? ☐ Yes ☐ No

   *If yes, did you ever work (even on the side) without reporting it and still collecting unemployment?
   ☐ Yes ☐ No

7. Have you ever filed for or collected welfare, unemployment or workmen's comp benefits when it was not entitled to you? ☐ Yes ☐ No *If yes, please explain:_____
   _____
   _____
   _____

8. Have you ever been investigated for welfare fraud? ☐ Yes ☐ No **If yes, please explain:_____
_____
_____
_____

L. References

List six (6) persons who know you well enough to provide information about you. ***Do not list relatives or former employers***. ***Make sure the information is current.***

Name: **Address:**	**Phone Number:** **Email Address:** **Occupation:**	**How long have you known this reference?**	**How did you meet this reference?**
Name: **Address:**	**Phone Number:** **Email Address:** **Occupation:**	**How long have you known this reference?**	**How did you meet this reference?**
Name: **Address:**	**Phone Number:** **Email Address:** **Occupation:**	**How long have you known this reference?**	**How did you meet this reference?**
Name: **Address:**	**Phone Number:** **Email Address:** **Occupation:**	**How long have you known this reference?**	**How did you meet this reference?**
Name: **Address:**	**Phone Number:** **Email Address:** **Occupation:**	**How long have you known this reference?**	**How did you meet this reference?**
Name: **Address:**	**Phone Number:** **Email Address:** **Occupation:**	**How long have you known this reference?**	**How did you meet this reference?**

1. What do you think your references will say about you? How will they describe you**?**
_____
_____
_____
_____

2. How would they describe your temper? Is anyone, not just the above references, likely to say you have a problem with your temper? _____

_____
_____

3. How would you describe your temper?_____
_____
_____

4. When was the last time you lost control of your temper and why? _____
_____
_____

5. Have you ever damaged any property in anger? ☐ Yes ☐ No
*If yes, please explain:_____
_____
_____

ASSOCIATION WITH PERSONS CONVICTED/CHARGED WITH CRIMES THAT ARE CATEGORIZED AS A FELONY:
List any **family members, friends and acquaintances** you know to be **a felon, ex-felon or involved in any criminal activity.**

Name:	**Address:**	**Relationship:**	**Date of Last Contact:**
Name:	**Address:**	**Relationship:**	**Date of Last Contact:**
Name:	**Address:**	**Relationship:**	**Date of Last Contact:**

Discrimination: *Unequal treatment of persons without adequate justification because of their race, religious creed, color, national origin, ancestry, physical/medical handicap, medical condition, pregnancy, marital status, sex, sexual orientation, age, political beliefs or other non-merit factor.*

Sexual Harassment: *Influencing, offering to influence or threatening the career, pay or job of another person in exchange for sexual favors, unwelcome sexual advances or deliberate or repeated comments, written material, gestures or physical contact of a sexual nature in a work or work related environment.*

1. Have you ever discriminated again anyone? ☐ Yes ☐ No
2. Have you ever sexually harassed anyone? ☐ Yes ☐ No
3. Have you ever been accused of discriminating against or sexually harassing anyone? ☐ Yes ☐ No
4. Have you ever used any racist or sexist language in conversation or jokes? ☐ Yes ☐ No
5. Do you have any prejudices or biases that could influence your judgment or ability to enforce the law? ☐ Yes ☐ No
6. Are there any communities or areas of Lincoln that you would not like to work? ☐ Yes ☐ No

**If you answered YES to any of the above questions (#1-#6) please explain:_____
_____
_____
_____
_____
_____

M. Alcohol and Drugs

1. How often do you consume alcohol per week? _____
2. How often do you consume alcohol per month?_____
3. How much do you consume on any one occasion?_____
4. Have you ever misrepresented your age in order to purchase alcohol or to get into a club or bar?
   ☐ Yes ☐ No
   *If yes, please give details including date(s) and details:_____
   _____
   _____
   _____
5. Have you ever been convicted of driving under the influence? ☐ Yes ☐ No
   *If yes, please give details including date of offense, date of conviction, location, arresting agency and circumstances:_____
   _____
   _____
   _____
6. Have you ever purchased alcohol for a minor? ☐ Yes ☐ No
   *If yes, please give details including date(s) and details: _____
   _____
   _____
   _____

Have you ever used, tried, tasted, experimented with, injected, ingested, sniffed, smoked, swallowed or in any way introduced into your body any of the following?

Type of Drug	**Yes or No**	**Date First Used**	**Date Last Used**	**Approx. Times Used**
Marijuana	☐ Yes ☐ No			
Hash, Hashish Oil or THC	☐ Yes ☐ No			
Cocaine	☐ Yes ☐ No			
Crack, Rock, Ice	☐ Yes ☐ No			
Barbiturates, Hypnotics, or other "Downers"	☐ Yes ☐ No			
Amphetamines (Cross-tops, Whites Bennies, "Uppers"	☐ Yes ☐ No			
Methamphetamines (Speed, Crank, Crystal Meth)	☐ Yes ☐ No			
LSD, mushrooms, mescaline, PCP, Peyote or any other Hallucinogens	☐ Yes ☐ No			
PCP (Angel Dust, Sherm)	☐ Yes ☐ No			
Heroin, Methadone or other Opiates	☐ Yes ☐ No			
Steroids	☐ Yes ☐ No			
Ecstasy, Ketamine, GHB, GBL, BD or any other designer, rave or club type drugs	☐ Yes ☐ No			
Drugs to stay awake	☐ Yes ☐ No			
Opium	☐ Yes ☐ No			
Morphine	☐ Yes ☐ No			
Depressants or tranquilizers: Valium, Prozac, Xanax	☐ Yes ☐ No			

Sniffed or huffed any volatile substance such as glue, paint, solvents, aerosol sprays, household cleaners or any other substance for the purpose of getting high or altering your state of mind.	☐ Yes ☐ No			
Salvia or K-2	☐ Yes ☐ No			
Bath Salts	☐ Yes ☐ No			
Any prescription drug not prescribed to you.	☐ Yes ☐ No			
Any other illegal or controlled substance not mentioned	☐ Yes ☐ No			

7. Have you ever introduced into your body a substance which you thought was an illegal drug and then found out it was not? ☐ Yes ☐ No
8. Have you ever introduced into your body any substance for reasons other than its intended use? ☐ Yes ☐ No
9. Have you ever sold or furnished drugs or narcotics to anyone? ☐ Yes ☐ No
10. Have you ever purchased or contributed to the purchase of any illegal drug? ☐ Yes ☐ No
11. Have you ever used prescription drugs in a manner other than intended by your physician, such as for recreational use, to obtain an altered state of mind, taken a larger dose than prescribed or more often than prescribed? ☐ Yes ☐ No
12. Have you ever participated in the manufacture, cultivation, or production of any illegal drug, narcotic or controlled substance? ☐ Yes ☐ No
13. Have you ever acted as a courier by transporting any illegal drug, narcotic or controlled substance? ☐ Yes ☐ No
14. Have you ever acted as a middle man, go-between, or "done a favor for a friend" by becoming involved in any illegal drug transaction? ☐ Yes ☐ No
15. Have you ever told anyone where to purchase illegal drugs? ☐ Yes ☐ No
16. Have you ever temporarily stored or "held" any illegal drug, narcotic or controlled substance? ☐ Yes ☐ No
17. Have you ever had illegal drugs in your possession while at work? ☐ Yes ☐ No
18. Are there any illegal drugs presently in your home or car? ☐ Yes ☐ No
19. Have you ever driven after using marijuana or any other kind of drug?☐ Yes ☐No
20. Do you currently use tobacco or cigarettes? ☐ Yes ☐ No
21. Have you ever been required to submit to a urinalysis that came out positive? ☐ Yes ☐ No

If you have answered "Yes" to any of the above questions, please give details and circumstances:

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N. Misc.

1. If it became necessary to take a human life in the course of your duties as a police officer, would any beliefs prevent you from doing so? ☐ Yes ☐ No
   *If yes, please explain: _____
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2. Are you capable of fully performing the duties of a police officer, including working weekends, holidays, evenings or nightshifts? ☐ Yes ☐ No
   *If no, please explain: _____
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   _____

3. Are there any incidents in your life or details not mentioned herein which may influence this department's evaluation of your suitability for employment as a police officer? ☐ Yes ☐ No
   *If yes, please explain: _____
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   _____
   _____

4. What are your strengths?_____
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   _____

5. What are your weaknesses?_____
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   _____

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6. Do you object to any of the following:
    a. Wearing a uniform? ☐ Yes ☐ No
    b. Carrying or using a firearm? ☐ Yes ☐ No
    c. Complying with department grooming standards and our tattoo policy? ☐ Yes ☐ No
    d. Working with, or for, a female or male partner, person of a different race, religion, color or sexual preference? ☐ Yes ☐ No
    e. Submitting to a drug test? ☐ Yes ☐ No
    f. Taking orders? ☐ Yes ☐ No

7. Can you take orders without resentment? ☐ Yes ☐ No

8. Is anyone likely to report that you have a personality characteristic that would make you unsuitable for this job? ☐ Yes ☐ No

9. Is there anything in your background, anything that has not been mentioned in this Personal History Statement, that you feel we, LPD, must know before considering you for this job?
   ☐ Yes ☐ No **If yes, please explain:_____
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10. Why do you want to become a police officer? How do you think it will benefit you and the Lincoln Police Department?:

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PENALTY AND CERTIFICATION

I HEREBY CERTIFY THAT THERE ARE NO WILLFUL MISREPRESENTATIONS, OMISSIONS, OR FALSIFICATIONS IN THE FOREGOING STATEMENTS AND ANSWERS TO THE QUESTIONS. ALL STATEMENTS AND ANSWERS ARE TRUE AND CORRECT TO THE BEST OF MY KNOWLEDGE. I FURTHER UNDERSTAND THAT FALSIFYING, WITHHOLDING OR FAILING TO ANSWER ANY AND ALL QUESTIONS COMPLETELY AND ACCURATELY MAY CAUSE REJECTION FROM CONSIDERATION FOR THE POSITION FOR WHICH I AM APPLYING.

Signature_____Date_____

Sheriff Wagner,

How do you hope to instill trust in the community particularly with people of color when you approved/condoned the officer that grabbed a young lady by her hair?

over →

you further insulted many with your explanation of an aerial view.

I am a mother of ~~adu~~ a adult son that resides in Lincoln. I see these things with my own eyes. I also have a BA degree in Criminal Justice.

Ms. Eileen Watson
eileenwatson62@gmail.com
402-540-7166

Angela M. Birkett

From: Terry T. Wagner
Sent: Tuesday, July 14, 2020 10:45 AM
To: Angela M. Birkett
Subject: RE: City-County Commons

Follow Up Flag: Follow up
Flag Status: Flagged

Eileen,

The Sheriff's Office will continue to emphasize our Mission statement to instill trust in all Lancaster County citizens, " The mission of the Lancaster County Sheriff's Office is to provide exceptional law enforcement services that reduce crime, enhance public safety and preserve public trust. "
I have received many positive comments after releasing the aerial view of the arrests made, thereby providing the entire story so people could see for themselves what really happened that Sunday evening.

Sheriff Terry Wagner

From: Angela M. Birkett <ABirkett@lincoln.ne.gov>
Sent: Monday, July 13, 2020 4:28 PM
To: Terry T. Wagner <twagner@lancaster.ne.gov>
Cc: Roma B. Amundson <RAmundson@lancaster.ne.gov>; Jane Raybould <JRaybould@lincoln.ne.gov>
Subject: City-County Commons

Here is the question that was submitted at the Commons meeting today. Please provide me with your response and I will include it in the minutes. Thanks a bunch!!

Eileen Watson
402-540-7166
eileenwatson62@gmail.com

"How do you hope to instill trust in the community particularly with people of color when you approved/condoned the officer that grabbed a young lady by her hair? You further insulted many with your explanation of an aerial view.
I am a mother of an adult son that resides in Lincoln. I see these things with my own eyes. I also have a BA degree in Criminal Justice".

Angie Birkett
Administrative Secretary
Lincoln City Council
555 South 10th St., Ste 111
Lincoln, NE 68508
Phone 402-441-6867
Fax 402-441-6533
abirkett@lincoln.ne.gov