

CITY OF LEBANON POLICE DEPARTMENT



2008
PERIODIC REPORT

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**ELECTED OFFICIALS
CITY COUNCIL**

Ken Toombs, Mayor

Ray Weldon, Councilor Ward I

Tim Fox, Councilor Ward I

Floyd Fisher, Councilor Ward II

Rebecca Grizzle, Councilor Ward II

Don Thoma, Councilor Ward III

Bob Elliott, Council President, Councilor Ward III

**CITY OF LEBANON
CITY MANAGER**

John E. Hitt

**POLICE DEPARTMENT
MANAGEMENT TEAM**

Michael D. Healy, Chief of Police

Michael W. Schulte, Captain

LETTER FROM CHIEF HEALY

July 15, 2008

The Honorable Mayor Ken Toombs
Members of the Lebanon City Council
Members of the Lebanon Budget Committee
Members of the Lebanon Police Department
Citizens of Lebanon

The purpose of this report is to update City officials and other interested readers on noteworthy progress the Lebanon Police Department has made toward attaining City Council goals as well as other pertinent information.

It has been an honor and privilege to be part of this team and a member of the Lebanon community. I have witnessed significant change in the time I have been here and am very encouraged by the positive things I see happening around me.

I want to personally thank the citizens of Lebanon for the new Justice Center being constructed as a result of their favorable and generous response to a bond measure. Groundbreaking took place in spring of 2008 and actual construction has begun on the Justice Center, which will house the City's Police Department, Court and Information Systems.

In the past, the Lebanon Police Department has had to be reactive with regard to addressing crime by responding to the scene after a crime has occurred. It has long been the desire of the City and its public officials to arrive at a point where a paradigm shift will eventually permit a more proactive approach and thereby significantly deter crime. With opportunities afforded us in recent years, this objective has become a more realistic prospect. The additional FTE (full-time employee) positions of code enforcement officer and community services coordinator combined with newly developed crime analysis capabilities have already brought about positive change. It is apparent that Lebanon is serious about reducing crime and takes great pride in their community.

As you read this report it is my hope that you will become more familiar with the Lebanon Police Department and those of us who have the privilege of coming to work everyday and serving you to the best of our ability.

Sincerely,



Michael D. Healy
Chief of Police



MISSION STATEMENT

Dedicated professionals committed to the safety and security of the citizens of Lebanon through law enforcement, crime prevention and public education.

VISION STATEMENT

We are dedicated to building partnerships with the citizens of Lebanon through teamwork and mutual trust. Our integrity and commitment to community involvement will enhance the quality of life for its citizens. We accept our responsibility as professionals to provide the highest standard of law enforcement service while preserving the rights of the individual.

STATEMENT OF VALUES

“Integrity, Professionalism and Teamwork”

Every police officer, reserve police officer and telecommunicator signs a “Code of Ethics” and is held to those standards by the Department of Public Safety Standards and Training (Oregon’s police academy) as well as the City of Lebanon Police Department.

CRIMINAL JUSTICE CODE OF ETHICS

AS A CRIMINAL JUSTICE OFFICER, my fundamental duty is to serve humankind; to safeguard lives and property; to protect all persons against deception, the weak against oppression or intimidation, and the peaceful against violence or disorder; and to respect the Constitutional rights of all people to liberty, equality and justice.

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

I WILL never act officiously or permit personal feelings, prejudices, animosities or friendships to influence my decisions. Without compromise and with relentlessness, I will uphold the laws affecting the duties of my profession courteously and appropriately without fear or favor, malice or ill will, never employing unnecessary force or violence, and never accepting gratuities.

I RECOGNIZE my position as a symbol of public faith, and I accept it, as a public trust to be held so long as I am true to the ethics of The Criminal Justice System. I will constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession.

TELECOMMUNICATOR’S CODE OF ETHICS

As a telecommunicator I regard myself as a member of an important and honorable profession.

I will recognize the positive relationship between good physical and mental conditioning and the performance of my job.

I will perform my duty with efficiency to the best of my ability.

My conduct and my performance of my duties will be accomplished in an honest manner, contributory to my fellow workers, and observant of the laws of the city, state and country.

I will not, in the performance of my duty, work for unethical advantage or profit.

I will recognize at all times in my duty that I am a public safety employee, and that ultimately I am responsible to the public.

I will give the most efficient and impartial service of which I am capable at all times.

I understand the importance of courtesy and will maintain it as my reference point in all my duties.

I will regard my fellow telecommunicators with the same standards as I maintain myself.

I share a reciprocal affinity and obligation with my fellow telecommunicators, my administration, and my agency.

I will accept responsibility for my actions.

I will strive for those values which will reflect honor on my fellow telecommunicators, my agency and myself.

MESSAGE FROM THE CAPTAIN

As captain of the Police Department, it is my responsibility to oversee and manage the day-to-day operations of each functional division within the department. From an operations standpoint, the new facility will bring about several needed improvements within each division and will impact how we are able to relate and interact with each other and the public. It will truly change the way we have conducted business for decades and bring us into the 21st century in terms of nationally-accepted law enforcement practices. This new state-of-the-art facility will serve our community well for many years to come, ensuring the stability of emergency law enforcement services for our community in any event.

The City of Lebanon and the Police Department continue to aggressively research, develop and implement new technology into all law enforcement applications and practices. The Mobile Field Computing Project is now fully operational. The recent integration of the citywide mesh wi-fi system has been very successful and maintains functional communications between the field units and the computer-aided dispatch (CAD)/records system in excess of 95 percent of the time.

Determining adequate police personnel resources continues to be a challenge. Over the course of the last year, we have taken a more scientific approach to determining staffing levels based on workload and demand for service. This approach focuses on delivering increased proactive service in an effort to reduce criminal behavior (see Police Resource Needs Analysis).

It has truly been an honor to serve this community and the Lebanon Police Department for the past 28 years. I look forward to the many challenges we will face and am confident that by working together we can succeed. I want to thank the City Council, City staff and the community for their continued support of the Police Department's efforts as we strive to provide the highest level of law enforcement services possible.

Michael W. Schulte
Captain

POLICE RESOURCE NEEDS ANALYSIS

Historically, the determining factor used by many officials in their recommendation for adequate police staffing levels has been based on a formula known as “sworn officers per 1000 inhabitants” for the service area. This method comes from the FBI’s annually published Uniform Crime Reporting statistics. However, most officials direct their attention to the tables provided and fail to read the disclaimer that states: The information in the following tables are guidelines or averages; data users should not consider these numbers as recommended staffing levels.

Based on the numbers produced under this method, the total number of sworn officers for cities of a population of 10,000 to 24,999 in the western region (Lebanon, Oregon) averages 1.6 sworn officers per every one-thousand population. Under this methodology, the City of Lebanon at a population of 14,440 should have an average of 23 sworn police officers. Currently, Lebanon has a staffing level of 22 sworn police officers. However, at a time 20 years ago when the population was at less than 10,000, we staffed up to 24 sworn police officers and have never dropped below 21 total for any extended period of time.

Under this methodology, there is no consideration given for the demographic traits, crime rates/trends, and geographics or service requirements of any particular community. Therefore, it should **not** be used to determine or recommend staffing levels.

In order to fully understand the sworn police staffing needs of a particular community, an in-depth analysis of actual detailed data generated by the police agency over a period of time must be conducted and combined with the history, policies and practices of the particular agency. Once that detailed data has been validated, organized and carefully examined then, and only then, can agency administrators provide an accurate staffing recommendation level based upon tangible evidence supporting the actual needs of the community and the level of service the police agency is responsible to provide.

In February 2007, the chief of police and captain of the Lebanon Police Department attended a 24-hour course of study and instruction titled, “*Patrol Allocations and Deployment for Law Enforcement Managers*”. This course was presented by the International Association of Chiefs of Police and modeled a new scientific and foundational approach to determining necessary staffing levels based on workload and demand for service drivers.

Although a number of models were presented, the primary model that was focused on was the “Total Obligated Time” method which breaks down the individual officer’s activities to “Obligated Time” and “Un-obligated Time” hour-by-hour. When combined with other factors such as benefit and regular scheduled days off, number and length of shifts, and the actual

calls for service over a period of time, this method provides accurate, detailed and true accounting for the workload on any specific workgroup within a police agency. This analysis will focus on the Patrol Division resources of the Lebanon Police Department.

The “Total Obligated Time” method requires extensive data collection but, fortunately, the City of Lebanon already had those tools in place with a state-of-the-art computer aided dispatch (CAD) and records system which had been collecting the necessary data for over a year.

For this method, every patrol hour is measured into Obligated time (M_O) and Un-obligated time (M_U). The total sum of Obligated time and Un-obligated time is always 60 minutes.

$$M_O + M_U = 60 \text{ minutes}$$


Agency administrator's must determine how much of an officer's time is spent on obligated time. If an officer is running “call-to-call” they would have an M_O of 60 minutes and an M_U of 0 minutes. If the desire is for half the officer's time spent on Obligated time, then they would have an M_O of 30 minutes and an M_U of 30 minutes. (The national M_O average is 30 minutes)

For the analysis of the Lebanon Police Department, Obligated time is considered any time responding to, taking and following up on criminal complaints and calls for service; writing reports; testifying in court; booking and prisoner details; briefing and training; and, any other tasks which are not officer initiated and have to be responded to and completed by an officer. **Obligated time is Reactive Policing--responding to something after it has occurred.**

Un-obligated time is considered any time performing officer-initiated tasks such as general patrol, traffic stops and enforcement, pedestrian stops (FI's), crime prevention and community policing efforts. **Un-obligated time is Proactive Policing--reducing crime and traffic accidents through the development of positive relations with the community, public education, and high and frequent visibility to the public.**

The results of the analysis for the Lebanon Police Department as depicted in the attached charts are not surprising and are very close to what police administrators had estimated prior to the analysis. For the period of the analysis, (March 2006–March 2007), the Patrol Division had a total of 16 personnel (includes traffic officers and SRO) assigned to perform the patrol function. **Based on the analysis of actual data specific to our community, our Patrol Division is currently operating at 42 minutes M_O and 18 minutes M_U every hour.**

The quantity of calls for service and related tasks has steadily increased over the past 10 years, while officer-initiated tasks have decreased in quantity. Our Patrol Division has become (overwhelmingly) a reactionary-oriented police service organization. Additionally, the quality of the criminal investigations and case follow-ups begins to suffer due to the overwhelming increase in the caseload each officer carries.

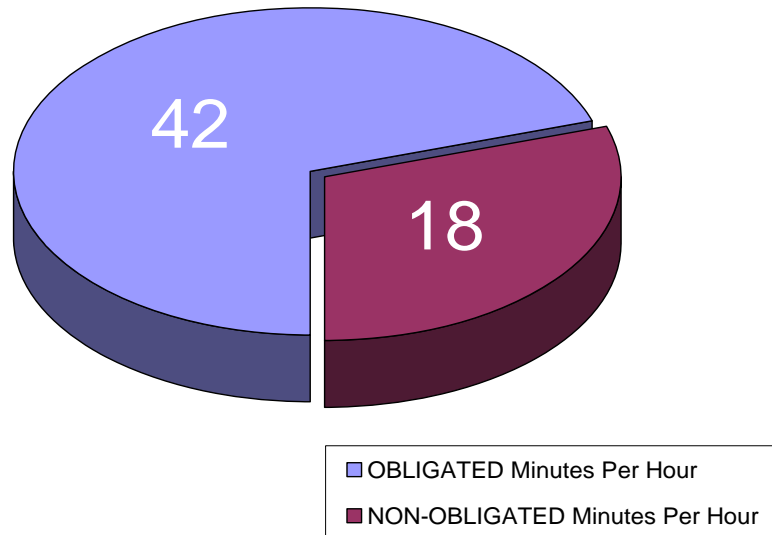


In order to bring the Lebanon Police Department up to the national “Best Practices” standard of 30 minutes *MO*, our Patrol Division should be staffed at a level of 22 total officers; an increase of 6 additional officers over our current patrol/traffic team resources performing patrol functions. It is the desire of this police administration to provide balanced police services to our community. To do this, we must designate a minimum of 50% of our officer’s time to proactive police work.

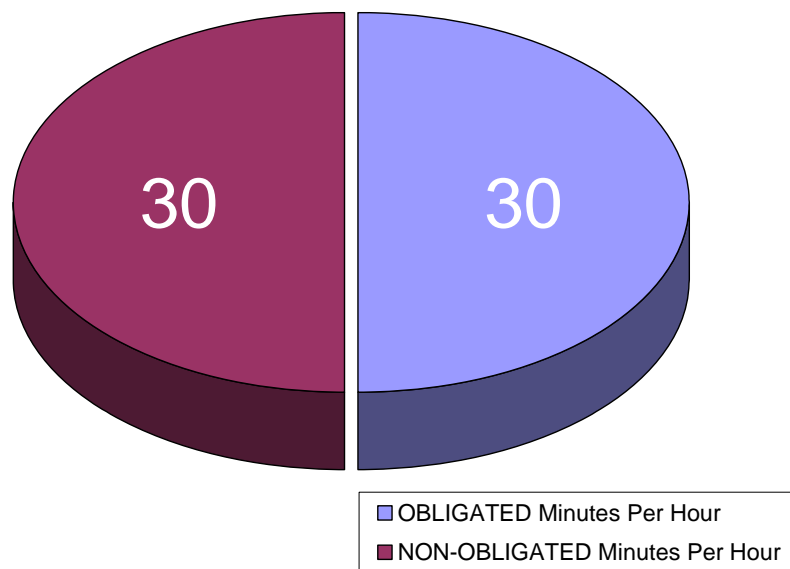
The demands placed upon support services such as the Detectives Division and clerical/records will also increase with enhanced proactive policing efforts. As officers have more time to focus on self-initiated tasks, they will uncover more violations and criminal activity which, for the most part, is currently only discovered by chance and after the fact. The extent to which these support services will need to be expanded will require analysis after the Patrol Division is balanced.

The City of Lebanon, School District, Fire District and the citizens of this community have all made great strides in terms of improved services, facilities and general economic development for this community over the past 5-7 years. It is imperative that Lebanon Police Services begin now the catch up process and maintain a higher level of increased resources in order to meet the livability standards the community needs and expects to support these developments adequately.

2006/2007 Analysis of Lebanon Police Patrol Resource Allocation
OBLIGATED vs NON-OBLIGATED Minutes Per Hour
REACTIVE vs PROACTIVE



National "Best Practice" Standard for Patrol Resource Allocation
OBLIGATED vs NON-OBLIGATED Minutes Per Hour
THIS IS OUR GOAL



The process of recruitment, retention and training of qualified police personnel in general will continue to be an ever-increasing challenge and primary issue for police managers for the next 3-4 years. Retirement of tenured supervisory and management personnel, natural attrition, meeting increasing demands for service and overall community growth are all factors leading to this challenge.

RECRUITMENT AND THE HIRING PROCESS


During recruitment processes, applications are accepted that are submitted on City of Lebanon application forms which include the supplemental questions (specific to the Police Department). Applications for full-time employment are only accepted during open recruitment processes that have been advertised in local newspapers and through the Law Enforcement Data Systems (LEDS) printout. Applications for volunteer, non-paid positions, are accepted at all times.

To be hired as a police officer, or even a volunteer (non-paid) reserve police officer, the applicant must be a minimum of 21 years-of-age and have a high school diploma or GED. Those who pass the initial screening process are asked to take a 1.5 to 2 hour written test and meet with a panel of screeners for an integrity interview. The next step, for those whose scores make the cut-off, is generally an oral interview before a panel of raters. The number of applicants is reduced significantly at this point and the recommended candidates are invited to meet with the chief of police and captain for an interview.

At this point, a determined number of candidates are given a "Conditional Offer" of employment, moving on to a different level of testing. The candidate must complete a very lengthy background investigation application, and an investigator is assigned to visit the candidate's friends, relatives, co-workers, neighbors, teachers, etc. The investigator will do a detailed criminal history background investigation as well and complete the process by writing a report for the chief of police stating that they either do or do not recommend the candidate for employment with the Lebanon Police Department (LPD).

The candidate must also pass an extensive DPSST (Department of Public Safety Standards and Training) medical examination to meet police academy physical standards. They will have to successfully complete a physical ability test known as ORPAT as well. The ORPAT, or Oregon Physical Abilities Testing, is the test they will be required to successfully complete prior to graduating from the police academy.

Possibly the most intense portion of the hiring process for law enforcement, both full-time and volunteer, is the psychological evaluation administered by an expert psychologist trained to determine a candidate's psychological fitness for law enforcement. The first portion of this examination is a written test administered by the psychologist's office. The test is a minimum of 4 and often up to 6 hours-in-length. The second portion of the psychological evaluation is an in-depth interview with the psychologist who later submits a report to the chief of police regarding that applicant.



It is only after this intense process that the participant is hired as either a full-time law enforcement officer or a non-paid reserve police officer (volunteer)—and then the *real* work begins!

For the telecommunicator, they must have equivalent of a high school diploma and are required to pass the same written test as the law enforcement officer. They are required to meet department standards throughout an integrity interview, an oral interview and the chief/captain interview. If they are successful to this point, and are chosen as the finalist, they are given a “Conditional Offer” and must pass a regular City pre-employment physical examination. Although the post-conditional offer testing for telecommunicators is much less involved than that of the law enforcement officer, the background investigation is the same. Once hired, the telecommunicator (communications specialist) will be expected to successfully complete a lengthy in-house training program as well as a 2-week basic training course through the police academy.

Both the police officer and the telecommunicator are by law required to achieve their Basic Certification level and to maintain a required number of training hours on a regular basis. Once trained, the department has an obligation to ensure that our experienced employees are receiving at least a minimum of the maintenance training required by law. In addition to that, the training received is dependent upon funding availability.

New police officer recruits are required to attend 16-weeks of basic training at the DPSST campus (Oregon’s police academy in Salem), as well as complete a 16-week in-house field training program with an experienced training officer. It is not until after successful completion of this 8-month training period that the department and community actually begins to realize the benefits of the \$70,000 investment that has been made to get the recruits to the point of solo status.

The cost to recruit, train and outfit police personnel is substantial and a very high level of responsibility is placed upon them, therefore, we are highly committed to providing only the best-suited candidates possible. Those who are hired to enforce the law and those hired as emergency dispatchers go through a very intense and involved hiring process prior to placing them into even an entry-level position.

Police personnel may be hired with or without prior law enforcement experience. Every officer and telecommunicator (dispatcher) is placed into a training program based on their experience in the specific position for which they have been hired. For example, if an emergency dispatcher is hired to be a police officer they are considered as having no experience—and if a police officer were to be hired as a dispatcher they too would be considered as having no experience as far as their field training program is concerned. However, their related experience would certainly be an asset and an advantage to the department. Recruits who have significant experience in their specific classification will receive a “condensed version” of training as compared to an entry-level trainee.

FIELD TRAINING EVALUATION PROGRAM

LPD uses a program called the Field Training and Evaluation Program (FTEP). Those who train the new recruits are members of the department who have completed special training sponsored by DPSST and are referred to as field training officers (FTO). FTEP consists of a strictly-structured training period generally consisting of 1 City orientation week, 3 phases of training and topped off by a shadow week. During orientation, the officer will be introduced to various people within the City, do necessary paperwork, be fitted for uniforms and watch various City-mandated training films. The recruit is then placed with an FTO for Phase 1 of their training. The recruit will be with that FTO for 3 weeks. Phase 2 they are placed with a different FTO for 3 weeks, and then on to Phase 3 where they are assigned to yet another FTO for an additional 3 weeks of training. Following completion of Phase 3, the recruit is reassigned to their first FTO in what is called the shadow week. During this week, the recruit handles everything without the ability to ask the FTO any questions. The FTO is alongside the recruit in plain clothes to *observe only*, but will step in if a significant error is occurring.

During every phase of the training, the recruit is purposely exposed to as many diverse situations as possible. They are critiqued by their FTO who uses a standard and consistent set of guidelines on a regular basis. There is no way to train recruits in every situation they will encounter. Therefore, the department relies heavily on the FTO to determine if the recruit displays the ability to come to quick and logical conclusions through application of laws, department policies, good judgment and common sense in a variety of situations. If a recruit is having difficulty in a specific area, there is the flexibility to “unplug” the trainee from the program in order to spend as much time as is reasonably necessary to master the task prior to moving on.

The FTO team meets with the program coordinator at the end of the training period to determine whether the trainee is ready to “solo” and, if so, they are released to be on their own but continue to be monitored very closely by other members of their shift.

The following LPD personnel are certified field training officers (FTO). They have completed training and are considered by DPSST (the police academy) qualified to train others in their area of certification.

LPD FIELD TRAINING OFFICERS

FTO CERTIFIED TO TRAIN POLICE OFFICERS:



Officer
Scott Bressler



Officer
Shelly McInnes



Officer
Patrick O'Malley



Officer
Tim Shanks



Officer
Klinton Sheets



Officer
Frank Stevenson



Officer
Karin Lynn



Officer
Dustin Wyatt

FTO CERTIFIED TO TRAIN TELECOMMUNICATORS (Emergency Police Dispatchers):



Telecommunicator
Candace Benson



Telecommunicator
David Dominy



Acting-in-Capacity
Communications Supervisor
Patty Ruef

The Communications Division and the Records Division generally consists of 1 manager, 7 full-time communications specialists (emergency dispatchers), 1 records coordinator and 1 records clerk. At this time, the support services manager position is vacant and the records coordinator is serving as the acting-in-capacity communications supervisor.

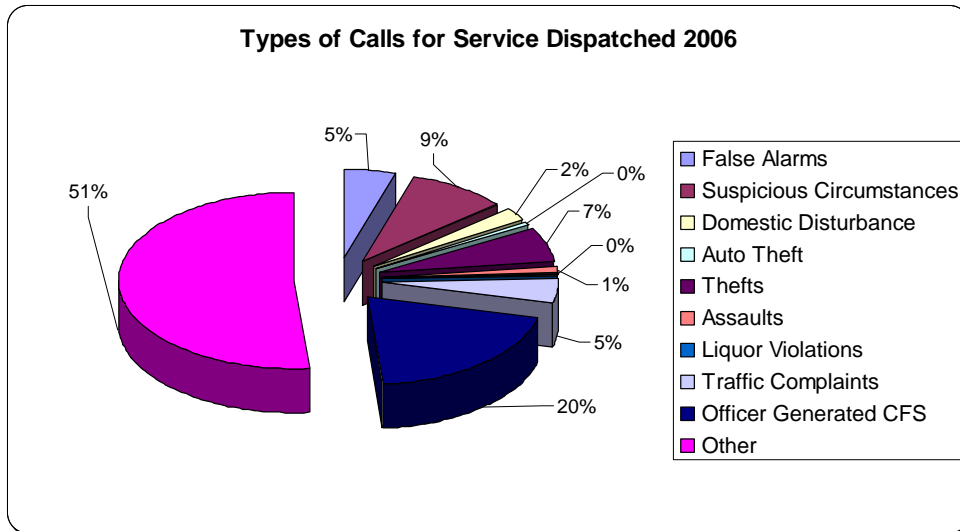
COMMUNICATIONS & RECORDS DIVISION

The Communications Division is a critical component of LPD and operates 24/7. The Communications Division processed 14,357 calls-for-service in 2006; including officer-initiated calls and traffic stops the total becomes 17,876. Although officers have mobile data terminals, the emergency dispatcher continues to be their eyes, ears and lifeline. Their occupation is a difficult one with varying degrees of complexity and during busy times could be referred to as a “multitasking nightmare”. *For instance, Lebanon is a secondary 9-1-1 call center, so it is not unusual to answer 5 to 6 emergency 9-1-1 calls related to a traffic accident, having to enter the call and dispatch it at the same time—this while other non-emergency calls continue to come in and walk-in customers are waiting to be helped.* Other duties include monitoring video cameras, the bait car system and surrounding agencies’ radio traffic—often all at the same time. In addition, they maintain briefing logs for patrol, supply daily logs to the press and handle all incoming calls for service including walk-in customers.

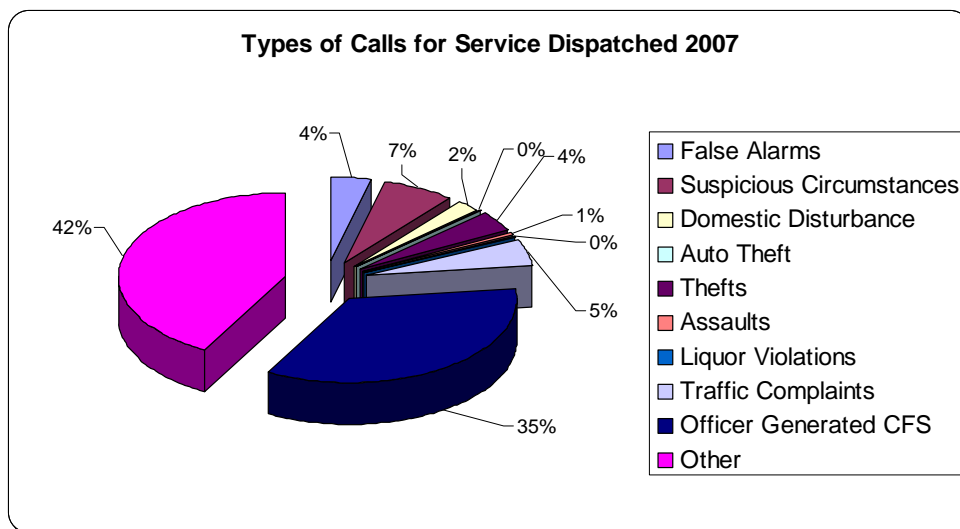
The Records Division is called upon to finish the job dispatch and patrol has started with regard to paperwork. Their hours of operation are Monday through Friday 8 a.m. to 5 p.m. They merge police reports into the records system, maintain accurate statistics, submit data to the state and federal governments (Uniform Crime Reporting or UCR) and disseminate reports to the public and other agencies. With more and more agencies using the internet and email we are able to send police reports straight to the District Attorney’s Office along with crime photos and audio files through a secure network. This enables them to begin working on a case sooner to bring about more timely closure for the victims.

Crime analysis (studying in-house statistics with regard to type, geographical location, etc.) is new to LPD, as it is to most departments nationwide. As we become more familiar with the process of incorporating crime analysis into our day-to-day operation it will most certainly have a very positive effect on the city as it is another tool used in proactive law enforcement.

The following charts provide a picture of the variety of calls dispatched:



NOTE: The number of calls dispatched increased by 20 percent (by 3,494 requests) in 2007.



Throughout the year the communications specialists dispatch a variety of requests for service. These requests originate any number of ways; i.e., telephone, walk-in customers and the officers themselves.



PATROL DIVISION

As with most police departments, the Patrol Division is the backbone of this agency. Our department handled more than 13,000 incidents in 2007 and nearly all were generated and/or handled in some way by patrol.

The Patrol Division is comprised of 4 sergeants (supervisors) and 10 officers when fully staffed. The personnel are configured in 4 teams consisting of 1 sergeant and 2 officers. The remaining 2 officers are scheduled during busiest times of the day with 1 working straight dayshift and 1 straight swing shift, thus adding additional coverage during the high-volume periods. The 4 teams work 12-hours shifts rotating between days and nights. In addition, there are 2 motor officers who occasionally assist patrol.

The types of calls that patrol handles are as diverse as the personnel assigned to take them and consist of everything from ordinance violations to minor misdemeanor criminal cases to major felony criminal cases. The personnel assigned to handle those calls have anywhere from 1-26 years of law enforcement experience.

When officers are caught up on report writing or need a break from them, they conduct routine patrol. During these times officers are patrolling the nearly 86 miles of streets and 15 parks within the 4,319 acres of the city looking for suspicious behavior, criminal activity and health and safety issues. Of course they are also dealing with traffic safety issues by enforcing traffic laws.

As the city grows and demands on patrol increase, the response time increases as well. The shift supervisors have to prioritize calls making sure citizen safety issues are highest priority. Domestic disturbances, fights, assaults and motor vehicle crashes will always have priority over thefts, criminal mischiefs, barking dogs and skateboarders riding where they're not supposed to—that being said, a majority of the calls are answered within a very few minutes.

The Computer Mobile Program has proven to be an incredible tool for patrol. Personnel can run many of their own database inquiries and complete their reports while in their vehicles. This increased officer visibility is invaluable.

The Patrol Division is dedicated to serving the people of this city. We will continue to do everything we can to protect our citizens and their property while also protecting the rights of the people accused of trying to contradict those efforts.

The Traffic Safety Unit (TSU) was inactive for a period of approximately one year, due to manpower issues. Once the team, consisting of two motorcycle officers, was selected, trained and activated they set out to promote traffic safety through education and enforcement, and between June 2007 and January of 2008 they conducted 2,356 traffic stops.

TRAFFIC SAFETY UNIT

There are several reasons for traffic stops—some obvious and some less obvious. Halting an ongoing violation, discovering evidence of more serious crimes, hoping to change a violator's future behavior and having a visual impact on other potential violators are some of those reasons. The following is a breakdown of citations that have been issued by the TSU after stopping vehicles for the reasons mentioned above:

| | |
|---------------------------------|-----|
| Driving While License Suspended | 204 |
| Failure to Use Safety Belt | 278 |
| Driving Uninsured | 130 |
| Speeding-related | 473 |



The TSU is responsible for investigating all traffic-related crimes. Due to the nature of their duties, motor officers frequently contact wanted fugitives during traffic stops. Since the TSU resumed there have been more than 159 arrests made for traffic-related crimes. They are also responsible for investigating traffic crashes that occur within the city limits—between June 2007 and February 2008 they investigated 94 crashes.

Prior to operating a motorcycle under field conditions, a motor officer is required to complete 80 hours of specialized police motorcycle training. This training is very intense and is one of the most difficult courses to complete. It includes close-quarters maneuvers, high-speed riding, off-road riding, braking, obstacle avoidance, motorcycle enforcement techniques and traffic stops.

Lebanon's TSU utilizes Harley-Davidson Road King motorcycles equipped with front and back radar units, or a fully-equipped Dodge Charger. Generally, the motorcycles are ridden by the team year-around. Exceptions are times when the temperature or weather conditions present a risk to officer safety or during repair down times.

DETECTIVE DIVISION

The Detective Division consists of one sergeant and two detectives. With the current population growth rate and the rise in criminal activity, it is anticipated that the Detective Division will also see growth, as it plays a very integral role within the department. The current Detective Division is comprised of individuals that are self-motivated, require very little supervision and have excellent investigative skills.

Those officers within the patrol ranks that consistently demonstrate the desire to conduct thorough initial investigations and are self-motivated are considered good candidates for positions within the Detective Division.

The detective sergeant, for the most part, conducts the administrative and supervisory duties within the division. In addition to that, they maintain an investigative caseload associated primarily with property and violent crimes. The two detective positions are for the most part case specific. One detective primarily deals with sexual abuse, sexual assault, and physical abuse cases; the other deals primarily with controlled substance-related investigations. The narcotics enforcement investigator works closely with narcotics investigators from other agencies in an effort to combat the illegal drug trade in our area. When a major crime occurs that is of a serious nature or there is a situation that proves to be problematic to the community, the team works together.

During the period of 2006 and 2007, 556 case reports were referred to the Detectives Division by the Patrol Division. Of those 556 cases, approximately 173 had viable leads and were assigned to detectives for investigation. Of the 173 cases, approximately 117 were cleared by arrest or otherwise.

For the past 12 years, LPD has partnered with the Lebanon School District to assign a full-time police officer at the Lebanon High School. The responsibility and support has evolved to meet the needs of the School District, changes in the community and dangers schools are faced with today. The school resource officer's (SRO) primary responsibility is the safety and security of the students and staff, as well as the investigation of criminal complaints generated at the high school, which enrolls approximately 1,279 students per year.

SCHOOL RESOURCE OFFICER PROGRAM

Violence, gang activity and weapon-related activity has become commonplace in schools today, and Lebanon is no exception. The SRO receives training and is equipped with the tools necessary to educate school personnel/students regarding safety plans and procedures, as well as other helpful information.

The SRO can be found in the high school walking the halls and surrounding areas of the school property. They also conduct classes on current issues such as internet crime, gangs, drug education, cyber bullying and other concerns facing today's students. The presentations focus on problems and recommend solutions, as well as give instruction on how to report crime. The SRO continually strives to interact with students in hopes of developing a rapport that indicates to each student that they matter and are supported by law enforcement.

The goal of the SRO Program is to work side-by-side with school administrators, counselors and teachers to provide a safe, stable learning environment. Being proactive and utilizing the tools provided through training enables the SRO to address crime and other issues facing our schools today.

For the past two years LPD has employed a code enforcement/property officer. The primary duty of the code enforcement officer (CEO) is to investigate citizen complaints regarding the violation of the Municipal Code of the City of Lebanon. This code is comprised of two categories: Public Nuisances, and Building and Zoning Codes. The list of public nuisances is long and includes tall grass, rubbish, open storage (junk stored in the yard), discarded vehicles, animal complaints, noise complaints, neglected and dangerous buildings and many other issues which may pose a risk to the health and safety of the citizens of Lebanon. The code enforcement officer works with the property owners in a collaborative effort to abate these nuisances. In the rare instances that this cooperation is not offered, the CEO may issue citations for violations and formally post the property where the offenses have occurred. The posting of the property is a nuisance abatement strategy which the City may use to force the property owner into compliance. If the property owner does not act to abate the nuisance after a property is posted, the City of Lebanon can contract for the work to be performed and the owner of the property is billed for the cost. If the owner refuses to pay the bill, the amount is placed as a lien on the property.

CODE ENFORCEMENT / PROPERTY

The CEO works in conjunction with the Building Department to ensure the structures in town meet the building requirements needed to maintain their safety. The CEO also works with the Planning and Development Department to enforce the uses in the different zoning designations in town. These zoning rules are quite specific and are used as a tool to maintain the livability standards for the citizens of Lebanon. They include rules for what types of businesses may operate in or next to residential areas of the city.

The property officer (PO) duties include entering and cataloging evidence, storage of the evidence and purging of the evidence. The PO is also in charge of maintaining the chain of custody for the evidence throughout the process. This chain of custody is crucial for the admissibility of evidence in all court proceedings.

The PO works cooperatively with the District Attorney's Office to determine the status of individual cases and their evidence. After the cases are closed, property belonging to the accused must be returned and any contraband must be destroyed. The PO must keep detailed records of all these transactions.

Community Services is a term that was generally referred to in law enforcement for many years as “crime prevention”. The phrase was later changed to “community policing” and has now evolved into “community services”, which encompasses a much broader spectrum including, though not limited to, both crime prevention and community policing. In the past, the person performing prevention/proactive duties did so as an assignment, and for several years the assignment was added and removed as patrol manpower needs dictated. Finally, in July 2006 the title of community services coordinator was added to the LPD team as a full-time position.

COMMUNITY OUTREACH

Community policing is a collaborative effort between law enforcement and the community. The objective is to identify problematic issues related to crime and involves all elements of the community in the search for solutions. It is founded on close, mutual ties between law enforcement and the community involving two essential core components: *Partnerships and Problem Solving*. The community services coordinator serves as liaison between the citizens and the Police Department by promoting public awareness, establishing relationships and using a proactive approach to crime prevention thereby improving community livability.



Crime prevention-related strategies used by LPD are:

- Neighborhood Watch Program
- National Night Out Against Crime
- Operation Identification
- Crime Prevention Through Environmental Design (CPTED).

Education outreach strategies used by LPD are:

Officer presentations, Citizen’s Police Academy, the Ride-Along Program, the Seatbelt Diversion Class, Seniors and Law Enforcement Together (SALT), the Disabled Parking Volunteer Program and the Bicycle Rodeo.

Community outreach strategies used by LPD are:

Information booths at community events, Parent Aid, LPD trading cards, the Law Enforcement Torch Run, Cast with a Cop and Shop with a Cop.

If you would like to obtain information regarding any of the programs mentioned in this report, please contact Dala Johnson, community services coordinator, at 541-258-4339.



The following are detailed descriptions of the programs and strategies offered to the public by the LPD:

Neighborhood Watch (NW) Program: A community-based organization of citizens working together with law enforcement in an effort to eliminate crime in their neighborhood and locally. The overall objective of NW is to prevent burglary and crime nationwide. **Lebanon Airport Watch** and **Business Watch** are also branches of the NW Program effectively used in our city. Lebanon now has 36 Neighborhood Watch groups, 1 Airport Watch group and 1 Business Watch group within the city.



Crime Prevention Through Environmental Design (CPTED): Neighborhood and community groups work with law enforcement using the CPTED, which is an approach that links crime and prevention to the design and condition of the physical environment. You may request an on-site CPTED safety and security assessment both inside and outside your home or business. A representative from the department will check your lights, locks and landscaping. You will be provided written or verbal comments and recommendations for a safer environment.

Officer Presentations: Schools, businesses, civic groups and churches may call to request that an officer speak to their group on most any law enforcement-related topic. The community services coordinator will schedule the most qualified officer for the presentation requested.



Citizen's Police Academy: LPD offers 3 police academies. The academy is structured in either a 4-week or 8-week class format and is designed to provide citizens with an "inside look" at the workings of our department. The participant will gain an understanding of how law enforcement functions and serves the citizens of Lebanon. The course outline includes an overview of criminal and traffic law, domestic violence, narcotics, warrants, investigations, and the use of force.

Ride-Along Program: This program allows citizens to ride along with an on-duty Lebanon police officer and see firsthand what they do while patrolling the streets.

Seatbelt Diversion Class: LPD, in conjunction with Lebanon Samaritan Health Services, provides the "Seatbelt Diversion Class". Any person in Linn County who receives a first-time citation for not wearing a seatbelt has the option through the court system to take the 2-hour class. The class is taught by an LPD officer or the community services coordinator and a trauma nurse from the Lebanon Hospital. Those who pay the fee and participate in the class within the proper time period will have their citation dropped from their record. The class is usually held the last Monday of every month at the Lebanon Hospital. The funds from the class are used to purchase bicycle helmets and child safety seats, which LPD distributes at no charge.

National Night Out is always the first Tuesday in August. It is designed to heighten crime and drug awareness and to generate support for and participation in local anticrime efforts. This very important and enjoyable event sends a message to the criminals informing them that neighborhoods are organized and fighting back.

Trading Cards: Members of LPD pass out trading cards upon request. An individual or business sponsors each employee by paying for the printing of the card, and his/her name and logo is printed on the back. These cards are collected by "children of all ages".


Law Enforcement Torch Run: This is a year-around fundraiser for Special Olympics Oregon. Once each year, the Special Olympic torch is carried through the state. LPD has been a participant in this event for the last 15 years by carrying the torch through this area of Oregon. LPD has also been involved in the annual Tip-a-Cop event for the last 12 years. Personnel from the department serve guests at a restaurant and the tips they receive are donated to Special Olympics Oregon. LPD has been, and continues to be, on the honor roll each year for the amount of money they are able to raise.



Cast with a Cop: LPD sponsors this event which makes it possible for several disadvantaged children to go to Camp Tadmor for the day as an opportunity to fish with a police officer and enjoy a delicious BBQ lunch. (Pictured left to right are: Officer Shanks, Chief Mike Healy, Captain Mike Schulte, and Motor Officers Frank Stevenson and Scott Bressler.)



Shop with a Cop: This program is funded through donations from Lebanon individuals and businesses. It makes it possible for disadvantaged children to do their own holiday shopping. This is a very successful event and brings the child and officer together for a very fun buying adventure.



Seniors and Law Enforcement Together (SALT): This program is a cooperative effort of LPD, Albany Police Department, Linn County Sheriff's Office and Linn County senior citizens. SALT provides a forum for seniors and law enforcement to share needs and concerns and to develop positive solutions to issues facing our community. Lebanon's SALT group meets every fourth Monday at the Santiam Travel Station, 11:00 a.m., 750 South Third Street, in Lebanon. You can become part of this very important organization if you are 50 years-of-age or older—just show up—no need for prior arrangements!

Disabled Parking Volunteer Program: This program consists of volunteers patrolling areas looking for possible parking violations. Volunteers are trained to fill out citations and are instructed on procedures and policies for issuing them. If a violation occurs, a photograph (showing the disabled parking sign, the vehicle, and/or the absence of a valid placard or plate) is taken. A notice is left on the windshield advising the registered owner of the vehicle of the citation. Once the citation is issued it is sent to the court for processing.

CodeRED Alert System: The CodeRED Alert System was implemented in Lebanon in January 2008. CodeRED is a system designed to alert citizens of emergencies near their residence or business and gives LPD the ability to deliver prerecorded emergency telephone notification/information messages to targeted areas or the entire city. Some emergencies might include missing children, power outages or similar emergencies. When an emergency occurs, the internet-based system allows the Police Department to make phone calls to either selected neighborhoods or the entire city.

LPD urges everyone to become part of the CodeRED database. Individuals and businesses must go to the City of Lebanon's web site, www.ci.lebanon.or.us, and follow the CodeRED link to the "CodeRED Residential and Data Collection" page. Once there, you may sign up for CodeRED. Since the system is only as effective and accurate as the database of numbers in the system, all businesses and residents with unlisted phone numbers, cell phone numbers, or who have moved are asked to provide contact information to the database through this site.

CodeRED gives those who want to be included in the emergency notification system an easy and secure method for doing so, and the information entered is used for emergency notification purposes only--the information is not sold or shared.

Those without internet access may contact LPD at 541-258-4339 and give their information by telephone. The required information includes first and last name, physical street address, and the primary and additional phone numbers.

Citizen involvement is the foundation of any community, and Lebanon is no exception. While a number of members of LPD are involved in various ways in the community in which they reside, several of those who live in Lebanon participate in local civic organizations, their church or in department events.

COMMUNITY INVOLVEMENT

Code Enforcement/Property Officer Kevin Buchheit holds an elected position in the community as the Vice-Chairman of the Lebanon Aquatic District Board of Directors. They oversee the operation of the Lebanon Community Pool. He is also a volunteer member of the Senior Parent Fundraising Committee for the Senior Drug- and Alcohol-Free Graduation Party.



Sergeant Kevin Martinez (in the white jersey) developed a program referred to as "Open Gym", which after 14 years is still a very popular activity in the Lebanon community. LPD volunteers open up a local gym for members of the community of all ages to come and play basketball. This program has been very successful in that it has provided at-risk youth a place to go and interact with positive role models. Currently, open gym is held throughout the year on Mondays, Wednesdays and Fridays at 7:00 p.m.

Another program developed by Sergeant Martinez takes place during the Holiday Season. For the past 7 years, Lebanon police officers have passed out stuffed animals and small bags of candy to children throughout the city. This effort has proven to be exciting and positive for both officers and families throughout the community. The stuffed animals and candy bags are provided by the Lebanon area ALTRUSA organization. (Pictured is Kevin along with Officer Alan Baker.)



Sergeant Martinez also volunteers on the Holidays in the Park Committee. He helps decorate Ralston Park, serves as the master of ceremonies and sings during the tree lighting event.



Sergeant Silverman is a volunteer member of the Board of Directors with the Boys' and Girls' Club of Lebanon. He finds his responsibility as a board member both challenging and gratifying. This community-based organization provides a variety of services to help inspire and enable all young people, especially those from disadvantaged circumstances, to reach their full potential as productive, responsible and caring citizens.

Chief Healy has been a member of the Lebanon Rotary Club for the past several years, serving on various committees and advisory boards. He has also held several offices within the organization including president.

Captain Schulte is an active member of the Lebanon Kiwanis Club and has been since 2000.

The function of a reserve police officer is to assist the full-time officers and provide a number of other services to the department, such as helping with community activities and events.

RESERVE POLICE OFFICER PROGRAM

Officers Patrick O'Malley and Klinton Sheets are presently the program advisors and Sergeant Mike Fiala is the program coordinator. When at full capacity, LPD is staffed with 10 non-paid volunteer reserves and, at the present time, 5 of those positions are filled. It is very difficult to keep the reserve positions filled as most utilize this opportunity to gain experience and receive training to fulfill their goal of becoming a paid police officer.

The hiring process for reserve is nearly identical to that of police officer, as they are required to successfully complete all the same exams, tests and interviews. Once hired as reserve, they go through an orientation similar to that of full-time personnel, with the exception of the benefits and payroll portion. Once a person becomes a reserve with LPD, they are required to successfully complete a reserve academy. The academy presently offered in this region is the Marion County Reserve Academy, held at Chemeketa Community College, in Salem. It is a 6-month course consisting of 350 hours of classroom and practical training. Tuition for the class (which generally begins in late fall and concludes in early spring) is \$350—paid by the reserve. They meet a few nights-per-week and on some weekends. The most recent class began with approximately 50 students representing 6 counties.

After the reserve officer successfully completes the academy they are sworn in by the chief of police, using the same oath as the full-time officer. At that time, they may begin riding with the full-time officers while in uniform. The uniform and most accessories including firearm, accessories and body armor are provided by the department. They are also required to complete the in-house FTEP (Field Training and Evaluation Program), which can take several months.

Each reserve has a minimum monthly requirement of 20 hours of service—all of which is non-paid, volunteer time. Obviously, these individuals are very dedicated to serving their community, as they serve in this capacity without compensation.

The program is beneficial for both the City and the reserve officer whose goal is sometimes to gain experience and become a full-time police officer. In 2007 LPD reserve police officers worked a total of 1,960.5 volunteer hours at minimal cost to the City.

The LPD Firearms Program is responsible for all firearms-related tasks such as the management, repair and implementation of all firearms issued by the department. It is also responsible for the coordination and implementation of all firearms-related training. DPSST requires that all police officers within the state qualify with their duty firearm a minimum of once per year. All LPD sworn personnel must attend 4 range sessions per year (spread out quarterly). Those firearms range sessions consist of state-required qualification courses and expand to a wide variety of drills, including scenario-based training. Scenario-based training is designed to simulate a real event. We try to recreate the real event with the use of targets and props and only provide the student with the same amount of information officers on the scene had during the real event.

FIREARMS PROGRAM

The LPD Firearms Program consists of one range master and two firearms instructors. The range master's responsibilities not only include instructing firearms classes, but also the overall management and direction of the program. The firearms instructors are also responsible for instructing classes and assisting with any management duties including designing lesson plans, repairing firearms or other duties needed/set forth by the range master.

Last year LPD implemented a patrol rifle program. Patrol rifles began to become popular in law enforcement after the infamous North Hollywood Bank robbery shootout involving the Los Angeles Police Department. During that incident patrol officers learned that they were overpowered when facing suspects who possessed automatic machine guns and body armor. Typically, up until patrol rifles began their implementation in patrol cars, tactical teams (SWAT) were the only officers possessing sufficient equipment to deal with that type of situation. Prior to that, it was very common for suspects to possess stronger and more accurate fire power than that of patrol officers. The patrol rifle has helped close the gap helping to ensure that our officers are equipped with the appropriate tools—at the appropriate time—to deal with any circumstance.

Less-Lethal is a term used for weapons that are designed to minimize the chance of causing serious injury while providing an alternative means to take custody of an aggressor intent on a physical confrontation. There is a significantly reduced chance of injury or death occurring from the use of less-lethal alternatives. Less-lethal weapons are deployed based on the type or amount of force that is appropriate to counter a threatening situation. Police officers are instructed in the use of less-lethal alternatives and must display proficiency with application procedures prior to being permitted to deploy less-lethal equipment in the field.

LESS- LETHAL ALTERNATIVES

Taser is a brand name for a less-lethal electronic control device, which deploys 2 small probes attached by insulated wires when discharged. The probes can be used effectively up to a distance of 25 feet. A single trigger-pull gives a continual electrical discharge lasting for 5 seconds. This stuns and overrides the central, sensory and motor nervous system, causing uncontrollable contractions of the muscle tissue incapacitating the target. The Taser commonly leaves no ill effects, allowing the target to respond to verbal commands immediately after the discharge.

Water-based Oleoresin Capsicum (referred to as pepper spray) can be used to incapacitate a person up to 10 feet away. Capsicum spray is made from hot pepper plants which create an immediate irritation of the mucous membranes in the eyes, nose and mouth. Capsicum spray requires minor treatment with a water flush after exposure, to reduce inflammation and remove excess spray residue. Effects of the spray may be felt for 15 to 30 minutes after application.

The baton comes in a variety of types and is an impact weapon designed to incapacitate a person to allow officers to gain control without the use of deadly force. The expandable ASP Baton is easily carried on the duty belt by officers, as it collapses to about 8 inches-in-length. The ASP Baton can expand up to 2 feet-in-length when deployed and is designed for impact on the large muscle groups of the legs and arms to gain compliance from a threatening person.

Beanbag projectile rounds are specially designed to be fired from a shotgun, ideally from 30 to 60 feet away. The beanbag is designed to deliver a non-lethal stun impact without penetrating the skin of the threat. The beanbag can be delivered with accuracy and is frequently used in barricade or suicidal situations.

The following Lebanon Police Department personnel are certified instructors. They have completed instructor training, tested and are considered by DPSST (police academy) qualified to train others in their area of certification.

USE OF FORCE CERTIFIED INSTRUCTORS

Ben Silverman
Sergeant

TASER INSTRUCTOR
FIREARMS INSTRUCTOR
GLOCK HANDGUN ARMORER



Kimberly Hyde
Police Officer
TASER INSTRUCTOR



Doug Wright
Sergeant
RANGEMASTER
FIREARMS INSTRUCTOR
GLOCK HANDGUN ARMORER

Dustin Wyatt
Police Officer
HANDGUN INSTRUCTOR
PATROL RIFLE INSTRUCTOR
LESS LETHAL (Bean Bag) INSTRUCTOR
GLOCK HANDGUN ARMORER



Scott Bressler
Police Officer
FIREARMS INSTRUCTOR

Banson Kat
Police Officer
DEFENSIVE TACTICS INSTRUCTOR



It is important to have people within the department certified to train others. This makes group training feasible, as there is generally a significant financial savings of registration, travel, food, lodging and often overtime expenses.

LPD CERTIFIED INSTRUCTORS

Other certifications allow the department to conduct in-house testing on new recruits that would otherwise have to be done by outside agencies, such as the ORPAT (Oregon Physical Abilities Test).

Scenario Based Training/Evaluator receives training in a specified area (such as domestic violence, bar scenes, etc.) and becomes qualified to evaluate others during scenario testing.

The following LPD personnel are certified instructors or evaluators. They have completed specified instructor training, tested and are considered by DPSST (police academy) to be qualified to train or evaluate others in their area of certification.



Scott Bressler
Police Officer

STANDARDIZED FIELD SOBRIETY TESTING INSTRUCTOR (SFST)



Klinton Sheets
Police Officer

**ORPAT INSTRUCTOR
SCENARIO BASED TRAINING/EVALUATOR**



Kevin Martinez
Sergeant

ORPAT INSTRUCTOR



Doug Lane
Police Officer

SCENARIO BASED TRAINING/EVALUATOR

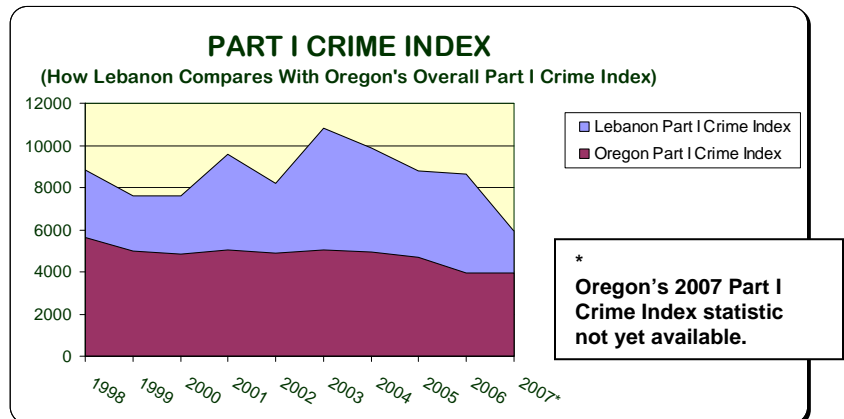
In 1999 LPD embarked on a new process referred to as “Strategic Planning”. It began with a department meeting, lead by a professional facilitator, resulting in the creation of our Mission, Vision and Values Statements and from there expanded to goal setting and problem solving. Major categories focused on were: Enhancing community livability through reduction of crime; obtaining a new law enforcement facility; and raising the standard of professionalism—holding ourselves to a higher level of accountability in our professional services. We have continued to work toward achievement of our goals and objectives and have accomplished a great deal, thanks to hard work and City Council support.

STRATEGIC PLANNING

INCREASE COMMUNITY LIVEABILITY THROUGH REDUCTION OF CRIME


A priority set by the Police Department and shared by City Council has been to reduce the Part I crime rate in Lebanon, and a number of measures have been taken in a proactive effort to accomplish this objective.

Part I crimes are comprised of the following: *Murder, forcible rape, robbery, aggravated assault, burglary, theft, motor vehicle theft and arson*. Thefts and motor vehicle thefts are the primary cause for Lebanon’s unusually high level of Part I crimes, as compared to state averages.



In 2006 a community services coordinator position was created and since that time the number of Neighborhood Watch groups in the city has been growing in leaps and bounds. The number has gone from just a few “inactive” groups prior to 2006 to today’s number of 36 active Neighborhood Watch groups, 1 active Airport Watch group and 1 active Business Watch group. Business and residential areas become targets for crime when they become unkempt and non-sociable within their units. The watch groups are vital to crime prevention in that they cause people to become acquainted with one another through regular meetings and cause willing observation often resulting in positive action when anything out-of-the-ordinary is occurring or has occurred. They learn, through training, the importance of acting upon their instinct and intuition and thereby become the “eyes and ears” for law enforcement.

National Night Out has become an annual event in Lebanon. It is held at Ralston Park the first Tuesday in August of each year. This is a fun-filled event with free food, hands-on activities and live entertainment. The gathering is not only fun and entertaining, it is a



public expression made by our community that we are taking the city back from those who commit crime.

Our ambition has been to educate the community and create awareness that the citizens do have a say as to whether or not they live in a high crime area. The people have accepted the challenge and are becoming active participants in the community policing effort. A service offered by LPD is proving to be a very effective crime prevention tool; it is known as Crime Prevention Thru Environmental Design (CPTED). A member of the department who is certified in CPTED assessment will visit a home or business and offer helpful suggestions to the owner/occupant on measures they can take to secure their property. Target hardening, which is defined as a prevention of crime through traditional security measures, is the goal in CPTED. Many of the suggestions cost nothing, or very little, to implement.

In July 2005 the parking enforcement/property officer's job classification became that of code enforcement/property officer. This change provides the City with a person whose focus is responding to citizen complaints regarding nuisances, unkempt properties and building/code violations. Requiring adherence to the Municipal Code adds to the livability of a city and helps create the appearance that citizens care about their community enough to "get involved", which is a crime deterrent in itself.

Increased officer visibility is a major ingredient in effective community policing. In 2006 LPD made significant advancements resulting in heightened officer presence through the implementation of mobile data terminals in all law enforcement vehicles. Patrol officers are now equipped to write reports from their vehicles; they also have the ability to run local records checks, wants (cars)/warrants (people) and DMV information. Paperwork requiring officers to spend time in the station can now be done electronically in the field resulting in considerably increased officer visibility. Additionally, the Traffic Safety Unit (made up of 2 motorcycle officers) actively patrols the arterial streets of the city on a daily basis. This program, which provides officer presence and enforcement, also invites those who travel in and through Lebanon to obey posted speed limits and all other traffic laws. Public education and reduction in traffic crashes is a priority.

As stated, motor vehicle thefts and thefts from motor vehicles have been issues in the Willamette Valley region, and Lebanon is no exception. However, Lebanon is taking proactive measures to reduce this statistic as much as possible. One primary tool being used is the "Bait Car Program". There are vehicles placed throughout the city equipped to detect criminal activity. This program has resulted in the apprehension of a number of suspects responsible for similar crimes throughout the area.

Further development is necessary in order to make an impact on the Part I crime level in the city. Utilizing different scheduling options for officers has been a measure taken in an effort to reduce crime. However, increasing manpower resources is the only solution that will make it possible for officers to proactively avert criminal activity, rather than practicing reactive law enforcement, as is the situation at the present time. (See the Police Resource Needs Analysis Report.)

NEW POLICE FACILITY

This is an exciting time for Lebanon and today one can see obvious progress being made at the building site of Lebanon's new Justice Center facility (see sketch on front cover of this report). Construction is well underway, with the Groundbreaking Ceremony having taken place on May 15, 2008. The structure, which will house the Police Department (with a 12-bed jail), Information Services and Municipal Court will be ready for occupancy in July 2009.

Serious planning for a new law enforcement facility began several years ago, when structural engineers determined that the City Hall building was inadequate to house a public safety

operation, as it would not withstand a moderate wind or earthquake.



A Facility Needs Assessment was later conducted by an architectural firm who reported that the Police Department was in serious need of more floor space to operate sufficiently. To give some idea of the difference this new facility will make to present-day operations, the Police Department, Information Services and Municipal Court presently have workspace totaling approximately 7,500 square feet—the new facility will increase that workspace to 30,000 square feet!

The decision was made by City Council to move forward with a Bond Levy for both a Justice Center and a City Library on two separate sites. The citizens of Lebanon saw the need, and the Bond passed in 2006.



The Lebanon Justice Center will most assuredly prove to be a very professional, functional, practical and appealing structure which will be very adequate for many years to come. If you would like to track the progress of the building project, you may want to visit www.raywestbrook.com/lpd on a frequent basis.

Each year, LPD employees are given the opportunity to vote for co-workers within the department they feel are deserving of special recognition. The awards are presented at the semi-annual department meeting.

EMPLOYEE RECOGNITION

Department Awards for the Year 2006:



Mike Healy
Chief of Police

**SUPERVISOR
OF THE YEAR**



Klinton Sheets
Police Officer

**POLICE OFFICER
OF THE YEAR**



Patty Ruef
Records Coordinator

**SUPPORT EMPLOYEE
OF THE YEAR**



David Dominy
Reserve Police Officer

**VOLUNTEER
OF THE YEAR**

Department Awards for the Year 2007:



Greg Burroughs
Sergeant

**SUPERVISOR
OF THE YEAR**



Klinton Sheets
Police Officer

**POLICE OFFICER
OF THE YEAR**



Reva Frost
Administrative Assistant

**SUPPORT EMPLOYEE
OF THE YEAR**



Dan Noble
Reserve Police Officer

**VOLUNTEER
OF THE YEAR**

Very commendable!

The following individuals deserve recognition for having reached the maximum amount of Sick Leave Accruable.

In order to accrue the amount of sick leave these gentlemen have on the books (or had prior to their recent retirement), look at it from this perspective: It would take 12 years of using “zero” sick leave to accumulate the amount of sick leave each of these gentleman have or had accomplished.



John Atchley
(retired sergeant now at LPD
part-time as a police officer)



Greg Burroughs
Sergeant



Tim Fitzwater
(retired sergeant now at LPD
part-time as a police officer
conducting background
investigations)



Tim Shanks
Police Officer



Doug Wright
(retired sergeant now at LPD
as a sergeant)

LPD PERSONNEL



John Atchley
Police Officer



Alan Baker
Police Officer



Valerie Barber
Communications
Specialist



Scott Barnes
Police Officer



Candy Benson
Communications
Specialist



Scott Bressler
Police/Motor Officer



Kevin Buchheit
Code Enforcement/
Property Officer



Greg Burroughs
Sergeant



David Dominy
Communications
Specialist



Michael Fiala
Sergeant



Tim Fitzwater
Police Officer/
Background Investigator



Steve Fountain
Police Officer



Reva Frost
Administrative Assistant



Michael Healy
Chief of Police



Edith Hernandez
Communications
Specialist



Kimberly Hyde
Police Officer/Detective



Dala Johnson
Community Services
Coordinator



Banson Kat
Police Officer



Allison Lake
Communications
Specialist



Doug Lane
Police Officer



Liz Leopold
Communications
Specialist



Kevin Martinez
Detective Sergeant



Shelly McInnes
Police Officer



Janna Nissen
Communications
Specialist



Muriel Nunez
Records Clerk

LPD PERSONNEL (continued)



Patrick O'Malley
Police Officer



Ryan Padua
Police Officer



Patty Ruef
Records Coordinator



Michael Schulte
Captain



Tim Shanks
Police Officer/School
Resource Officer



Klinton Sheets
Police Officer



Ben Silverman
Sergeant



Frank Stevenson
Police/Motor Officer



Karin Lynn
Police Officer



Jeremy Weber
Police Officer



Doug Wright
Sergeant



Dustin Wyatt
Police Officer/Detective

CITIZEN & SWORN VOLUNTEERS



Joseph Bilyeu
Reserve Officer



David Dominy
Reserve Officer



Jonathan Hoy
Reserve Officer



Dan Noble
Reserve Officer



Nicholas Powell
Reserve Officer

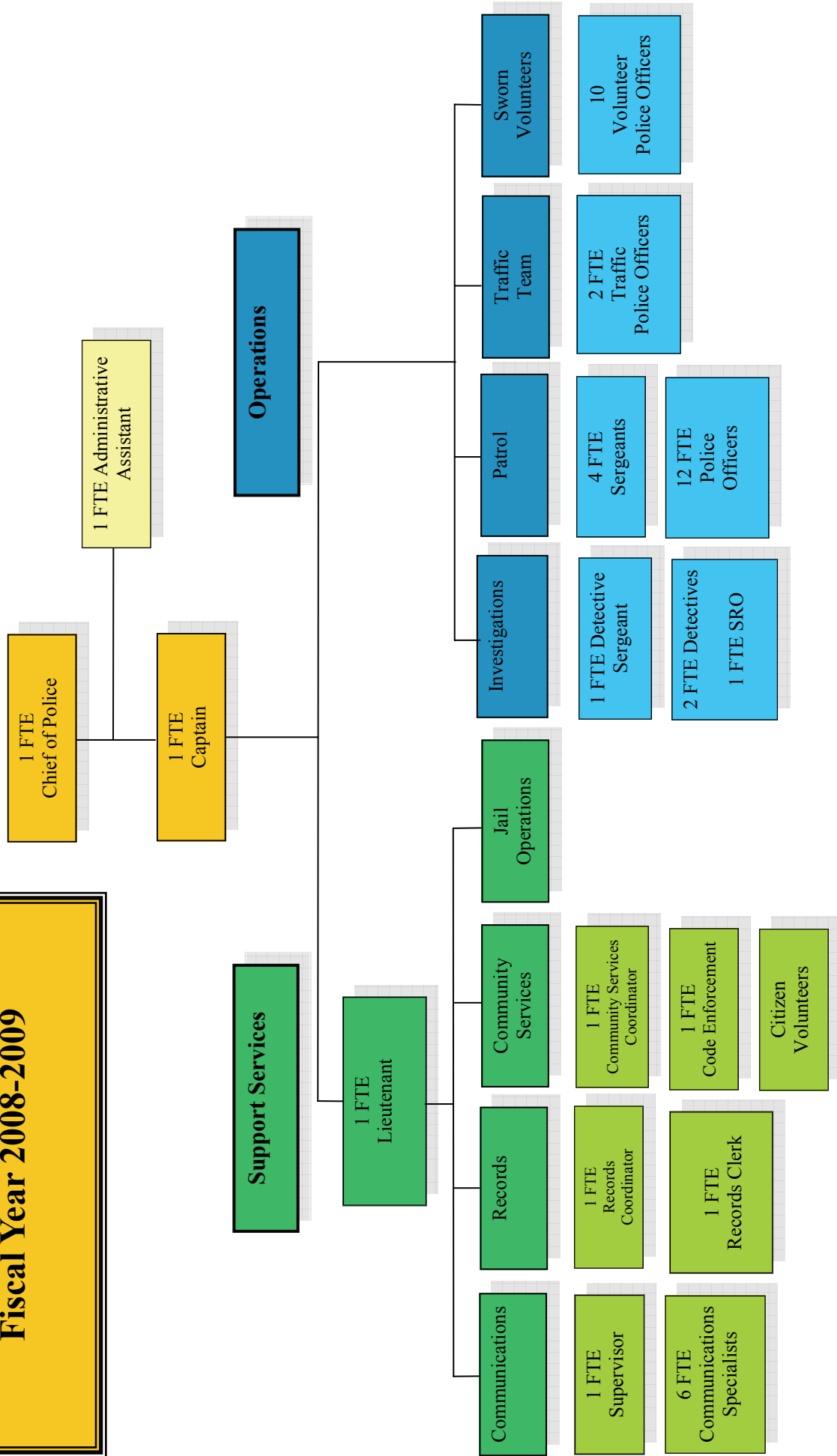


Katie Law-Wilson
Support Services Volunteer



Carl VanDee
Parking Enforcement
Volunteer

Lebanon Police Department Fiscal Year 2008-2009





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Lebanon OR 97355
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www.ci.lebanon.or.us or www.lebpd.com