

**BELLEVUE
POLICE DEPARTMENT
BELLEVUE, WASHINGTON**

1968

ANNUAL REPORT

BELLEVUE
POLICE DEPARTMENT

ANNUAL REPORT
FOR THE YEAR
1968



N. J. GIARDINA
CHIEF OF POLICE

Law Enforcement Code of Ethics

As a Law Enforcement Officer, my fundamental duty is to serve mankind; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation, and the peaceful against violence or disorder; and to respect the Constitutional rights of all men 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. With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice or ill will, never employing unnecessary force or violence and never accepting gratuities.

I recognize the badge of my office 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 police service. I will constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession . . . law enforcement.

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CITY OF BELLEVUE

PUBLIC OFFICIALS

COUNCIL:

Kenneth A. Cole - Mayor

Clarence F. Wilde

Kenneth E. Gates

Robert J. Meagher

William H. Biggs

Charles H. Simonson

Robert J. Mulloy

CITY MANAGER:

L. Joe Miller

JUDGE:

Melvin V. Love - Bellevue District Justice

CIVIL SERVICE COMMISSION:

John D. Shaw RAdm (ret) - Chairman

Arthur C. Evered

John F. Doorish

Ellen B. Swenson - Secretary

CITY OF BELLEVUE
GENERAL INFORMATION

INCORPORATED:

March 31, 1953

GOVERNMENT:

Council - Manager

LOCATION:

On the east side of Lake Washington directly across from the City of Seattle to which it is connected by two floating bridges.

AREA:

1967 - 17.0 square miles with 139 miles of public streets

1968 - 17.0 square miles with 146 miles of public streets

POPULATION:

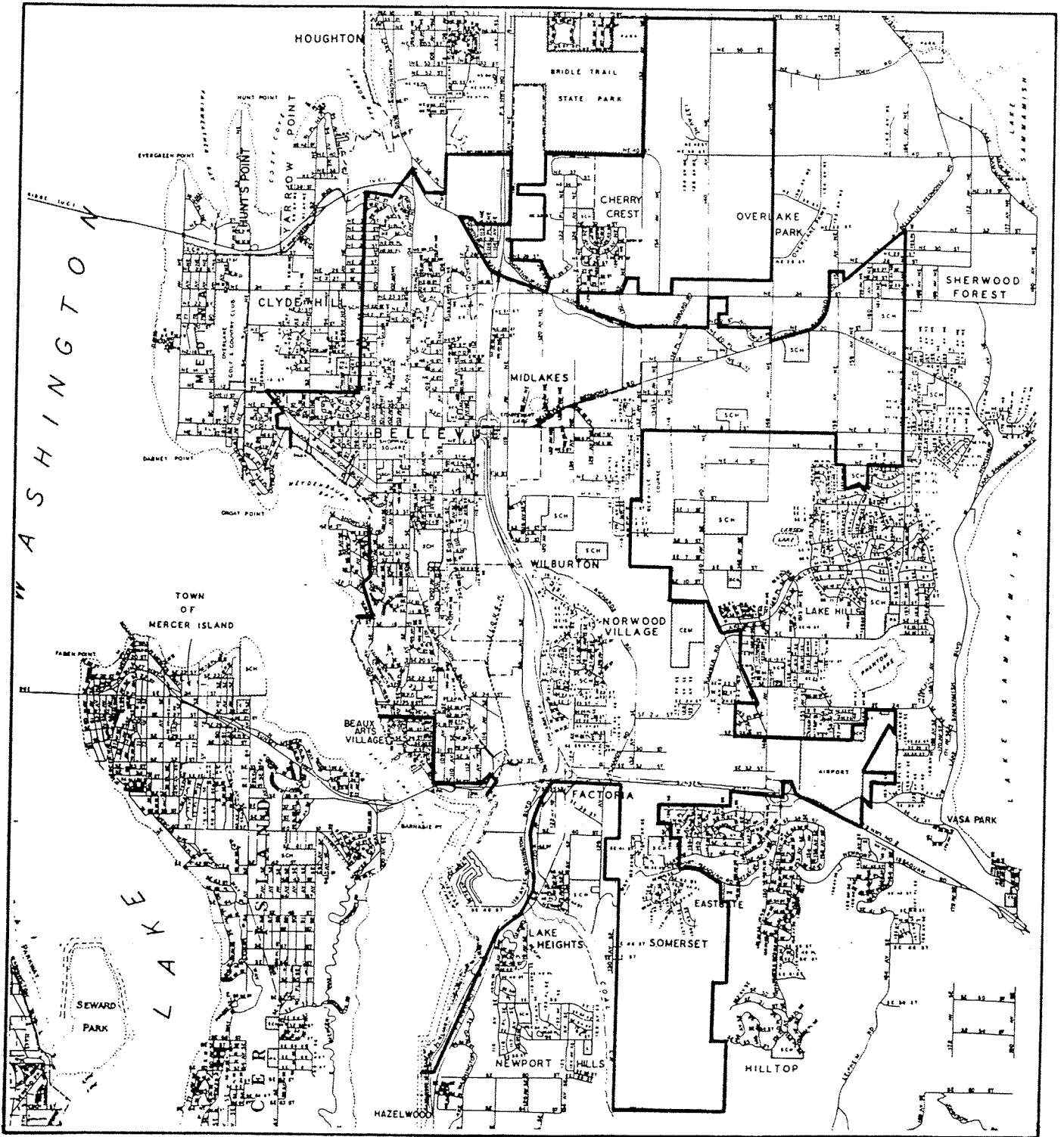
1967 - 26,653

1968 - 30,000

CHARACTER:

The City of Bellevue is the rapidly expanding center of business and residential development on the suburban "East Side" of metropolitan Seattle.

CITY OF BELLEVUE



SECTION I

DEPARTMENT ORGANIZATION
AND
PERSONNEL

CHIEF'S
MESSAGE



Mr. L. Joe Miller, City Manager
City of Bellevue, Washington

Dear Mr. Miller:

Submitted herewith is the 1968 Annual Report of the Bellevue Police Department.

During this past year, we have continued to experience that accelerated growth which has come to characterize our operational requirements.

As the City grows, so also grows our scope of responsibility, both in population and geographically. This, of course, necessitates increases in personnel but there is much more to placing a Patrolman "on the street", than just hiring a man. First, we must locate men who meet the high standards demanded from modern Police Service and although we do manage to recruit them, they are not to be found in abundance. Next, we must train them and this involves eight weeks of intensive Academy instruction to provide the minimum basic knowledge necessary for the complex duties they are expected to perform. Finally, they must accumulate a level of experience which will enable them to confidently handle any situation that might confront them and this simply takes time. These practical considerations, as well as others

too extensive to enumerate, mean that a significant delay may be expected between the time that personnel increases are authorized and the personnel are actually engaged in effective Police Service.

With the continued rapid growth prospects for the foreseeable future, we will be engaged in a literally constant program of expansion and it now becomes our primary task to accomplish such expansion without compromising either the effectiveness or the quality of our operation in the process. The key to professional Police Service is good personnel and we intend to recruit, train and retain Officers of whom the City will be proud.

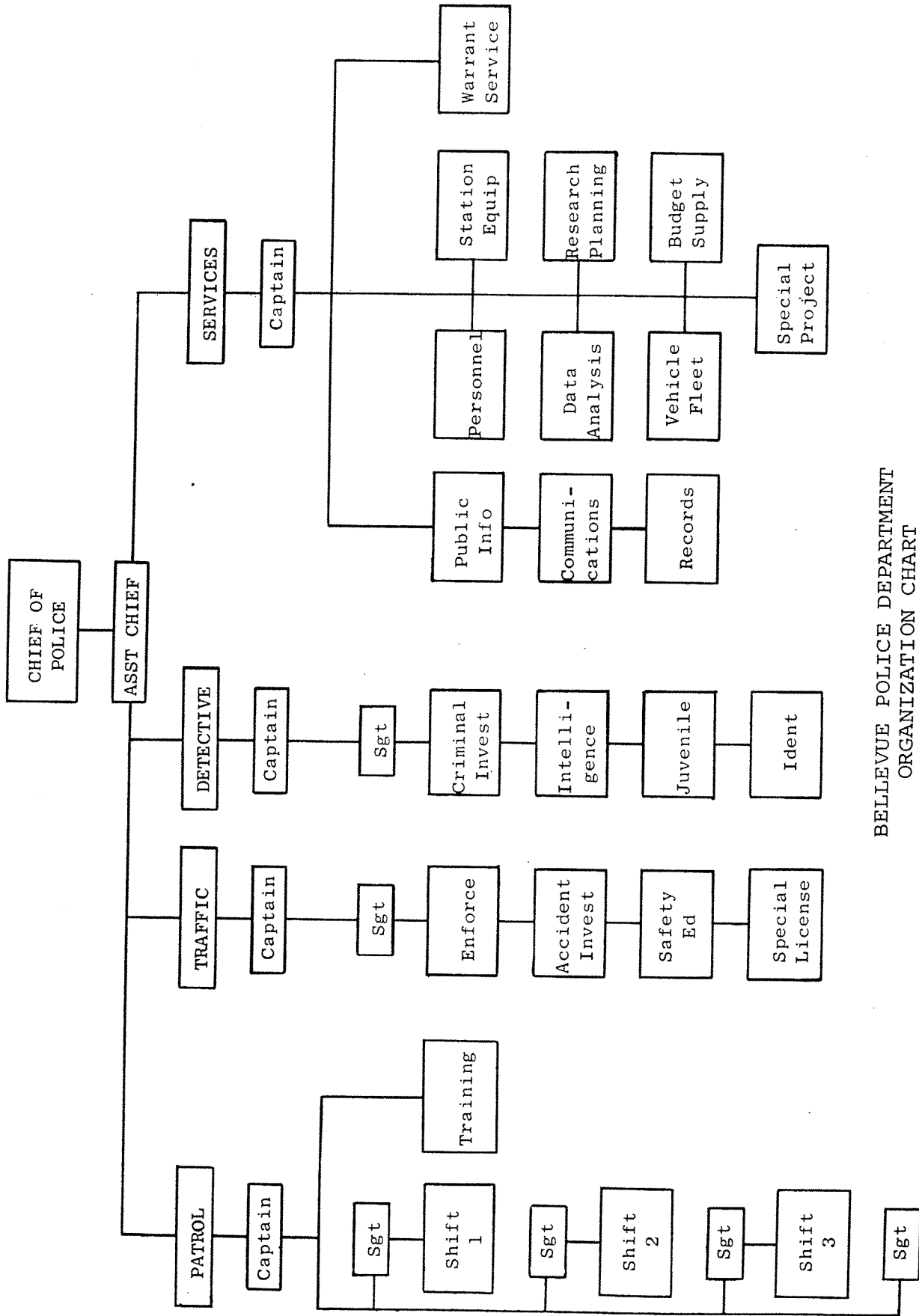
Fortunately, the City Council and the City Manager have understood the problems, which we face together, in serving the citizens of our community and they have consistently provided the resources, which we need to fulfill our important responsibilities.

As always, the Bellevue Police Department will continue to operate in purposeful dedication to the protection of the lives, rights and property of the citizens of Bellevue and I wish to commend the members of my staff for their unselfish pursuit of this goal.

Respectfully submitted,

A handwritten signature in cursive script, appearing to read "N.J. Giardina".

N.J. Giardina, Chief of Police



BELLEVUE POLICE DEPARTMENT
ORGANIZATION CHART

SALARY STRUCTURE - PERSONNEL STRENGTH

1968 SCHEDULE

Position	Step A	Step B	Step C	Step D	Step E	Number
Chief of Police			1050	1075		1
Assistant Chief			950	975		1
Captain			850	900		4
Sergeant			775	800		6
Patrolman *	650	675	700	725		29
Clerk I	422	443	465	488	512	4
Clerk II	402	422	443	465	488	3
Typist (Civilian)	364	383	402	422	443	1
Total Personnel						49

* Detective allowance of 3 % additional

* Motorcycle allowance of \$ 15. additional

1969 SCHEDULE:

Position	Step A	Step B	Step C	Step D	Step E	Number
Chief of Police	-	-	1103	1129	-	1
Assistant Chief	-	-	-	1054	-	1
Captain	-	-	987	1013	-	4
Lieutenant	-	-	883	935	-	3
Sergeant	-	-	814	840	-	6

SALARY STRUCTURE - PERSONNEL STRENGTH (CONT)

1969 SCHEDULE (CONT:

Position	Step A	Step B	Step C	Step D	Step E	Number
Patrolman *	683	709	735	761		40
Clerk I	443	465	488	512	538	3
Clerk II	422	443	465	488	512	4
Typist (Civilian)	383	402	422	443	465	2
Total Personnel						64

* Detective allowance of 3 % additional

* Motorcycle rider allowance of \$ 15 additional

COLLEGE ACCREDITATION

College accreditation was officially obtained for the Bellevue Police Academy and all students who successfully complete the course of instruction with a 2.5 accumulated grade point average, receive 15 college credits applicable to an Associate Law Enforcement degree. In addition, the first aid portion of the training is a registered Health Education 292 course which earns another 3 college credits, giving the graduate a total of 18 credits towards his college education. These credits are applicable at the conveniently located Bellevue Community College, where a Law Enforcement program has been established that will award an Associate degree to in-service personnel who accumulate 94 credits in a specified course of instruction for Police Officers.

EDUCATION INCENTIVES:

A two point program was approved by the Bellevue City Council and the Bellevue Civil Service Commission which provides salary increases above base pay for specified levels of college education and also requires such education for promotion. This program, as authorized, is as follows:

Approved fields of study are limited to only those which have a direct relationship to Police Service and these are:

1. Police Science (Law Enforcement)
2. Political Science
3. Sociology

Reduced credit will be given however, for all other fields of study, since any college training has an inherent value for improving an individual's relative worth.

In consideration of the above, six levels of college attainment will be recognized for the purpose of implementing this plan. These are:

Education "1 A" -

Accumulation of 45 college credits (quarter system) towards an Associate degree or Bachelor degree in an approved field of study.

Education "1 B" -

Attainment of an Associate degree in an approved field of study or accumulation of 90 college credits (quarter system) towards a Bachelor degree in an approved field of study.

EDUCATION INCENTIVES (CONT)

Education "1 C" -

Attainment of a Bachelor degree in an approved field of study.

Education "2 A" -

Accumulation of 45 college credits (quarter system) towards an Associate degree or Bachelor degree in a field of study other than an approved field of study.

Education "2 B" -

Attainment of an Associate degree in a field of study other than an approved field of study or accumulation of 90 college credits (quarter system) towards a Bachelor degree in a field of study other than an approved field of study.

Education "2 C" -

Attainment of a Bachelor degree in a field of study other than an approved field of study.

For purposes of promotional qualification, after January 1, 1968, all subsequently employed personnel will be required to attain a specified level of college education, in addition to a specified level of experience, before being qualified to apply for promotional examinations. All personnel who have been hired prior to this date however, will continue to qualify for promotional examination by attainment of only the specified level of experience but can qualify sooner, if they attain the desired level of college education.

The pre-promotional qualifications are:

To Sergeant -

Hired prior to January 1, 1968:

3 years service as a Patrolman / or;
2 years service as a Patrolman and
education "1 A" / or "2 B".

Hired after January 1, 1968:

3 years service as a Patrolman and
education "1 A" / or "2 B".

To Captain -

Hired prior to January 1, 1968:

3 years service as a Sergeant / or;
2 years service as a Sergeant and
education "1 B" / or "2 C".

EDUCATION INCENTIVES (CONT)

Hired after January 1, 1968:

3 years service as a Sergeant and
education "1 B / or "2 C".

To Assistant Chief -

Hired prior to January 1, 1968:

1 year as a Captain.

Hired after January 1, 1968:

1 year as a Captain and education
"1 C".

It is anticipated that at some future time, additional ranks will be necessitated by Department expansion (Lieutenant, etc) and these will require their own qualifications for promotion, which may require adjustment in the presently established ranks, as listed above.

In addition to promotional opportunity, this plan will provide encouragement for continued college education by all in-service personnel by awarding salary increases commensurate with individual effort. The plan will also aid in the attraction of superior applicants who have demonstrated pre-service college achievements.

Salary increases relative to this plan will be designated as "Incentive Pay" and are:

Education "1 A" -

2½ % above base salary

Education "1 B" -

5 % above base salary

Education "1 C" -

8 % above base salary

Education "2 A" -

1½ % above base salary

Education "2 B" -

3 % above base salary

Education "2 C" -

5 % above base salary

EDUCATION INCENTIVES (CONT)

No employee hired after January 1, 1968 shall receive incentive pay until after satisfactory completion of one year service, but thereafter shall receive incentive pay as per schedule.

Incentive pay shall be applicable to all positions and ranks in the Police Department, as authorized by the City Council.

TUITION REIMBURSEMENT:

Tuition is reimbursed in full to each individual Officer upon successful completion, with a grade of C or better, of any college accredited course that is applicable to a Law Enforcement degree program.

The foregoing is intended as a progressive approach to improvement of intellectual standards for Police personnel and may be expected to provide a long range guarantee to the City of Bellevue that the highest quality men and women will be attracted, trained and retained in the Service of the Bellevue Police Department.

