



La Vista Police Department



Annual Report 2024



Table of Contents

Chief's Message.....	3
City of La Vista.....	4
Our Mission.....	5
Core Values.....	6
Organizational Chart.....	8
Current Positions.....	9
Chief Mike Schofield.....	10
Police Department Bureaus.....	12
Total Incidents since 2020.....	13
Violent & Property Crime.....	14
Code Enforcement.....	15
Special Assignments.....	16
Initiation of Change.....	17
Cruiser Design Improvement.....	18
Awards & Commendations.....	19
Police Department Events.....	21
Use of Force Transparency.....	24
Resident Complaints.....	26
Join our Team.....	28

Chief's Message

Dear La Vista Residents,

I am proud to present the LA VISTA POLICE DEPARTMENT 2024 Annual Report. This report provides a small sampling of the information and statistics gathered on a wide range of topics including crime, traffic, and code enforcement. In addition to providing information regarding crime changes over time, this report details new and exciting aspects of the La Vista Police Department during 2024.

This report represents a new philosophy within the La Vista Police Department: *Data-Driven-Policing*. This is not an entirely new concept. Recent interpretation by Jerry Radcliff in his book Reducing Crime, has had a profound influence on the La Vista Police Department's decisions for manpower allocation, equipment purchases, areas of patrol or community focus, and budget implications. Our hope within the La Vista Police Department is to understand where, when, and why crime occurs and to work tirelessly to address, reduce or eliminate crime from our city. Our goal is lofty, and a life-long pursuit, but we are ready, capable, and committed to achieving it.

This report is by no means comprehensive. The information used to develop this report was gathered from state and federal reporting that is dictated by legislation and best-practice from within the law enforcement community. The potential solutions are specifically designed to address statistical findings and may or may not address them. It is important to remember any interpretation of data is subject to any number of known or unknown biases, statistically significant or non-significant factors, and outliers. The recommendations proposed in this report are the expression at the time of writing, of potential solutions. They do not require the La Vista Police Department or its employees to enact any of the solutions at any time.

The Police Department remains committed to continue to provide the best enforcement of crime reduction and prevention strategies available. On behalf of the men and women of the La Vista Police Department and myself, I thank you for your support and confidence. We will continue to faithfully serve the residents and visitors of the City of La Vista and relentlessly pursue those who victimize the innocent.

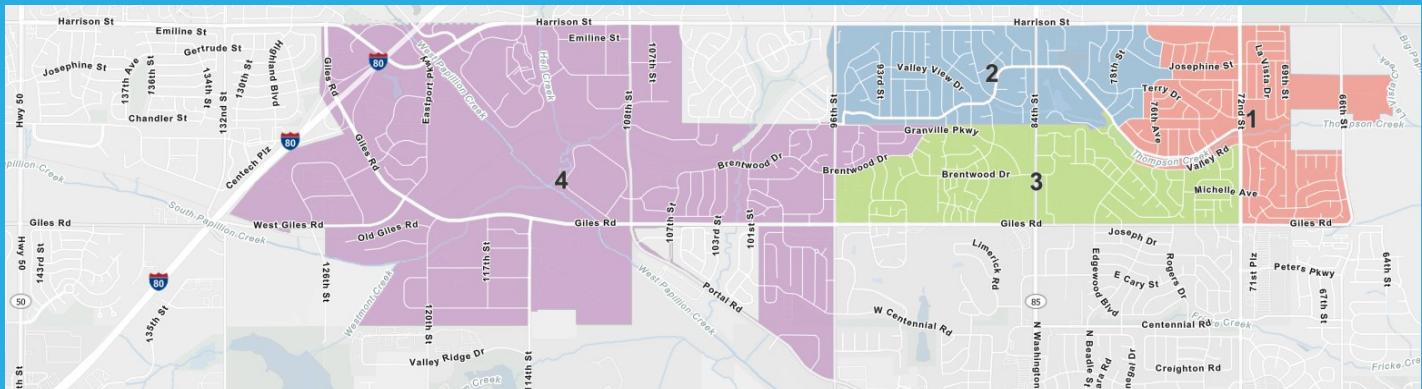
Mike Schofield
Chief of Police

City of La Vista

The City of La Vista is at the northernmost portion of Sarpy County and sits on the eastern coast of the State of Nebraska. Incorporated La Vista is 5.4 square miles. The City was incorporated in 1960, and the police department was stood up 3 years later in 1963. The population was 16,746 in the 2020 census, making it the 12th most populous city in Nebraska. La Vista means "the view" and was selected by early settlers because of the beautiful scenic view of the Big Papio Creek basin southeast of the development.

In 2024, the La Vista Police Department had an authorized strength of 54 employees consisting of 48 officers and 5.5 civilian staff positions. Patrol Officers work 12 hour shifts to cover the city's streets.

The City of La Vista has two of the busiest intersections in Sarpy County: S 84th Street & Harrison Street and S 72nd Street & Harrison Street. The City of La Vista is divided into three police patrol districts which officers are assigned to handle calls for service. The La Vista Police Department has one officer assigned as a School Resource Officer in partnership with the Papillion La Vista School District. The Uniform Patrol Bureau has 21 officers. Additionally, 6 officers are assigned to the Community Services Bureau, 3 are assigned to general detective positions and 1 is assigned a task force position in coordination with the Federal Bureau of Investigation.



Our Mission

It is the mission of the La Vista Police Department, in partnership with our community, to provide a safe and secure environment for everyone who lives, works and does business in the City of La Vista through the effective and efficient delivery of professional, positive and innovative services.

Core Values

We, as members of the La Vista Police Department, are committed to the following Core Values in providing the people of La Vista with personalized and effective service:

Service to our community. We are dedicated to enhancing public safety and reducing the fear of crime. People in our community are our most important customers. We will work in partnership with community members and do our best, within the law, to solve community problems that affect public safety. We value the great diversity of people in both our residential and business communities and serve all with equal dedication.

Reverence for the law. We have been given the honor and privilege of enforcing the law. We must always exercise integrity in the use of the power and authority that has been given to us by the people. Our personal and professional behavior should be a model for all to follow. We will always obey and support the letter and the spirit of the law.

Commitment to leadership. We believe the La Vista Police Department should be a leader in law enforcement. We also believe each individual needs to be a leader in their area of responsibility. Making sure that our values become part of our day- to-day work life is our mandate. We must each work to ensure our co-workers, our professional colleagues and our communities have the highest respect for the La Vista Police Department.

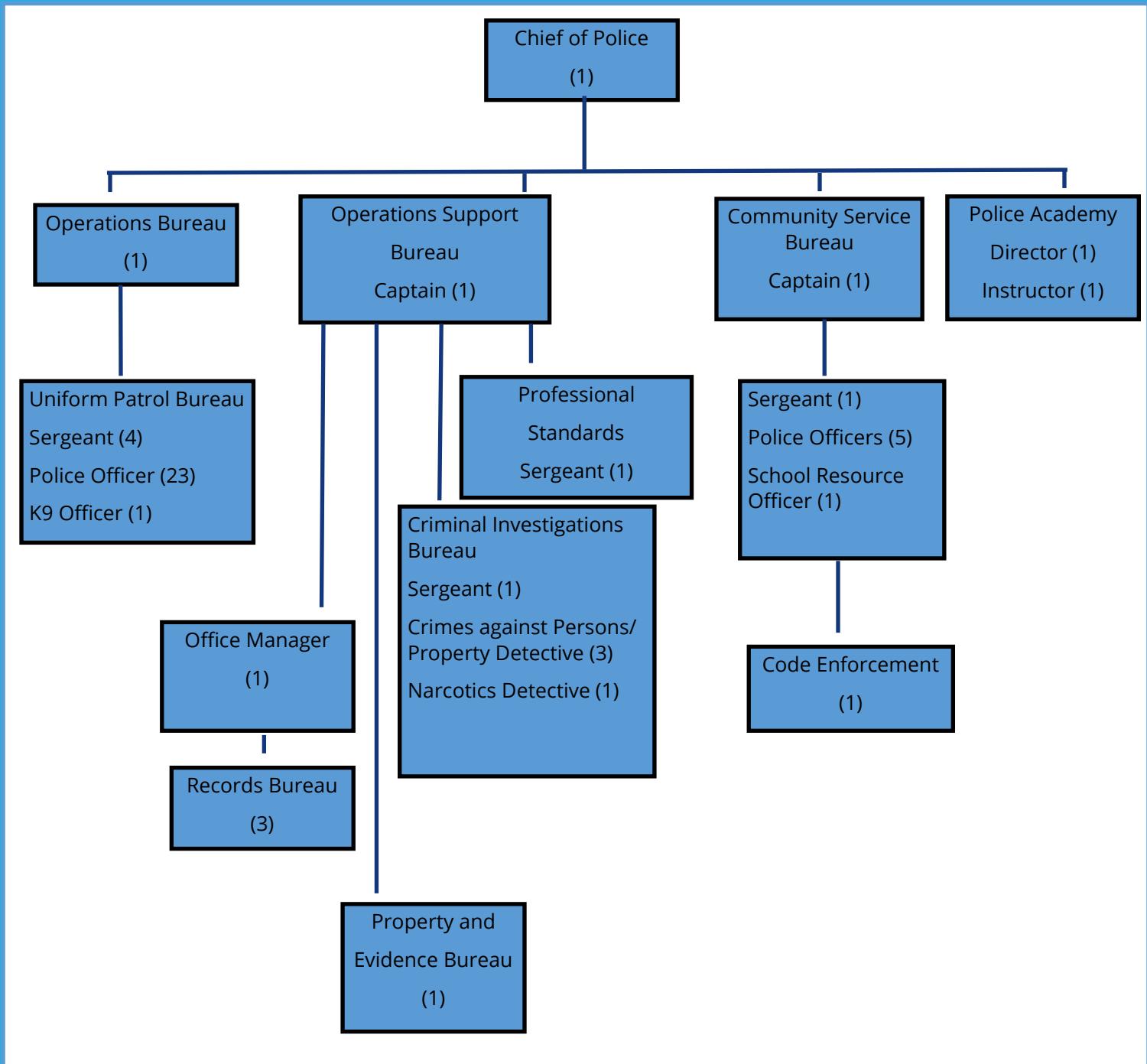
Integrity in all we say and do. Integrity is our standard. We are proud of our profession and will conduct ourselves in a manner that merits the respect of all people. We will demonstrate honest, ethical behavior in all our interactions. Our actions will match our words. We must have the courage to stand up for our beliefs and do what is right.

Core Values

Respect for people. Working with the La Vista Police Department should be challenging and rewarding. Our people are our most important resource. We can best serve the many and varied needs of our communities by empowering our employees to fulfill their responsibilities with knowledge, authority, and appropriate discretion. We encourage our employees to submit ideas, we listen to their suggestions, and we help them develop to their maximum potential. We believe in treating all people with respect and dignity. We show concern and empathy for the victims of crime and treat violators of the law with fairness and dignity. By demonstrating respect for others, we will earn respect for the La Vista Police Department.

Quality through continuous improvement. We will strive to achieve the highest level of quality in all aspects of our work. We can never be satisfied with the "status quo." We must aim for continuous improvement in serving the people in our community. We value innovation and support creativity. We realize constant change is a way of life in a dynamic and growing city like La Vista, and we dedicate ourselves to proactively seeking new and better ways to serve.

2024 Organizational Chart



Current Positions

Position	2020	2021	2022	2023	2024
Chief of Police	1	1	1	0	1
Assistant Chief of Police	0	0	0	1	1
Police Captain	3	3	3	3	3
Police Sergeant	6	6	6	7	6
Uniformed Patrol Bureau	17	20	22	18	21
Police Detective (CIB)	5	5	5	5	4
Community Service Officer (CSB)	5	3	4	4	5
School Resource Officer	1	1	1	1	1
Police K9 Officer	2	2	2	2	1
Professional Standards Sergeant	0	0	0	1	1
Office Manager	1	1	1	1	1
Administrative Assistant	3	3	3	3	3
Property and Evidence Technician	1	1	1	1	1
Code Enforcement Officer	1	1	1	1	1
SDLEA Academy Director	1	1	1	1	1
Training Instructor	0	1	1	1	1



Chief Mike Schofield

Mike Schofield became Police Chief on May 31, 2024. He brings more than 34 years of experience in the Law Enforcement and Homeland Security mission space, showcasing a career marked by strategic planning and innovative problem-solving. Mike aims to continue the department's mission of providing exceptional service to the community while developing leadership within the department.

After high school, Chief Schofield joined the United States Marine Corps. He was honorably discharged from the military in July of 1990, and returned to the Kansas City area. Chief Schofield began his law enforcement career in September of 1990 with the Platte County Sheriff's Department in Missouri. Mike transitioned to the Kansas City, Missouri Police Department where he remained for 31 years retiring as a Major.



Throughout his career, Chief Schofield has led cross-functional teams of subject matter experts and provided valuable advice to key executive decision-makers across federal, state, and local governments, as well as private sector organizations. His extensive experience includes conducting pre-event planning of law enforcement operations for large-scale special events, patrol/criminal interdiction operations, community-oriented policing, capital improvements/planning and project management, counter-drug intelligence analysis, criminal investigations, budget preparation and management, evidence based/intelligence led policing, and information technology management. Mike is known for his approach to understanding the needs of the community, building trust and collaborative partnerships with diverse stakeholders, and effectively communicating requirements to leadership. He has a proven track record for quickly utilizing new innovative techniques, excelling at creative problem-solving and leveraging non-traditional approaches to overcome obstacles and deliver tangible results.

Chief Mike Schofield

Mike has earned a Bachelor of Science in Management from Baker University, an Executive Master of Business Administration with an emphasis in Organizational Leadership from Benedictine College, and a Master of Arts in National Security Studies with an emphasis in Homeland Defense and Security from the Naval Postgraduate School. His formal education has helped prepare him for the transition to the executive level leadership within the police department by expanding his working knowledge of subjects such as accounting, human resource management, change management, organizational leadership, homeland security, critical incident management, the national intelligence community, and counterterrorism. Mike has also sought out numerous opportunities to attend training to enhance his competency in law enforcement, improving his skills as a leader. He attended the National Criminal Justice Public Agency – Leadership and Supervision for Challenging Times seminar, completed the International Association of Chiefs of Police – Advanced Supervisory Skills course, attended the Franklin Covey – Leadership for the Public Sector program, participated in training programs by the Arbinger Institute, "World Class Leadership" and "Great Leaders, Great Teams, Great Results." In 2024, he received the FBI – Law Enforcement Executive Development Association's Trilogy Award for completion of the Supervisory Leadership, Command Leadership, and the Executive Leadership Institutes.

The Chief of Police reports directly to the City Administrator and has the direct responsible for the overall leadership and direction of the La Vista Police Department. The Chief establishes policy; selects personnel; enforces discipline; directs assignment of personnel; evaluates and plans for future allocation of resources including budget and personnel; prepares comprehensive reports; confers with Residents and city officials on law enforcement needs; works collectively with other city department heads; prepares and presents budget estimates; maintains relationships with law enforcement and non-law enforcement partners and is the face of the La Vista Police Department. The Chief of Police supervises all of the La Vista Police Department employees, both sworn and civilian staff.

Police Department Bureaus

UNIFORM PATROL BUREAU

The Operations Division is commanded by a Captain whose primary responsibility is to provide general management, direction and control for the Division. The Operations Division consists of the Uniformed Patrol Bureau (UPB). Uniform patrol officers are assigned to one of the three patrol districts. Officers are assigned to these specific patrol districts in order to enhance accountability and provide services to the community. Most uniformed patrol officers and sergeants work twelve hour shifts on a two week pattern which incorporates one eight hour shift into the schedule and results in eighty hours worked in a two week period.

CRIMINAL INVESTIGATIONS BUREAU

The Operations Support Division is commanded by a Captain whose primary responsibility is to provide general management, direction and control for the Division. The Operations Support Division consists of the Criminal Investigations Bureau, Records Bureau, and Property/Evidence Bureau. The Division is also responsible for the management of department finances, internal investigations, training, arson investigations, and other various tasks.

COMMUNITY SERVICES BUREAU

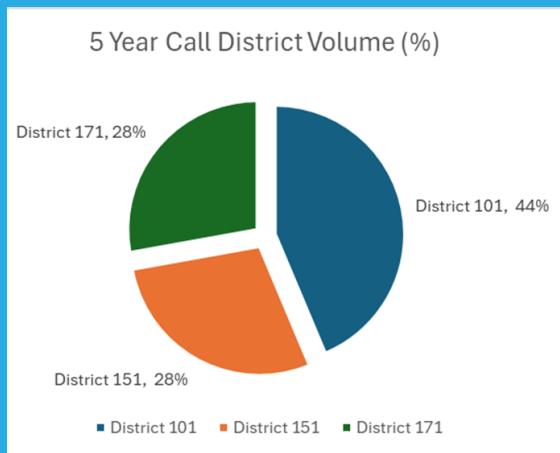
The Special Operations Division is commanded by a Captain whose primary responsibility is to provide general management, direction and control for the Division. The Community Service Bureau consists of Code Enforcement, the School Resource Officer and D.A.R.E. program, Specialized Traffic Enforcement Operations, Severe Crash Investigations, Honor Guard, and all city-wide police department event functions.

Total Incidents since 2020

Geographically, the City of La Vista is separated into three distinct law enforcement districts.

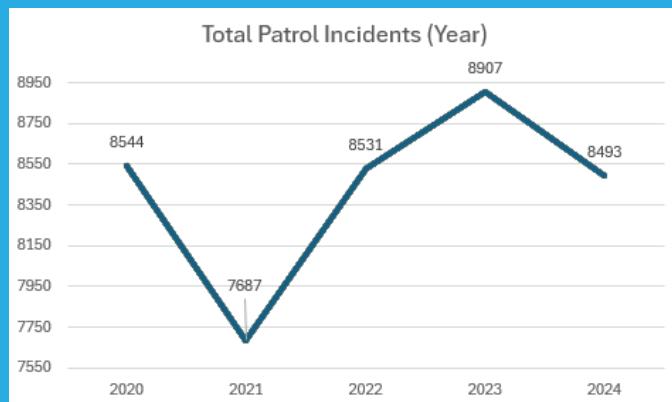
- **District 101:** 66th Street to east side of 84th Street
- **District 151:** West side of 84th Street to east side of 96th Street
- **District 171:** West side of 96th Street west side to Harrison Street and Giles Road
- **Extra Territorial Jurisdiction:** Meadows Parkway north to Harrison Street

Each geographic district is assigned one officer per shift. Additional officers are assigned as all-city cruisers and are available to assist district officers if necessary. Additionally, a Sergeant is assigned to each shift.



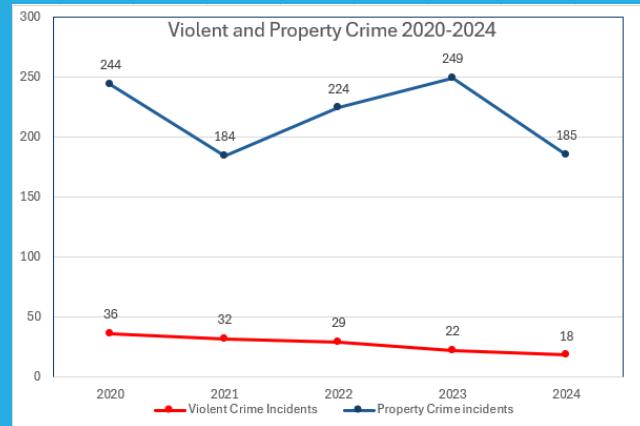
The volume of calls year to year as demonstrated by this graph has remained very consistent. District 101 is the 2nd largest district by geography and has the largest number of residents, and consists of mainly single, and multi-family housing. District 151 is the smallest district geographically, but encompasses the largest concentration of multi-family residences. District 171 is the largest geographic district and has the largest concentration of commercial space and the least concentration of residential areas.

The Total Patrol Incidents graph is a combination of two key police department metrics. The first is Calls for Service, which is any incident initiated by a citizen. This includes both criminal and civil and requires a police or code enforcement response. These incidents are typically received by Sarpy County Communications and dispatched to officers. The second is Officer Initiated Activity, such as traffic stops, suspicious vehicles, and business and park checks. These take place during a shift and typically require digital tracking for documentation purposes.



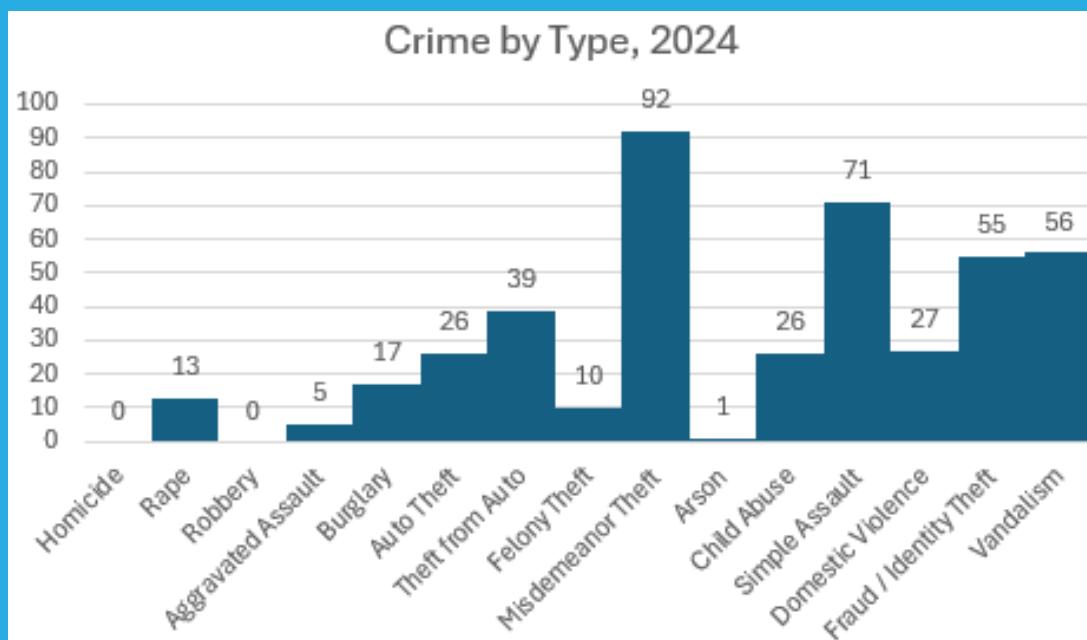
Violent & Property Crime

Reduction of crimes against citizens and property remain the highest priority for all La Vista Police Department employees. The vast majority of police department resources, equipment, training and personnel are dedicated to the proactive identification of crimes occurring within the City of La Vista and additionally, the swift investigation of those crimes. This graph (right) separates data into these two main categories that are comprised of many crime types. The violent and property crime trends over the past 4 years show a steady down trend.



This breakdown of the those crimes can be seen below.

- **Violent crime:** Homicide, Sexual Assault, Robbery, Aggravated Assault
- **Property Crime:** Burglary , Auto theft, theft from auto, felony theft, misdemeanor theft, arson
- **Special Crime:** Child abuse, simple assault, domestic violence, fraud/identity theft, vandalism



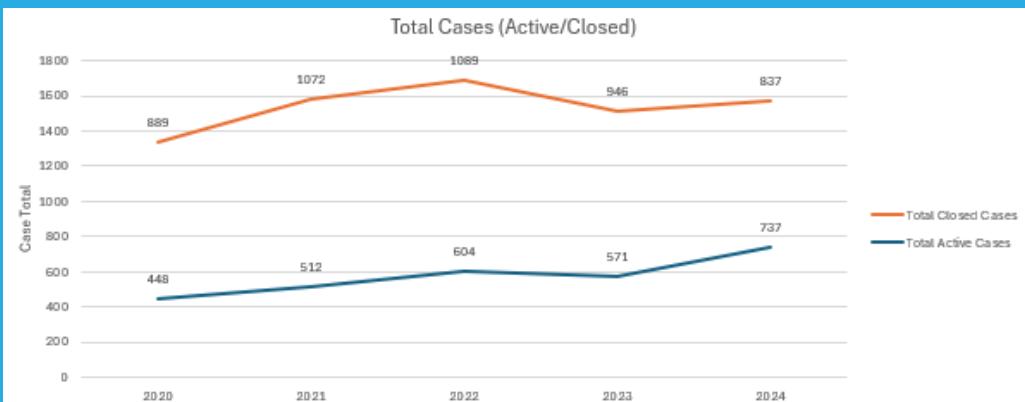
Code Enforcement

In 2010, City Code Enforcement moved from the Community Development Department at City Hall to the Police Department. Code Enforcement is staffed with one enforcement officer.

Code Enforcement's jurisdiction extends past the incorporated lines of the City of La Vista and covers areas to the west of S Harrison Street and the Giles Road intersection.

Code Enforcement covers civil legislation and city ordinance statutes. These can include cleanliness ordinances, vehicle based ordinances (excluding moving violations), snow, grass, rubbish, or trash ordinances. Code Enforcement works closely with Community Development to ensure adherence to building codes and permits.

In this graph (left), "Active Cases" represents violation cases which at the end



of the sample period were still in an investigatory status. Conversely, "Inactive Cases" are cases which were closed during the sample period. Code Enforcement seeks to close 80% of active cases within 60 days of the start of the investigation.

2024 Code Enforcement Actions

Verbal Warning	Red Tag	Yellow Tag	Citation	Tow	Other	Letter
45	366	352	41	20	7	74

Code Enforcement works closely with City of La Vista residents to ensure compliance with ordinance violations and quick remedy of issues. The Code Enforcement Officer issued 770 verbal or written warnings in 2024. Residents can make complaints through the City of La Vista Police Department website.



Special Assignments

S.W.A.T. Team- Officers are assigned to the Sarpy County SWAT team as an additional duty. Officers may be assigned as Operators, Crisis Negotiators or Tactical Medics. Officers receive highly specialized training and equipment to assist with critical incidents around Sarpy County. The La Vista Police Department has nine officers assigned to the Sarpy County SWAT Team.

K9 Officer- Patrol Service Dog Teams consist of a police officer and their canine partner. The La Vista Police Department began its canine program in 1998 and currently has one Patrol Service Dog (PSD) team. The PSD team is certified by the State of Nebraska to conduct drug detection investigations and patrol apprehensions. The current police canine is a Belgian Malinois named Flex who is approximately 4 years old.

Drone Team- The use of unmanned aerial surveillance drones (sUAS) has grown in popularity and function. The La Vista Police Department currently owns two SUAS drones. These drones are piloted by multiple department members certified by the FAA Part 107 pilot's license.

Crash Reconstruction Team- When a vehicle crash that has caused serious bodily injury or may result in the loss of human life, members of the La Vista Police Department's Crash Reconstruction Team are called to conduct a highly specialized and detailed investigation. Officers assigned to this team receive over 160 hours of training to conduct these investigations.

Department Instructors- The La Vista Police Department selects officers who show a high degree of skill in certain law enforcement disciplines to formally and informally instruct their peers. Officers assigned as department instructors also receive continuing education in instruction and teach multiple times throughout the year.

Motor Unit- The La Vista Police Department owns four Harley Davidson Electra Glide Motorcycles. This program began in 2006. These motorcycles are equipped to assist with crashes, vehicle escorts, traffic control and many other events. Three officers are assigned as Motor Officers as a secondary duty.



Initiation of Change

Chief Schofield's belief of a successful police department includes a department that is constantly evolving and open to change. Through his leadership, the La Vista Police Department has undergone various small and large changes during 2024. Chief Schofield identified 3 key areas for immediate change and implemented them swiftly.

1. Standardization and issuance of new uniforms
2. Succession planning through leadership training
3. Police Cruiser re-design



These three areas were the subject of attention and through various meetings, were ultimately changed throughout 2024.

The first change was the updated La Vista Police Department Patch (Left). This patch, worn on the shoulder of all uniform styles is an officer's main connection to the community they serve. The patch is full of symbolism. It includes the State of Nebraska with a shooting star, the City of La Vista prominently displayed multiple times throughout the patch, and the inclusion of the "Thin Blue Line". This "Thin Blue Line" is shown between the officer and the State of Nebraska symbol, and honors those who put themselves between crime and subjects who wish to do our city harm. This patch embodies the promise each La Vista Police Officer makes to our La Vista Residents.

Succession planning involves identifying and developing internal talent to ensure smooth transition of leadership roles, and ensuring continuity when personnel leave or retire. For a police department, this is crucial. Chief Schofield researched, coordinated, and hosted a number of leadership development training courses as well as skills advancement courses to better prepare officers for these challenges. Chief Schofield has remained committed to developing the next generation of La Vista Police Officers.

Cruiser Design Improvement



In late 2024, residents began to see the new La Vista Police Department cruiser design hit the streets. The new design was meant to improve a few of the features from the previous cruiser design:

1. Decrease the visible wear and tear of graphics
2. Increase the cost effectiveness of the new cruiser upfitting process
3. Create a large visible contrast for emergency and traffic operations

Previous cruiser designs incorporated a large adhesive wrap covering the front and rear doors. Additionally, a large portion of the trunk was covered in adhesive graphics. While these wraps were applied professionally, they were subjected to the harsh Nebraska weather and quickly faded and became visually unappealing. Recognizing the need for an alternative, Chief Schofield conducted an internal review and sought feedback from key department members and received multiple proofs for cruiser designs. After much consideration, the new cruiser was designed.

Due to the reduced volume of material necessary, each cruiser's upfitting cost was reduced by nearly \$4,000. In addition to the cost savings, the change in material helps to keep the cruiser's design intact during Nebraska weather thus making them look more professional for a longer period of time. Lastly, the smaller, independent graphics can be individually replaced which allows for quicker return-to-duty times following repair/replacement.

Other key features of the vehicle include the cruiser's number (roof, front driver and passenger side, rear trunk gate), "Emergency 911" (rear quarter panels), "La Vista Police Department" (bottom trunk). All of which remained the same and were not adjusted for the new design. All cruisers will be eventually be transitioned to this new design, with an estimated completion before December of 2025.

Awards & Commendations



On May 11, 2024 at midnight, La Vista officers were dispatched to 7211 Park Crest Drive in reference to shots fired. Reporting parties told Sarpy County Communications someone had been shot.

Officers Coleman (Center) and Mavencamp (Left) were first to arrive on scene and locate a male victim with a gunshot wound to his upper right thigh inches away from his femoral artery. Officer Coleman used his shears to cut open the male's pant leg. The male had a copious amount of blood on his leg and on the floor. Officer Coleman immediately applied his tourniquet to the right leg above the wound. Officer Coleman did this while talking to the male keeping him calm while medical assistance was provided. Officer Mavencamp moved the tourniquet up the leg making sure it was high and tight on the male.

Awards & Commendations

On Sunday, March 9, 2024, at 4:10pm, La Vista Police Officers were dispatched to the Giles Road Bridge over I-80. Witnesses had contacted 911 indicating a young male was hanging over the wall of bridge over traffic traveling on I-80. A family member of an adult male under mental distress called because they believed he was enroute to the bridge to harm himself.

All La Vista Police Officers on duty began to respond to the area. Officers were then updated that a civilian was chasing the male trying to kill himself across the interstate.

Officer Mittelbrun (Right) was one of the first officers to arrive at the scene and was immediately able to find the civilian and suicidal party running on the interstate. Officer Mittelbrun ran into the traffic on the interstate and was able to physically engage the suicidal male and pull him away from a tractor trailer he almost got crushed by. Shortly after engaging the male Officer Tiberi (Center) arrived and helped Officer Mittelbrun and the civilian try to secure the suicidal party while still on the interstate. The suicidal party was resisting the attempts of the officers and civilian to remove him from the interstate. The male even tried to grab Officer Tiberi's taser during the incident. Ultimately Officer Mittelbrun and Tiberi were able to secure the suicidal male to ensure he could no longer hurt himself until Papillion Firefighters and Medics were able to arrive on scene and assist with medical care. He was placed in Emergency Protective Custody without injury.

In a separate incident with the same male subject Officer Dooling (Left) was able to physically pull the same suicidal male off the Giles Road Bridge, overhanging the I-80 Highway.



Police Department Events



Annually, the La Vista Police Department hosts a number of community events. The Youth Police Academy hosts children aged 6th through 9th grade for a 3-day-long law enforcement camp. The participants receive information about hiring, investigations, evidence collection, specialty assignments and law enforcement equipment. Additionally, each child participates in multiple hands-on scenarios, conducts a simulated traffic stop, and learns to investigate a crime from start to finish.



Police Department Events



2024 was the inaugural year of the La Vista Police Department's "Trunk or Treat" event. Decorated police cruisers lined the police department's parking lot as over 1,000 community members received free food and candy, played games, won prizes and enhanced relationships with department officers. This was a very successful event; likely to be repeated for years to come.



Police Department Events



National Night Out is a nation-wide event which partners the community with their local police department. La Vista Police Department has been a proud participant in this event. In 2024, the police department hosted over 40 first responder organizations that provided many free items promoting safety in the community, and provided food and drink to attendees. The event culminated with a Police Safety Walk which highlighted the relationship between Police and Citizens and its promise to work together to build and maintain a safe community.

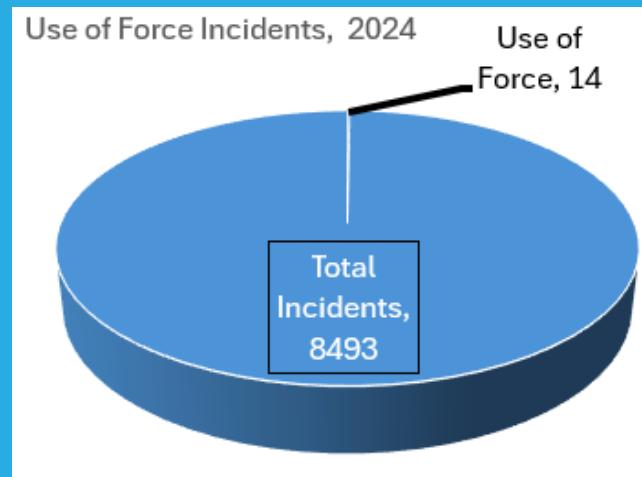


Use of Force Transparency

The La Vista Police Department recognizes that use of force by law enforcement officers requires constant evaluation. Use of force is a serious responsibility. While there is no way to specify the exact amount or type of reasonable force to be applied in any situation, each officer is expected to use their best judgement to make decisions in a professional, impartial, and reasonable manner.

The use of force by law enforcement personnel is a matter of critical concern both to the public and to the law enforcement community.

Officers must have an understanding of and true appreciation for the limitations of their authority. This is especially true in respect to officers overcoming resistance while engaged in the performing their duties. The La Vista Police Department recognizes the value of all human life and the right to dignity without prejudice. Vesting officers with authority to use reasonable force to protect the public welfare requires a careful balance of human interests.



It is the policy of the La Vista Police Department that officers shall use only that amount of force that reasonably appears necessary, given the facts and circumstances perceived by the officer at the time of the event, to effectively bring an incident under control.

“Reasonableness” of the force used must be judged from the perspective of a reasonable officer on the scene at the time of the incident with current facts known at that time.

Physical Control	Deadly Force	TASER	OC Spray	Stun Bag Shotgun	Pepperball	Baton	Police K9	Other
9	0	2	3	0	0	0	0	0

Use of Force Transparency



La Vista Officers have an affirmative duty to intervene if they witness a use of force that is clearly unreasonable. Any officer present and observing another officer from this agency or an outside agency using force that is clearly beyond that which is reasonable under the circumstances, shall, when in a position to safely do so, intervene to prevent the use of unreasonable force.

All incidents involving the use of deadly force, or force by department personnel which results in death or serious injury to a person, will be investigated by an appropriate law enforcement agency to be determined by the Chief of Police. The Sarpy County Force Investigation Team is responsible for the investigation of deadly force incidents, including in-custody death incidents for the La Vista Police Department.

In 2024, La Vista Officers were involved in 14 total Use of Force incidents resulting in 12 arrests out of the 8493 total incidents. Of the 14 incidents, 6 resulted in “non-fatal, non-serious injury”; 8 resulted in “no documented injury”. Of the 14 incidents, 2 involved the use of a TASER device, 3 involved the use of OC (pepper spray), and 9 involved the use of physical control techniques.

Resident Complaints

The La Vista Police Department has the responsibility of providing a formal system of internal investigations. The very character of the department, as well as its reputation rests on an adequate program of fair and impartial investigations. All complaints against department employees will be investigated. Written or verbal complaints will be accepted from any source: residents, employees, or any other source. Upon receipt of the complaint, the Chief of Police will review the complaint and determine if the complaint warrants an inquiry, informal investigation, or a formal investigation.

Formal Complaint - An act of expressed dissatisfaction which relates to department operations, policies and procedures, personal conduct or unlawful acts. These complaints are documented in writing and submitted for investigation and review.

Informal Complaint: An act of expressed dissatisfaction which relates to department operations, policies and procedures, personal conduct or unlawful acts. These complaints are expressed verbally or initiated by a department supervisor prior to a formal complaint and submitted for investigation and review.

Misconduct - Wrongful actions or omissions by an employee which result (intentionally or unintentionally) from erroneous judgment or a disregard for established policies or procedures.



Resident Complaints

Complaint Outcomes:

- **Unfounded** – The investigation conclusively proved that the act complained of did not occur. This finding also applies when an individual employee named in the complaint was not involved in the act which may have occurred.
- **Exonerated** – The act provided the basis for the complaint or allegation occurred; however, the investigation revealed that the act was justified, lawful and proper.
- **Not Sustained** – The investigation failed to disclose sufficient evidence to clearly prove the allegation made in the complaint, or to conclusively disprove such allegation.
- **Sustained** – The investigation disclosed sufficient evidence to clearly prove the allegation in the complaint. A sustained complaint may warrant a variety of employee intervention including: remedial training, suspension without pay, and termination.
- **Policy Failure** – Employee conduct was within guidelines of established policy and procedure, however, complaint has given cause to re-evaluate policy and procedure for possible improvement.

Complaint Type	Unfounded	Exonerated	Not Sustained	Sustained	Policy Failure	Under-Investigation
Formal Complaint	2	0	0	0	0	1
Informal Complaint	3	0	0	1 (Remedial Training)	0	0

Join Our Team

The greatest strength of the La Vista Police Department is the quality of our staff. They provide the training, talent, and commitment to providing superior public service. La Vista is a great place to live and work, and we invite you to see what opportunities are available here by applying for one of our open positions. The La Vista Police Department accepts non-law enforcement applicants as well as lateral transfer officers.

La Vista Police Department has:

- Highly competitive pay
- Specialty assignments
- Full benefits package
- Advancement opportunities

Thank you for your interest and we wish you all the best of luck!



402.331.1582
CityofLaVista.org/Police

