



ANNUAL REPORT  
2007







## RED TOMAHAWK: NORTH DAKOTA HIGHWAY PATROL SYMBOL

The North Dakota Highway Patrol symbol is a profile of Tacanipiluta, Marcellus Red Tomahawk, a Sioux Indian who lived near the Cannonball River on the Standing Rock Indian Reservation near Mandan, North Dakota.

Red Tomahawk, a subchief, served as a government policeman for 18 years helping to create order in a time of turbulence. He was considered a champion of his people, a noble American, and a just man. Today his profile reminds travelers of the first people to roam the plains.

The North Dakota Highway Patrol officially adopted the profile of Red Tomahawk as the patrol vehicle door emblem and department symbol in 1951.





# MISSION

The mission of the North Dakota Highway Patrol is to make a difference everyday by providing quality law enforcement services to keep North Dakota safe and secure.

# VALUES

**LOYALTY** We will show allegiance to ourselves, our department, the state of North Dakota, our community, and to those who came before us and sacrificed so much to ensure the safety of our citizens.

**INTEGRITY** We are honest, responsible, and ethical. Citizens place the highest trust in the NDHP. Each member must recognize that they are held to a higher standard of accountability than the public. We must always be mindful to **NEVER** violate the public trust. Our conduct, both on and off duty, must be beyond reproach.

**COMMITMENT** To fulfill the vision of the NDHP each employee must deliberately carry out their duties and responsibilities to the best of their abilities.

**RESPECT** Because we are a diverse culture we value each other and all members of our community regardless of age, race, gender, appearance, individual beliefs or lifestyles. We will always show understanding, respect, and appreciation for our similarities and differences.

**PROFESSIONALISM** To be considered professional we must conform to the technical and ethical standards of our profession. Because we are highly trained and dedicated we are capable of handling the daily demands of law enforcement and devoting our full energy and talents to the department's vision.

**ACCOUNTABILITY** Employees at all levels and ranks must accept responsibility for their actions both in their personal life and in thier professional life.



The Honorable John Hoeven  
Governor of North Dakota



Colonel Mark Nelson  
Superintendent







## Letter to the Governor

Dear Governor Hoeven:

On behalf of the North Dakota Highway Patrol, it is my honor and privilege to submit to you and the citizens of North Dakota our 2007 Annual Report.

The Patrol is proud of its accomplishments for 2007. Through our dedication and committed employees we strive to provide quality law enforcement services to the citizens of this great state.

The Patrol has established partnerships which provide a foundation for new programs aimed at increasing our public safety through both educational and enforcement efforts.

The Highway Patrol's vision of "Public Safety Through Quality Service" is fostered on a daily basis through our positive interaction with the public. The following pages reflect in detail the efforts we have taken to insure that North Dakota remains one of the safest states in the Nation.

I wish to thank you for your leadership and the support you continue to provide the NDHP.

Sincerely,

MARK A. NELSON  
Colonel, NDHP  
Superintendent



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History	1
Organizational Chart	2
District Boundaries & Post Locations	3
Authorized Strength	3
Receipts & Disbursements	4
Field Operations	5
Field Operations Statistics	7
Vehicle Crash Statistics	9
Region Activities	14
Motor Carrier Operations	18
Safety & Education	22
Administrative Services	25
Support Services	31
Law Enforcement Training Academy	33
NDHP Employees	34
Employee Performance Quality Report	38





# HISTORY

The NDHP is created with 5 officers.

The Highway Department Truck Regulatory Division merges with the NDHP, giving the Patrol responsibility for commercial motor carrier permits, weights and measures, and enforcement of truck safety regulations.

North Dakota experiences the lowest number of fatalities in the last 50 years with only 74.

The LETA expansion project is completed. NDHP is reaccredited.

Mobile Data Communications System (MDCS) is implemented.

NDHP district boundaries are restructured from 5 to 8 districts in order to be more accessible to the public. NDHP is reaccredited. First sobriety checkpoint is held.

Phase II of the E-permits project is implemented, making several permits available for online purchase. The online citation project is implemented, allowing us to transmit citations to the courts electronically. Amber Alert Plan is implemented. NDHP is reaccredited.

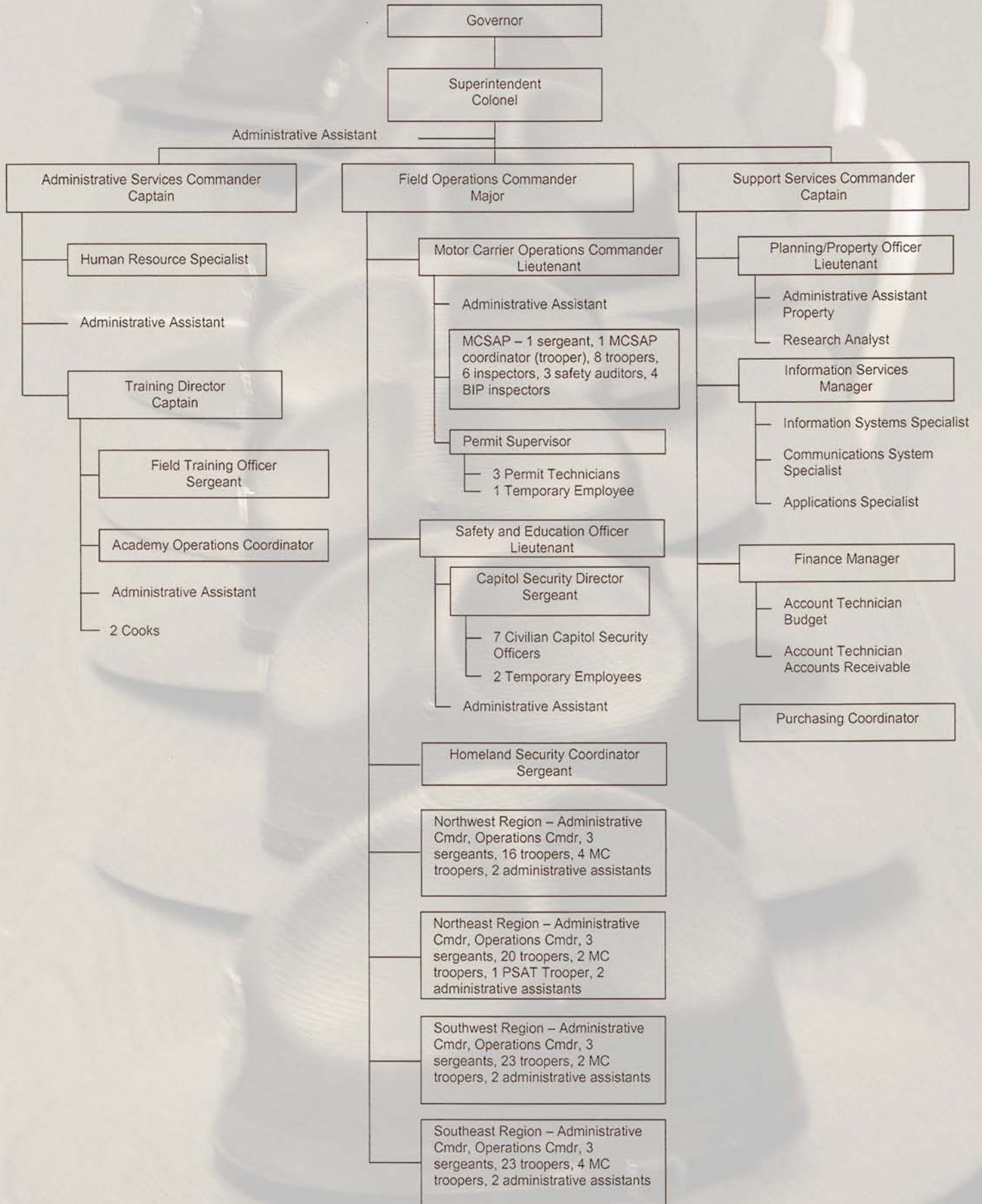
NDHP is hailed as a flagship agency.

District boundaries are realigned from 8 to 4.

1935	North Dakota Law Enforcement Training Academy (LETA) is opened in Bismarck.
1971	NDHP becomes the 8th state law enforcement agency to achieve national accreditation from the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA).
1983	
1989	
1994	District boundaries are realigned from 8 to 5.
1995	The NDHP and Bureau of Criminal Investigation training functions are combined to improve efficiency. The Patrol is reaccredited by CALEA.
1997	
1998	The Motor Carrier Operations section is created within Field Operations.
1999	
2000	Vehicles are equipped with in-car video systems.
2001	8 additional weigh-in-motion sites are installed. The Border Inspection Program is created to monitor the movement of commercial vehicles along the state's border with Canada. 2 officers are trained as Drug Recognition Experts and the canine program adds 3 canines to combat increased use and transportation of drugs.
2003	
2004	
2005	Duress alarm system is installed in the Capitol complex. Fulltime staffing of the scales is discontinued. HPStat is implemented.
2006	
2007	

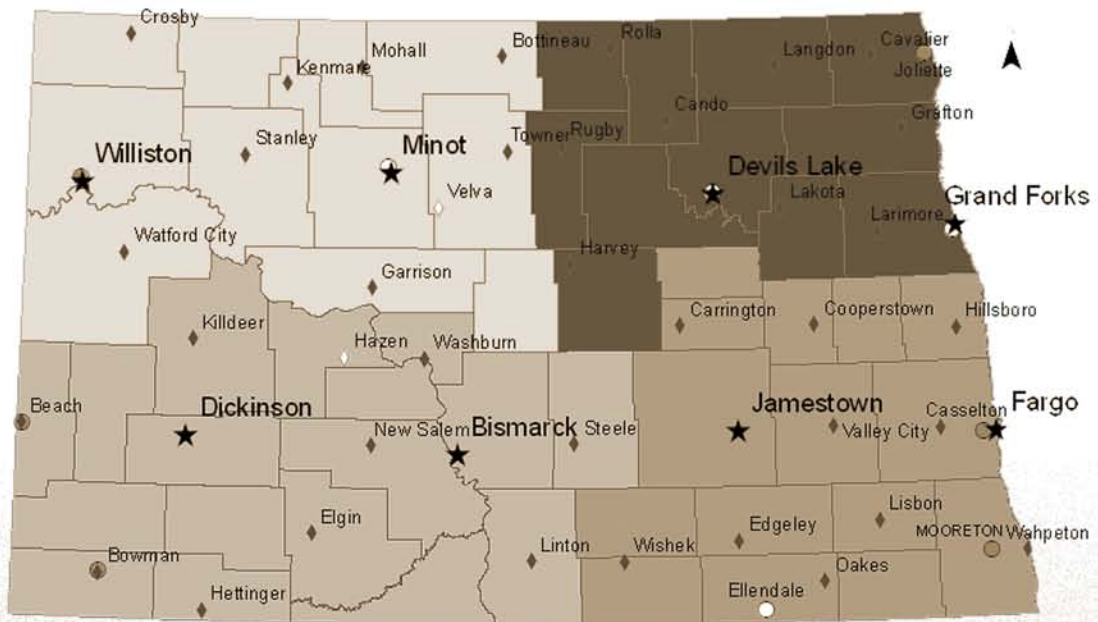


# NORTH DAKOTA HIGHWAY PATROL ORGANIZATIONAL CHART





# NDHP Regional Boundaries, Post Locations, and Weigh/Inspection Stations



8/2007

AUTHORIZED STRENGTH (JANUARY 2007)			
Classification	Authorized	Current	Vacancies
Sworn	138	138	0
Capitol Security	4	4	0
MCSAP Program	13	13	0
Support	31	31	0
<b>TOTAL</b>	<b>186</b>	<b>186</b>	<b>0</b>



## STATEMENT OF RECEIPTS AND DISBURSEMENTS

JANUARY - DECEMBER 2007

Receipts:	
Transfers from NDDOT	\$1,170,360
Transfers from General Fund	14,420,331
Transfers from other ND Agencies	0
Direct Federal Reimbursements	1,525,552
ND Pass-Through Reimbursements	599,425
Miscellaneous Receipts	1,874
<i>Total Receipts</i>	<i>17,717,542</i>
Disbursements:	
Salaries & Wages	(\$12,055,731)
Operating Expenses	(3,977,016)
Equipment	(1,496,769)
Capitol Improvements	(62,633)
Grants to State Agencies and Subdivisions	(123,489)
<i>Total Disbursements</i>	<i>(17,715,668)</i>
<b>REVENUE OVER (UNDER) EXPENDITURES</b>	<b>1,874</b>







## FIELD OPERATIONS

The structure of the Field Operations Division saw some significant changes in 2007. The eight districts were combined into four regions. This began with a pilot project combining the Fargo and Jamestown Districts to form the Southeast Region. After several months of evaluating this concept, the agency moved ahead with full implementation on August 1st. In addition to the Southeast Region, the Bismarck and Dickinson Districts formed the Southwest Region, the Williston and Minot Districts formed the Northwest Region, and the Devils Lake and Grand Forks Districts formed the Northeast Region.

The commanders in Minot, Grand Forks, Fargo, and Bismarck were designated as the Administrative Commanders of the respective regions and are responsible for managing all activities within the region. The commanders in Williston, Devils Lake, Jamestown, and Dickinson were designated the Operational Commanders and serve as the direct supervisor for the regional sergeants and are responsible for planning and directing all operational activities within the regions. This combining of districts provides the operational commander additional personnel resources and flexibility in managing the operational activities within the region. The administrative commanders in addition to their regional management responsibilities are used as a resource in managing special projects, department committees, and grant programs.

Along with the change from eight districts to four regions, the agency promoted Lt. Kyle Kirchmeier on August 1 to manage Motor Carrier Operations which

which consists of the Motor Carrier Safety Assistance Program, Border Inspection Program, New Entrant Program and the Permit Section. Many of the personnel that now make up Motor Carrier Operations were previously assigned to one of the eight commanders in the eight district format.

The patrol continues to supplement educational efforts with a strong enforcement effort. For the first time in many years the HP exceeded 2000 arrests for driving under the influence of alcohol or drugs. Unfortunately, the state recorded 111 fatalities with over 50% alcohol related. We continue our combined educational and enforcement efforts to achieve our ultimate goal of voluntary compliance by the motoring public in making the choice to not drink and drive.

The HP is fortunate to have many members willing to obtain additional training and assume additional responsibilities to enhance our ability to conduct professional crash investigations, criminal investigations, and to provide assistance to local, county, state, and federal agencies. Listed below is a summary of some of these special assignments.

### Tactical Response Unit

The current troop level for the tactical response unit is 26 members which include the TRU commander, one captain, four sergeants, two canine units and 18 troopers. This unit is primarily called upon to assist with security, searches, and crowd control. This past year marked the first time in NDHP history in which members of this unit used personal time to assist the South Dakota Highway Patrol with the Sturgis



Motorcycle Rally. Participation in the event provided a firsthand view of some the planning needed for a large event.

Members were called upon to assist with the search of a murder suspect near Drake, ND. They were also used to augment personnel needs in the aftermath of the Northwood tornado in August.

Specialty equipment received in 2007 included night vision goggles to assist with searches, new portable radios that can operate without the repeater system, four less lethal shotguns and new chemical gas masks.

#### Drug Recognition Experts (DREs)

Two additional troopers were trained as Drug Recognition Experts, for a total of four DREs in the agency. Trooper Robert Arman attended DRE Instructor School and can now train DRE candidates. This program is vital to our continued effort to remove drunk and drug impaired drivers from our roadways.

Activities in 2007 included 26 evaluations, 18 arrests for driving under the influence, and 19 arrests for ingestion of a controlled substance. Assistance with evaluations was provided to the following agencies:

- Sheriff's Offices: Walsh, Pembina and Cass
- Police Departments: Grafton, Minot, Fargo, and West Fargo
- Federal: US Customs.

#### Collision Reconstruction Program

The patrol continues to have a goal of at least one reconstructionist assigned to each of our eight field offices. Currently we have a need for two people to receive training in reconstruction for the Williston and Grand Forks field offices. Their respective collision reconstructionists were promoted to sergeant this past year but continue to assist with those duties until we can train a replacement.

Listed below is a summary of the collision reconstruction activities for 2007:

- 151 Collisions reconstructed
- 2 Forensic maps produced using photogrammetry
- 21 Crash Data Retrieval System Downloads
- 20 Crashes reconstructed or assistance rendered to other agencies
- 1 Crime Scenes/Incidents forensically mapped
- 5 Court appearances by members regarding collision reconstruction.

Training for reconstructionists consisted of a one week refresher/re-certification course conducted at the North Dakota LETA. Some members also

attended the MATAI Conference in St. Paul, MN.

#### Canine Program

The department currently has nine canine teams stationed throughout the state. They continue to play an integral part in our drug enforcement efforts. The canine teams provided assistance to 35 schools through safety presentations and locker searches. Other activities included 208 narcotic searches with 80 narcotic finds resulting in 14 felony arrests and 66 misdemeanor arrests. There were also nine canine tracks.

Some of the highlights for the canine teams included:

- Alert on \$60,000
- Alert on \$10,000
- 26 pounds of marijuana
- 4.5 pounds of marijuana
- Two separate finds of 1.5 pounds of marijuana.

In May 2007, the canine teams attended their annual canine recertification at Camp Riley, MN. Additional training was held in-state in April and December. The second annual NDPOA Canine Challenge was held in August with a department canine team taking first place.

#### Aircraft Operations

The hours dedicated to the aircraft program during 2007 totaled 56 hours. A portion of those hours were dedicated to the newly assigned pilot receiving necessary certification for instrument and commercial ratings. Other uses for the aircraft included providing three days of assistance to Mountrail County Sheriff's Department in searching for a missing individual. We also assisted the Billings County Sheriff's Department in searching for an elderly couple that was stranded. Total expenditures in the maintenance and operation of the aircraft program for 2007 totaled \$9,359



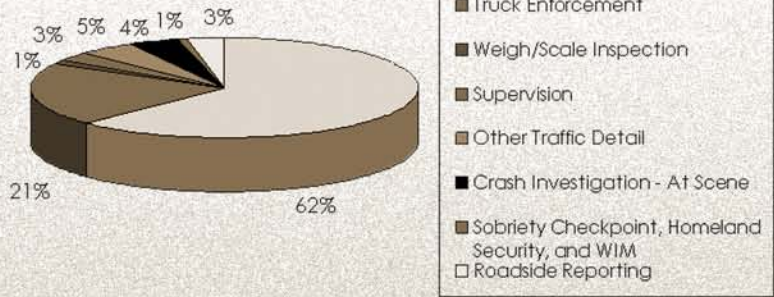




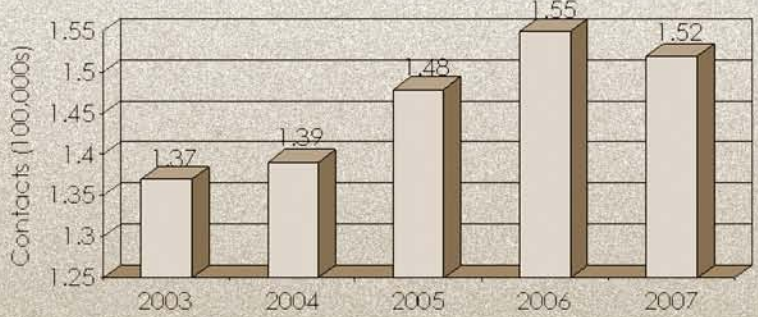
# FIELD OPERATIONS STATISTICS

NDHP 2007 CONTACTS	
Total Citations	71,119
Warnings	38,510
Highway Assists/Abandoned Vehicle Checks	6,431
Accidents Investigated (includes non-reportable)	3,951
Motor Carrier Inspections	17,207
Incidents	1,477
Calls for Service	5,975
Other Field Contacts	7,095
<b>TOTAL</b>	<b>151,765</b>

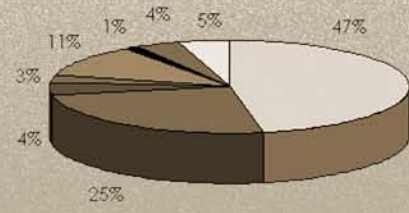
ROAD PATROL HOURS



TOTAL CONTACTS

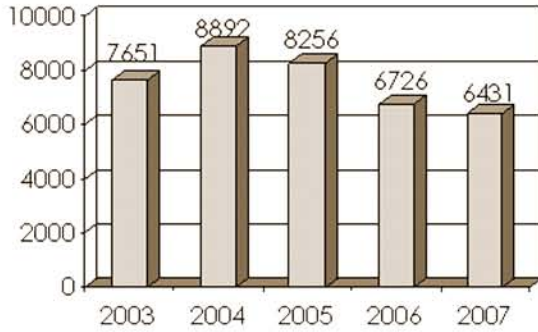


2007 CONTACTS

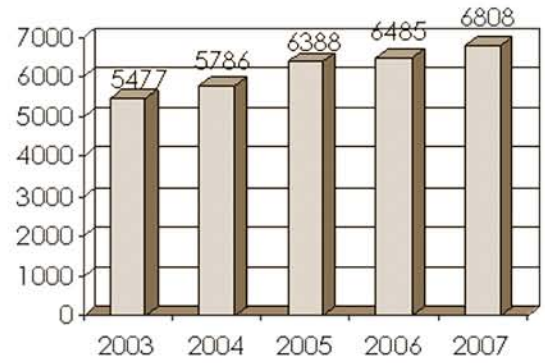




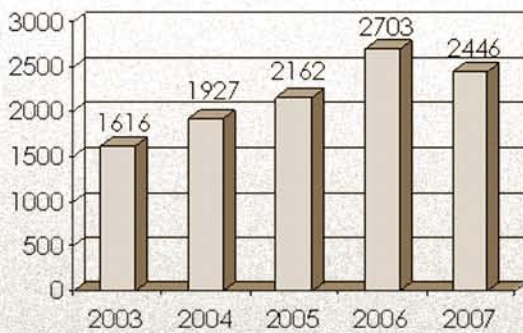
### HIGHWAY ASSISTS



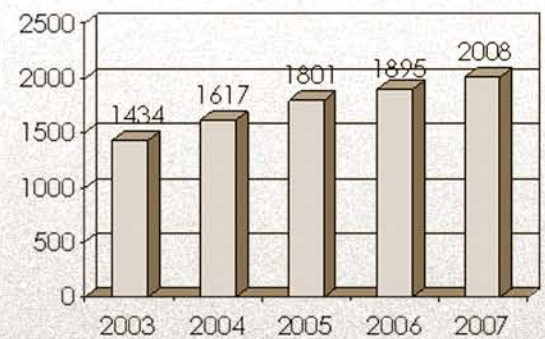
### CRIMINAL ARRESTS



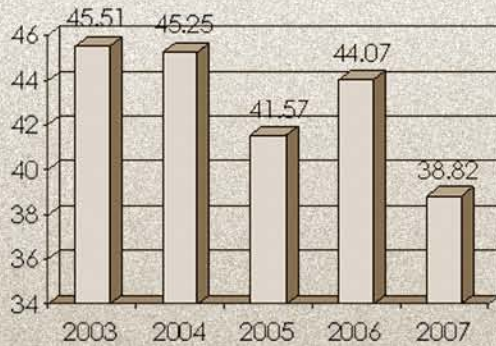
### RIGHT OF WAY VIOLATIONS



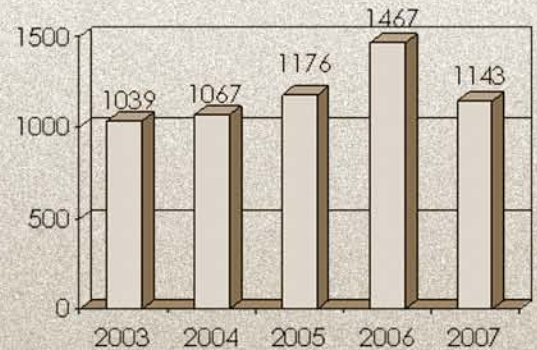
### DUI ARRESTS



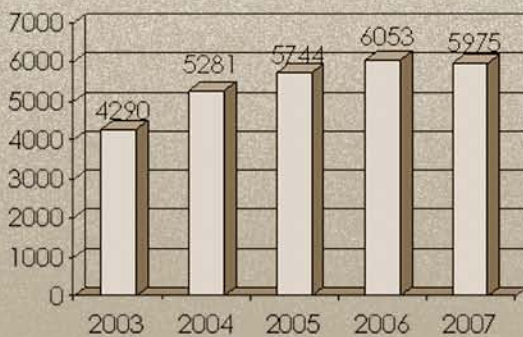
### SPEEDING CITATIONS



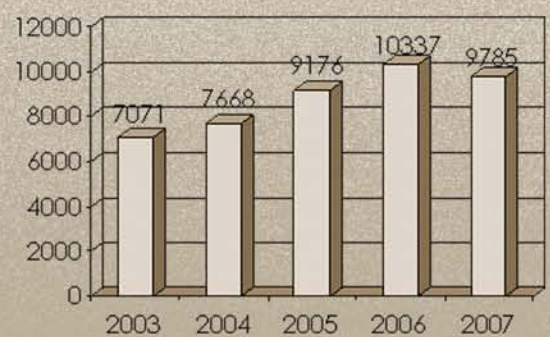
### CHILD RESTRAINT CITATIONS



### CALLS FOR SERVICE



### SEATBELT CITATIONS



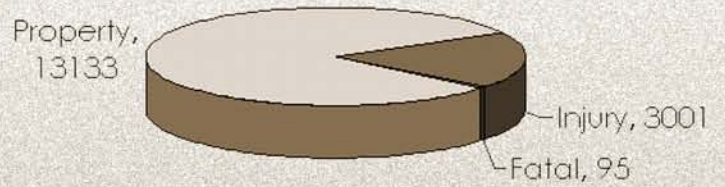




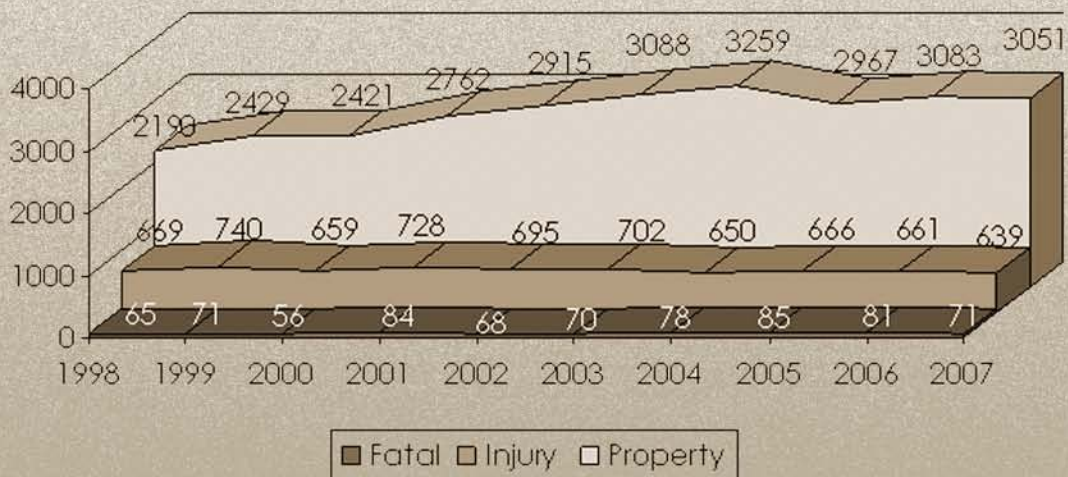
# VEHICLE CRASH STATS

The total number of reportable crashes investigated by the NDHP in 2007 was 3,761. Highway Patrol officers investigated 71 fatal crashes which resulted in 34 fatalities.

### 2007 TRAFFIC CRASHES BY TYPE

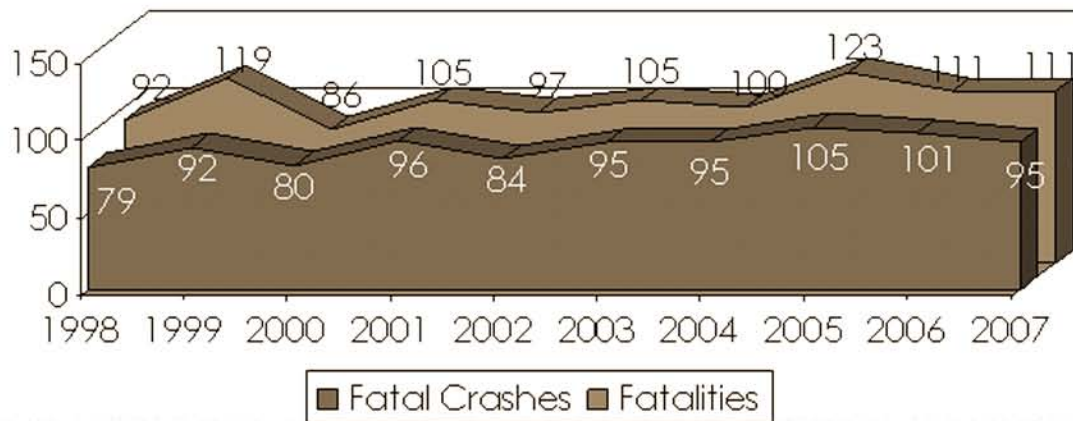


### VEHICLE CRASHES INVESTIGATED BY NDHP OFFICERS

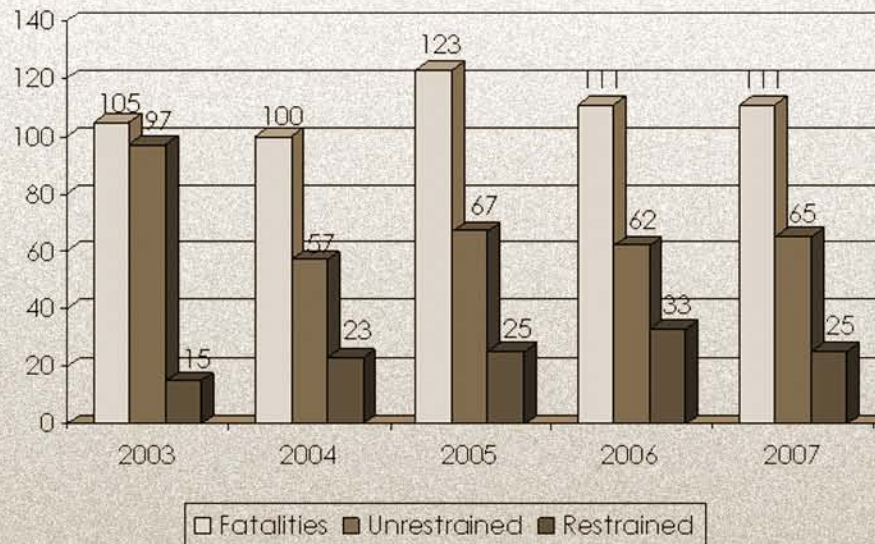




## FATALITIES & FATAL CRASHES STATEWIDE



## FATALITY VICTIMS SAFETY RESTRAINT USAGE



ONE VEHICLE ROLLOVERS					
	2003	2004	2005	2006	2007
Rollover Crashes	33	32	48	49	45
Fatality Victims	35	33	51	49	54
Victims Restrained	2	4	10	9	8
Victims Unrestrained	26	29	41	39	44
Victims Ejected	21	29	35	36	44
Usage Unknown or N/A	7	0	0	1	2



LOCATION OF CRASH	2005	2006	2007
Interstate Highways	14	8	5
Other US Highways	14	21	18
State Highways	24	26	25
County and Township Roads	32	33	27
BIA Roads	5	8	8
City Streets	16	5	12

PEOPLE KILLED IN VEHICULAR CRASHES	2005	2006	2007
Vehicle Drivers	80	74	65
Vehicle Passengers	26	29	33
Motorcycle Operators	6	4	6
Motorcycle Passengers	0	0	2
Pedestrians	9	4	5
Bicyclists	2	0	0
<b>TOTAL FATALITIES</b>	<b>123</b>	<b>111</b>	<b>111</b>

DAY OF WEEK - FATAL CRASHES	2005	2006	2007
Monday	12	17	6
Tuesday	11	16	9
Wednesday	7	12	11
Thursday	23	13	11
Friday	17	10	15
Saturday	17	19	25
Sunday	18	14	18

FATAL CRASHES	2005	2006	2007
Alcohol Related Fatalities	58	47	64
Alcohol Related Fatal Crashes	51	46	54
Seatbelts Worn	25	33	25
Seatbelts Not Worn	67	62	65
Helmet Worn	1	1	1
Helmet Not Worn	9	6	9
<b>TOTAL FATAL CRASHES</b>	<b>105</b>	<b>101</b>	<b>95</b>

AGE/SEX OF FATALITIES						
Age	2005		2006		2007	
	Male	Female	Male	Female	Male	Female
0-13	7	1	6	3	1	1
14-17	2	5	7	9	5	6
18-20	9	3	5	2	8	4
21-24	8	4	5	1	11	2
25-34	12	5	12	1	23	5
35-44	7	6	13	4	13	2
45-54	20	4	7	6	7	2
55-64	7	2	6	8	7	4
65-74	6	1	7	3	2	2
75+	11	3	5	1	3	3
<b>TOTAL</b>	<b>89</b>	<b>34</b>	<b>73</b>	<b>38</b>	<b>80</b>	<b>31</b>

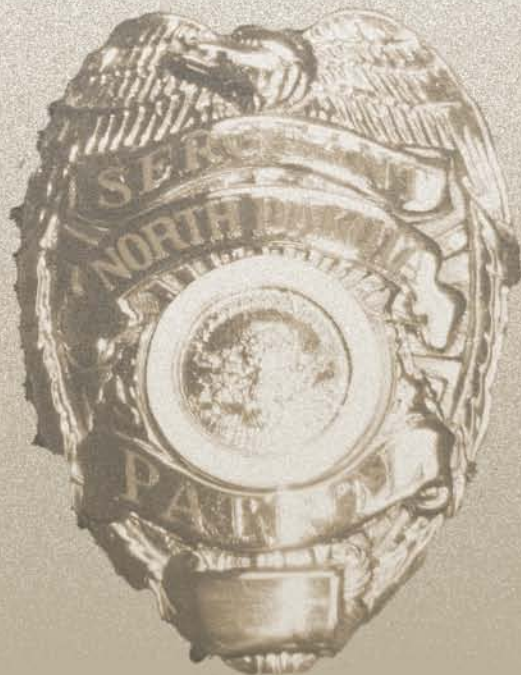




*CONTRIBUTING CIRCUMSTANCES	2005	2006	2007
Alcohol/Drugs/Medication	51	46	55
Speed/Too Fast for Conditions	48	42	50
Failed to Yield Right-of-Way	22	14	11
Left of Center	11	11	6
Fatigue	7	7	6
Following too Close	0	1	1
Improper Passing	2	2	3
Improper Backing/ Parking	1	0	1
Wrong Way on One – Way	0	0	1
Fell/Jumped from Motor Vehicle	0	2	2
Driverless Moving Vehicle	1	0	1
Defective Equipment	0	1	2
Physical Impairment	1	2	0
Improper U-Turn	0	2	0
Attention Distracted	14	11	11
Vision Obstructed	3	1	4
Weather/Road Conditions	12	17	11

TYPE OF FATAL CRASHES	2005	2006	2007
MV with Pedestrian	9	4	5
MV with other MV	22	29	24
MV with Train	5	0	1
MV with Bicycle, Moped, or ATV	6	3	2
MV with Animal	0	3	1
MV with Fixed Object	6	7	8
Parked MV	2	0	1
Overturn Noncollision	49	49	45
Other Noncollision	0	2	1
Other Object	0	0	0
Motorcycle Involvement	6	4	7
Snowmobile Involvement	0	0	0

\*Multiple contributing circumstances were present in several fatal crashes.



TIME OF FATAL CRASHES	2005	2006	2007
12:01 – 6:00 AM	26	20	32
6:01 – 12:00 PM	25	18	12
12:01 – 6:00 PM	32	39	23
6:01 – 12:00 PM	22	23	28



2007 FATAL CRASHES BY REGION & COUNTY

NORTHWEST	FATAL CRASHES	FATALITIES
Bottineau	0	0
Burke	1	1
Divide	0	0
McHenry	0	0
McKenzie	3	4
McLean	0	0
Mountrail	4	5
Renville	1	2
Sheridan	0	0
Ward	7	7
Williams	3	4
<b>TOTAL</b>	<b>19</b>	<b>23</b>

NORTHEAST	FATAL CRASHES	FATALITIES
Benson	3	3
Cavalier	0	0
Grand Forks	4	4
Nelson	0	0
Pembina	1	1
Pierce	2	2
Ramsey	1	1
Rolette	8	10
Towner	0	0
Walsh	1	1
Wells	0	0
<b>TOTAL</b>	<b>20</b>	<b>22</b>

SOUTHWEST	FATAL CRASHES	FATALITIES
Adams	0	0
Billings	0	0
Bowman	4	5
Burleigh	4	5
Dunn	2	3
Emmons	0	0
Golden Valley	0	0
Grant	0	0
Hettinger	0	0
Kidder	0	0
McLean	3	4
Mercer	1	1
Morton	6	7
Oliver	0	0
Slope	1	2
Sioux	4	6
Stark	2	4
<b>TOTAL</b>	<b>27</b>	<b>37</b>

SOUTHEAST	FATAL CRASHES	FATALITIES
Barnes	0	0
Cass	7	7
Dickey	3	3
Eddy	1	1
Foster	2	2
Griggs	3	3
LaMoure	2	2
Logan	1	1
McIntosh	0	0
Ransom	2	2
Richland	3	3
Sargent	2	2
Steele	0	0
Stutsman	3	3
Traill	0	0
<b>TOTAL</b>	<b>29</b>	<b>29</b>





## NORTHWEST REGION

### Region Facts:

Population: 116,009

Area: 17,107

Authorized Sworn Personnel: 25

Civilian Personnel: 2

Counties: Bottineau, Burke, Divide, McHenry, McKenzie, MacLean, Mountrail, Renville, Sheridan, Williams, Ward

"I want to thank you for the hours you spent with the family of the 16 year old victim. Your sincerity and compassion are commendable and did not go unnoticed. As a parent, my greatest fear is to have to identify my child. I believe you gave these parents comfort with the time you spent at their side and your genuine concern.

I believe North Dakota is blessed and privileged to have such dedicated people as employees for the North Dakota State Patrol."

S.B., Trinity Hospital, Minot

- Eight Sobriety Checkpoints were held – 4 were regional, and 4 were DUI team events. One of the regional checkpoints was held in conjunction with Minot PD. Several Motor Carrier Truck Saturations were also held. There were 536 DUIs in the region for 2007.

- Troopers engaged in community policing with 6 Route 1000 classes, safety talks to Drivers Ed classes and civic groups, manning a booth at the State Fair and participating in the State Fair Parade.

- The region continued to work with the local Safe Communities Coalition, assisting with Server Training, Car Seat Checks, and the Lights on for Life Parade.

- Troopers participated in a large scale search for two murder suspects in the Drake area. A ground search of the area and house to house searches were performed cooperatively by numerous state, federal, and local agencies over a 2 ½ day period. It ended successfully with the capture of both fugitives.

- Region personnel assisted in the search for a missing elderly Stanley male. Both ground and NDHP airplane searches were conducted.

- The Minot office moved to a new location with much needed space and a better location.

- Trp. Skar became a certified Drug Recognition Expert, Trp. Schott became a certified car seat inspector, and Troopers Kamp, Huschka, Skogen, and Huston attended Criminal Drug Interdiction school.

- Sgt. Gerhart was promoted to Lieutenant, Troopers Aberle and Bonness were promoted to sergeant. Congratulations!





## NORTHEAST REGION

### Region Facts

Population: 140,986

Area: 13,091

Authorized Sworn Personnel: 27

Civilian Personnel: 2

Counties: Benson, Cavalier, Grand Forks, Nelson, Pembina, Pierre, Ramsey, Rolette, Towner, Walsh, Wells

"On December 25, 2007 I was pulled over for speeding by Trp. Bauske. I would like to offer a compliment for the courteous demeanor and professional conduct displayed on his part...I know this type of conduct is expected from NDHP officers, but it was nice to see it on the road. Please pass along my appreciation to Trp. Bauske."

C.S.

- The region focused its attention on the possession and use of drugs and alcohol on our highways by participating in 5 sobriety checkpoints and several criminal interdiction saturations. The region made 379 DUI arrests, 175 Minor in Possession/Consumption arrest, 222 drug arrests and 29 weapons charges.

- The region continued its efforts in the area of community policing. The region was active in safe community coalitions in Grand Forks and Devils Lake. Troopers conducted safety talks throughout the year utilizing "HP" the department's talking toy car. Troopers were involved in the Route 1000 program. In Devils Lake, the Highway Patrol continued the monthly radio show "Coffee Time".

- The average uniformed trooper performed 98 hours of road patrol per month. The region had 12,918 speeding contacts, 3,123 safety restraint contacts, and 1052 right of way contacts.

- There were 22 people killed in 20 crashes in the Northeast region in 2007. This was down slightly from 2006. Troopers investigated 255 crashes on Hwy 2 and 135 crashes on I-29. These two roadways accounted for 49% of the total calls for HP crash investigation. Regional reconstructionists were always willing assist fellow law enforcement agencies in crash investigation.

- Troopers were in Northwood as the tornado struck and stayed continuously until basic services were reestablished. In total, the region contributed 450 hours of security to the city over 50 shifts.

- Trp. Hummel was promoted to sergeant. Congratulations!





# SOUTHWEST REGION

## Region Facts:

Population: 163,969

Area: 22,349

Authorized Sworn Personnel: 31

Civilian Personnel: 2

Counties: Adams, Billings, Bowman, Burleigh, Dunn, Emmons, Golden Valley, Grant, Hettinger, Kidder, McLean, Mercer, Morton, Oliver, Sioux, Slope, Stark

- The Southwest continued its commitment to identifying criminal/drug activity and achieved excellent results with 329 drug charges and 1255 other criminal arrests. There were 488 DUI and 208 MIP/MIC arrests made, up 19% from 2006.

- Seven sobriety checkpoints were held in the region, as well as several criminal and motor-carrier saturations.

- Troopers devoted many hours in 2007 investigating crimes at the State Penitentiary and at other state institutions.

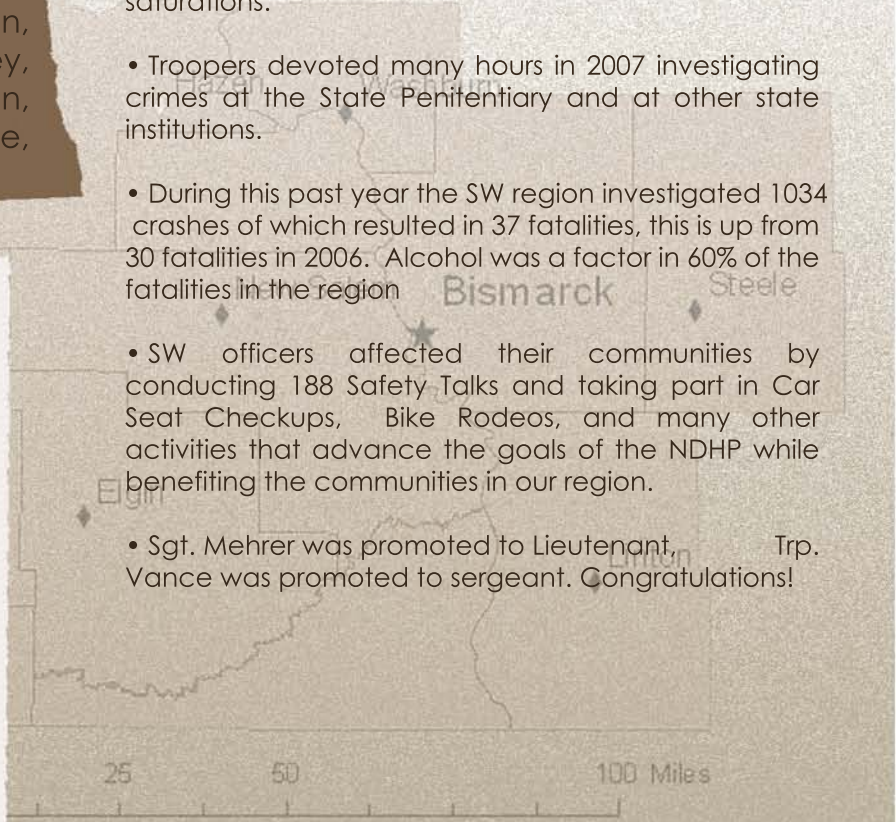
- During this past year the SW region investigated 1034 crashes of which resulted in 37 fatalities, this is up from 30 fatalities in 2006. Alcohol was a factor in 60% of the fatalities in the region

- SW officers affected their communities by conducting 188 Safety Talks and taking part in Car Seat Checkups, Bike Rodeos, and many other activities that advance the goals of the NDHP while benefiting the communities in our region.

- Sgt. Mehrer was promoted to Lieutenant, Trp. Vance was promoted to sergeant. Congratulations!

"I wanted to compliment Trp. St. Aubyn for his part in the recent stolen vehicle pursuit...Trp. St. Aubyn showed great restraint and pursuit driving skills during the incident...He assisted with the hands-on arrest of the suspect driver who would not obey our commands to get to the ground...I know that he is relatively new to law enforcement, but he certainly didn't show that during this incident. He handled it like an old pro...He is a credit to your agency."

Lt. R.S., Mandan PD, Mandan







## SOUTHEAST REGION

### Region Facts:

Population: 221,236

Area: 16,414

Authorized Sworn Personnel: 34

Civilian Personnel: 2

Counties: Barnes, Cass, Dickey, Eddy, Foster, Griggs, LaMoore, Logan, McIntosh, Ransom, Richland, Sargent, Steele, Stutsman, Traill

Jamestown

"I would like to thank Trp. Stern for conducting a presentation on seatbelt usage for the Hillsboro students.

Trp. Stern did an outstanding job. His material was excellent, he presented it in a manner that students responded to and listened attentively. There were many questions after the presentation and one could tell that the students took the presentation seriously."

K.C., Hillsboro High School, Hillsboro

- There were 4 sobriety checkpoints in the region. Many of the checkpoints were conducted in cooperation with local sheriff departments.

- Once again, the SE Region worked with NE Region conducting criminal interdiction and truck saturations. The troopers from both regions met at Camp Grafton in the fall for an annual certification shoot and pot luck lunch and camaraderie.

- Region troopers continued to support community policing events held in the district, such as Law Day at West Acres Shopping Center in Fargo and the Buffalo Mall in Jamestown, National Night Out in the cities of West Fargo, Casselton and Wahpeton, Shop with a Cop held in Jamestown, Valley City and Carrington, and Fish with a Cop in Valley City. ★

- Troopers continued to spend a substantial amount of time on road construction projects on I-29 through Fargo and the I-94 interchange Jamestown from spring through fall, working over 450 hours of overtime.

- Throughout the year, troopers of the Southeast Region investigated 1061 crashes, and issued 23,058 citations. Of those citations, DUI were arrests, 3044 were seatbelt/child restraint citations, and 452 were arrests for unlawful possession of illegal drugs and drug paraphernalia.

- The SE generated 16,364 field contacts, issued 1080 receipts, and recorded over 38,116 hours of road patrol hours. There were 589 DUIs in 2007.

- Lt. Pederson was promoted to Captain, Sergeant Solberg was promoted to Lieutenant, Troopers Niewind and Wolf were promoted to sergeant. Congratulations to all!





# MOTOR CARRIER OPERATIONS

"...This letter of thanks is in recognition of Mr. Mayhew. He is professional and very knowledgeable...He was excellent to work with. Mr. Mayhew worked patiently with us through the safety audit and helped me to better understand the DOT system and requirements. The NDHP should be proud to have Mr. Mayhew representing them as well as he does."

K.Z., B & K Transport

trained troopers, inspectors and permit technicians to provide quality service to ensure the safety of the commercial motor vehicle industry along with the motoring public using North Dakota's highway infrastructure.

The NDHP Motor Carrier Operations training standards and operating procedures are consistent with the Commercial Vehicle Safety Alliance (CVSA) which promotes commercial vehicle safety and security throughout the United States, Canada and Mexico.

## Permits

In 2007, over 37,000 single trip permits were issued for oversize/overweight load movements traveling through and into the state. The permits were issued by personnel at the permit section, district offices, and field personnel. Permits were also purchased electronically over the internet.

Motor Carrier Operations works with trucking companies, owner/operators, motor carrier associations, other government entities, and the general public on vehicle size and weight issues. In 2007, meetings, training, and presentations were part of the department's continuing effort to work with the motor carrier industry.

Motor Carrier Operations encompasses eleven sworn and six civilian inspectors assigned to the Motor Carrier Safety Assistance Program (MCSAP), along with three civilian inspectors assigned to the New Entrant Grant Program and four civilian inspectors assigned to the Border Inspection Program (BIP). The Permit Section consists of a Permit Supervisor and three Permit Technicians.

Motor Carriers Operations enforces thirteen the weigh-in-motion sites and the fixed inspection and weigh platform sites throughout the state.

The emphasis for Motor Carrier Operations is on well





PERMITS ISSUED BY PERMIT SECTION	2007	2006
Single Trip:		
Oversize Only (includes manufactured housing)	20,159	15,916
Overweight Only	1,750	1,354
Oversize and Overweight	13,720	11,518
<i>Subtotal</i>	35,629	28,778
Identification Supplements:		
Oversize and Overweight	4,821	4,818
Mobile Homes	115	96
<i>Subtotal</i>	4,936	4,914
Multiple Trip:		
10% Harvest/Winter Permits		
30 Day	393	312
7 Month (7/15 – 3/7)	119	74
Longer Combination Vehicle, 30 Day	61	8
Annual Overwidth	2	0
Fishhouse	4	0
Interstate	182	0
Bridge Length Permits	32	39
Custom Combine Permit	65	42
Seasonal Permits	187	218
Equipment Approval Certificates	369	371
<i>Subtotal</i>	1,414	1,064
Single Trip Movement Approval Forms Sold:		
Oversize and Overweight (SFN 3540)	38,792	33,348
Mobile Homes (14242)	1,765	1,426
Interstate (SFN 13780)	41,664	48,436
Special Mobile Equipment (SFN 3540)	8,428	9,668
Longer Combination Vehicles (SFN 3540)	0	0
Oversize/Overweight Vehicles (SFN 18603)	500	560
<i>Subtotal</i>	91,149	93,438
<b>TOTAL</b>	<b>133,128</b>	<b>128,204</b>

PERMITS ISSUED BY FIELD PERSONNEL	2007	2006
Single Trip:		
Oversize and Overweight	208	182
Oversize Only (Includes Mobile Homes)	717	675
Overweight Only	370	372
<i>Subtotal</i>	1,295	1,229
Multiple Trip:		
10% Harvest/Winter Permits		
30 Day	1,454	2,667
7 Month (7/15 – 3/7)	397	234
Longer Combination Vehicle, 30 Day	22	9
Annual Overwidth	0	0
Fishhouse	1	0
Interstate	39	0
Custom Combine Permit	313	262
Seasonal Permits	209	289
Equipment Approval Certificates	262	300
<i>Subtotal</i>	2,697	3,761
Single Trip Movement Approval Forms Sold:		
Interstate (SFN 13780)	1,206	1,896
<i>Subtotal</i>	1,206	1,896
<b>TOTAL</b>	<b>5,198</b>	<b>6,886</b>

INTERNET E-PERMITS	2007	2006
Single Trip:		
Interstate	180	120
Longer Combination Vehicle	2	22
<i>Subtotal</i>	182	142
Multiple Trip:		
10% Harvest/Winter Permits		
30 Day	4,418	4,547
7 Month (7/15 – 3/7)	229	203
<i>Subtotal</i>	4,647	4,750
Single Trip Movement Approval Forms Sold:		
Interstate (SFN 13780)	21,876	18,891
Miscellaneous:		
Trip (in lieu of registration)	2,572	1,860
Fuel	1,509	1,201
Custom Combine – Resident	11	10
Custom Combine – Nonresident	82	59
Temporary Registration	24	15
<i>Subtotal</i>	4,198	3,145
<b>TOTAL</b>	<b>30,903</b>	<b>26,928</b>





OVERSIZE/OVERWEIGHT MOVEMENT REVENUE	2007	2006
All Single Trip Permits and Identification Supplements	\$2,155,835	\$2,043,753
Seasonal Permits	31,250	35,500
Escort Fees	1,875	5,097
Overwidth	1,000	0
Fishhouse	100	0
Interstate	66,300	0
Approved Equipment Certificates	9,465	10,065
Longer Combination Vehicle, 30 Day	8,300	1,700
Bridge Length Permits	4,800	7,350
Ton Mile Fees	831,665	627,907
Engineering Fees	75,375	57,575
Custom Combine Permit	22,400	18,050
10% Harvest/Winter Permits	442,250	452,350
<b>TOTAL REVENUE</b>	<b>\$3,650,615</b>	<b>\$3,259,348</b>

MOTOR CARRIER SAFETY INSPECTIONS			
October 2006 - September 2007			
	NON-HM	HM	BUS
Inspections	16536	1065	82
Vehicles Out of Service	1212	119	8
Out of Service Violations	1675	316	8
Drivers Out of Service	709	25	2
Out of Service Violations	864	35	2
Other Violations	13298	766	41

DRIVER VIOLATIONS BY TYPE				
FY07	Trucks		Buses	
	Total #	#OOS Violations	Total #	#OOS Violations
Medical Certificate	504	2	0	0
Log Book	3045	717	5	2
Disqualified Drivers	5	4	0	0
Drugs/Alcohol	31	20	0	0
Seat Belt	130	0	0	0
Traffic Enforcement	4	0	0	0
Radar Detectors	12	0	0	0
All Other Driver Violations	1634	104	2	0
<b>TOTAL</b>	<b>5365</b>	<b>847</b>	<b>7</b>	<b>2</b>

Hazardous Material Violations By Type		
FY07	Total #	#OOS Violations
Shipping Paper	32	14
Improper Placarding	49	11
Accept Shipment Improperly Marked	7	0
No Retest and Inspection (Cargo Tank)	9	0
No Remote Shutoff Control	8	0
Use of Nonspecification Container	2	0
Emergency Response	7	0
All Other Hazardous Material Violations	77	13
<b>TOTAL</b>	<b>191</b>	<b>38</b>

In 2007, an overall total number of 37,106 single trip permits were issued. This was an increase of 22 percent over the number of single trip permits issued in 2006. In 2007, the number of single trip load movements that required bridge analysis increased by 30% from 2006. Those increased movements were a result of the ethanol plants erected in ND, wind tower sections manufactured in Fargo and hauled to all parts of the country, wind farms erected in ND, and the oil boom in western and north central North Dakota. Wind tower movements are projected to continue to increase.

An overall total number of 8,851 multiple-trip permits were issued in 2007. This is down from 9,644 issued in 2006. One reason for the decrease is more carriers are electing to purchase a one-time combination harvest/winter weight exemption permit over purchasing a 10 percent weight exemption permit every 30 days.

In 2007, carriers purchased 9,027 single trip permits and miscellaneous permits from the NDHP electronic permit (E-Permit) system. Of the 625 seasonal permits issued in 2007, 229 permits were purchased on-line. Even though the total number of seasonal permits purchased in 2007 was down from 2006, there was increased usage of the e-permit system by 12% from 2006. The total number of permits purchased on-line increased from 26,928 in 2006 to 30,903 in 2007. This was an increase of 14% from 2006. Total permit revenue increased 12 percent to \$3,650,615 in 2007.





DRIVER VIOLATIONS BY TYPE				
FY07	Trucks		Buses	
	Total #	#OOS Violations	Total #	#OOS Violations
Medical Certificate	504	2	0	0
Log Book	3045	717	5	2
Disqualified Drivers	5	4	0	0
Drugs/Alcohol	31	20	0	0
Seat Belt	130	0	0	0
Traffic Enforcement	4	0	0	0
Radar Detectors	12	0	0	0
All Other Driver Violations	1634	104	2	0
<b>TOTAL</b>	<b>5365</b>	<b>847</b>	<b>7</b>	<b>2</b>

SIZE & WEIGHT ENFORCEMENT ACTIVITIES		FY 07
Civil Assessments		
Over Axles		340
Over Gross		390
Over Bridge Formula		107
<b>TOTAL</b>		<b>837</b>
Load Disposition		
Axles		340
Gross/Bridge		497
<b>TOTAL</b>		<b>837</b>
Permits Issued for Extraordinary Road Use		
Divisible Load Trip		28283
Overweight Non-Divisible Load Trip		31003
Non-Divisible Load Trip		0
Non-Divisible Load Annual Permits		0
Overwidth Divisible Permits		169







## SAFETY & EDUCATION

It was a very busy year for Safety and Education. Troopers once again spent many hours involved with community policing functions providing quality information to the public through various venues, continuing to foster good public relations. The Patrol was represented at major events such as the North Dakota State Fair, the North Dakota Winter Show, and the Big Iron agriculture show. Additionally, many hours were spent conducting safety presentations in classrooms, providing information at health and career fairs as well as involvement in local Safe Communities groups.

NDHP officers were also involved in various events throughout the state, including: Elks youth day, Cops-N-Kids fishing derby, Tractor Safety Schools, Safety Town Bike Safety Programs, Shop with a Cop, Project ACE, and Job Shadowing program. The NDHP participated in both state and national programs throughout 2007 such as Child Passenger Safety Awareness Week, Buckle Up America, Combined Accident Reduction Effort and Drunk and Drugged Driving Awareness Month. These programs are all crucial in promoting traffic safety.

Press conferences held in conjunction with other departments such as the Department of Transportation and the Department of Emergency Services were conducted to advocate key issues such as safety restraint usage, impaired driving, and winter weather safety.

### Chaplain Program

The NDHP Chaplain Program is implemented for the well being of NDHP employees and their families.

Employees can call upon the chaplain in time of need or to seek guidance. Chaplains are available to provide assistance in various operational matters such as death notifications. Chaplain Sweeney serves as Senior Chaplain for the NDHP. Chaplain Sweeney has provided instruction at the LETA as well as assisted in the revision of the Chaplain Program Handbook. Pastor Sweeney along with the NDHP chaplains has implemented a statewide network of police chaplains. Chaplain Sweeney attended the International Conference of Police Chaplains in 2007.

The NDHP chaplains are: Dan Sweeney, Mandan; Les Wolfgram, Bismarck; Rev. James Hessler, Dickinson; Fr. John Guthrie, Williston; Fr. Al Bitz, Jamestown; Msgr. Brian Donahue, Horace; Rev. David Roehl, Hankinson; Rev. Curt Frankhauser, Fargo; and Steve Denn, Minot.

### Amber Alert

The AMBER Alert Plan is incorporated into the State Emergency Operations Plan under the Public Safety Annex. The superintendent of the North Dakota Highway Patrol is the functional coordinator of the Public Safety Annex. The AMBER Alert Committee is comprised of representatives from the Highway Patrol, Department of Transportation, Department of Emergency Services, Information Technology Department, Bureau of Criminal Investigation, State Aeronautics Commission, ND Lottery Commission, local law enforcement, and the ND Broadcasters Association.

The AMBER Alert provides public notification of an



abducted child 17 years of age or younger, and that the abduction is believed to have been committed by a stranger or family abduction in which the child is believed to be in grave danger of serious bodily harm or death. Descriptive information about the child, abductor, and vehicle is obtained by law enforcement and broadcast through the AMBER Alert. This information is used to assist in the safe recovery of the victim and apprehension of the suspect. Three AMBER Alerts have been issued in North Dakota – with the successful location of the child in two of the three cases.

Governor John Hoeven proclaimed January 13, 2007 as Amber Alert Awareness Day in North Dakota. A news release was issued by the North Dakota Highway Patrol on January 10, 2007.

Several enhancements have been made nationwide and in North Dakota to assist citizens in obtaining information on Amber Alerts. These enhancements include the capability of receiving AMBER Alert text messages on cellular telephones and receiving alerts via the internet. The National Center for Missing & Exploited Children has developed a secondary distribution network to disseminate AMBER Alerts after receiving notification of state or regional AMBER Alert activations. North Dakota is part of the automatic secondary distribution network which includes several Internet service providers, the wireless industry, and many others.

Nationally, AMBER Alert programs have helped save the lives of over 370 children. AMBER Alert is both a planned response to alert the public and a strong deterrent towards preventing child abductions.

#### Saved by the Belt/Saved by the Helmet

The Saved by the Belt program is a joint partnership between the NDHP and the North Dakota Safety Council. The program is utilized to promote safety restraint usage. The award program recognizes those individuals who were involved in a traffic crash and survived serious injury or death due in part to the proper use of safety restraints. News media personnel are provided information on the award and often attend the award presentations. During 2007, 35 awards were presented; two of which were presented to children under the age of 10. These children also received a teddy bear wearing a seat belt. Since the beginning of the program in 1985, 760 awards have been presented; 197 of them to children age 10 and under.

The Saved by the Helmet award is for individuals involved in a motorcycle crash that receive only minor injuries due to wearing a helmet. No Saved by the Helmet awards were presented in 2007.

#### School Bus Inspections

NDHP troopers again conducted school bus inspections at all public schools during the fall of 2007. A total of 1,628 buses were inspected with 498 buses having a total of 793 defects. There were 330 buses with only one defect and 168 buses with multiple defects.

#### Boys State/Girls State

The NDHP selected Jordan Lutovsky, Graffon (friend of Trooper Greg Smith) and Andrew Roehl, Hettinger (son of Chaplain David Roehl) to attend ND Boys State. Trooper Michael Polomny of Fargo and Trooper Donald Neumann of Killdeer served as counselors. The Patrol also provided \$100 to ND Girls State, which was awarded to the young woman placing first in the city, county, and state knowledge test. Trooper Raynard Trochmann presented this award during a ceremony to Kaisa Moilan of Minot. Funds to sponsor delegates and the \$100 donation were obtained through employee contributions.

#### Project Help

Project Help is a program through the Salvation Army by which the Patrol provides service and assistance to the motoring public. Troopers use purchase orders from the Salvation Army to provide travelers, who are temporarily without funds, assistance with fuel, transportation, lodging, meals, vehicle repair, towing, etc. One voucher was issued in 2007; \$41.75 for a motel room.

#### Underage Drinking Radio Announcements

As part of the NDHP's overall goal of impacting alcohol abuse relating to underage drinking, the North Dakota Highway Patrol purchased airtime on radio stations to run a 30-second public service announcement (PSA) regarding underage drinking. The PSA aired March 16-30, 2007 and was run a total of 2293 times. This ad targeted proms and graduations. The radio stations were located in the eight major cities of North Dakota.

The NDHP teamed with the Communications Department at the University of Mary, Bismarck, to develop the PSAs. Students developed them as part of a class project. One PSA was selected by the Patrol. Funding for the air time was provided by a grant from the Office of Juvenile Justice Delinquency Prevention (OJJDP) through the ND Department of Human Services.

#### SIDNE Program

Eight officers trained as trainers on a go-cart dubbed SIDNE (Simulated Impaired DrivInG Experience). It is



used to demonstrate the concept of impairment and the dangers of drunk driving. The short-term goal of the program is to teach youth and community members how drivers who are impaired by alcohol or drugs impact themselves, each other, and the community. The long-term goal is to decrease the amount of injury and death caused by alcohol-related crashes in North Dakota. The go-cart was purchased by the Region VII Safe and Drug Free Communities Coalition through a grant from AAA and the Dacotah Foundation. The Patrol participated in presenting the SIDNE to driver safety classes at various locations during 2007.

### Capitol Security

Sergeant Pedro Armendariz is the Director of Security at Patrol Headquarters in Bismarck. He is responsible for Capitol Complex security as well as the supervision of all capitol security personnel. There are now seven full-time and two part-time employees assigned to the capitol security function. Security is provided for the Supreme Court as well as the Capitol Complex.

### Trooper of the Year

Trooper Raynard Trochmann was selected as NDHP Trooper of the Year for 2006 by the North Dakota Motor Carriers Association for his dedication in the performance of patrol duties and community service. He was presented the 18th annual Trooper of the Year award at the NDMCA Awards Banquet in Bismarck on May 17.

The award program reflects the trucking industry's appreciation and recognition of state patrol troopers for their conscientious and untiring efforts in making travel on the highways safer and more secure for those who depend on the highway for their livelihood.

Trooper Trochmann began his career with the Patrol in January 1999 stationed in Grand Forks where he continues to serve.

Other nominees for Trooper of the Year were Darcy Aberle, Williston; Daniel Haugen, Minot; Jeremy Rost, Bismarck; Bryan Niewind, Jamestown; Kyle Stern, Fargo; and Jamey Jahner, Fargo.

### Safe Driving Award

The department annually recognizes those officers who have 5, 10, 15, 20, 25, and 30 years of continuous safe driving. The award is based on years of continuous safe driving without being involved in a traffic crash that is determined by the Loss Control Committee as being preventable on the officer's part. The winners for 2007 are as follows:

### 5 Years

John Clemens, Gregory Harstad, Dana King, Jeremy Rost, John Sova, Kyle Stern

### 10 Years

Robert Arman, Darwin Bring, Scott Guenther, Thomas Herzig, Kevin Huston, Richard Michels, Eric Pederson, Kevin Robson

### 15 Years

Duane Armstrong, Gavin Dietz, Michael Gerhart Jr., Keith Huwe

### 20 Years

Alan Billehus

### 30 Years

Bryan Klipfel.

### Whatever It Takes

Through the NDHP's Whatever It Takes Program, employees are recognized for their commitment to doing whatever it takes to provide quality service to the citizens of North Dakota. All employees were issued a hat/lapel pin embossed with "Whatever It Takes" which is displayed on the uniform of troopers and motor carrier inspectors and the attire of civilian personnel, or displayed in their work area. The pin serves as a constant reminder of the importance of always providing quality service.

Employees who have gone the extra mile to serve the public are nominated to receive recognition under this program. Those selected receive recognition in the form of a key tag embossed with "Whatever It Takes" on one side and North Dakota State Patrol on the opposite side. A synopsis of the incident they were nominated for is published in *Bear Facts*, the official monthly newsletter of the NDHP. In 2007, three employees were presented with a key tag. Since the program was implemented in 2002, 119 employees have received the award.

### Chief's Challenge

The NDHP again competed with our peers by size and type of agency in the 2006 Chief's Challenge Awards Program. We . The NDHP received 1st Place honors in their division.

The Chief's Challenge Awards Program is sponsored by the International Association of Chiefs of Police (IACP) in cooperation with the National Highway Traffic Safety Administration. The program highlights and promotes the best practices and innovative programs for education and enforcement in the areas of occupant protection, impaired driving, and speed enforcement.





# ADMINISTRATIVE SERVICES

## Years of Service Award

### 30 Years

Bryan Klipfel, Peggy Carufel

### 25 Years

Scott Dietz, Joel Liebl

### 20 Years

Duane Armstrong, Alan Billehus, James Prochniak, Bradley Smith

### 15 Years

Michael Gerhart, Thomas Herzig, Keith Huwe, Bryan Knight, Susan Wood-Lindquist

### 10 Years

Robert Arman, Darwin Bring, Scott Guenther, Troy Hischer, Steven Mayer, Kathy Nelson, Eric Pederson, Kevin Robson, David Wolf

### 5 Years

Adam Dvorak, Gregory Harstad, Donald Neumann, Jeremy Rost, Gregory Smith, John Sova, Kyle Stern, Craig Tuhy

## Meritorious Service Medal

The NDHP Meritorious Service Medal may be awarded to any sworn member of the NDHP upon retirement who has served the department with distinction and has completed 25 years with the NDHP, or to any sworn member with less than 25 years of service who has provided exceptional service to the department, or to any sworn member

with less than 25 years of service who is involuntarily retired due to line of duty injury and has served the department with merit and distinction.

Officers who received the Meritorious Service Medal in 2007 were Colonel Bryan Klipfel, Captain Mark Bethke, Captain Gordon La France, Lieutenant Kelly Rodgers, and Trooper Harley Steffen.

## Promotions

Brian C. Bonness was promoted to the rank of sergeant August 1, 2007. He was relieved of his duties and responsibilities as the MCSAP Coordinator in the NW Region, Minot, and reassigned as the sergeant for Motor Carrier Operations.

Aaron R. Hummel was promoted to the rank of sergeant August 1, 2007. He was relieved of his duties and responsibilities as a trooper in the NE Region, Grand Forks, and reassigned as a sergeant in the NE Region, Grand Forks.

Michael T. Gerhart, Jr. was promoted to the rank of lieutenant August 1, 2007. He was relieved of his duties and responsibilities as sergeant in the NW Region, Minot, and reassigned to Headquarters as Safety and Education Officer.

Kyle L. Kirchmeier was promoted to the rank of lieutenant August 1, 2007. He was relieved of his duties and responsibilities as sergeant in the SW Region, Bismarck, and reassigned to Headquarters as Motor Carrier Operations Commander.

Bryan J. Niewind was promoted to the rank of



sergeant October 1, 2007. He was relieved of his duties and responsibilities as a trooper in the SE Region, Valley City, and reassigned as a sergeant in the SE Region.

Darcy W. Aberle was promoted to the rank of sergeant November 1, 2007. He was relieved of his duties and responsibilities as a trooper in the NW Region, Williston, and reassigned as a sergeant in the NW Region, Williston.

William D. Vance was promoted to the rank of sergeant December 1, 2007. He was relieved of his duties and responsibilities as a trooper in the SW Region, Dickinson, and reassigned as a sergeant in the SW Region, Dickinson.

David M. Wolf was promoted to the rank of sergeant December 1, 2007. He was relieved of his duties and responsibilities as a trooper in the SE Region, Fargo, and reassigned as a sergeant in the SE Region, Fargo.

Eldon P. Mehrer was promoted to the rank of lieutenant December 1, 2007. He was relieved of his duties and responsibilities as a sergeant in the SW Region, Dickinson, and reassigned as the Operations Commander in the SE Region, Jamestown.

Brandon J. Solberg was promoted to the rank of lieutenant December 1, 2007. He was relieved of his duties and responsibilities as a sergeant in the SE Region, Fargo, and reassigned to Headquarters as the Planning and Property Officer.

Eric W. Pederson was promoted to the rank of captain December 1, 2007. He was relieved of his duties and responsibilities as the Operations Commander in the SE Region, Jamestown, and reassigned as the Administrative Commander in the SW Region, Bismarck.

## REASSIGNMENTS

Effective January 1, 2007, Trooper Luke P. Hendrickson transferred from a traffic enforcement trooper in the NE Region, Devils Lake, to a traffic enforcement trooper in the SE Region, Fargo.

Effective April 1, 2007, Trooper Douglas G. Hoopman transferred from a motor carrier enforcement trooper in the SW Region, Bismarck, to a MCSAP (Motor Carrier Safety Assistance Program) trooper in the SW Region, Bismarck.

Effective July 1, 2007:

- Trooper Jon B. Ness transferred from a motor carrier enforcement trooper in the NE Region, Devils Lake, to a MCSAP trooper in the NE Region, Devils Lake.

- Trooper Anthony W. DeJean transferred from a traffic enforcement trooper in the NE Region, Cavalier, to a traffic enforcement trooper in the NE Region, Grand Forks.

- Trooper Dennis C. Gilbertson transferred from a traffic enforcement trooper in the SE Region, Lisbon, to a traffic enforcement trooper in the SE Region, Fargo.

- Trooper Ramone G. Gumke transferred from a traffic enforcement trooper in the SE Region, Wishek, to a motor carrier enforcement trooper in the SE Region, Jamestown.

- Trooper Kristjan B. Helgoe transferred from a traffic enforcement trooper in the NE Region, Lakota, to a traffic enforcement trooper in the SE Region, Lisbon.

- Trooper Wesley R. Maley transferred from a traffic enforcement trooper in the SE Region, Cooperstown, to a traffic enforcement trooper in the SE Region, Oakes.

- Trooper Jeremie K. Meisel transferred from a traffic enforcement trooper in the SW Region, Steele, to a traffic enforcement trooper in the SW Region, Bismarck.

- Trooper Christopher D. Messer transferred from a traffic enforcement trooper in the SW Region, New Salem, to a traffic enforcement trooper in the SW Region, Dickinson.

- Trooper Michael H. Schott transferred from a traffic enforcement trooper in the NW Region, Towner, to a traffic enforcement trooper in the NW Region, Minot.

- Trooper Travis M. Skar transferred from a traffic enforcement trooper in the NW Region, Crosby, to a traffic enforcement trooper in the NW Region, Minot.

- Trooper Paul R. St. Aubyn transferred from a traffic enforcement trooper in the NE Region, Cavalier, to a traffic enforcement trooper in the SW Region, Bismarck.

- Trooper Myles E. Sundby transferred from a traffic enforcement trooper in the NE Region, Grafton, to a traffic enforcement trooper in the NE Region, Grand Forks.

- Trooper Scott A. Walch transferred from a motor carrier enforcement trooper in the SE Region, Jamestown, to a traffic enforcement trooper in the SE Region, Jamestown.

Effective August 1, 2007:

- Sergeant Troy A. Hischer transferred from the NE Region, Grand Forks, to the SE Region, Fargo.



- Sergeant Norman C. Ruud transferred from the NW Region, Williston, to the SW Region, Bismarck.

- Sergeant Jody L. Skogen transferred from the SE Region, Fargo, to the NW Region, Minot.

- Lieutenant Kelly J. Rodgers was relieved of his duties and responsibilities as Safety and Education Officer at Headquarters and reassigned as the Planning Officer at Headquarters.

Effective August 10, 2007, Major Neil A. Johnson was relieved of his duties and responsibilities as Administrative Services Commander at Headquarters and reassigned as Field Operations Commander at Headquarters.

Effective August 10, 2007, Captain Lori R. Malafa was relieved of her duties and responsibilities as Training Director at the LETA and reassigned as Administrative Services Commander at Headquarters.

Effective August 27, 2007, Captain Scott K. Brand was relieved of his duties and responsibilities as Homeland Security Coordinator at the Fusion Center and reassigned as the Training Director at the LETA.

Effective October 1, 2007:

- Sergeant Michael J. McCloud transferred from the SE Region, Jamestown, to the NW Region, Minot.

- Sergeant Jody L. Skogen transferred from the NW Region, Minot, to the SW Region, Bismarck.

- Sergeant Bradley T. Smith transferred from the SW Region, Bismarck, to the Fusion Center as Homeland Security Coordinator.

Effective December 1, 2007, Trooper Shawn D. Skogen transferred from a traffic enforcement trooper in the NW Region, Watford City, to a traffic enforcement trooper in the SW Region, Dickinson.

#### Post Assignments

Upon successful completion of the Highway Patrol Academy on June 14, 2007, the below listed troopers transferred from the Highway Patrol Academy at the LETA, Bismarck, North Dakota, and were reassigned as follows:

- Trooper Timothy P. Coughlin, Jr. as a motor carrier enforcement trooper in the NW Region, Williston.

- Trooper Les L. Lokken as a traffic enforcement trooper in the NW Region, Crosby.

- Trooper Christopher L. Vigness as a traffic enforcement trooper in the NW Region, Towner.

- Trooper Brian L. Mehlhoff as a traffic enforcement trooper in the NE Region, Devils Lake.

- Trooper Steven R. Nicola as a traffic enforcement trooper in the NE Region, Devils Lake.

- Trooper Paul A. Sova as a traffic enforcement trooper in the NE Region, Langdon.

- Trooper David A. Erdmann as a traffic enforcement trooper in the NE Region, Larimore.

- Trooper Charles G. Hurteau as a traffic enforcement trooper in the NE Region, Lakota.

- Trooper Nathan P. Sandal as a traffic enforcement trooper in the NE Region, Cavalier.

- Trooper Derek J. Arndt as a traffic enforcement trooper in the SW Region, Bismarck.

- Trooper Jeremiah D. Bohn as a traffic enforcement trooper in the SW Region, Bismarck.

- Trooper Kayla J. Gefroh as a traffic enforcement trooper in the SW Region, Bismarck.

- Trooper Michael W. Hinrichs as a motor carrier enforcement trooper in the SW Region, Bismarck.

- Trooper Joshua W. Rode as a traffic enforcement trooper in the SW Region, Steele.

- Trooper Benjamin F. Kennelly as a traffic enforcement trooper in the SE Region, Cooperstown.

#### Retirements

Captain Gordon D. La France retired April 30, 2007. He joined the department June 9, 1980, serving over twenty-six years. Captain La France attended the Highway Patrol Academy from June 9, 1980 through October 31, 1980. As a trooper, he was stationed at Williston from November 1, 1980 – June 8, 1983; Grand Forks from June 9, 1983 – June 30, 1988; and Bismarck from July 1, 1988 – December 31, 1998. He became one of the department pilots on June 9, 1983. He was promoted to sergeant with the title of Chief Pilot on October 1, 1991. He was reassigned to Headquarters on January 1, 1999 to the position of Planning and Accreditation Officer. He was promoted to lieutenant on November 20, 2001 and captain on May 15, 2003.

Trooper Roger J. Clemens retired July 2, 2007. He joined the department May 27, 1992, serving over fifteen years. Trooper Clemens attended the Highway Patrol Academy from May 27, 1992 through October 31, 1992. He was assigned to Cooperstown



as a traffic enforcement trooper from November 1, 1992 through June 30, 1995 and assigned to Dickinson as a traffic enforcement trooper from July 1, 1995 through July 2, 2007.

Trooper Harley D. Steffen retired July 31, 2007. He joined the department July 17, 1978, serving over twenty-nine years. He attended Driver License Examiner Training from July 17, 1978 through August 6, 1978. He was a Driver License Examiner in Williston from August 7, 1978 through October 1, 1978 and in Grand Forks from October 2, 1978 through January 14, 1979. Trooper Steffen attended the Highway Patrol Academy from January 15, 1979 through June 30, 1979. He was stationed in Beach his whole career as a trooper.

Colonel Brian R. Klipfel retired August 9, 2007. He joined the department February 13, 1977, serving over thirty years. Colonel Klipfel attended the Highway Patrol Academy from February 13, 1977 through June 30, 1977. As a trooper, he was stationed in Rolla from July 1, 1977 through June 30, 1979 and in Minot from July 1, 1979 through February 28, 1982. He was promoted to the rank of sergeant March 1, 1982 and the rank of captain on September 1, 1989. He was stationed in Williston from March 1, 1982 through July 31, 1992. He was the Training Officer at the Law Enforcement Training Academy from August 1, 1992 through September 12, 1995. He was the Administrative Services Commander at Headquarters from September 13, 1995 through October 31, 2003. Governor John Hoeven appointed him superintendent on November 1, 2003.

Captain Mark Bethke retired November 30, 2007. He joined the department June 9, 1980, serving over twenty-seven years. Captain Bethke attended the Highway Patrol Academy from June 9, 1980 through October 31, 1980. He was stationed in Cooperstown, as a trooper, from November 1, 1980 through August 31, 1989. He was promoted to the rank of sergeant September 1, 1989; the rank of lieutenant October 1, 1999; and the rank of captain June 1, 2001. He was assigned to the Bismarck District, as district sergeant, from September 1, 1989 through September 12, 1995. He was assigned to Headquarters as Safety and Education Officer from September 13, 1995 through May 31, 2005. He was also responsible for the duties of Field Operations Commander from January 1, 2005 through May 31, 2005. Captain Bethke was assigned as District Commander of the Bismarck District from June 1, 2005 through June 30, 2007. From July 1, 2007 through November 30, 2007, he was the Administrative Commander of the Southwest Region, Bismarck.

Lieutenant Kelly J. Rodgers retired November 30,

2007. He joined the department June 8, 1981, serving over twenty-six years. He attended the Highway Patrol Academy from June 8, 1981 through November 4, 1981. He was stationed at Kenmare from November 5, 1981 through June 30, 1991 and at Minot from July 1, 1991 through June 30, 1996. He was promoted to the rank of sergeant July 1, 1996 and reassigned to Dickinson, where he served until December 31, 1998. He was assigned to Minot from January 1, 1999 through May 31, 2005. He was promoted to the rank of lieutenant June 1, 2005 and reassigned to Headquarters. He served as Safety and Education Officer from June 1, 2005 through July 31, 2007 and as Planning and Property Officer from August 1, 2007 through November 30, 2007.

Doyle F. Schulz retired November 30, 2007. He joined the department October 18, 1971, serving over thirty-six years. Major Doyle F. Schulz retired November 30, 1998, as a sworn member of the NDHP. Major Schulz attended the Highway Patrol Academy from October 18, 1971, through March 24, 1972. As a trooper, he served at Fargo from May 29, 1972, through July 27, 1972; at Grand Forks with the Selective Traffic Enforcement Program (STEP) from July 28, 1972, through October 31, 1973; at Fargo with the STEP Program from November 1, 1973, through June 30, 1975; at Jamestown from July 1, 1975, through June 30, 1979; and, Grand Forks from July 1, 1979, through February 28, 1982. He was promoted to the rank of sergeant March 1, 1982, and assigned to Jamestown, where he served until June 30, 1986. On July 1, 1986, he was promoted to the rank of captain. From July 1, 1986, through June 30, 1995, he served at Minot as district commander. He was promoted to the rank of major July 1, 1995, and assigned to Headquarters as Field Operations Commander from July 1, 1995 through November 30, 1998. He was employed in the civilian position of Motor Carrier Operations Director at Headquarters from December 1, 1998 through November 30, 2007.

#### New Hires

Ramon Boucher was hired January 1, 2007 as a Safety Auditor in Bismarck.

The following individuals were hired as Highway Patrol Officers January 1, 2007: Derek Arndt,, Jeremiah Bohn, Timothy Coughlin, David Erdmann, Kayla Gefroh, Michael Hinrichs, Charles Hurteau, Benjamin Kennelly, William Lenarz, Les Lokken, Brian Mehlhoff, Steven Nicola, Joshua Rode, Nathan Sandal, Paul Sova, Christopher Vigness.

Tracy Middaugh went from a temporary Security Officer to a full-time regular Security Officer July 1, 2007.

Donald Polasky went from a temporary Security



Officer to a full-time regular Security Officer on July 1, 2007.

Gerald Baumgartner was hired as a Security Officer on August 1, 2007.

The following individuals were hired as Highway Patrol Officers August 1, 2007: Tara Cole, Ryan Duletski, Eric Hassebrock, Sidney Mann, Ryan Muga, Travis Nelson, Ryan Panasuk, and Troy Roth.

Dale Schaeffer was hired as a Security Officer on August 13, 2007.

Alesha Vandal was hired as a Security Officer on December 12, 2007.

William Brown was hired as a Security Officer on December 17, 2007.

### Promotional Process

A promotional process for the position of regional commander/staff officer was held September 26 – 27, 2007. Nine sergeants participated in the process. The dimensions included a written examination, oral interview, problem solving/effective writing exercise, past performance review, news media exercise and in-basket exercise.

The promotion list is in effect through March 31, 2009. The top three candidates in order of their ranking are Sergeant Brandon Solberg, Sergeant Eldon Mehrer, and Sergeant Joseph Knowski.

A promotional process for the rank of sergeant was held October 1 – 4, 2007. Twenty-two troopers participated in the process. The dimensions included a written examination, oral interview, oral presentation exercise, performance counseling exercise and past performance review.

The promotion list is in effect through April 30, 2009. The top five candidates in order of their ranking are Trooper Joseph (Bryan) Knight, Trooper Daniel Haugen, Trooper Robert Kennedy, Trooper Darcy Aberle and Trooper David Wolf.

### Internal Grievance

There were no internal grievances filed in 2007.

### Equal Employment Opportunity Complaints

No Equal Employment Opportunity Complaints were filed in 2007.

### Internal Investigations

There were three internal investigations in 2007.

## Citizen Complaints

There were twenty complaints filed against department employees in 2007. Sixty percent (12 complaints) were unfounded, twenty percent (4 complaints) were proper conduct ten percent (2 complaints) were improper conduct (1 individual was counseled and 1 received a letter of warning.) Five percent (1 complaint) had insufficient evidence and five percent (1 complaint) was due to policy failure.

Types of complaints:

- 9 were enforcement arrest complaints
- 3 were rude unprofessional conduct
- 3 of the complaints were enforcement arrest complaints with rude unprofessional conduct
- 2 were made because of patrol vehicle operations
- 1 was an enforcement arrest complaint and honesty/integrity of employee
- 1 was honesty/integrity of employee
- 1 other

The complaints were reviewed for bias based profiling. One complainant felt the conduct was racially based; however, the complaint was unfounded.

### Personnel Early Warning System

The Personnel Early Warning System (PEWS) is a tool used to assist us in monitoring employee performance and behavior.

The PEWS was designed to provide a systematic review for specific, significant events involving department employees. It provides us with the necessary information to evaluate, identify, and assist employees who exhibit signs of stress related or performance problems.

When an employee exceeds three incidents or a combination of incidents within a one-year period, the PEWS Review kicks in. Twenty-three employees exceeded the threshold in 2007. Exceeding 80 hours of sick leave was the reason 22 of the individuals exceeded the threshold. Information that we look at includes:

- Action plans needed on performance evaluations
- Complaints
- Internal affairs investigations
- Disciplinary actions
- Firearm drawn or fired
- Use of force Incidents
- Pursuits
- Traffic crashes with department vehicles
- Injuries on the job
- Exceeding 80 hours of sick leave.





## Recruitment/Selection Process

We actively began recruiting for the August 2007 Highway Patrol Academy class in March 2007.

A variety of sources were used to reach as many qualified applicants as possible. We advertised on the Internet; local newspapers throughout North Dakota; employment newspaper in North Dakota, South Dakota and Minnesota; colleges and universities; reservations and radio.

A Referral Bonus Program was previously implemented to motivate current employees to prioritize recruitment. The applicant must complete probation before the referring employee(s) receive the bonus. The bonus is \$500 for all applicants. If more than one employee makes the referral, the bonus will be divided among the employees involved. To refer an applicant, the employee must know the applicant and be able to explain why the applicant would be a good employee. The employee must submit a memo to the Administrative Services Commander with the applicant's name and a brief summary of the referred applicant's strengths. NDHP current and retired employees referred three of the eight recruit troopers hired.

There were 99 individuals who met our minimum requirements and submitted applications; 78 individuals participated in Phase II – the National Police Officer Selection Test, Wonderlic Personnel Test, and physical fitness testing. Of the individuals who tested, there were 66 male Caucasians, 2 Hispanic males, 2 Black males, 1 Asian male, 1 American Indian male, 4 Caucasian females and 2 Hispanic females.

There were 64 individuals who participated in Phase III – the Oral Interview and taking the MMPI II, Edwards, and CPI Tests. Background investigations were conducted on 18 individuals. We hired seven males and one female to begin employment August 27, 2007.

Of the applicants who tested, 3 had a Masters degree, 52 had Bachelor degrees, 14 had Associate degrees, and 9 had at least sixty semester hours. Of the individuals we hired, seven have Bachelor degrees and one has a Masters degree.

The chart below shows the referral sources that were used by the individuals that tested. As individuals could select more than one referral source, they are not mutually exclusive. For example a person may have heard about the opening on the internet and the television.

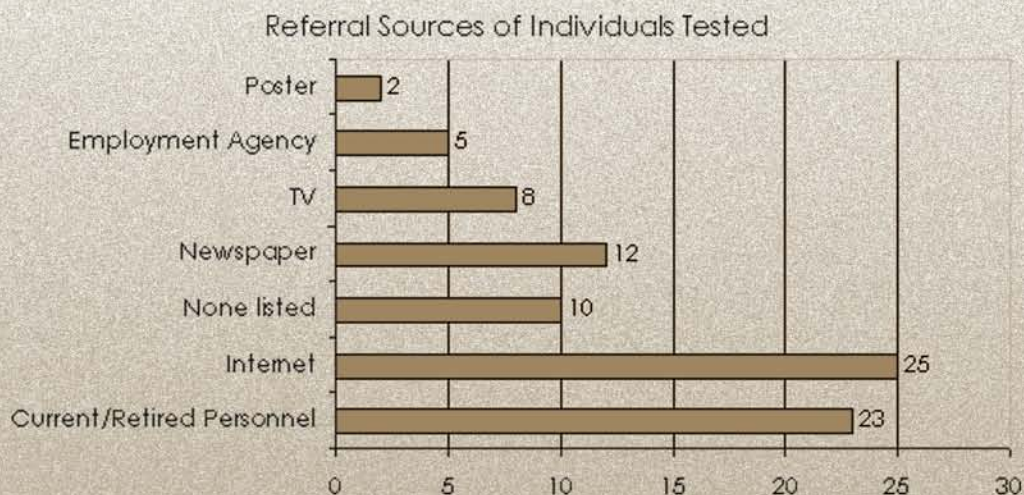






Photo courtesy of Bob Lindee

## SUPPORT SERVICES

The Support Services Division includes twelve employees and is made up of the following sections: Procurement, Planning and Property, Finance, and Information Technology. Capt. La France retired as the Planning and Property Officer in May and Lt. Rodgers retired as the Planning and Property Officer in November. Sgt. Solberg was promoted to lieutenant and became the Planning and Property Officer on December 1st.

As a result of the Governor's Recommendations and the 2007 Legislative Session, a Highway Patrol budget of nearly \$39.3 million was approved. Highlights included: approval of two additional sworn FTEs, \$642,000 to complete the Digital In-Car Video project, and equity pay adjustments for troopers and sergeants. A new law on asset forfeiture was passed which allows the department to spend up to \$300,000 of proceeds from seized assets each biennium. The funding is restricted and is mainly for the purchase of equipment and overtime dealing with criminal interdiction.

As a member of the Executive Committee of the North Dakota Criminal Justice Information Sharing Project (CJIS), the HP continues to work with other agencies on new ways to share law enforcement information. Other committee related work includes continued membership on the National Law Enforcement and Corrections Technology Center's Regional Advisory Council for the Rocky Mountain Region. New technology is reviewed and agency experiences are discussed which assists others in making better decisions. Demonstrations in 2007 included technologies such as automated license plate recognition systems (ALPR) and improved total

station forensic mapping systems with 3D laser scanning capabilities.

With the assistance of the Equipment Committee, commanders, and support staff, some of the projects in 2007 included: Vehicle bids for police sedans and SUV's; purchase of a Forward Looking Infra Red system (FLIR) and specifications for replacement of the 1981 Cessna Skylane aircraft to a more current model; and replacement of shotguns with the new Remington 870 model with extended magazines.

### Procurement/Property

The procurement section completed over thirty bids, proposals, and request for information projects in 2007 for items such as: ammunition, forms, promotional items, vehicle detailing, security partition testing, radar, LIDAR, jackets, LETA maintenance contract, tactical equipment, aircraft, FLIR infrared device, and the installation of it into the airplane. In addition, the procurement section also did bidding for flashlights, testing of digital cameras, new style baseball caps, Colonel's coin, shotgun cases, firearm simulator, and LED Message Centers for the weigh stations. The digital in-car video project has continued to progress and is nearing completion. Headsets and postage meters to the field offices were evaluated and units tested.

Usage of the P-Card in our department (the field and headquarters) has increased and the procedures continue to be refined.

Research has begun on the sworn officer uniforms



and the office leases throughout the state. We have determined the value of our current location versus the benefits of moving our office elsewhere; plus the proper procedures to move.

A Dodge Charger equipped with a Hemi motor was issued to one officer in every region. We purchased 54 Stalker Dual DSR radar units. Two recruit classes were fitted with new equipment. Digital in-car video units were installed in the Bismarck area squad cars. LED flares were purchased for all officers. We purchased 25 Motorola XTS5000 portable radios for the Tac Team.

#### Use of Force and Pursuit Analysis

There were seven use of force incidents in 2007. Seventy-one percent of the incidents took place on weekends. The majority of the incidents occurred in the afternoon. Numbers for use of force occurrences have remained constant over the past five years.

Pursuit activity over the past five years has remained constant as well. Pursuits were more likely to occur on a weekend between the hours of 00:00 and 03:00 hours.

#### Grants

The Patrol utilized several grants in 2007. Funding from NDDOT through the National Highway Traffic Safety Administration provided equipment such as in-car digital video systems, radar units, LIDAR units, and SD2 units. This funding also enabled us to conduct sobriety checkpoints and alcohol saturations.

Funding from the Department of Health and Human Services through the OJJDP allowed us to conduct saturations targeting underage drinking. The Patrol serves as a pass-through agency for this grant, administering funding to local agencies as well.

Funding from DES through the Department of Homeland Security provided funding for equipment and enhanced enforcement at our border with Canada.

We also received funding from the Motor Carrier Safety Assistance Program (MSCSAP). This funding allowed for the purchase of equipment to enhance Motor Carrier enforcement, as well as assisting with conducting safety inspections. MCSAP also funds our Border Inspection Program and New Entrant Program.

#### IT

The IT section is responsible for maintaining computer hardware, software, HP systems, Digital Video,

networking, telephones, and cell phones. During 2007, our IT help desk received 1,590 requests for service

Our personnel are active in several committees including the Traffic Records Coordinating Committee, Mainframe Migration workgroup, CJIS technical group, and the ES Desktop Domain team.

We purchased 150 in-car units for the Digital Video project, as well as a server for each regional office to store the video on-site. In June, training of vehicle installation, and server setup was completed. The Bismarck office was chosen as the test location and all vehicles were installed with digital video by August. After working out some issues the system was deployed in Fargo and Minot by the end of the year. DVD duplication will be completed centrally to help reduce regional workload. Thirty-five DVDs were disseminated in 2007.

During 2007, each regional commander was issued a Blackberry phone to receive and transmit email. These phones will improve communications between both regional commanders and headquarters.

#### Accreditation

As part of our accredited status with the Commission on Accreditation for Law Enforcement Agencies (CALEA) the agency is required to submit documentation annually to the Commission to show compliance with the standards; this was done in July. The fifth edition of the CALEA Standards Manual became available in January 2007 and the agency began reviewing files and updating policies to achieve compliance with new CALEA requirements.

#### Finance

The Accounting section upgraded Excel computer files to improve the provision of accounting and budgeting information for the end of the 2005-2007 biennium and future bienniums. The process of converting the manual records system for permits cash receipts/disbursements to an electronic ACH system was started. There was a reduction in the number of recommendations made in the audit for fiscal years 2005 and 2006 which was completed during the past year. Optimum utilization of appropriated state and federal funding for the 2005-2007 biennium was achieved. The procedure for compiling the information for the annual IRS Form 1099 reporting was improved.







# LETA

The Law Enforcement Training Academy completed another year of successful and diverse training and activities. The Academy held 33 sessions featuring law enforcement topics such as Mastering Leadership Skills I & II, MOCIC Interview and Interrogation, and Crash Reconstruction Review and Update.

Utilization of the multi-purpose room continues at a high rate with 236 sessions. Groups using the multi-purpose room other than law enforcement included Bismarck State College, the State Health Department, the North Dakota National Guard, DOT, and several youth groups.

Other groups and state agencies using the Academy for training, meetings, and events included: Central Personnel, the State Penitentiary, Bismarck State College, the State Health Department, North Dakota State Radio, North Dakota Peace Officers Association, STOP Committee, DES (Soft Target Awareness), Federal Parole and Probation, and the Bismarck Police Department.

Two North Dakota Basic Training classes graduated this past year as well as one North Dakota Highway Patrol Recruit Class. Sixty-Four peace officers completed their North Dakota Peace Officer Standard and Training Board licensure certification through attendance at the Academy. A total of 716 law enforcement personnel received training in the 33 sessions at the Academy in 2007. Man-hours, which totalled 46,992, increased by 9% from 2006.

The Academy provided in-service training for the following agencies: Game and Fish, Parks and Recreation, Motor Carriers, Highway Patrol, and Sheriffs.

## Training sessions hosted at the Training Academy

- PPCT Instructor Certification
- PPCT Instructor Refresher
- MOCIC Interview and Interrogation
- NCIC Entry (2)
- Correctional Officers Basic(2)
- TAC Team
- Mastering Leadership Skills I & II
- Control Tactics (PPCT)
- Crash Reconstruction Review and Update



SWORN OFFICERS				
NAME	RANK	STATION	STARTING	SEPARATION
Aberle, Darcy	Sergeant	Williston	9/5/2000	
Anderson, Joshua	Trooper	Bowman	6/1/2004	
Arman, Robert	Trooper	Fargo	1/1/1997	
Armendariz, Pedro	Sergeant	Headquarters	1/5/1995	
Armstrong, Duane	Trooper	Devils Lake	8/17/1987	
Arndt, Derek	Trooper	Bismarck	1/1/2007	
Bauske, Jeffrey	Trooper	Harvey	8/29/2005	
Beedy, Craig	Trooper	Jamestown	7/1/1989	
Bethke, Mark	Captain	Bismarck	6/9/1980	11/30/2007
Billehus, Alan	Captain	Williston	8/17/1987	
Bohn, Jeremiah	Trooper	Bismarck	1/1/2007	
Bonness, Brian	Sergeant	Minot	1/5/1995	
Brand, Scott	Captain	LETA	6/8/1981	
Bring, Darwin	Trooper	Wahpeton	1/1/1997	
Brown, Matthew	Trooper	Wahpeton	5/2/1994	
Brumfield, Tracy	Trooper	Edgeley	7/1/1989	
Buehre, Jeremy	Trooper	Williston	6/1/2004	
Bulzomi, Darryl	Trooper	Carrington	7/18/1983	
Busch, Damon	Trooper	Minot	7/1/1989	
Buzick, Tracy	Trooper	Hillsboro	10/1/1995	
Clemens, John	Trooper	Grand Forks	1/1/1999	7/2/2007
Clemens, Roger	Trooper	Dickinson	5/27/1992	7/2/2007
Cole, Tara	Trooper	LETA	8/27/2007	
Corcoran, Gregory	Trooper	Jamestown	5/27/2003	9/27/2007
Coughlin, Jr., Timothy	Trooper	Williston	1/1/2007	
DeJean, Anthony	Trooper	Grand Forks	8/29/2005	
Denault, Matthew	Trooper	Grand Forks	5/27/2003	
Dietz, Gavin	Trooper	Valley City	7/1/1989	
Duletski, Ryan	Trooper	LETA	8/27/2007	
Dvorak, Adam	Trooper	Grand Forks	1/1/2002	
Ebens, Todd	Trooper	Casselton	7/1/1991	
Enzminger, Aaron	Trooper	Fargo	1/1/1999	
Erdmann, David	Trooper	Larimore	1/1/2007	
Fischer, Steven	Trooper	Rolla	1/1/1999	
Gefroh, Kayla	Trooper	Bismarck	1/1/2007	
Geiss, Mark	Sergeant	LETA	10/1/1995	
Gerhart, Jr., Michael	Lieutenant	Headquarters	5/27/1992	
Gilbertson, Dennis	Trooper	Fargo	4/20/1983	
Guenther, Scott	Trooper	Mohall	1/1/1997	
Gumke, Ramone	Trooper	Jamestown	5/27/2003	
Harstad, Gregory	Trooper	Williston	10/1/2004	
Hassebrock, Erick	Trooper	LETA	8/27/2007	
Haugen, Daniel	Trooper	Bottineau	9/5/2000	
Helgoe, Kristjan	Trooper	Lisbon	8/29/2005	
Hendrickson, Luke	Trooper	Fargo	5/27/2003	
Henke, Shannon	Trooper	Bismarck	1/5/1995	
Hermanson, Chad	Trooper	Minot	1/1/1999	
Herzig, Thomas	Trooper	Jamestown	9/28/1992	
Hinrichs, Michael	Trooper	Bismarck	1/1/2007	
Hischer, Troy	Sergeant	Fargo	1/1/1997	
Hoffner, Ryan	Trooper	Kenmare	6/1/2004	
Hoopman, Douglas	Trooper	Bismarck	7/18/1983	
Huck, Anthony	Captain	Dickinson	7/18/1983	
Hudson, Patrick	Sergeant	Minot	1/5/1995	
Hulm, Lonny	Trooper	New Salem	7/7/1991	
Hummel, Aaron	Sergeant	Grand Forks	1/1/1999	
Hurteau, Charles	Trooper	Lakota	1/1/2007	
Huschka, Jamie	Trooper	Williston	6/1/2004	



SWORN OFFICERS

NAME	RANK	STATION	STARTING	SEPARATION
Huston, Kevin	Trooper	Minot	6/1/1995	
Huwe, Keith	Trooper	Wahpeton	5/27/1992	
Iverson, Thomas	Trooper	Bismarck	6/1/2004	
Jahner, Jamey	Trooper	Fargo	5/27/2003	
Johnson, Neil	Major	Headquarters	6/9/1980	
Johnson, Steven	Trooper	Grand Forks	6/1/2004	
Kadmas, Wade	Trooper	Dickinson	8/29/2005	
Kamp, David	Trooper	Garrison	7/1/1991	
Kennedy, Robert	Trooper	Cando	1/5/1995	
Kennelly, Benjamin	Trooper	Cooperstown	1/1/2007	
King, Dana	Trooper	Grand Forks	6/8/1981	
King, Scott	Trooper	Fargo	7/1/1991	
Kirchmeier, Kyle	Lieutenant	Headquarters	1/6/1986	
Kirchoffner, Steven	Trooper	Grand Forks	7/18/1983	
Kleppe, David	Captain	Headquarters	7/18/1983	
Klipfel, Bryan	Colonel	Headquarters	2/13/1977	8/9/2007
Knight, Joseph	Trooper	Minot	5/27/1992	
Knowski, Joseph	Sergeant	Devils Lake	5/27/1992	
Krueger, Daniel	Trooper	Bismarck	5/27/2003	
La France, Gordon	Captain	Headquarters	6/9/1980	4/30/2007
Laite, Christopher	Trooper	Devils Lake	5/27/2003	
Laney, Tonya	Trooper	Cassellton	10/1/1995	
LaRocque, Frank	Trooper	Rugby	7/1/1991	
Lenarz, William	Trooper	LETA	1/1/2007	2/15/2007
Liebl, Joel	Trooper	Fargo	8/17/1987	
Lokken, Les	Trooper	Crosby	1/1/2007	
Malafa, Lori	Captain	Headquarters	1/6/1986	
Maley, Wesley	Trooper	Oakes	8/29/2005	
Mann, Sidney	Trooper	LETA	8/27/2007	
Marshall, John	Trooper	Williston	4/16/1979	
Mayer, Steven	Trooper	Bismarck	8/29/2005	
McCloud, Michael	Sergeant	Minot	1/5/1995	
Mehlhoff, Brian	Trooper	Devils Lake	1/1/2007	
Mehrer, Eldon	Lieutenant	Jamestown	7/1/1991	
Meisel, Jeremie	Trooper	Bismarck	8/29/2005	
Messer, Christopher	Trooper	Dickinson	9/5/2000	
Michels, Richard	Trooper	Elgin	6/8/1981	
Mittleider, Randall	Trooper	Grand Forks	1/1/2002	2/1/2007
Mugan, Ryan	Trooper	LETA	8/27/2007	
Nelson, Mark	Colonel	Headquarters	6/8/1981	
Nelson, Travis	Trooper	LETA	8/27/2007	
Ness, Jon	Trooper	Devils Lake	7/1/1989	
Neumann, Donald	Trooper	Killdeer	1/1/2002	
Nicola, Steven	Trooper	Devils Lake	1/1/2007	
Niewind, Bryan	Sergeant	Valley City	9/5/2000	
Oldenburg, Dolf	Sergeant	Grand Forks	7/1/1989	
Olson, Jerry	Trooper	Fargo	7/6/1989	
Olson, Kevin	Trooper	Grand Forks	11/1/1979	
Orluck, Gary	Captain	Minot	1/6/1986	
Panasuk, Ryan	Trooper	LETA	8/27/2007	
Pederson, Eric	Captain	Bismarck	1/1/1997	
Poitra, Christopher	Trooper	Bismarck	6/1/2004	
Polomny, Michael	Trooper	Fargo	5/27/2003	
Prochniak, James	Captain	Fargo	8/17/1987	
Pulver, Christopher	Trooper	Stanley	1/1/1999	
Richard, Ricky	Trooper	Washburn	2/1/1984	
Robson, Kevin	Captain	Grand Forks	1/1/1997	
Rode, Joshua	Trooper	Steele	1/1/2007	

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SWORN OFFICERS				
NAME	RANK	STATION	STARTING	SEPARATION
Rodgers, Kelly	Lieutenant	Headquarters	6/8/1981	11/30/2007
Rost, Jeremy	Trooper	Bismarck	1/1/2002	
Roth, Troy	Trooper	LETA	8/27/2007	
Rumple, Mitchell	Trooper	Fargo	7/1/1989	
Rude, Joshua	Trooper	Grand Forks	6/1/2004	
Ruud, Norman	Sergeant	Bismarck	7/1/1991	
Sandal, Nathan	Trooper	Cavalier	1/1/2007	9/27/2007
Schott, Michael	Trooper	Minot	8/29/2005	
Skar, Travis	Trooper	Minot	8/29/2005	
Skogen, Jody	Sergeant	Bismarck	10/1/1995	
Skogen, Shawn	Trooper	Dickinson	6/1/2004	
Smith, Bradley	Sergeant	Headquarters	8/17/1987	
Smith, Gregory	Trooper	Grafton	1/1/2002	
Solberg, Brandon	Lieutenant	Headquarters	1/1/1995	
Sommer, Christa	Trooper	Washburn	5/27/2003	
Sova, John	Trooper	Jamestown	1/1/2002	
Sova, Paul	Trooper	Langdon	1/1/2007	
St. Aubyn, Paul	Trooper	Bismarck	8/29/2005	
Steffen, Harley	Trooper	Beach	1/15/1979	7/31/2007
Stern, Kyle	Trooper	Hillsboro	1/1/2002	
Sundby, Myles	Trooper	Grand Forks	8/29/2005	
Ternes, Kyle	Captain	Devils Lake	7/1/1991	
Torgeson, Rodney	Trooper	Minot	6/1/2004	
Trochman, Raynard	Trooper	Grand Forks	1/1/1999	
Tuhy, Cory	Trooper	Dickinson	1/5/1995	
Tuhy, Craig	Trooper	Hettinger	1/1/2002	
Vance, William	Sergeant	Dickinson	10/1/1995	
Vigness, Christopher	Trooper	Towner	1/1/2007	
Walch, Scott	Trooper	Jamestown	9/5/2000	
Wolf, David	Sergeant	Fargo	1/1/1997	

MOTOR CARRIER INSPECTORS				
NAME	RANK	STATION	STARTING	SEPARATION
Benjaminson, James	MCSAP BIP	Northeast ND	11/15/1979	
Boucher, Ramon	Safety Auditor	Bismarck	1/1/2007	
Dietz, Scott	MCSAP	Beach	4/19/1982	
Frenzel, Harlen	MCSAP BIP	Northwest ND	9/1/1989	
Geiss, Richard	MCSAP	Ellendale	7/6/1966	
Ginder, Jill	Safety Auditor	Northeast ND	7/2/1979	
Jensen, Gary	MCSAP BIP	Northeast ND	8/14/1978	
Kindem, Douglas	MCSAP	Fargo	8/25/1975	
Mayhew, Curtiss	Safety Auditor	Minot	6/1/1976	
McNamara, Robert	MCSAP	Minot	5/15/2000	
Novak, Tony	MCSAP BIP	Northwest ND	2/6/1984	
Scott, Trenton	MCSAP	Bowman	10/1/1995	
Thurston, Richard	MCSAP	Grand Forks	11/12/1980	

\*MCSAP – Motor Carrier Safety Assistance Program

\*BIP – Border Inspection Program

SUPPORT PERSONNEL				
NAME	RANK	STATION	STARTING	SEPARATION
Antil, Dean	Capitol Security	Headquarters	11/14/2005	
Baumgartner, Gerald	Capitol Security	Headquarters	1/1/2007	
Binder, Kelly	Office Asst.	Headquarters	10/10/2005	
Brown, William	Capitol Security	Headquarters	12/17/2007	
Brunner, Carolyn	Account Tech	Headquarters	5/1/1978	
Carufel, Peggy	Account Tech	Headquarters	5/31/1977	
Chase, Bonnie	HR Specialist	Headquarters	8/1/1975	
Dietz, Peggy	Adm Assistant	LETA	6/23/1976	
Doe, Tracy	Operations Coord	LETA	10/3/2006	
Emmer, Leanna	Permit Supervisor	Headquarters	11/1/1977	



SUPPORT PERSONNEL				
NAME	RANK	STATION	STARTING	SEPARATION
Fergel, Jennifer	Adm Assistant	Headquarters	2/20/2004	
Fuchs, Donna	Adm Assistant	Devils Lake	5/7/1975	
Glaser, Ronald	Capitol Security	Headquarters	7/1/2005	
Grasl, Debra	Adm Assistant	Dickinson	8/21/2000	
Horner, Sandra	Adm Assistant	Grand Forks	11/28/2001	
Keney, Sarah	IT Specialist	Headquarters	6/1/2001	
Knudson, Thomas	Capitol Security	Headquarters	7/1/2005	
Krodel, Jessie	Adm Assistant	Williston	12/26/1985	
Learn, Mark	Account Mngr	Headquarters	4/20/1987	
Maixner, Alane	Adm Assistant	Fargo	5/12/1978	
McCormick, Morleyne	Adm Assistant	Bismarck	8/18/1980	
Meier, Jacqueline	Permit Tech	Headquarters	5/14/2001	
Middaugh, Tracy	Capitol Security	Headquarters	7/1/2007	11/30/2007
Nelson, Kathy	Admin Asst	Headquarters	4/13/1998	
Oswald, Carrie	IS Manager	Headquarters	7/8/1996	
Patrick, Dorothy	Cook	LETA	5/27/2003	
Pfennig, Andrea	Research Analyst	Headquarters	6/6/2005	
Polasky, Donald	Capitol Security	Headquarters	7/1/2007	7/31/2007
Rosendahl, Judy	Adm Assistant	Minot	5/19/1993	
Saxberg, Rhonda	Adm Assistant	Jamestown	3/10/2003	
Schaeffer, Dale	Capitol Security	Headquarters	8/13/2007	
Schulz, Doyle	MC Op Director	Headquarters	10/18/1971	11/30/2007
Silvernagel, Ileen	Adm Assistant	Headquarters	7/1/1981	
Smith, Erin	Capitol Security	Bismarck	3/27/2006	10/19/2007
Steckler, DeAnn	Adm Staff Off	Headquarters	12/7/1981	
Swang, Gloria	Adm Assistant	Headquarters	7/9/1973	
Taplin, Tanya	IT Specialist	Headquarters	10/2/2000	
Vandal, Alesha	Capitol Security	Bismarck	12/12/2007	
Vanous, Diana	Cook	LETA	4/15/1996	
Wood-Lindquist, Susan	Permit Tech	Headquarters	11/1/1992	
Zeller, Michele	Permit Tech	Headquarters	5/1/2006	

SUPPORT PERSONNEL







# EMPLOYEE PERFORMANCE QUALITY REPORT

The North Dakota Highway Patrol (NDHP) expects a very high level of professional conduct from all employees. The department shall recognize exceptional performance and correct, improve, or eliminate poor performance through the presentation of awards and commendations, the assignment of remedial training, counseling, or the administration of corrective and punitive measures.

A compliment can be given to an NDHP employee who a citizen feels is deserving of recognition. Citizens wishing to commend an employee may contact the NDHP and speak with any person. This information will be forwarded to the proper individuals.

Any individual may make a complaint either by telephone, in writing, or in person. Complainants may choose to identify themselves or remain anonymous. A complaint may be submitted to any member of the NDHP, but all complaints are forwarded to the accused member's supervisor or to a supervisor of equal or higher rank. The supervisor will ensure documentation and complaint disposition. A thorough investigation will be conducted of the events surrounding the incident in question.

The NDHP recognizes its responsibility, both to itself and to the public, to thoroughly investigate all complaints of misconduct brought against its members. For only through a systematic inquiry can the department bring into perspective those complaints of misconduct which are true and dismiss those allegations which are false. Therefore, the NDHP has implemented an internal investigation

Citizens who accuse a member of the NDHP of committing certain specific offenses will have their complaint investigated by an internal affairs officer. The complainant will be notified by letter of the disposition of the complaint. This procedure generally requires four weeks. Complaints of a lesser nature will be investigated by a supervisor who will advise the complainant of the results of the investigation.

## Summary of Complaint Procedures

1. Contact the North Dakota Highway Patrol
2. Supervisor will take the complaint and initiate an investigation
3. Complaint will be thoroughly investigated
4. Complainant will be notified of the results of the investigation

