



ANNUAL REPORT 2018

FISHERS POLICE DEPARTMENT



In Memoriam

This annual report is dedicated to the men and women of FPD who are no longer with us but will always hold a special place in our memories.



Officer Ron Shepard, End of Watch - October 4, 2017

Officer Ron Shepard began his law enforcement career in 1982. In 1990, he was hired full-time with the Fishers Police Department. Officer Shepard was a Field Training Officer and an Evidence Technician. He earned FPD's highest award, the Medal of Valor, for his actions on November 10, 1990. He also earned the Distinguished Service Award in 1996 and the Meritorious Service Award in 2001 and 2013. Officer Ron Shepard was known as "Uncle Ronnie" by most of his law enforcement brothers and sisters. He will be remembered for his selfless service to the community, his kind heart, his willingness to help anyone, and his sense of humor.



Lori Spillane

After a hard-fought battle with cancer, Lori A. Spillane passed away on July 19, 2016. She served at the Fishers Police Department for over ten years by writing applications for grants, coordinating the volunteer program and the "Books and Badges" program, providing estate planning services to officers, and managing the department's accreditation. Lori was passionate in her role as the Fishers Police Department Accreditation Manager and was one of the founding members of the Fishers Police Foundation where she served as its Vice President and Secretary from its formation in 2012 until the time of her passing.



Detective Sergeant Larry Evans

Larry Evans joined the Fishers Police Department in 1990 where he worked in the Investigations Division. He was the first forensic investigator in Fishers to specialize in photography and evidence collection. Larry helped design the lab in the former police department when it was built in 1994. He was one of the first DARE instructors in 1991 and was always willing to work with kids in the community. His experience in forensic science led Larry to 16 years of service as a deputy coroner in Hamilton County. After 35 years of service to law enforcement, Larry retired from the Fishers Police Department in 2013. Retired Detective Sergeant Larry Evans died on November 11, 2015.



Officer Leslie Hulse, End of Watch - September 28, 2009

Officer Leslie Hulse joined the Fishers Police Department in 1999 and served until her 3 ½ year battle with cancer ended in September 2009. During her ten years at FPD, Leslie was a member of the SWAT team, an Emergency Vehicle Driving Instructor, a Field Training Officer, and a fluent Spanish Interpreter. She served as a member of the Special Investigations Unit where she focused on exposing and preventing human trafficking. Leslie was a picture of strength, courage, and professionalism. She was a friend to all and could light up a room with her contagious smile. Her message to "Get up and Live" continues to echo in our hearts.

Mission and Vision Statement

We will protect and serve our city, secure the future of our children and support our officers to achieve the highest standards.

Law Enforcement Code of Ethics

As a law enforcement officer, my fundamental duty is to serve the community; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation and the peaceful against violence or disorder; and to respect the constitutional rights of all to liberty, equality and justice.

I will keep my private life unsullied as an example to all and will behave in a manner that does not bring discredit to me or to my agency. I will maintain courageous calm in the face of danger, scorn or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought and deed both in my personal and official life, I will be exemplary in obeying the law and the regulations of my department. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity, will be kept ever secret unless revelation is necessary in the performance of my duty.

I will never act officiously or permit personal feelings, prejudices, political beliefs, aspirations, animosities or friendships to influence my decisions. With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice or ill will, never employing unnecessary force or violence and never accepting gratuities.

I recognize the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of police service. I will never engage in acts of corruption or bribery, nor will I condone such acts by other police officers. I will cooperate with all legally authorized agencies and their representatives in the pursuit of justice.

I know that I alone am responsible for my own standard of professional performance and will take every reasonable opportunity to enhance and improve my level of knowledge and competence.

I will constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession... LAW ENFORCEMENT.



City Information

Mayor
Scott Fadness

2018 City Council
Todd Zimmerman - President, District at Large
Richard Block - Vice President, District at Large
Cecilia Coble - District at Large
Brad DeReamer - District NE
David C. George - District SW
Eric Moeller - District NC
Pete Peterson - District SE
Selina Stoller - District NW
John Weingardt - District SC

City Clerk
Jennifer Kehl

Controller
Lisa Bradford

City Court Judge
Daniel Henke

Police Merit Commissioners
Warren Henderson, President
Gary Bolenbaugh, Vice President
Tiffany Sharpley, Secretary
Bryan Babb
Jim White

Chief of Police
Ed Gebhart



Dear Citizens,

Thank you for taking the time to read the Fishers Police Department 2018 Annual Report. Each year we use this report to inform citizens of the department's achievements and advances in keeping our community a safe place to live. We applaud and thank the men and women of the Fishers Police Department for their outstanding achievements throughout the past year, and in providing the highest level of public safety service for citizens and residents of Fishers.

The 2018 Annual Report highlights the department's achievements over the last year. A few of those include:

- Successful Countywide Active Shooter Training geared towards Incident Command Structure.
- In collaboration with the Stigma Free Fishers Initiative, increased our percentage of patrol officers trained in the Crisis Intervention Team (CIT).
- Conducted critical incident training for officer involved shootings and developed procedures for officers' expectations that are involved with a shooting incident.

As the Mayor of Fishers, I am proud to work alongside such a dedicated and talented police department. In the future, the department will continue to strive for the highest level of public services for the City of Fishers.

Yours in Service,

Scott Fadness
Mayor

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🌐 www.fishers.in.us

📘 facebook.com/fishers.indiana
🐦 [@fishersin](https://twitter.com/fishersin)

📍 One Municipal Drive
Fishers, Indiana 46038



All,

This past year has brought about many changes to FPD. Although some of these changes have been more difficult than others, they have all served as a way to bring us together. As I look back and reflect on all that we have been through, I am so proud to be a member of this agency.

When Officer Binh Dennis was severely injured, our hearts were broken as we feared the worst. However, the days that followed showed all of us just how strong he was and, on a personal note, inspired me as a leader and as a police officer. It is February, and the meals and charity work continue for both Binh and Mary. I am proud of this organization and of all of our significant others who have rallied to support one of our officers.



In this past year, we finished building our new police department which will serve our agency for many years to come. This is a full service police agency that is fully equipped with the right personnel, training, and equipment to handle any situation that we may face. We spent our time in 2018 completing important objectives that allowed us to better serve this community and surrounding areas. We implemented new pursuit review practices and procedures, we established and trained our officers on responding to critical shooting incidents, and we completed a multi-agency active shooter training to better prepare our county for those critical incidents. We also hired and trained five new officers to this agency.

Our abilities were tested through the year with incidents in and around our community. Our agency responded to 57,180 calls for service, which was a 3.65 % increase from the previous year. Our officers also made 1,493 arrests to keep our community safe. In addition, the Noblesville Police Department called for assistance during their tragic active shooter event and received 45 of our officers to assist. Our officers were tasked with many different responsibilities and ultimately ended up supervising the entire reunification center (Captain Ellison). We used that incident to learn and to strengthen our community's partnerships during an active shooter.

Moving forward, we hope to continue to build on lessons learned in 2018. Our command staff is new and ready to tackle the obstacles that come our way. We will continue to monitor trends and crimes so we can better address our community's needs. With our intelligence unit fully staffed, we anticipate streamlining our abilities. Our strategic plan will guide us as we move into 2019 with a renewed focus on our mission to serve and protect our community.

Respectfully Submitted,

Chief Ed Gebhart

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Executive Staff



Chief Ed Gebhart

Assistant Luke Gannon



Captain Mike Taylor
Patrol



Captain Gerry Hepp
Support

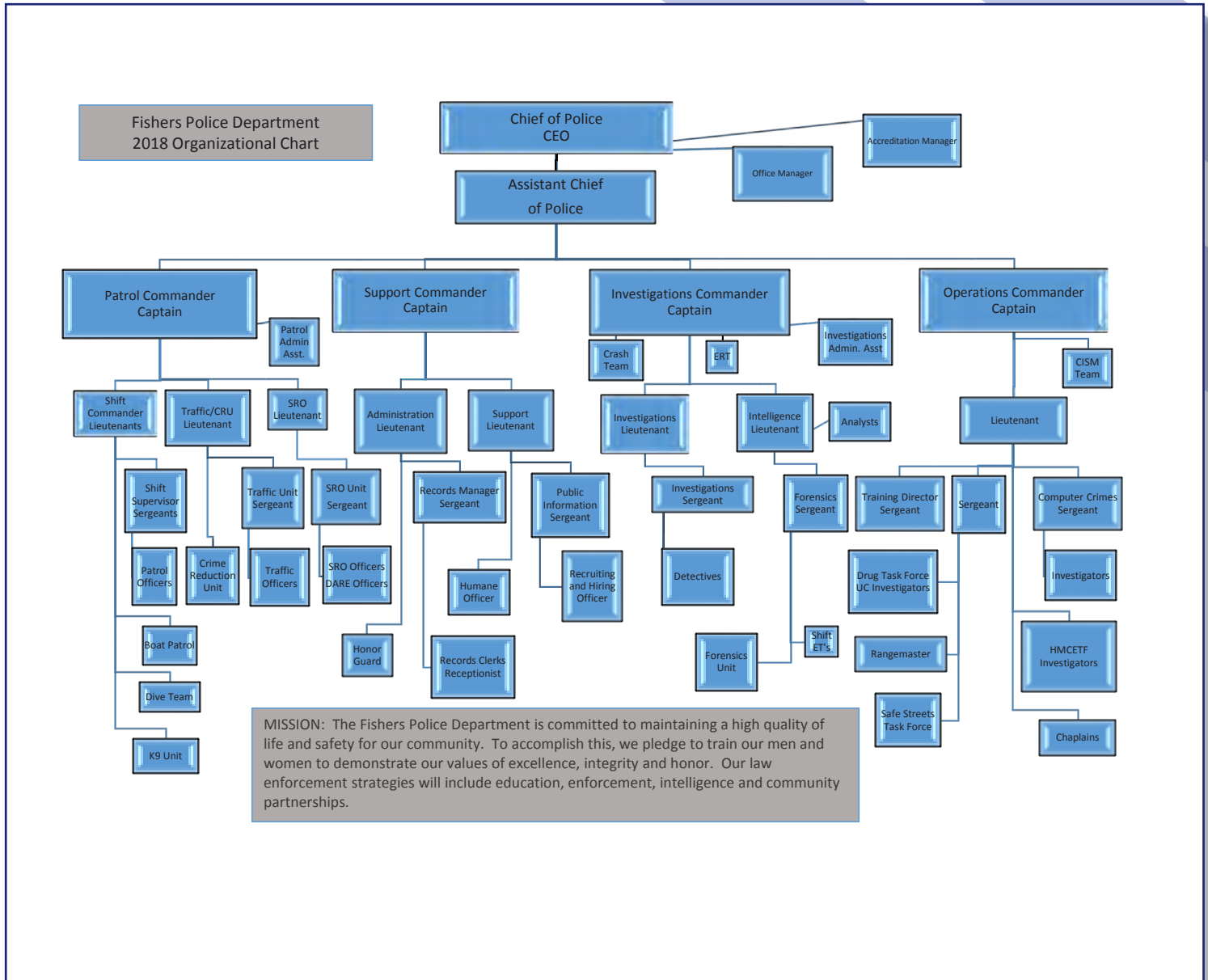


Captain Andy Dietz
Operations



Captain Mike Pedersen
Investigations

2018 Organizational Chart



2018 Promotions

2018 was a year of change for the Fishers Police Department. In addition to a new building and a new badge, the leadership within the agency had the advancement of several personnel. Mike Taylor was promoted to the role of Patrol Captain in April. Ed Gebhart was sworn in as Chief of Police, Luke Gannon to the position of Assistant Chief, and Mike Pedersen to the role of Investigations Captain in September. The month of October included the promotion ceremonies for Ryan Jones to the position of Shift Lieutenant and Jason Arnold to Patrol Sergeant. With the retirement of Captain Gerry Hepp in December, Mike Johnson was promoted to the rank of Support Captain.



Awards

The awards committee is comprised of six members of the police department who meet annually, or as needed, to review award nominations. The committee forwards their recommendations to the Chief of Police for consideration.

The 2018 awards committee members were: Captain Andy Dietz, Captain Gerry Hepp, Lieutenant Dave Seward, Sergeant Trent Skaggs, Detective Bob Murray and Officer Jamie Jones.

Civilian Professional Service Award:

Outstanding contributions to the police department, to the City of Fishers, or to the community through innovative work or success with a public safety program, special project, or other law enforcement function.

Allison Nicholson, Angie Adle and Samantha Higginbotham

In September of 2018, Allison Nicholson, Angie Adle and Samantha Higginbotham were asked to assist in coordinating and facilitating the police department's move to our new facility. They jumped into action and for nearly a week they packed, moved, unpacked and organized all areas of the police department. They took their own initiative to pack nearly every ancillary storage area including storage closets, the third floor and the garage. Nothing was off limits as they moved items to the new building. Their motivation and initiative were noticed by numerous officers and other city employees. For their actions and initiative in this special project, Allison Nicholson, Angie Adle, and Samantha Higginbotham were awarded the Civilian Professional Service Award.



Letter of Commendation:

A notable act worthy of recognition in the line of duty or employment showing initiative and accomplishment.

Officer Scott T. Kehl

On February 15, 2018, a robbery occurred at the GNC on Greyhound Pass in Carmel. Dispatch gave a description of the suspect and vehicle. Officer Scott Kehl responded to 146th Street and Allisonville Road and observed a vehicle matching the description. The license plate on the vehicle came back as stolen and the registered owner had a warrant. Officer Kehl waited for additional officers and they made a felony traffic stop near 131st and State Road 37. The suspect was arrested without incident and the investigation found that he was also the suspect in two other robberies in Carmel. For his actions, Officer Scott T. Kehl was awarded a Letter of Commendation.

Officer Jessica Stout

On February 21, 2018, Officer Jessica Stout was patrolling the area around Kroger on Fishers Crossing Drive when an employee flagged her down to report a shoplifting theft. Officer Stout observed the suspect vehicle leaving the area and was able to follow. She initiated a traffic stop on 116th Street and made contact with two male occupants. The investigation resulted in the recovery of three pounds of marijuana, a quarter ounce of THC concentrate and the stolen items from Kroger. The driver was arrested for dealing marijuana and the passenger was arrested for theft. Officer Stout continued the investigation and was able to identify seven grow houses throughout Indiana. For her actions, Officer Jessica Stout was awarded a Letter of Commendation.

Sergeant Jason Peasley

On April 15, 2018, Sergeant Jason Peasley marked out on a directed patrol near the Cracker Barrel on North by Northeast Boulevard. As he drove the area, he noticed a strong odor of marijuana. Sergeant Peasley parked his vehicle and began walking the area. Sergeant Peasley located a suspect actively smoking marijuana in a parked vehicle. The investigation led to the discovery of ten pounds of marijuana and the arrest of two people. For his actions, Sergeant Jason Peasley was awarded a Letter of Commendation.



Awards

Officer Chris Marshall and Officer Eric Freeman

On May 17, 2018, Officer Chris Marshall initiated a traffic stop for a speeding violation in a school zone. On his initial approach, Officer Marshall detected the odor of marijuana and requested a second unit. The driver of the suspect vehicle fled the stop on foot while carrying a backpack and ran towards the school building with children playing outside. Officer Eric Freeman arrived quickly and detained the suspect without incident. The backpack contained a handgun and one and a half pounds of marijuana. The car contained an additional pound of marijuana. Alcohol Tobacco Firearms (ATF) Agents joined the investigation and charges were filed at the federal level. For their actions, Officer Chris Marshall and Officer Eric Freeman were awarded a Letter of Commendation.



Officer Adam Dietz and Officer Brian Alvey

On June 6, 2018, Officer Adam Dietz was monitoring calls on his mobile data terminal (MDT). Prior to dispatch broadcasting the suspicious activity, Officer Dietz proceeded to the area. He observed a group of individuals dressed in black attempting to make entry into a vehicle. The group noticed Officer Dietz and fled on foot. As officers responded to set a perimeter, Officer Brian Alvey stopped a vehicle leaving the area. All five occupants in the vehicle were arrested, clearing cases in Fishers and several other jurisdictions. For their actions, Officer Adam Dietz and Officer Brian Alvey were awarded a Letter of Commendation.



Officer Jarred Koopman

On July 12, 2018, the Crime Reduction Unit was called to the Baymont Inn to investigate a narcotics complaint and fraudulent credit card use. Officer Jarred Koopman responded to assist. As officers were planning their approach, the suspect left the building through a side door. The suspect was located and detained and found to be in possession of several prescription pills, marijuana, and nearly \$2,200 in cash. Officer Koopman and K-9 Harlej began to search the parking lot to find the suspect's vehicle. Officer Koopman located the vehicle and an additional suspect. A search of the vehicle and suspect resulted in the recovery of additional prescription pills, marijuana, \$3,000 in cash and two handguns. The Ottawa County Sheriff's Office in Michigan was investigating a pharmacy robbery involving the same two suspects. For his actions during this investigation, Officer Jarred Koopman and K-9 Harlej were awarded a Letter of Commendation.



Awards

Distinguished Service Award:

A highly credible act in the line of duty or employment showing initiative and accomplishment which brings acclaim to the officer, the police department or the City of Fishers.

Lieutenant Cameron Ellison, Officer Jared Sheets and Tactical Medic Adam Lee

Eighteen months of planning and preparation culminated in September of 2018 with the largest Active Assailant and Mass Casualty Incident Training in Hamilton County. Lieutenant Cameron Ellison, Officer Jared Sheets, and Tactical Medic Adam Lee worked hundreds of hours to develop and organize the multi-agency functional exercise that took place over several days in September. In addition, and more importantly, this work led to the development of a countywide response plan and made changes in public safety operations in Hamilton County. For their dedication and commitment to public safety, Lieutenant Cameron Ellison, Officer Jared Sheets and Tactical Medic Adam Lee were awarded the Distinguished Service Award.



Detective Bob Murray

In February of 2018, Detective Bob Murray received a cyber tip from the National Center for Missing and Exploited Children that had limited details about images of child pornography on a social media platform. Detective Murray recognized that there was some immediate risk to children based on the images and language posted by the suspect. With little information about the suspect, Detective Murray found one image taken at the Indiana Farmer's Coliseum and discussion about the Indy Fuel Hockey Team. Working with representatives from both organizations, Detective Murray identified the exact seat in the image. A coliseum employee located a single photo that was taken of the suspect as an attending fan. The employee was able to identify the suspect. Homeland Security and the Hamilton County Metro Child Exploitation Task Force worked together to continue the investigation. It was determined through surveillance and records checks that the suspect lived with a man that had two children ages 6 and 8. Their investigation revealed a plan to further abuse those two children. This investigation culminated with charges being filed at the Federal level. For his actions, Detective Bob Murray was awarded the Distinguished Service Award.

Awards

Detective Robbie Ruble

In 2017, Detective Robbie Ruble began investigating a series of false crime reports commonly referred to as SWATTING. In total, Fishers Police officers were called to nine violent crime reports at an address in Fishers. During the seventeen-month investigation, after multiple search warrants and subpoenas to obtain necessary phone records and bank records, Detective Ruble was able to identify a suspect. Detective Ruble went to Youngstown, Ohio to interview the suspect. The suspect confessed to making the false crime reports. This confession cleared similar cases in Pinellas County, Florida; Putnam County, New York; and South Plainfield, New Jersey. In all, 15 cases were cleared during Detective Ruble's investigation. For his actions, Detective Robbie Ruble was awarded the Distinguished Service Award.



Life Savers Award:

An officer who has direct participation in efforts that result in saving a life.

Officer Jordan Graham

On April 15, 2018, Officer Jordan Graham marked out on a directed patrol at Flat Fork Creek Park. He observed a suspicious vehicle in the parking lot with brake lights activated. Officer Graham approached the vehicle on the passenger side. The sole occupant sitting in the driver's seat raised his hands in the air and motioned to the passenger seat. Officer Graham observed a handgun on the passenger seat and was able to secure it. The male was visibly distraught and admitted he was planning to harm himself. He was transported to the VA Hospital in Indianapolis for treatment. For his actions, Officer Jordan Graham was awarded the Life Savers Award.



Officer Ryan Ermel, Officer Rob Thompson and Officer LaShawn Tyler



On June 25, 2018, Officer Ryan Ermel, Officer Rob Thompson and Officer LaShawn Tyler responded to a medical report of an unconscious 42 year-old female. Officers arrived quickly and were directed to the patient in the living room. Officer Ermel began chest compressions as Officers Thompson and Tyler recognized the symptoms of an opioid overdose. Officers Thompson and Tyler administered two doses of Narcan into the patient. Fishers Fire Personnel arrived and took over life saving measures and administered a third dose of Narcan. For their actions, Officer Ryan Ermel, Officer Rob Thompson, and Officer LaShawn Tyler were awarded the Life Savers Award.

Officer Corey Miller

On November 12, 2018, Officer Corey Miller responded to the call of an unconscious 49 year-old male. The patient's wife was performing CPR when Officer Miller arrived. Officer Miller took over life saving measures and sent the family outside to flag down medical personnel from the fire department. Officer Miller deployed his AED and a shock was advised and delivered. In December, the patient and his family met at the police department for a reunion with Officer Miller. Fishers Fire Personnel, the dispatcher, and teachers from the children's school were present for the reunion. For his actions, Officer Corey Miller was awarded the Life Savers Award.



Unit Commendation:

The Unit Commendation is awarded to police divisions, units or specialty teams for exceptionally meritorious conduct in the performance of outstanding achievement or service in direct support of police operations. The unit must have displayed outstanding devotion and superior performance of exceptionally difficult tasks as to set it apart and above other police operations.

Crime Reduction Unit

The Crime Reduction Unit made several arrests in 2018. In March, information from an agency in Louisiana led to a lengthy fraud and forgery investigation that led to the discovery of 25 victims and a financial loss of over \$100,000. The case was adopted by the U.S. Postal Service and the suspect was federally indicted. In April, an investigation at the Baymont Inn led to the arrest of a suspect for fraud and counterfeiting. This arrest cleared a long-standing case in Westfield and was picked up by the FBI to clear cases across the country. In July, another investigation at the Baymont Inn involved narcotics and fraudulent use of credit cards. This investigation resulted in two arrests, the recovery of prescription pills, two handguns, \$5000 in cash and cleared a robbery investigation in Ottawa County, Michigan. In September, an interdiction traffic stop investigation led to the discovery of \$135,000 in cash. For their efforts in 2018, the Crime Reduction Unit was awarded the Unit Commendation.



Awards

Service Awards:

Service bars indicate the number of years an officer has served in law enforcement. Each star indicates a period of five years of service.



5 Year

Adam Brockman
Kyle McFerran
Keith Benbow

10 Year

Shaun Williams
Chris Owens
Tracy Jones
LaShawn Tyler
Binh Dennis
Keith Weesner
Pierre Berry



15 Year

Jordan Graham
Brendan Buehre

20 Year

Luke Gannon
Matt Ruhnow
Jeff Phelps
Eric Patton



25 Year

Denise Calandrelli
Troy Fettingner
Mike Johnson
Scott T. Kehl
Darrin Emmons
Steve Pickett
Doug Grout



30 Year

Randy Kelly



35 Year

Andy Dietz

Awards

Chief's Award

In recognition of his work ethic, leadership, initiative, and determination to expand FPD's professionalism, and because of his contributions to shift leadership, excellence to fitness, his work in the Crime Reduction Unit, Emergency Response Team, and for locking up the criminal element on many

occasions,
Sergeant
Greg Weesner
was awarded
the 2018
Chief's Award.



Hamilton County Prosecutor's Office Detective of the Year

Cesar Rodriguez

City of Fishers Volunteer of the Year

Art Hennig



DARE Officers of the Year

Officer Alicia Ahnert
Officer Tracy Jones

Accreditation



Accreditation Report 2018

The Fishers Police Department began working with the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA) in 2000. Accreditation symbolizes professionalism, excellence, and competence. It requires written directives, proofs of compliance, and training to inform employees about policies and practices.

CALEA is an independent accrediting authority developed in 1979 by the four major law enforcement executive associations who represent about 80 percent of the United States law enforcement profession. They are the International Association of Chiefs of Police; the National Organization of Black Law Enforcement Executives; the National Sheriffs Association; and the Police Executive Research Forum. CALEA was established for two reasons: to develop a set of law enforcement standards, and to establish and administer an accreditation process through which law enforcement agencies could voluntarily demonstrate that they meet professionally recognized criteria for excellence in management and service delivery. The Fishers Police Department has been successfully accredited since 2003.

CALEA Commissioners adopted a new process in 2016, and accreditation became a four-year process. In the new process, Compliance Service Members conduct annual offsite electronic file reviews every year for four years. In the fourth year, after the electronic review, an assessor will visit the Fishers Police Department to interview employees and observe the actual day-to-day processes and procedures of the department. FPD successfully completed the third electronic review in November 2018.

The men and women of the Fishers Police Department consistently exhibit the highest quality in policing and citizen service. We will continue our commitment to the internationally approved standards so that Fishers citizens have the very best in law enforcement.

Fishers Police Foundation, Inc.

The Fishers Police Foundation was formed as an independent 501(c)(3) charitable organization in February of 2012 to support the important work of the Fishers Police Department through the donation of funds, services, and goods. The Foundation supports programs, initiatives, and projects that are strategically focused to complement the Department's policing strategies and to ensure the highest level of police service to the Fishers community. The Foundation is dedicated to fostering public safety through community building, education, and outreach. We are entirely dependent on the support of private donations, and 100% of our donations go to Foundation projects.

Governed by volunteer directors, the Fishers Police Foundation is a charitable, non-profit organization that provides opportunities for the police department to build stronger relationships with the citizens it serves by providing support for crime prevention and public safety through grant funding for specialized equipment and by supporting Fishers Police Officers in need.

2018 Accomplishments:

- Through participation in No-Shave November donated to the Binh and Mary Fund
- Supported the 7th annual Cops & Kids event
- Donated to the 2018 FPD Awards Banquet
- Supported the FPD Open House event
- Supported officers who participated in the Special Olympics Torch Relay
- Participated in the Kroger Pack-a-Cruiser event
- Supported the Police Museum work of two of our officers
- Supported the Prevail Bowl-a-Thon fundraiser
- Supported our officers with special recognition during National Law Enforcement Week
- Supported the local Teen Academy
- Purchased body armor for our newest K-9 officer
- Supported our officers in their annual department meeting

We look forward to many more opportunities to support our Fishers Police Department in 2019!

2018 Fishers Police Foundation, Inc. Board of Directors
Art Hennig, Fishers, Indiana - President, Secretary
Ed Gebhart, Chief of Police, Fishers, Indiana - Vice President
John Weingardt, Fishers City Council - Treasurer
Luke Gannon, Assistant Chief of Police, Fishers, Indiana - Board Liaison

New Building

After years of planning, preparing and building, the Fishers Police Department moved to their new home in September of 2018.

August 2017



September 2017



October 2017



November 2017



December 2017



January 2018



February 2018



March 2018



April 2018



May 2018



June 2018



July 2018



August 2018



September 2018



December 2018



December 2018



Fishers Police Patrol Division

The City of Fishers continues to grow both in economic development and population size. As Fishers continues to grow, the need for police services does as well. In 2018, the department responded to 57,180 calls for service. This is an increase of over 2,000 more than the year prior. In effort to keep pace with the growth, the Fishers Police Department (FPD) hired five police officers in 2018. All five officers arrived with previous law enforcement experience from agencies in Indiana, Arizona, and Colorado. The department will continue to focus on recruiting and hiring in 2019 as we look to fill our ranks with the best and brightest men and women possible.



The Patrol Division experienced a lot of change throughout 2018. Lieutenant Michael Taylor was promoted to the rank of Captain and assumed command of the Patrol Division in the spring of 2018. At that same time, Lieutenant Darrin Emmons took control of the Traffic and Crime Reduction Unit within Patrol. Lieutenant Jerry Reed was selected to serve as the Lieutenant over Intelligence within the Investigations Division and Lieutenant Mike Janes graduated from the 273rd session of the FBI National Academy in Quantico, Virginia. Upon Lieutenant Janes' return, he was selected to serve in and build the new Patrol Administrative Lieutenant position. Sergeant Ryan Jones was promoted to the rank of Lieutenant and assumed command of a nightshift squad within Patrol, and Officer Jason Arnold was promoted to the rank of Sergeant.



The men and women of the Patrol Division work hard each day to actively patrol our city neighborhoods, parks, schools, business districts, and various roadways to keep Fishers safe. In 2018, our Officers continued to focus on the criminal element to prevent crimes and violence from impacting our city. Criminals that possess illegal drugs and guns continue to be a central part of our enforcement efforts. Our Officers were responsible for 39 arrests for various in-progress crimes; 28 out of those 39 arrests involved one or more illegally possessed firearms by criminals at the time of arrest. The amount and frequency of illegally possessed firearms our officers are encountering continues to grow at a steady pace. We must remain vigilant in our efforts to prevent the criminal element from moving about our city. Our agency can only do this by providing our officers with the best training and equipment possible to perform their duties safely and effectively. Preventing crime and violence associated with illegal guns and drugs will remain a top priority for the Patrol Division.

Thank you to each of our men and women in uniform and to their families for the unwavering support and selfless service to the Fishers community.



Patrol

Fishers Police Traffic Unit

2018 was another very busy and successful year for the Traffic Enforcement Unit. For the year, the Unit issued 4,041 citations. 1,118 of the citations were for seat belt and child restraint violations. The Traffic Enforcement Unit also made 108 arrests for traffic and drug offenses and inspected or installed 55 child safety seats.

As the City of Fishers continues to grow, the number of traffic crashes continues to remain high. In 2018, the total number of crashes increased by 0.3%; breaking down the crashes by type, property damage crashes increased .6% (1,981 in 2017 and 1,994 in 2018) while personal injury crashes decreased 3% (231 in 2017 and 224 in 2018). There were two fatal crashes within the City limits in 2018. It continues to be the goal of the Traffic Enforcement Unit to reduce the number of crashes and injuries on city roadways.

Through yearly participation in the Hamilton County Traffic Safety Partnership, the Fishers Police Department receives federal grant money to take part in special enforcement projects such as the Operation Pullover National Seat Belt Mobilization Campaign and DUI Taskforce Indiana, targeting impaired drivers. For 2019, we have again received this important grant funding specifically for targeting hazardous violations, impaired driving, and increasing seat belt usage.

Type of Crash & Traffic Arrests	2017	2018
Property Damage Crashes	1981	1994
Personal Injury Crashes	231	224
Traffic Arrests	79	108

The Traffic Enforcement Unit also participates in public relations activities throughout the year. In conjunction with the department's Public Information Officer, the Traffic Enforcement Unit receives valuable media coverage which is used to educate the public about local traffic concerns and enforcement issues. We also send out monthly traffic safety reminders through the department's social media platforms.

As we look ahead to 2019, we also encourage all employees and citizens of the City of Fishers to do the following:

- Drive safely,
- Buckle safety belts,
- Do not drink or text while driving.

Fishers Police Car Seat Inspection Program

The Fishers Police Department has four certified child safety seat technicians. In 2018, those technicians inspected and assisted caregivers with 55 child safety seat installations. To help ensure correct seat installation and usage, the Fishers Police Department technicians conduct community events every other Tuesday between 9:00 a.m. and 12:00 p.m. Although inspections are a free community service, it is recommended that an appointment be made by calling 317-595-3300.



Fishers Police K-9 Team

The Fishers Police Department K-9 Unit had several accomplishments throughout 2018. The K-9 Unit currently consists of four Belgian Malinois, all dual purpose trained. K-9 Barry, K-9 Harlej, and K-9 Macho are dual purpose patrol/narcotics detection dogs; K-9 Bull is a dual-purpose patrol/explosive detection dog.

The K-9 Unit was deployed in a total of 131 instances to assist patrol units throughout the year. From those deployments, 53 were narcotic searches, 11 were explosive searches, 16 were public demonstrations, 19 were vehicle stops, 20 were outside agency assists, and 12 were alarm checks.

The K-9 Unit made several notable accomplishments throughout 2018. The teams were a significant asset in locating suspects and assisting with making arrests for burglaries, narcotics violations, resisting law enforcement, and felony warrants. The K-9 teams are a substantial benefit to the officers in patrol and to the citizens of Fishers. The following are brief overviews of successes involving the K-9 program.

K-9 Macho and Officer Ermel assisted a Fishers Officer with a narcotics investigation on a traffic stop. The investigation led to seizure of methamphetamine, marijuana, syringes, and a quantity of pills. As a result of K-9 Macho's positive alert on the vehicle, two subjects were arrested.

K-9 Bull assisted the Hamilton County Sheriff's Office on a warrant service where a female subject was wanted for burglary. The female ran out of the house during attempted contact. The female observed Officer McFerran and K-9 Bull on the perimeter. The female then ran back into the house. K-9 Bull searched the residence and apprehended the wanted female subject who was hiding in a closet in the basement of the residence.

K-9 Harlej and Officer Koopman assisted with a Fishers Officer with a narcotics investigation on a traffic stop. The investigation led to the seizure of two firearms and several pills. This case has since led a federal indictment with Bureau of Alcohol, Tobacco, and Firearms (ATF) for the firearm possession.

K-9 Barry and Officer Ralph assisted Noblesville with a vehicle sniff. The investigation led to a seizure of marijuana, paraphernalia, and a sawed-off shotgun. Additionally, a note referencing a plan for a murder suicide was located. Due to the vehicle sniff, a possible suicide and homicide were prevented.

Officer Sam Ralph continued to maintain and develop K-9 Unit training, and he ensured that the K-9's were ready for deployments and that the handlers maintained a high level of training so they could work through challenges that come with street deployments. Officer Ralph spent endless hours preparing training scenarios and venues in order to prepare the K-9 teams for shift readiness. In addition to FPD K-9 training, Officer Ralph routinely trained several outside agency officers and K-9's.

The K-9 Unit also makes it a priority to interact with the residents of Fishers by doing demonstrations to many civic groups, schools, and organizations. Notable 2018 demonstrations were at the annual National Night Out and several scouting events.



Patrol

Fishers Police Department Boat Patrol

The Fishers Police Department Boat Patrol is designed to increase visibility and enhance safety on the water through pro-active patrols of Geist Reservoir. Our goal is voluntary compliance with local ordinances and the laws of the State of Indiana from those recreating on the water.

Officers volunteer to attend the training to become a boat patrol operator. Boat patrol training requires officers to pass a swim test, receive training in boat operation, familiarization with boating laws, and learn general nautical terminology.

Our officers continuously monitor for violations of the City of Fishers noise ordinance while patrolling the coves that boaters spend time in. We strive to maintain an enjoyable environment for both those on the water and living nearby. Boat Patrol Officers work alongside the Indiana DNR Law Enforcement Division Officers who also patrol Geist Reservoir to promote safe behavior on the water, and enforce the boating laws as needed.

The most common boating violation observed is disregarding the no wake zone markers which creates a hazard to other boaters and those on docks. We strongly encourage all boaters to wear personal flotation devices when on the water as no one can predict when or where an accident will occur. We appreciate the relationships we have developed with our fellow boaters, neighbors on the water, and the staff at Geist Marina. We look forward to continuing our law enforcement presence on the water and creating a safe environment for those on or around Geist Reservoir during the boating season.



Fishers Police Department Dive Team

FISHERS POLICE



DIVE TEAM

The Fishers Police Department Dive Team continues to provide needed services for the City of Fishers and surrounding communities. Our team trained several times with the Fishers Department of Fire and Emergency Services Dive Team throughout 2018 and continued to respond with them on any reported water rescue call. Our calls for service this year included responding to reports of a person that fell through the ice, a boat that sank with multiple persons in the water, and the recovery of a body from the water.

Our team members held demonstrations of our equipment for our Citizen's Academy classes, Explorer classes, Teen Academy participants, and the FPD National Night Out. Team members are on call 24/7 to respond to water related emergencies or recoveries. After joining the Dive Team, a new member is required to attend five weeks of initial training followed by monthly trainings to ensure the retention of skills and work with specialized equipment.

The dive team operates in a variety of conditions. We spend training time diving in open water and local pools. These trainings allow us to be ready at any time and locate the objects we are looking for. Several of our divers attended the International Association of Dive Rescue Specialists training conference where they had an opportunity to review new equipment and attend several presentations including one on evidence recovery operations presented by our own Sgt. Eric Patton.

We are thankful for the continued unwavering support of our Dive Team by our administration and look forward to a safe 2019.

2018 Dive Team Members:

Lt. Mike Janes	Sgt. Eric Patton
Sgt. J.T. Wright	Sgt. Jason Peasley
Ofc. Joey Hancock	Ofc. Adam Shanks
Ofc. Chris Marshall	Ofc. LaShawn Tyler



Fishers Police Department Crime Reduction Unit

The Crime Reduction Unit (CRU) is a specialized team within the Patrol Division made up of patrol officers whose primary mission is to seek out the criminal element and serve as an additional law enforcement resource within the Fishers Police Department and to surrounding agencies.

In 2018, the Unit's staffing level remained at two patrol officers and one supervisor on a full-time basis within the Patrol Division. In the month of May, Lieutenant Taylor, who had supervised the Unit since its formation, was promoted to Patrol Captain. Lt. Darin Emmons was transferred from a patrol shift supervisor to the CRU Unit Supervisor.

Highlights from 2018 include the seizure of: illegal firearms, narcotics, cloned and/or stolen credit cards, counterfeit currency, illegal proceeds from the sales of drugs, and the following:

- During an interdiction traffic stop on I-69, \$135,790 of U.S. currency was located and seized by a federal agency as part of an ongoing criminal investigation.
- A significant amount of counterfeit currency was located on a traffic stop which has assisted the United States Secret Service in identifying a criminal group that has been passing counterfeit currency throughout several states in the Midwest.
- While investigating suspicious activity at a local hotel, two suspects were arrested for narcotics and handgun offenses. Evidence discovered during this investigation linked these suspects to numerous pharmacy robberies which have taken place across the Midwest and southern states.
- During an arrest warrant investigation, evidence of an extensive identity theft and fraud scheme was uncovered. Through this investigation, more than 30 victims across the United States were identified and a total financial loss of over \$100,000 was determined.



Below is a brief summary of some of the Unit's accomplishments in 2018.

• Total Criminal Cases	85
• Felony Arrests	64
• Misdemeanor Arrests	21
• Warrant Arrests	31
• Illegal Firearms Seized	8
• Recovered Stolen Vehicles	4
• U.S. Currency Seized	\$144,056
• Illegal Narcotics Seized (Heroin, Cocaine, Methamphetamine, Marijuana, Spice, Pills)	Approx. 13 pounds

Patrol

Fishers Police Department Emergency Response Team

The Emergency Response Team (ERT) changed leadership at the end of 2018 with the promotion of its outgoing Commander to the rank of Assistant Chief. Continuity of service to the agency and community was maintained with previous ERT experienced leadership taking the helm. During 2018, the team completed a rigorous training course conducted by the Direct-Action Resource Center (DARC) at Muscatatuck Urban Training Center in Butlerville, IN. The course is yet another example of the long-standing commitment of both the agency and City to the preparedness of our first responders in the event of a critical incident. In total, the ERT trained as a team for approximately three hundred hours during 2018. The team conducted multiple operations including call-outs to incidents within the City of Fishers; assisting federal law enforcement partners with warrant services as part of long-term investigations in Fishers, Indianapolis, and the greater metro area; dignitary protection; and response to the Noblesville West Middle School shooting. With the help of many Fishers public safety employees, the Tactical Emergency Medic program was advanced in 2018 helping to ensure the fast delivery of tactical medicine to injured persons in a law enforcement "hot zone", or danger area. The ERT will be working with Fishers Fire Department to expand this program even further in 2019 to enhance City capabilities related to critical incident response. The value of continued support of this agency's leaders and the commitment of each team member to a professional tactical team cannot be overstated.

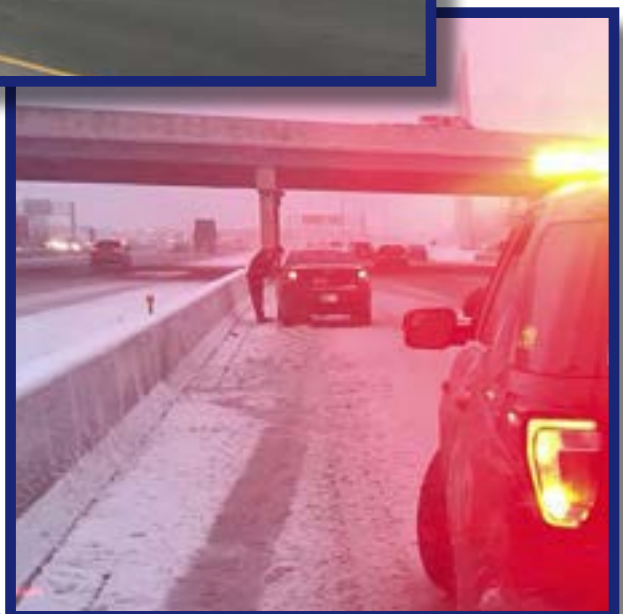
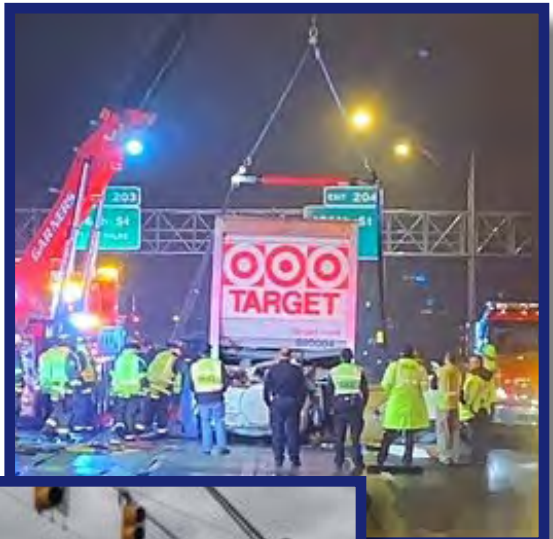
The capabilities of the Fishers ERT are numerous, and as an overview the ERT consists of:

- 1 Commander
- 3 Assistant Team Leaders
- 9 Entry Team Members
- 2 Tactical Emergency Medics
- 2 Sniper/Observers
- 5 Crisis/Negotiation Members



Fishers Police Department CrashTeam

The Crash Team consists of personnel who are trained in specialized areas of crash investigation response such as: crash reconstruction, impaired driving investigation, evidence processing, interviewing, and public information. The Crash Team supervisors maintain a relationship with a specific Hamilton County Deputy Prosecutor to advise on our cases. This Deputy Prosecutor can assist during any phase of the investigation and typically sees the case through to final disposition when charges are filed. The Crash Team utilizes the unmanned aircraft system (UAS) and 3D scanner systems in the field on a regular basis. They continue to grow their capabilities in order to clear crash scenes quickly while investigating thoroughly. The Crash Team remains active in the community by teaching an annual high school physics class segment.



Patrol



Investigations

Criminal Investigations Division

The Investigations Division consists of three sections: Criminal Investigations, the Intelligence Unit, and the Forensic Services Unit. The primary function of the Investigations Division is to provide investigative and specialized services to the City of Fishers.

The Criminal Investigations section is comprised of a lieutenant, a sergeant, and six detectives. The primary role is to investigate complex criminal cases and incidents that are reported by citizens or generated through other channels. All detectives receive specialized training in investigative techniques, interviewing, case management, and other related fields to ensure that optimal services are provided to the community. The Investigations Division also conducts polygraph examinations for the department. Fourteen polygraph examinations were conducted in 2018 with the majority of them being a part of the Fishers Police Department (FPD) hiring process.

The Investigations Division activated 654 cases in 2018. An additional 316 cases that required follow up from other divisions were managed by the Investigations Division supervisors. Activated crimes against persons and activated crimes against property decreased in 2018 when compared to 2017 (which was the highest year on record). The decrease brings these categories to numbers that are more consistent with years past. When looking into the individual crime types, the most reported and activated cases were once again theft and fraud respectively. There was a notable drop in reported and activated theft cases in 2018, however a significant increase in motor vehicle thefts.



The division successfully investigated a number of complex and involved cases. These investigations required coordination with multiple agencies in different states as well as continuous work with area law enforcement partners. A detective within the division also received the Investigator of the Year Award from the Hamilton County Prosecutor's Office.

Investigations

Forensic Services Unit



The Forensic Services Unit (FSU) is responsible for all property room functions, crime scene and evidence processing, and forensic requests. They ensure that evidence is correctly managed throughout the duration of case investigations. The unit is comprised of two Supervisors, a Forensic Detective, a Property Room Manager, and 21 Shift Evidence Technicians who are assigned to other areas within the agency, but have received specialized training in crime scene processing techniques. FSU recently went through personnel changes with the transfer of Lieutenant Reed into the Investigations Division and the addition of Detective Brooks to the Forensic Detective position.

The FSU advanced its Unmanned Aerial System (UAS) group by organizing a structured departmental UAS team that can be deployed by the Hamilton County Public Safety Communications Center for area agencies. They also partnered with area agencies and the Hamilton County Emergency Management drone working group to participate in joint trainings and operations for the community and surrounding areas. These steps proved successful during a call out to assist another agency who was trying to locate an armed subject. The UAS team was able to assist in locating and safely ending the incident. Detective Sergeant Hawkins and Detective Brooks also partnered with the Federal Bureau of Investigations (FBI) to instruct at a symposium regarding UAS capabilities and other related topics. The use of a UAS within law enforcement efforts continues to be recognized as a beneficial tool and it will be dynamic technology that will be a focus for the unit moving forward.

In 2018, the FSU processed 2,741 in-house forensic requests. An additional 1,247 requests were managed that required assistance from the Indiana State Police Lab. The Shift Evidence Technicians were utilized 509 times for crime scene and evidence processing. The property room took in 3,903 new items and more impressively, the FSU orchestrated the transfer of more than 20,000 items to the new police department property room.



Investigations

Intelligence Unit

The Fishers Police Department Intelligence Unit (FPDIU) supports all divisions within the agency. The primary function of the Intelligence Unit is to gather information from all sources and to analyze that information to provide tactical and/or strategic intelligence on the existence, identities, and capabilities of criminal suspects and enterprises to further crime prevention and enforcement objectives/priorities identified by this agency. Tactical intelligence products typically assist with decision making or problem solving for a current situation or investigation. Strategic products generally focus on crime trends, community problems, or groups that develop a plan to combat complex issues or situations. The FPDIU is comprised of a supervisor and three Intelligence Analysts (IA). In 2018, the unit saw a complete personnel turnover and added new supervision with the transfer of Lieutenant Reed. The unit also added three new analysts with an assortment of experience and skills. A member of the FPDIU was recognized and awarded by the International Association of Crime Analysts for work relating to an offender-based program that was created.

The FPDIU bolstered its utilization within the department and area agencies by developing partnerships with area agencies and groups. This includes regular meetings with the Indianapolis Violence Reduction Partnership (IVRP). The group is comprised of federal, state, and local agencies as well as community partners and helps to identify crime trends, develop collaborative efforts, request additional resources, and share critical information with others to reduce violent crime in our community and surrounding areas. In 2018, the FPDIU experienced a significant increase in the demand for tactical and strategic intelligence as well as general information needed for case investigations and research related topics. The FPDIU has contributed to the successful completion of numerous case investigations and other law enforcement initiatives. Working in a supportive role to assist with all divisions, the FPDIU has contributed to numerous felony arrests and participated in joint operations. In addition, they produce routine products to support agency and community efforts in reducing crime and enforcement objectives.



Operations

Operations Division

The Operations Division is responsible for investigative and support roles within the Fishers Police Department (FPD) and provides critical support of investigative functions for several other agencies. The Operations Division is responsible for the management of the Hamilton County Metro Child Exploitation Task Force (HCMCETF) which includes the Digital Evidence Laboratory, participation in the Hamilton/Boone County Drug Task Force and the Indianapolis FBI Safe Streets Task Force, and the overall training program for all FPD personnel. In addition, members of the division lead ancillary functions such as the Critical Incident Stress Management Team, the department Chaplaincy Team, and the asset forfeiture efforts of the department.

Hamilton County Metro Child Exploitation Task Force

HCMCETF is comprised of personnel from the Fishers Police Department and the Carmel Police Department (CPD). They are responsible for investigating child exploitation crimes all over Hamilton County and the surrounding area. Members of the task force have received national recognition for their investigative and digital forensics work. They work in cooperation with the Hamilton County Prosecutor's Office. The HCMCETF is an affiliate of the Indiana Internet Crimes Against Children (ICAC) Task Force and receives some grant funding through ICAC. The HCMCETF is made up of eight personnel which includes the Director (FPD Operations Division Commander), Supervisor (FPD Operations Division Lieutenant), Digital Evidence Lab Supervisor (FPD Operations Sergeant/Examiner), three Investigators (two from FPD, one from CPD) and two Examiners (one from FPD and one from CPD)



The task force also enjoys a very close relationship with Homeland Security Investigations (HSI). The partnership has been uniquely beneficial and productive. This relationship has been a factor in the success of child exploitation investigations for both entities. An agent with Homeland Security Investigations works out of the task force office and serves as an investigator and digital forensics examiner.

The task force operates a state of the art digital forensics laboratory that not only serves as a resource for member agencies, but also assists a number of other local and federal agencies with digital evidence recovery; this includes the Indianapolis Metro Police Department and several agencies in Central Indiana. The HCMCETF lab has assisted on numerous cases including homicides, missing persons, narcotics trafficking, fraud and other major felonies.

The task force worked on several high-profile child exploitation cases and assisted HSI on a regular basis. By working as a team, the task force was able to identify some of the area's worst offenders. The task force and its partners rescued over a dozen children in 2018.

Operations

•**Hamilton/Boone County Drug Task Force** is made up of 11 personnel, two of which are Fishers Police Department Detectives. The drug task force is responsible for the investigation of organized drug trafficking organizations all over Hamilton County and the surrounding areas.

•**Indianapolis FBI Safe Streets Task Force** Since 2013, the Fishers Police Department participated in the Indianapolis Safe Street Task Force. The task force's mission is to "pursue violent gangs through sustained, proactive, coordinated investigations to obtain prosecutions under the U.S. Code, Titles 18 and 21, including violations such as racketeering, drug conspiracy, and firearms violations. The Safe Streets Task Force concept expands cooperation and communication among federal, state, and local law enforcement agencies, increasing productivity and avoiding duplication of investigative efforts." Its focus is on sophisticated, long term investigative techniques to prosecute entire organized criminal gangs, racketeering, drug conspiracy, and firearms.

The task force is organized under the Indianapolis Field Office of the Federal Bureau of Investigations (FBI), is managed by the FBI, and is comprised of detectives from departments around Central Indiana. Nationally, the task force utilizes about 850 agents and more than 1,500 state and local law enforcement personnel. The Fishers Police Department has one detective assigned to the Safe Streets Task Force.

In 2018, this task force served as a pilot for the Short-Term Investigation Group Model which was highly successful in the Indianapolis metro area and is now being implemented across the county.

•**Range Master-** An officer of the Fishers Police Department serves as the Range Master and manages the weapons inventory, oversees weapons maintenance, weapons related gear such as Tasers, holsters, weapon optics, ammunition research and selection, and helps maintain the Carmel Police Department's range facility.

•**Asset Forfeiture-** Under the Operations Division, the Fishers Police Department uses asset forfeiture as a strong deterrent to drug related crimes and other felonies.

•**Equitable Sharing-** FPD participates in the Federal Equitable Sharing Program. This program allows the police department to share in federal asset forfeitures from state and federal prosecutions.

•**Digital Evidence Lab-** The Fishers Police Department operates a state of the art digital evidence lab. The lab is located off-site and serves not only FPD, but several area agencies. It is one of only a handful of digital evidence laboratories in the state.

•**Critical Incident Stress Management (CISM)-** The CISM team is available to members of the police department and other organizations to conduct debriefs of critical incidents. The team has been very active and is sought after as a resource by numerous agencies and organizations.

•**Training-** The Operations Division became responsible for the oversight of all department training in 2014. Internally, instructors conduct multiple training functions that are critical to the proper conduct of law enforcement efforts. Instructors are responsible for imparting skills and knowledge in their particular areas of expertise on to other members of the agency. Proper training is critical to maintaining the safety of citizens and officers. The Training Director played a key role in the planning and implementation of active assailant response in Fishers and Hamilton County.

•**Chaplaincy Program** - In 2015, the Operations Division became engaged in the Fishers Police Department Chaplaincy Program. This program provides spiritual support to officers and the community in times of critical incidents.

Operations

Fishers Police Training

Training FPD officers to perform duties safely and effectively continued to be a priority for the Fishers Police Department throughout 2018. Training opportunities were available each month which allowed officers to achieve the Indiana Law Enforcement Academy (ILEA) mandated 24 hours of training per year. These sessions covered all ILEA required mandates including: defensive tactics, firearms, and the Emergency Vehicles Operators Course (EVOC). FPD also utilized online training to cover other state mandated areas such as mental illness, autism, human trafficking, hazardous materials, bloodborne pathogens and dealing with the elderly.

In addition to the in-house training that was offered, officers attended outside training that was relevant to duties and was beneficial to the Department.

The Professional Services Leadership Initiative (PSLI), continued to be encouraged for all supervisors and officers wishing to become supervisors. In 2018, Sgt. Jason Arnold and Detectives Kirby Campbell and Cesar Rodriguez completed all four modules of PSLI. At the end of 2018, 46 current FPD supervisors and officers had attended this leadership training.

Throughout 2018, FPD continued to be involved in a multi-agency training which incorporated the response of various public safety agencies to an active assailant call. This multi-agency training was hosted at multiple times at First Internet Bank during their business hours and, with the cooperation of the Hamilton Southeastern School District, at Hoosier Road Elementary.

Lt. Mike Janes completed training at the FBI National Academy during 2018.

Overall Fishers Police Department officers averaged over 160 hours of training in 2017:

DIVISION	TRAINING COMPLETED
Administrations/Support	60 hours per officer
Investigations	120 hours per officer
Operations	150 hours per officer
Patrol	174 hours per officer
School Resource Officers	70 hours per officer



Operations



Support

The Support Division is an administrative branch of the police department responsible for a variety of programs affecting the entire agency. The Support Division is made up of sworn officers and civilians that have specialized assignments within the agency. The Support Division is responsible for the following:

- Recruitment and Hiring
- Public Education and Outreach
- Public Information (Media, Social Media and Website)
- Special Event and Emergency Operations Planning
- Records Management, Police Technology, and Customer Service
- Fleet Management
- Community Service and Animal Control

As 2018 came to a close, some changes were made within the division. Captain Gerry Hepp retired after 29 years of service to the citizens of Hamilton County and Fishers. Mike Johnson was selected as Captain Hepp's replacement. Captain Johnson has previous experience in the Support Division as he was the CALEA Accreditation Manager for 13 years. For the last five years, Captain Johnson supervised the School Resource Unit (SRO). His transition brought the SRO Unit into the Support Division as we head into 2019.



Support Sworn Staff
Front Row: Lt. Dave Dunbar, Capt. Gerry Hepp, Capt. Mike Johnson, Lt. Norm Tate
Back Row: Sgt. Tom Weger, CSO Randy Kelly, Sgt. Joe Wright



Civilian Records and Administrative Staff
Front Row: Julia Holliday, Tammy King, Allison Nicholson, Denise Calandrelli
Back Row: Avery Fluke, Hannah Toller, Angie Adle, Samantha Higginbotham, Erica Eichelman



Records Civilian Staff
Front Row: Art Hennig, Hannah Toller
Back Row: Angie Adle, Avery Fluke, Erica Eichelman

Statistics

Records Statistics	2016	2017	2018
Police Reports	3977	3604	3836
Arrest Reports	1668	1403	1490
Uniform Traffic Tickets	5479	5192	5394
Ordinance Violation Bureau Tickets	42	91	57
Vehicle Crash Reports	2149	2211	2200
Alarm Permits (New & Renewal)	2257	2326	2266
Public Records Request	973	1042	1735

Recruitment and Hiring

Recruiting qualified applicants continues to be a year-round effort for the police department. In 2018, recruiting officers visited career fairs, college campuses, and sought out potential applicants by utilizing the power of social media.

In 2018, the police department held one hiring process and received 313 applications. Of those applicants, the department hired five sworn police officers bringing in the department's total number of sworn personnel to 112. Officers Ryan McKalip, Jay Settergren, Keith Benbow, Nick Smiley, and Kevin Starkey were certified lateral applicants with prior law enforcement experience.



Officer Ryan McKalip



Officer Jay Settergren



Officer Keith Benbow



Officer Nick Smiley



Officer Kevin Starkey

Support

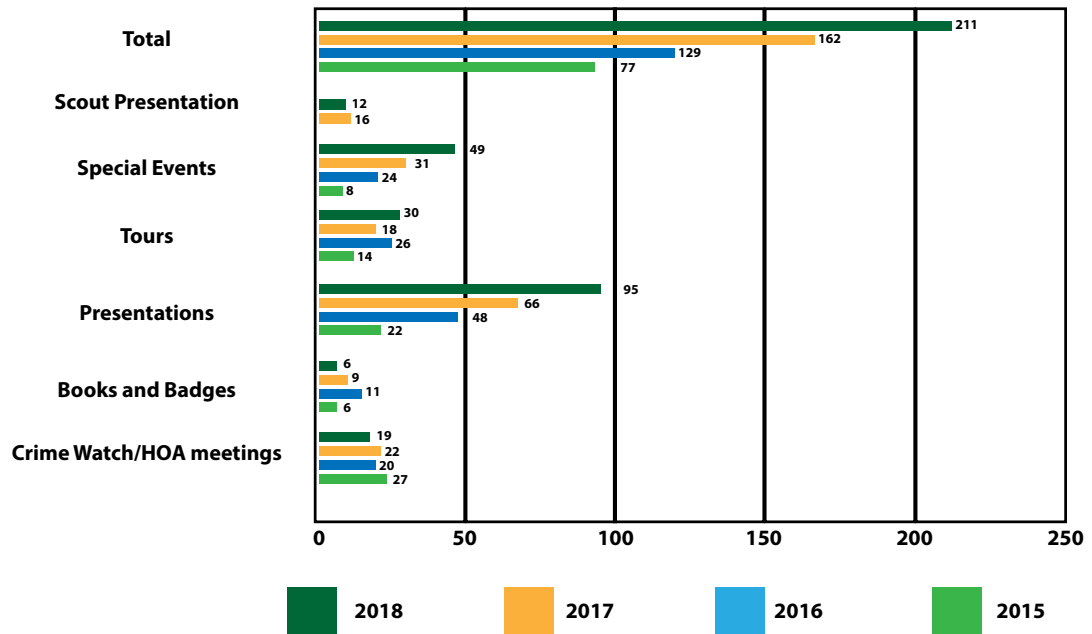
Public Education and Outreach

Lieutenant Dave Dunbar is responsible for all Public Education and Outreach Programs. Lt. Dunbar manages programs such as: Crime Watch Program, Books and Badges, 'Safety Link' (A senior morning call program), the department's intern programs, and department tours. Upon request, he coordinates workplace violence and robbery prevention/response training for local businesses and churches that are interested in reviewing or implementing emergency safety plans. Lt. Dunbar is also available to speak to various groups and is involved in the Peyton Riekhoff Foundation for Youth Hope and the Fishers Youth Assistance Program.

Public Educations Events by Category

	2015	2016	2017	2018
Crime Watch / HOA Meetings	27	20	22	19
Books and Badges	6	11	9	6
Tours	14	26	18	30
Special Events	8	24	31	49
Scout Presentations			16	12
General Presentations	22	48	66	95

Public Education Events by Category



Fishers Police Department's Neighborhood Crime Watch

The Neighborhood Crime Watch program was sanctioned by the Fishers Police Department in the spring of 1995. The primary objective of the Neighborhood Crime Watch Program is to promote community safety and crime prevention by actively reporting any suspicious activity to the Fishers Police Department's 911, "See Something, Say Something."

In order to set up a Neighborhood Crime Watch Program, a relationship between the community and the police department must be established. A Coordinator and Block Captains for the neighborhood must be selected. (The Coordinator is a liaison between the police department and neighborhood. He or she will distribute a monthly report from the police department documenting current crime trends, safety tips, or special information to the Block Captains. Block Captains are then responsible for coordinating small groups of households within the neighborhood by building relationships and forwarding information from the Coordinator.) Getting to know neighbors, families, habits, cars, and other pertinent information are probably the most important aspects of a successful Crime Watch Program. Knowing details about neighbors allows community members to better recognize when someone or something seems out of place. Immediately calling 911 in that case may prevent a crime or save a life.

At the end of 2017, the Fishers Police Department had 70 active crime watch neighborhoods. In 2018, three neighborhoods were added, however, it has been noted that many neighborhoods have transitioned to a "social media" platform for sharing messages and getting to know neighbors. In 2019, FPD plans on implementing a Crime Watch Coordinator get together to continue building personal relationships with our neighborhoods. If you are interested in joining a Neighborhood Crime Watch, call the police department at 317-595-3300 and ask for the department's Crime Watch representative.

Current Neighborhoods

Avalon- The Enclave
Bay View
Britton Falls
Brookston Place
Cherry Hill Farms
Courtyard Lakes
Delaware Pointe
Eller Trails
Gray Eagle - Highlands
Gray Eagle - Reserve
Gray Eagle - Cotton Wood
Harrison Pointe
Idlewood
Meadowbrook Village/Estates
Pleasant View
River Glen/Ridge/Barrington
Sandstone Woods
Seven Oaks
Sunblest Farms
Sweetbriar North
The Bristols
Villas at Geist
Wildwood Estates
Winding Creek Woods

Avalon-The Woods
Bluestone
Brookfield
Canyon Ridge
Conner Creek
Covington Estates
Eller commons
Forest Knoll
Gray Eagle - Bluffs
Gray Eagle - Woods
Graystone
Hickory Woods
Lake Stonebridge
Muir Woods
Prescott
Rolling Knoll
Saxony
Somerset
Sutton Crossing
The Anchorage
Timbersprings
Waterford Gardens
Windermere - Heritage Green
Wintercove

Avalon South
Brendonshire
Brooks Park
Charleston Crossing
Country Fields at Fishers
Delaware Crossing
Eller Creek Condominiums
Geist Overlook
Gray Eagle - Links
Gray Eagle - Hawks Landing
Harrison Prk
Hillsdale Grove
Limestone Springs
Oak Hall
Quaker Ridge
Royalwood (Lakes, Trails)
Sedona Woods
Summerfield
Sweetbriar
The Boulders of Fishers
Timberstone Villas
Whispering Woods
Windermere -Woodlands
Woodberry

Support

Public Information (Media and Social Media)

Sergeant Tom Weger supervises recruitment and hiring and is the primary public information officer and liaison between the police department and all media outlets. Sergeant Weger is on call year-round to aid on scene or help the media as needed. The police department also uses social media accounts on Facebook, Twitter, Instagram, and Nextdoor to better assist with communicating important information with residents.

The following represent statistics from our social media reach in 2018.

Facebook

In 2018, we added 3,693 followers for a total of 15,993.

Twitter

We ended the year 2018 with 11,800 followers.

Instagram

In 2018, we added 1,211 followers and had 239 posts.

Nextdoor

In 2018, we added 4,034 subscribers.



Special Event Planning and Emergency Operations Planning

Lieutenant Norm Tate is responsible for planning and scheduling all special events involving the police department. Lieutenant Tate is a member of the City's Special Event Planning Committee that was created by the City of Fishers to encourage the formation of special events in our area. In 2018, the committee reviewed over 300 applications for special events from various organizations. Many events needed some amount of police involvement.

Lieutenant Tate is also the agency representative for emergency operations planning. The Fishers Police Department and the City of Fishers use the National Incident Management System (NIMS) when planning emergency operations and special events. This management system allows for efficient scheduling and planning for all departments in the city participating in the special event. In 2018, this unit assisted in planning for and participation in a city-wide national emergency training exercise which consisted of a simulated category 5 tornado touch down in Fishers.

Records Management, Police Technology and Customer Service

Sergeant Joe Wright manages the records unit. He works with four civilian staff members. The unit is the central repository for all police records and is also responsible for customer service on the telephone and in the lobby of the police department during business hours. Sergeant Wright also manages the in-car video system and two-way radio equipment.

United States Department of Justice/ Federal Bureau of Investigations Uniform Crime Report

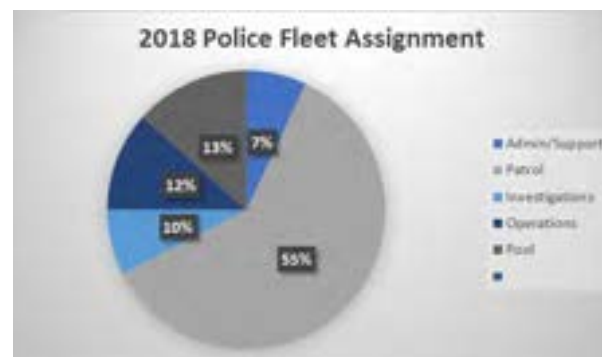
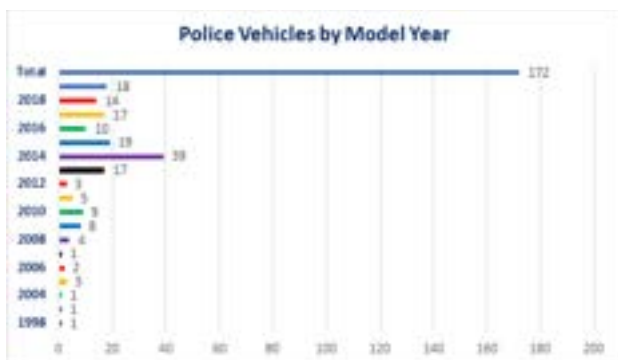
The Uniform Crime Report (UCR) is a city, county and state law enforcement program which provides a nationwide view of crime based on the submission of statistics by law enforcement agencies throughout the country. The statistics listed below are the numbers reported to the Federal Bureau of Investigations UCR Program by the Fishers Police Department.

UCR Reported Actual Crimes	2015	2016	2017	2018
Murder	0	0	1	1
Rape	4	6	13	7
Robbery	6	14	8	6
Aggravated Assault	11	5	19	25
Burglary	58	49	68	37
Theft	861	854	742	688
Motor Vehicle Theft	34	39	34	73
Arson	2	4	2	4

Fleet Management

Lieutenant Dave Dunbar works with the City Fleet Management Department and oversees the administration of the police fleet as well as the selection and coordination of equipment necessary in the vehicles. The fleet, comprised of 172 vehicles at the end of 2018, both marked and unmarked, are assigned to personnel from the various divisions within the agency.

In early 2018, the department purchased 13 vehicles. Tom Wood Ford won the bid to order seven Ford Police Utility Interceptors; those vehicles were assigned to patrol. The other six vehicles were purchased from a variety of dealerships throughout the year. Five of those vehicles went to Investigations and one was assigned to the Operations Division. In August of 2018, we had to order 2019 police vehicles prior to Ford's shut down of 2019 Police Utility production. Eighteen Ford Police Utility Interceptors were ordered; all are going to the Patrol Division in 2019. Pearson Ford won that bid. American Eagle, based out of Noblesville, won the bid to order parts and upfit the vehicles. All maintenance is handled and coordinated through the Fleet Management Department at the City Garage, while warranty work is handled by Don Hinds Ford or other local dealerships.



Support

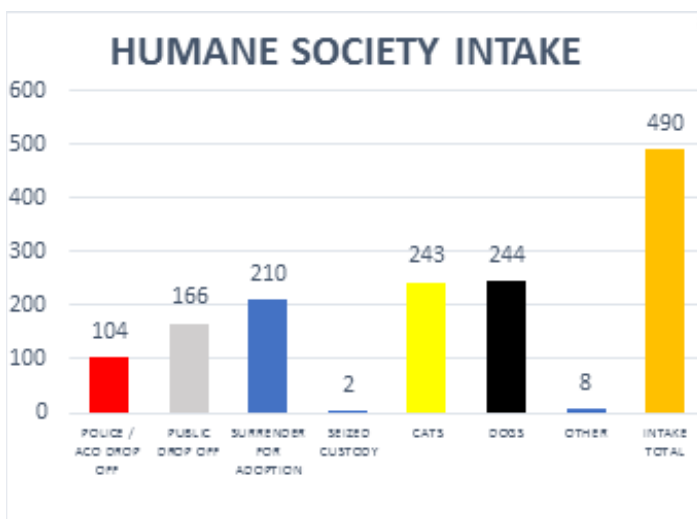
Community Service and Animal Control

The Fishers Police Department is responsible for Animal Control in the City of Fishers. Officer Randy Kelly is the primary officer to handle animal control details and is the liaison to the Hamilton County Humane Society. In addition to the Community Support Officer, uniformed officers are frequently dispatched to animal complaints in the City of Fishers.

In 2018, the police department responded to 836 calls for animal service. A total of 490 animals were taken to the Hamilton County Humane Society from the City of Fishers. 114 were brought in from the police and 376 were brought in by the general public. Per the contract in place, the cost to the City was \$104,270.00.

The police department is dedicated to animal control and is always looking for ways to reduce complaints, expenditures, and the number of animals brought to the Humane Society. FPD will continue to educate animal owners and work to gain compliance with the City of Fishers Ordinance.

Statistics	2015	2016	2017	2018
• Animal Complaint Calls	789	837	838	836
• Animal Ordinance Tickets	19	10	4	13
• Total Number of Animals Brought to the Humane Society	476	572	546	490
• Cost to the City of Fishers	\$90,879	\$96,317	\$91,837	\$104,270.00



Honor Guard

The 2018 Fishers Police Chief's Honor Guard Team was comprised of eight patrol officers, three detectives and two sergeants. The Team represents the Fishers Police Department at different venues around the city and around the country. Throughout 2018, they participated in 24 different details. They presented the flags at a DARE graduation, local sporting events, and the 2018 Fishers March Disability Awareness Athletic Showcase. They also assisted with the opening ceremonies for the Indiana Association of Chiefs of Police and the Hamilton County Jr. Law Enforcement Academy. They performed the grand opening flag ceremony for the new Fishers Police Department (FPD), and they led the parade for the Spark!Fishers Festival.

The primary focus of the FPD Honor Guard is to represent the Fishers Police Department at Officer Down Funerals. In 2018, the Honor Guard Team attended and participated in the funerals for Westerville, OH; Boone County, IN; Terre Haute, IN; Charleston, IN; and two separate Chicago, IL funerals.

Members from the Honor Guard Team also attended National Police Week in Washington D.C. in May. There, they assisted with duties at the Candlelight Vigil held in the National Mall. They joined an estimated 40,000 officers and families from around the country and around the world. This was the first year that a member of the Fishers Honor Guard was selected to escort families of fallen officers into the Vigil. They stood guard at the National Law Enforcement Officer Memorial, toured the grounds of Arlington Cemetery, and watched the Changing of the Guard at the Tomb of the Unknown Soldier. In December, two members returned to Washington D.C. to participate in Wreaths Across America where volunteers placed wreaths on each and every head stone in Arlington Cemetery.

2018 Team Members
Sergeant Wayne Druelinger
Sergeant Jason Arnold
Officer Rob Thompson
Officer Jordan Graham
Officer Rob Bowling
Officer Chris Marshall
Officer Adam Brockman
Officer Kyle McFerran
Officer Cody Street
Officer Chris Owens
Detective Tom Brooks
Detective Robbie Ruble
Detective Cesar Rodriguez

School Resource

Fishers Police School Resource Officers

2018 saw some reorganization within the School Resource Officer (SRO) Unit and significant change to the curriculum delivered to students. Personnel movement within the SRO Unit allowed officers to better serve the schools in which they are assigned and prepare for future growth. Changes made will eliminate the DARE Program at Hamilton Southeastern (HSE) Schools in favor of home grown lesson sets created internally.

The Fishers Police Department (FPD) SRO Unit grew to eight officers in 2018 after the addition of Officer Rob Bowling in August. Officer Bowling is a 15 year law enforcement veteran and came to FPD with 6 years experience with the Durham North Carolina Police Department. With the addition of Officer Bowling, the Unit was able to begin the transition to a more organized assignment of SROs to specific schools. The breakdown of assignments is as follows:

Officer Matt Ruhnow - Fishers High School
Officer Kevin Sutton - HSE High School
Officer Dave Pyle - High School Support/FOCUS School
Officer Alicia Ahnert - Fishers Junior High School
Officer Tracy Jones - HSE Junior High School
Officer Rob Bowling- Riverside Junior High School
Sgt. Andy Burks - Fall Creek Junior High School
Lt. Mike Johnson - Administration



Each officer assigned to a junior high school is also responsible for the elementary and intermediate schools that feeds into that junior high school. Each junior high officer has anywhere from four to six schools assigned. During 2018, a selection process was conducted for an additional officer and in January of 2019, Officer Shaun Williams will be joining the unit and will be assigned to Fall Creek Junior High, freeing Sgt. Burks to be more available at all schools.

In December of 2018, Lt. Johnson was promoted to the rank of Captain where he will oversee the Support Division. That promotion facilitated the move of the entire SRO Unit from the Patrol Division to the Support Division.

Growth in the district continues as construction is underway for a thirteenth elementary school, Southeastern Elementary. HSE is the fourth largest school district in the state serving approximately 22,000 students.

The initial issue that called for the creation of the DARE Program in 1991 was the use of drugs and other risky behavior by our students. After 27 years, it was determined that a shift from the DARE Program was warranted. While the issue of drug use amongst our young people is always a concern, FPD felt the DARE program forced officers to comply with a set curriculum that did not allow for flexibility. Officers felt the need to add lessons on social media, mental health, and school safety. DARE did not meet these needs, and officers felt it would be more beneficial if they spread across grades kindergarten through twelfth grade as opposed to focusing all efforts on one grade level. While FPD will continue to teach DARE at Saint Louis deMontfort school, it will no longer be part of the HSE Schools curriculum. FPD's new curriculum will cover topics in all grade levels that include school safety, stress, mental health, law, drugs, risk, and resolving conflict.

School Resource

Training in school safety, mental health and crime prevention will continue to drive our efforts. Prevention efforts may include continued involvement in Student Assistance Teams and involving other areas of the police department in sharing information regarding threat assessments. As we move into 2019, it will continue to be our mission to provide a safe and effective learning environment for all of our schools.

In 2018, DARE School Resource Officers services included:

SRO Activity (CAD Reports)	2017	2018
• Total Incidents-	939	895
• Total Case Reports-	82	92
• Total Arrest -	28	30



Daily SRO Responsibilities that may not be reflected in the CAD-

- Building security
- Student Assistance Team activities
- School safety initiatives
- Student counseling
- Assisting school administrative team with various tasks
- Lunch monitoring
- Parking lot/surrounding campus security checks
- Student transports
- Vehicle lockouts for staff and students
- Relaying information on student issues/concerns
- Monitoring the district wide "Text-a-Tip" program
- Classroom resource - Alcohol Awareness, 4th Amendment Law, Social Media, Bullying
- Law enforcement issues/concerns - Resource for students, staff and parents
- Social Media Awareness Classes for Parents
- Crime Prevention Through Environmental Design



Cops and Kids

The Fishers Police Department (FPD) Cops and Kids Program started in 2012 with 12 kids. Over the past six years, the program has continued to grow, and in 2018, FPD sponsored 45 children on the event day. In addition to the actual shopping day, FPD was able to help six additional children.

Cops and Kids Day is held annually in December. On that day, officers are paired with a child who is given money to spend on needs, wants, and a small gift for his or her parent/guardian. The day begins with a get-to-know your officer breakfast and a ride in a police car. After the shopping trip, the officers and kids return to City Hall for lunch and gift wrapping.

The event would not be as successful as it is without the hard work that goes on behind the scenes by Officer Alicia Ahnert, Officer Tracy Jones, the Citizens Academy Alumni, and the support of the FPD staff and administration.



Teen Academy/Explorers

Teen Academy Report

The 2018 Teen Academy was held June 18 - 22; 31 junior high and high school students attended. All of the SROs attended the academy along with guest instructors from various units and divisions within the police department. Officer Cory Robinson was very instrumental in the coordination of the academy. Topics covered during the week included:

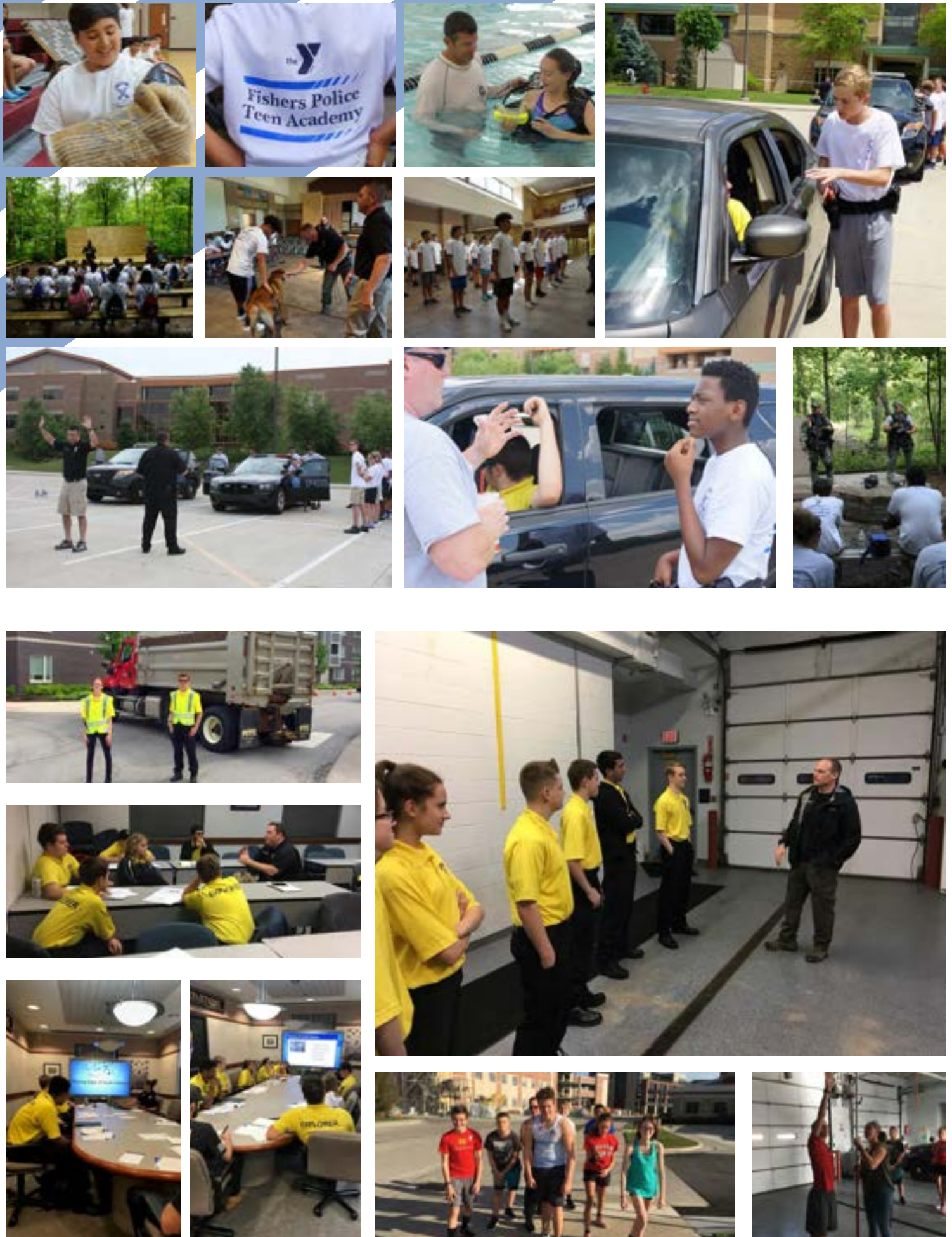
- Physical fitness training and drill
- Internet safety
- Traffic STOPS
- Emergency Response Team/Snipers
- K-9
- Dive Team
- Evidence collection
- Firearms safety

The academy allows relationships to be built between officers and the youth of the community. These relationships are key to not only our SROs, but to the entire agency as we attempt to reduce juvenile delinquency in our community. The weeklong program consists of not only the training mentioned above, but recreational games and team building exercises that most certainly create memories for a lifetime.

Explorer Report

In 2009, the Fishers Police Department founded Explorer Post #1978 for young adults between the ages of 14 and 20 who were interested in a law enforcement career by providing them with a comprehensive program of practical training, service and competition. Through program involvement, Explorers develop an awareness of the common purpose, mission and objectives of many law enforcement agencies throughout the country. The Explorers are mentored by a group of dedicated law enforcement professionals and adult volunteers who provide guidance and leadership for future life experiences and a possible law enforcement career.

In 2018, the Explorer Post had 16 members and continued to serve the community at a variety of special events such as: Spark!Fishers Festival, Pack the Cruiser, Connor Prairie and high school football games. Some graduates of the Explorer program have gone on to become police officers and members of the United States Military.



Citizens Academy

Fishers Police Department Citizens Academy & Alumni

Citizens Academy

The 34th and 35th Sessions of the Citizens Police Academies graduated in 2018. Twenty-one students graduated from the spring session and 23 students graduated in the fall session. The academy is open to anyone in the community ages 16 and older. The application is available online.

Fishers Police Department Citizens Academy Alumni Association

The FPD Citizens Police Academy Alumni Association is made up of graduates from the Citizens Police Academy program. The alumni are a vital support system for the Fishers Police Department. After graduation, members continue to support the Department by recognizing employee birthdays, providing additional help at events such as the Fishers Boo Bash, open houses, National Night Out, and by participating in various other volunteer projects throughout the year. The group also voluntarily works at fundraising events where money earned is used to support FPD programs and employees.

In 2018, the Alumni Association was involved in the following events:

- Fry's Electronics Annual Hot Dog Sale - Fry's Electronics provided the food and drinks and the alumni members provided the man-power during this annual summer event. All money raised went directly to the Alumni Association.
- During National Law Enforcement Week, each officer was given a refillable notebook embossed with the FPD patch.
- The Alumni Association helped sponsor more than a dozen officers to participate in the Special Olympics Torch Run in June.
- In July, the Alumni Association provided a lunch for the Teen Academy.
- They also provided a meal for all officers and employees who attended the FPD annual meeting in October.
- A donation was made to the fund for an officer who was seriously injured in a motorcycle accident.
- They provided guides at various stations throughout the new police station during the public open house for the new police station.
- This year National Night Out was held in two different parks in the City. The alumni manned the grills and cooked and served hot dogs to the residents of the City who came out to celebrate and enjoy the evening with their neighbors.
- The Alumni Association provided funds for the December Cops and Kids Program. They also provided volunteers to help serve food and wrap gifts on the day of the event to help make it a complete success!



2018 Accomplishments & 2019 Goals

2018 Accomplishments

Patrol:

1. Implemented new pursuit review practices and procedures.
2. Implemented a response booklet for officers involved in critical incidents (collaborate with Criminal Investigations Division).
3. Reviewed manpower allocation for the seven new hires exiting field training in 2018.
4. Instructed below 100 techniques at leadership training in 2018 to all patrol leadership.
5. Three table tops emphasizing and communicating Incident Command System (ICS) leadership.
6. Increased our percentage of patrol officers trained in Critical Incident Team (CIT).
7. Tactical approach and parking to dangerous calls for service (roll call and dept. training).

Investigations:

1. Conducted critical incident training officer involved shootings expectations (Collaborate with Patrol).
2. Established a public private partnership model for investigation of cybercrimes.
3. Developed tip management software.
4. Evaluated the implementation of a mental health professional into Emergency Response Team (ERT) (Critical Negotiations Team).
5. Expanded Unmanned Aircraft System (UAS) program (capabilities & pilots).
6. Expanded utilization of the Intelligence Intern.
7. Crash Team - Established bi-annual department training in the spring and fall.

Operations:

1. Finalized City Public Safety Response to Active Assailant Standard Operating Guide.
2. Collaborated with multiple agencies to conduct Countywide Active Shooter Training geared towards ICS structure.
3. Implemented case tracking software for the division.
4. Implemented new training curriculum to include; Emergency Vehicle Operator (EVO), Incident Command System (ICS) Leadership (active shooter leadership) and pursuit driving training.
5. Professional Development for Internet Crimes Against Children (ICAC) Detectives.
6. Additional Covert Ops/Vice training and or equipment.

Support:

1. Identified new roles and responsibilities with our additional hire in 2018.
2. Implemented the new residential/commercial alarm permit process with a goal of reducing false alarms.
3. Produced video public service announcements for social media.
4. Website - Added Animal Control page on the website. Include educational information from domestic animals to coyotes, etc. Create PD Memorial page. Create Cops and Kids page.
5. Increased lieutenant participation in Incident Action Planning.
6. Introduced new outreach program for high school students. Taco's with Five-O's is being planned. Free standing event for officers attending high school lunch.
7. Identified personnel to assist with Public Information Officer responsibilities.

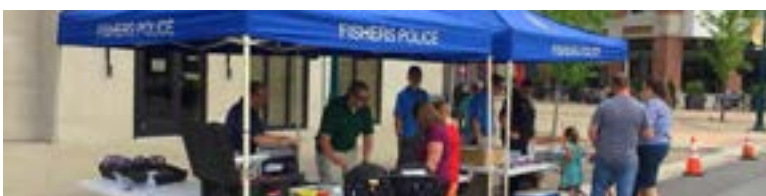
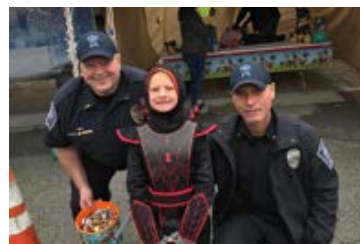
Fishers Police Department 2019 Goals and Objectives

- Address and assist with the regional homicide problem within the City of Indianapolis
- Expansion of Traffic/CRU/K-9 capabilities
- Fishers Police Department Patrol Sergeant Academy
- Implementation of the body worn camera (BWC) program with Axon to all Patrol Division Officers and Patrol Fleet.
- Bolster the utilization of effectiveness of the Intelligence Unit with other divisions and the community by implementing an Intelligence Detective
- Assign an officer to the vacant Support Officer position
- Establish an officer wellness committee
- Add a School Resource Officer to serve the schools in Fishers
- Establish the Office of Professional Standards (OPS)
- Identify and establish software, training, and personnel allocation to more effectively deliver computer forensic processing, and address unique work conditions within child exploitation

Community



Community



Community



Community



Community



FPD Staff Photo Collage





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