



2020 ANNUAL REPORT

FISHERS POLICE DEPARTMENT

IN MEMORIAM

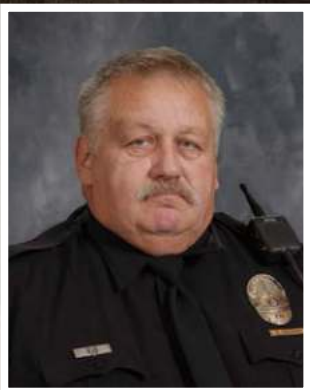
This annual report is dedicated to the men and women of FPD who are no longer with us but will always hold a special place in our memories.



K-9 Harlej, End of Watch

November 13, 2019

K-9 Harlej was a Belgian Malinois who served Fishers Police Department and community from April 2015 until he was killed in the line of duty in November 2019. He was popular with the kids at schools and was always a hit during tours of the department. Harlej bravely served with his handler Jarred Koopman; he never faltered.



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

July 19, 2016

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.



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.

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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

Controller
Lisa Bradford

2020 City Council

Cecilia Coble - President, District At Large
Selina Stoller - Vice President, North West District
Samantha Delong - North Central District
Brad DeReamer - North East District
David C. George - South West District
Pete Peterson - South East District
Jocelyn Vare - District At Large
John Weingardt - South Central District
Todd Zimmerman - District At Large

City Court Judge
Daniel Henke

Police Merit Commissioners
Bryan Babb
Gary Bolenbaugh
Warren Henderson
Jim Ratliff
Jim White

City Clerk
Jennifer Kehl

Chief of Police
Ed Gebhart

Letter from the Mayor



Dear Citizens,

2020 was undoubtedly a year of challenge. In a year where so many experiences were unprecedented, the Fishers Police Department stepped up to the plate every time. Whether supporting our Fishers Health Department in providing service to our residents or the support and investigations stemming the three murders our community experienced, the FPD showed up with the professionalism and leadership that makes our city proud.

When our community needed leadership from its law enforcement agency, these men and women answered the call.

That leadership didn't end at our city boundaries. In 2020, the Fishers Police Department continued its regional leadership on many fronts. From bringing together School Resource Officers for Interrupting Racism training to leading the region in gun crime intelligence and collaboration with our neighbors in Indianapolis.

I look forward to supporting this work in 2021 in collaboration with the men and women of Fishers Police Department.

Yours in service,

A handwritten signature in black ink, appearing to read "Scott Fadness", written over a light blue horizontal line.

Mayor Scott Fadness

(317)595-3111
www.fishers.in.us

facebook.com/fishers.indiana
@fishersin

One Municipal Drive
Fishers, Indiana 46038

Letter from the Chief



All,

I'd like to start by saying I'm in total awe of each and every person in this building. Your ability to achieve under duress is appreciated by me and those who sit above and beside me. Instead of my normal written reflection of the last year, I have listed some of our department's hurdles and accomplishments to highlight the professionalism and dedication of our officers and staff. Together you pushed through many unplanned obstacles as true professionals.



- Pandemic response
- Continued field training of new hires
- Decentralization and teamwork to fulfill patrol expectations
- School Resource Officers built engagement team and met with businesses
- Traffic Unit and Crime Reduction Unit assisted patrols and carried out other assignments during crisis
- Parades through neighborhoods to build relationships
- Murder-suicide on Ladson Street
- Murder-suicide with shots fired at our officers on Ashlake Lane
- Report of active shooter at 96th and Olio Road
- Worked with Community Connected to raise diversity awareness
- Response with entire department representation to Black Lives Matter protest
- National Incident Based Reporting System implementation department wide
- Entire department was on standby for weeks with zero negativity
- Emergency Response Team (ERT) was on ready status for several weeks at a time
- Department response to several demonstrations and protests throughout the summer
- ERT/FBI violent offenders round up
- Vehicle pursuit with apprehension near 116th and I-69
- Wellness open house for department members and their families conducted
- Establishment of a mental health professional consultant for officers
- Gun ring arrest
- Patrol and Investigations response to homicide which included a lengthy investigation and ensued with full department cooperation.
- 97 guns were taken off the street
- Burglary in progress with arrest on Lochmoor Place
- Burglary in progress with arrest on April Rose Drive
- ATM ring arrest by Safe Streets Task Force
- Converted Cops and Kids to a drive thru toy giveaway
- K-9 and Patrol assisted Carmel on a robbery and two arrests
- Raised the officer physical fitness test pass results to 92% department wide
- Completed reorganization of our agency

To the entire staff, thank you for your hard work and efforts to protect and serve this community year after year.

Sincerely,

Ed Gebhart
Chief of Police
Fishers Police Department

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

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**CHIEF
ED GEBHART**



**ASSISTANT CHIEF
LUKE GANNON**



**ASSISTANT CHIEF
MIKE TAYLOR**



Captain Mike Johnson
Support



Captain Ryan Jones
Patrol

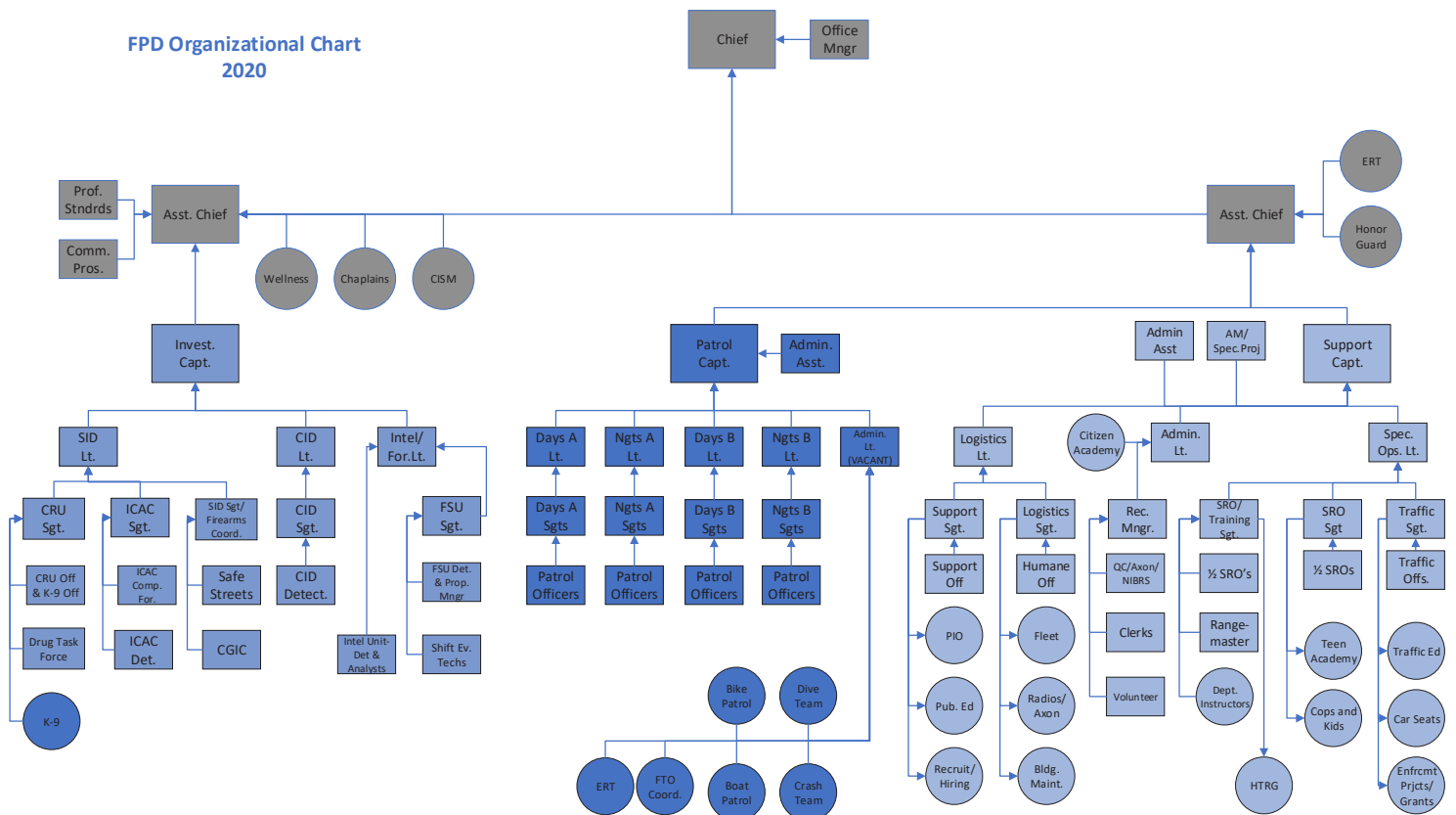


Captain Mike Pedersen
Investigations



2020 ORGANIZATIONAL CHART

FPD Organizational Chart
2020



Revised:
February 5, 2020



2020 Fisher Police Department Promotions

Six members of the Fishers Police Department received promotions in 2020. A ceremony was held in July to recognize all six officers.

Thadd Haltom was promoted to the position of Patrol Sergeant on February 2, 2020. Sergeant Haltom has previously served as a patrol officer on both day and night shifts. In addition to the role as Patrol Sergeant, he currently serves as a Field Training Officer, Evidence Technician, and member of the Emergency Response Team. Prior to joining the Fishers Police Department, Sergeant Haltom served 8 ½ years in the United States Marine Corps where he earned the rank of Captain.



Thadd Haltom



Keith Weesner



Ryan Jones



Mike Taylor



Doug Baker



Cesar Rodriguez

Keith Weesner was promoted to the position of Digital Crimes Sergeant on March 1, 2020. He is an 11-year veteran of the Fishers Police Department. Prior to his promotion, he worked as a Detective Sergeant with The Hamilton County

Metro Child Exploitation Task Force. He has also served as a night shift Patrol Officer, an Emergency Response Team Member, a Field Training Officer, an Instructor in Firearms and Entry/Breaching Tactics, and as a Special Investigations Detective. Before becoming an officer for FPD, Sergeant Weesner served in the United States Marine Corps.

Ryan Jones was promoted to the role of Patrol Division Captain on April 26, 2020. Captain Jones has been with the Fishers Police Department for 13 years. Prior to his position as Patrol Captain, he served as a Patrol Officer, K-9 Officer, Patrol Sergeant, and Patrol Lieutenant.

Mike Taylor was promoted to the role of Assistant Chief on April 26, 2020. Assistant Chief Taylor is a 14-year veteran of the Fishers Police Department. He began his law enforcement career with the McHenry County Sheriff's Office as a Patrol Deputy prior to joining FPD. Previous FPD assignments for Assistant Chief Taylor include serving as: a Patrol Officer, a Detective with the Hamilton/Boone County Drug Task Force, a Patrol Sergeant, a Patrol Lieutenant, and as the Captain of the Patrol Division. During his tenure at FPD, he also helped establish and lead the Crime Reduction Unit (CRU) and then led both CRU and the Traffic Unit as a Lieutenant in Patrol. Asst. Chief Taylor has also served in a variety of roles with the Emergency Response Team (ERT) during his career, including Entry-Team Member, Entry-Team Leader, and presently as the ERT Commander. He has also served as a Field Training Officer and as the Field-Training Unit Coordinator.

Doug Baker was promoted to the role of Patrol Lieutenant on June 21, 2020. Lt. Baker is a 12-year member of the Fishers Police Department. Before his role of lieutenant, he was a Patrol Officer, a Detective in the FPD Investigations Division, and a Patrol Sergeant.

Cesar Rodriguez was promoted to the role of Patrol Sergeant on July 5, 2020. Sgt. Rodriguez is an 8-year veteran of the Fishers Police Department. Prior to joining the Fishers Police Department, Sergeant Rodriguez served with the Crawfordsville Police Department as a Patrol Officer, School Resource Officer, and a D.A.R.E. Instructor. After joining the Fishers Police Department, Sgt. Rodriguez served as a Patrol Officer in the Patrol Division. Other roles that he has filled at FPD have been: Field Training Officer, a member of the Emergency Response Team, and a member of the Fishers Police Department Honor Guard and Competition Team. He has also served as an Evidence Technician, as a Detective in the Criminal Investigations Division, and as a member of the newly formed Fishers Police Department Diversity Committee. His most recent role prior to being promoted to sergeant was with the Safe Streets Taskforce.

2020 Awards Summary

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 2020 awards committee members were: Captain Mike Johnson, Captain Mike Pedersen, Lieutenant Trent Skaggs, Sergeant Andy Burks, Detective Bob Murray, and Detective Dan Nelson.

Letter of Commendation:

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

2020 Letter of Commendation Recipients:

Officer Joshua Ahnert
Detective Austin Arndt
Detective Robert Baker
Detective David Finn
Officer Kyle Griffith
Officer Joey Hancock
Officer Colin Harruff
Officer Joe Ryder
Officer Nick Smiley
Officer JP Smith

Unit Letter of Commendation:

School Resource Unit (Sgt. Andy Burks, Sgt. Scott Wilcox, Officer Alicia Ahnert, Officer Brianna Guy, Officer David Pyle, Officer Matt Ruhnow, Officer Adam Shanks, Officer Kevin Sutton, and Officer Shaun Williams)

Meritorious Service: A particularly notable accomplishment in the line of duty showing outstanding initiative and achievement under adverse conditions with some degree of hazard to the officer.

2020 Meritorious Service Award Recipients:

Lt. Kevin Kobli
Lt. Trent Skaggs
Officer Kelsey Farrell
Officer Steve Gabrielsen
Officer Kyle McFerran
Officer Zach Sieg

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.

2020 Distinguished Service Award Recipients:

Lt. Mike Janes
Detective Dave Finn
Detective Dan Nelson
Officer Cameron Vannatta

2020 Awards Summary

Life Savers Award: An officer who has direct participation in efforts that result in saving a life.

2020 Life Savers Award Recipients:

Sgt. J.T. Wright
Officer Michael Arno
Officer Pierre Berry
Officer Jonathan Dossey
Officer Kelsey Farrell
Officer Ryan McKalip

Officer of the Year Award: Annually, the Chief of Police, in collaboration with the command staff, will determine an "Officer of the Year." Qualifications for this award will be based on an individual's leadership, initiative, and determination to expand FPD's professionalism.

Fishers Police Department 2020 Officer of the Year: Officer Joey Hancock

Citizens Award: The Citizens Award may be awarded to any member of the community to recognize assistance or support for the police department, the City of Fishers, or the community at-large.

2020 Citizens Award Recipient:

Art Hennig

Professional Service Award: The Professional Service Award is awarded to police or city employees to recognize 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.

2020 Professional Service Award Recipients:

Angela Adle
Samantha Higginbotham

2020 Hamilton County Prosecutor's Detective of the Year Award:

Detective Kirby Campbell



We love our
Fishers Police
and we
support you!
Thank you!

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.

40 Year
5 Year Steve Gabrielsen 20 Year Mike Janes
Kevin Starkey 35 Year Kevin Sutton
Nick Smiley
Colin Harruff 30 Year 20 Year FPD Gun Award
Jonathan Dossey Ed Gebhart

10 Year 25 Year
Kyle Griffith Jerry Reed
Jason Arnold J.D. Floyd
Tom Weger

15 Year 40 Year
Mike Taylor David Dunbar
Robbie Ruble
Jim Hawkins
J.T. Wright



FISHERS POLICE DEPARTMENT LONGEVITY

The Fishers Police Department is fortunate to have officers and civilians who serve much or all of their career with FPD. The following individuals have a combined total of more than 850 years of law enforcement experience. Congratulations and thank you for your continued dedication to the Fishers Police Department and the City of Fishers!

Over 30 years of service:

George Kehl*
David Dunbar*

Over 25 years of service:

Gary Blagburn
Todd Crowder
Dave Kimm
Mitch Thompson*
Mike Johnson
Scott Kehl
Ron Shepard*
Denise Calandrelli
Steve Pickett
Andy Dietz*
David Seward
Jerry Reed
Jim Suter*
Charlie Kruse*
Joe Wright*

Over 20 years of service:

Norm Tate
Troy Fettingner
Angela Ellison
Matt Simmonds
Bill Knauer*
Larry Evans*
Gerry Hepp*
Cameron Ellison*
Bill Hickrod*
Tony David
Brad Myers
Chris Tucker*
Jeff Phelps*
Linda Stewart*
Rob Baker
Luke Gannon
Darrin Emmons
Randy Kelly
Ed Gebhart
Dan Osborn*

*=Retired



2020 Fishers Police Foundation Report

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 which support our officers.

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.

This was a very different year for our organization due to the COVID-19 pandemic. Activities that we would have been involved with were canceled. We are hoping for a much different 2021!



2020 Accomplishments

- Supported the annual awards banquet through organization, food and drink purchase, setup, and decor
- Supported the 9th annual Cops & Kids event
- Supported the K-9 Unit of the police department
- Supported our officers in their annual department meeting
- Joined with the Fishers Police Corps to provide masks and neck gaiters for all employees
- Supported the Community Connected program

***We look forward to many more opportunities to support our
Fishers Police Department in 2021!***

2020 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

Fishers Police Patrol Division

The City of Fishers continues to grow both in economic development and population size. In 2020, the department responded to 49,073 calls for service. As Fishers continues to grow, the need for police services does as well. In effort to keep pace with the growth of our city, the Fishers Police Department (FPD) hired five police officers in 2020. Out of these five officers, three arrived with no previous law enforcement experience and completed their basic law enforcement training at the Indiana Law Enforcement Academy in Plainfield. Our other new officers came to us with previous law enforcement experience from agencies in Indiana. The department will continue to focus on recruiting and hiring in 2021 as we look to fill our ranks with the best and brightest men and women possible.

The Patrol Division promoted three within our ranks in 2020. Officer Thadd Haltom was promoted to the rank of Sergeant, Sergeant Doug Baker was promoted to the rank of Lieutenant, and Detective Cesar Rodriguez returned to the Patrol Division as a Sergeant in July. Currently, our Patrol Division is made up of four squads which provide round the clock police services to the community on a rotating 12-hour shift schedule. Each squad is led by a Lieutenant with three Sergeants reporting to them, and an additional ten or more Patrol Officers after that. Our K-9 Unit is also part of the Division and is led by Sergeant Greg Weesner. There are an additional four Patrol Officers working within these specialties.

Due to the COVID-19 pandemic, 2020 was a challenging year for many throughout the city. The Patrol Division continued to provide the high level of police services to the citizens of Fishers throughout the pandemic. The men and women of the Patrol Division work hard every day and night to actively patrol our city neighborhoods, parks, schools, business districts, and various roadways to keep Fishers safe. Criminals that possess illegal drugs and guns continue to be a central part of our enforcement efforts. In 2020, officers located 79 crime related guns through proactive enforcement and investigations.

In March of 2020, Officer Jarred Koopman graduated from Vohne Liche Kennels with K-9 Rico. Officer Koopman's previous K-9 Harlej was killed in the line of duty on November 13, 2019. The loss of our K-9 Harlej at the hands of a criminal in possession of an illegal gun is a tragic reminder that crime and criminals know no borders. 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 always remain a top priority for the Patrol Division.

Thank you to each of our men and women in uniform, and the families that support them at home. Thank you to our community for your unwavering support; we could not do this job without you!

Very Respectfully,
Captain Ryan Jones

It is the mission of the Fishers Police Department Patrol Division to serve the community through Perseverance, Hard Work and Dedication while seeking the criminal element.



Fishers Police K-9 Report

The Fishers Police Department K-9 Unit had several notable accomplishments throughout 2020 and continued to be a valuable resource for FPD and surrounding agencies. The K-9 Unit currently consists of four K-9 Teams assigned to various shifts. K-9 Barry (Belgian Malinois), K-9 Macho (Belgian Malinois), K-9 Rexo (Dutch Shepherd), and K-9 Rico (Belgian Malinois) are all dual-purpose patrol/narcotics detection canines. K-9 Rico joined the FPD K-9 Unit in early 2020, having been selected and trained by Officer Jarred Koopman after K-9 Harlej was tragically killed in the line of duty on November 13th, 2019. In addition, Officer Koopman successfully completed a nine week trainers course at Von Liche Kennels, while simultaneously completing K-9 Rico's initial training.

Throughout 2020, the K-9 Unit was deployed 259 times to assist various units and agencies within Hamilton County. Of those deployments, 172 were narcotics searches and 104 were patrol deployments which included assisting officers with building searches, tracking for suspects, area searches, and article searches.

As a result of K-9 Unit deployments in 2020 the following was seized: 43 lbs. of marijuana, 2 lbs. of THC cartridges, 1.5 lbs. of psilocybin mushrooms, 2.25 lbs. of methamphetamine, cocaine, and heroin, 22 firearms, over 7,500 doses of LSD, and \$41,162. The K-9 Unit also assisted with the apprehension of 15 individuals suspected of various crimes throughout the year. The K-9 Unit continued to make training a priority in 2020, which became increasingly difficult with the impact of the COVID-19 pandemic. Throughout the year, the K-9 Unit logged a combined 1,257 training hours among all four canines. With Officer Koopman completing the nine-week trainers course, he joins K-9 Officer Sam Ralph and K-9 Officer Kyle McFerran as a certified canine trainer. Together they maintain a high level of training to ensure the K-9 Unit is prepared for the many challenges that come with street deployments.

In addition to training with numerous surrounding agencies and their respective K-9 Units throughout the year, the FPD K-9 Unit attended a nationally recognized training seminar in the summer of 2020. This seminar consisted of various scenario-based training events which placed an emphasis on high-risk deployments and high stress environments. The K-9 Unit also co-trained with the FPD Emergency Response Team on several occasions throughout the year to expand the capabilities of both the K-9 Unit and ERT.

The following is brief overview of some of the accomplishments of the individual K-9's and their handlers within the K-9 Unit.



K-9 Macho and Officer Ermel have been partners since October of 2017. In September of 2020, Officer Ermel and K-9 Macho assisted with the apprehension of a fleeing burglary suspect who had just committed a residential burglary before fleeing from officers on foot.

Throughout the year, Officer Ermel deployed K-9 Macho 69 times to assist various units and agencies throughout Hamilton County and as a result, multiple firearms were seized and numerous suspects arrested.

K-9 Rexo and Officer McFerran have been partners since January of 2019 and are currently assigned to the FPD Crime Reduction Unit. In September of 2020, Officer McFerran deployed K-9 Rexo to assist with the apprehension of a fleeing suspect who had committed multiple violent felonies. Prior to being apprehended, the suspect assaulted a law enforcement officer, stole a vehicle, and proceeded to lead officers from multiple agencies on a lengthy vehicle pursuit before fleeing from officers on foot. Throughout 2020 K-9 Rexo assisted with the seizure of 18 firearms, over 25 lbs. of narcotics, and approximately \$30,000.



K-9 Barry and Officer Ralph have been partners since September of 2015. In February of 2020, Officer Ralph deployed K-9 Barry while assisting on a traffic stop. As a result, over 10 lbs. of marijuana products were located and seized; including marijuana, THC concentrate, and THC edibles. In addition to the marijuana products, over \$3,800 was seized.



Throughout 2020 K-9 Barry assisted with the seizure of over 21 lbs. of narcotics and was responsible for numerous arrests.

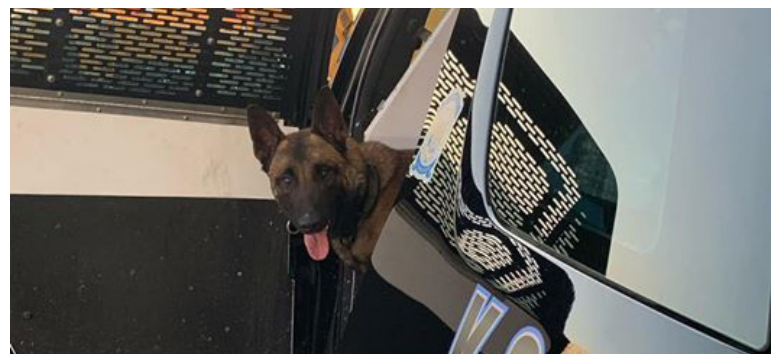
K-9 Rico and Officer Koopman have been partners since January of 2020. In May of 2020, Officer Koopman deployed K-9 Rico while assisting with a traffic stop. As a result, approximately 1.5 lbs. of methamphetamine, over \$4,600 in U.S. currency, as well as additional narcotics, were located and seized. Throughout 2020 K-9 Rico assisted with the seizure of approximately \$8,000 and was responsible for numerous arrests. K-9 Rico and Officer Koopman also conducted multiple demonstrations and interviews with local media, highlighting the benefits of police working dogs to the departments and communities they serve.



The K-9 Unit also makes it a priority to interact with the residents of Fishers by conducting demonstrations for many civic groups, schools, and other organizations. Due to COVID-19 restrictions, the K-9 Unit was unable to conduct their usual K-9 demonstrations for the majority of 2020 for the safety of the community, K-9 Officers, and the K-9's.



Fishers K-9 Team from left to right Sam Ralph, Ryan Ermel, Jarred Koopman, Kyle McFerran





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

Boat Patrol Officers volunteer to be trained to work on the boat. Boat Patrol training requires officers to: pass a swim test, receive training in boat operation, become familiar with boating laws, and learn general nautical terminology.

Fishers Police Department Boat Patrol Officers and the Indiana DNR Law Enforcement Division Officers both patrol Geist Reservoir to promote safe behavior on the water and to enforce the boating laws. Our officers also monitor for violations of the City of Fishers' noise ordinance while patrolling the reservoir. Unlike many other waterways, nearly all of Geist Reservoir is surrounded by homes. We strive to maintain an enjoyable environment for both those on the water and those living nearby.

In 2020, members of the FPD Boat Patrol responded to numerous calls for service that included a boat that struck a large rock underwater causing it to sink and a smaller boat that was capsized when a larger boat passed nearby and created a large wake. In both instances the occupants were unharmed and either had a life vest on or were able to obtain one or use an object to keep them afloat until help arrived. These incidents demonstrate that you can never predict when or where an accident will occur. We strongly encourage the wearing of a personal flotation device when you are on the water. They do save lives.

The most common boating violation observed continues to be boaters disregarding designated no wake zone markers. This creates a hazard to other boaters and those on floating docks. Our Boat Patrol Officers patrol during scheduled shifts and will respond to complaints on the water outside of scheduled times when boat operators are on duty.

We are thankful for the continued 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 2021 boating season.

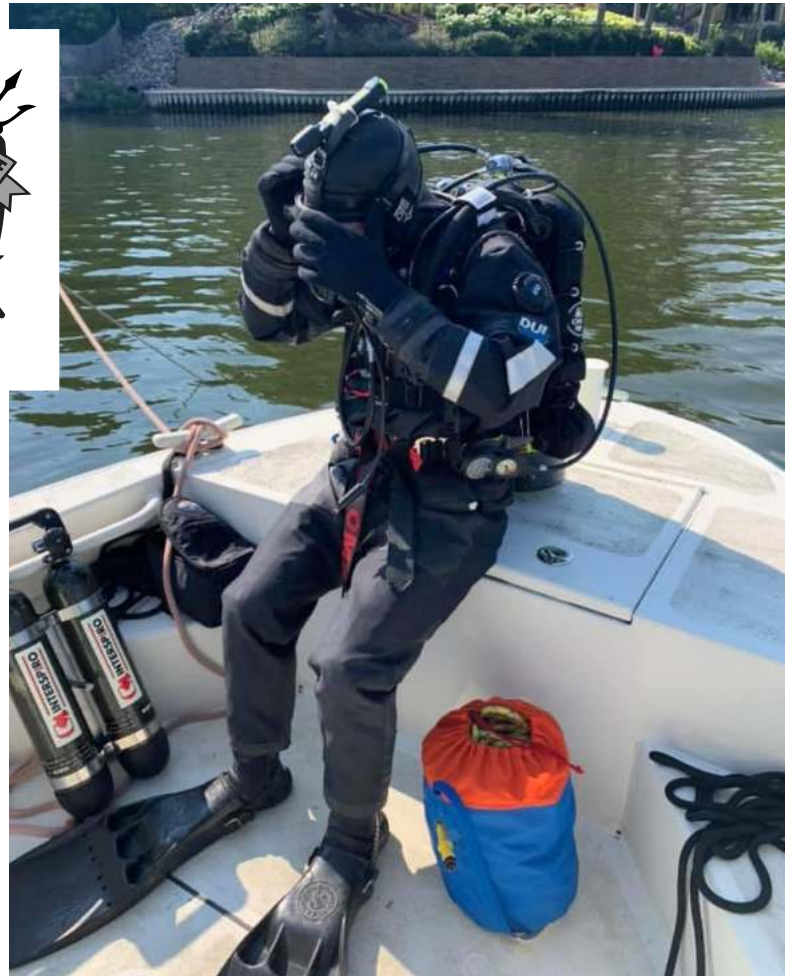


Fishers Police Dive Team

The Fishers Police Department Dive Team continued to provide underwater rescue and recovery for the City of Fishers and surrounding communities. FPD Dive Team members respond with members of the Fishers Fire Department to any water rescue call or agency request regardless if they are on or off duty. In 2020, our Dive Team was alerted to two vehicles that were in Geist Reservoir. Both had been located by local fisherman using recent sonar technology. A van was recovered with the assistance of Indiana DNR Law Enforcement Division divers on the Marion County side of the reservoir. The van was determined to have been stolen in 2004. It had to be moved nearly half a mile to the Fall Creek bridge by using lift bags; it was removed from the water by a heavy wrecker. The other vehicle was a passenger car near the Fall Creek bridge that had been reported stolen in 1988. The vehicle was located upside down in ten feet of water. It was also removed using a heavy wrecker after divers were able to secure a line to the vehicle. Our Dive Team also responded to assist other agencies on calls that included an occupied vehicle in the water, a missing kayaker on the White River, and watercraft accidents on Geist Reservoir.

Our team members are on call 24/7 to respond to water-related emergencies. We conduct monthly trainings to enhance our skills and work with the specialized equipment. The Dive Team operates in a variety of conditions including black water conditions where everything is done by feel. We spend training time making dives in open water and local pools. These trainings allow us to be ready at any time and locate the objects we are looking for.

The Dive Team acquired a new Ford transit van to transport personnel and equipment to scenes. We appreciate the continued support of our Dive Team by Chief Ed Gebhart, Mayor Fadness, and the Fishers City Council.



2020 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
Ofc. Kevin Matt



Emergency Response Team



In 2020, the Emergency Response Team (ERT) continued its long-standing commitment to both the City of Fishers and surrounding law enforcement partners. The team conducted multiple operations which included callouts to incidents within the City of Fishers and assisting our surrounding law enforcement partners.

Incident responses within Fishers included ERT responding to a violent domestic situation in an apartment complex where shots were fired at patrol officers. In addition, the team served multiple search warrants on violent offenders related to the double-shooting and homicide that occurred outside of a sports facility near downtown Fishers. Fishers ERT members were activated and stood ready at several large demonstration events over the course of the summer to ensure the community's safety and the safety of those exercising their rights to protest peacefully. This included requests to support our neighboring

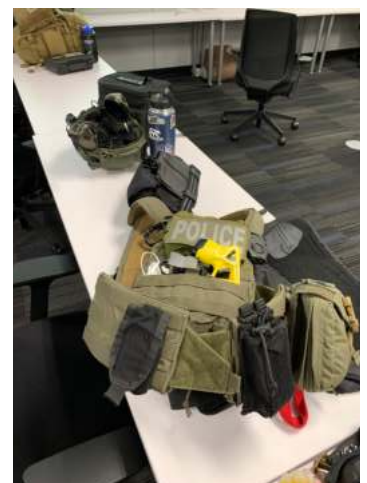


law enforcement partners with the Indianapolis Metro Police Department and Carmel Police Department.

Conducting joint operations with our federal law enforcement partners to arrest violent criminals responsible for much of the violent crime in and around the metro area has become a common part of our annual duties in recent years. Additional operations included assisting federal law enforcement partners with warrant services on violent offenders across Central Indiana as part of a long-term investigation to curb violence in the greater metro area.

Despite a challenging year amid the COVID-19 pandemic and a wide array of challenges for our city and law enforcement across the country, the ERT team remained committed to the City of Fishers and keeping all citizens safe. The entry-team grew in 2020 with the addition of three new team members. The continued support of our agency and city leaders, as well as the commitment of each team member and their families to a professional tactical team, cannot be overstated. Although their efforts are not often publicized or on display, the team's value to community safety, our law enforcement partnerships, and the City's level of preparedness for critical incident response is immeasurable. The capabilities of the Fishers ERT are numerous, and as an overview the ERT consists of:

- 1 Commander
- 1 Entry-Team Leader
- 2 Assistant Entry-Team Leaders
- 10 Entry-Team Members
- 3 Tactical Emergency Medics
- 2 Sniper/Observers
- 1 Crisis/Negotiations Team Leader
- 4 Crisis/Negotiations Team Members



Crash Team



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 and 3D scanner systems in the field on a regular basis. Crash Team members continue to grow their capabilities in order to clear crash scenes quickly while investigating thoroughly. In 2020, the Crash Team responded to 10 serious bodily injury or fatal crashes. Crash Team members maintain specialized certifications in their area of expertise and work hard to ensure that all investigations are meticulous and thorough.



Fleet Management

Lieutenant Dave Seward 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. At the end of 2019, the fleet was comprised of 162 vehicles both marked and unmarked. We added a total of 20 vehicles to the FPD fleet in 2020. 7 vehicles were returned to City Fleet for either trade in or reassignment bringing the FPD fleet total to 175 vehicles at the end of 2020. The vehicles are assigned to personnel from the various divisions within the agency.

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.



Criminal Investigations Division



The Investigations Division consists of four sections, Criminal Investigations, the Intelligence Unit, Forensic Services Unit, and Special Investigations. 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 seven detectives. The primary role is to investigate complex criminal cases and incidents that are reported by citizens or generated through other channels. Criminal Investigations saw personnel movement when Cesar Rodriguez was promoted to Patrol Sergeant and Det. Jonathan Dossey and Det. LaShawn Tyler joined the Division.

In 2020, the Criminal Investigations Division (CID) activated a total of 527 cases. An additional 275 cases that required follow up from other divisions were managed by the Investigations Division supervisors. Activated crimes against persons decreased in 2020 from 149 to 113, while activated property crimes decreased for its third consecutive year. When looking into the individual crime types, the most reported and activated cases were once again theft and fraud, respectively. Activated theft cases made a significant drop in 2020 going from 178 to 134. Burglaries is another call type that saw a significant drop in activated cases going from 34 to 7. Child sex crimes saw a drop going from 48 to 27 activated cases. Some of these downward trends are believed to be related to the COVID-19 pandemic and the changes to the majority of people's day-to-day lives such as the prevalence of working from home.

2020 was a very challenging year for the Criminal Investigations Division. Due to the COVID-19 pandemic, detectives were forced to adapt to working outside of the physical police department building and its resources for over two months. During that time, CID detectives took the primary responsibility of investigating two separate murder-suicide cases which occurred within one week. Those murders were determined to have occurred as a result of family violence and conflicts within the household. Detectives from CID also investigated a murder which occurred at a recreational facility in August. That investigation revealed the murder was likely retaliation between two factions of individuals from Indianapolis who were experiencing conflict due to a prior shooting. The main suspect in that shooting was murdered in Indianapolis during the first week of the investigation. In November, CID Detectives took responsibility for the investigation of the tragic death of a nine-year-old boy just days before Thanksgiving. The investigation of that incident revealed the death was attributed to a previously unknown medical condition.

The Criminal Investigations Division also conducts polygraph examinations for the department. Eight polygraph examinations were conducted in 2020 with all of them being for hiring.



Forensic Services Unit



The Forensic Services Unit (FSU) is responsible for all property room functions, crime scene and evidence processing, and forensic requests to ensure that evidence is correctly managed throughout the duration of the case investigation. The FSU is comprised of a Sergeant, a Forensic Detective, and a Property Room Manager. The FSU reports to the Intelligence Unit Lieutenant and is also responsible for managing and training the 21 shift evidence technicians who are assigned to other divisions within the agency. Following the retirement of Ron Adams in 2019, the early focus of the Unit was to hire his replacement. After an extensive search of qualified candidates, Chuck Blackford was hired as the new Property Room Officer. Chuck was previously a sworn officer with the Westfield Police Department where he oversaw their property room and Forensic Unit. Chuck retired from Westfield to accept the position vacated by Ron's retirement.

2020 was another busy year for the FSU. With everything 2020 had to offer, it is difficult to substantiate how all of the events that transpired nationally during the year affected overall crime statistics in Fishers. The FSU worked through the pandemic by continuing daily property intake, working through the back log of discovery requests, and continuing to complete lab requests. The FSU processed numerous crime scenes including three homicides, multiple shootings, and multiple death investigations. The FSU assisted with several major Criminal Investigations Division investigations, including a serial bank robbery investigation and a major theft ring investigation.

In 2020, the FSU processed 2,880 in-house forensic requests. An additional 1,463 requests were managed that required items to be sent to the Indiana State Police Lab for processing. Shift Evidence Techs were utilized 468 times for processing crime scenes. In all, the property room took in 4,051 new items of evidence. The FSU also continued to support the Fishers Crime Gun Initiative by processing crime guns and adding the data obtained from these guns into the National Integrated Ballistic Information Network (NIBIN) where the data is compared to other known standards. This contribution of data into NIBIN allows investigators from all over our region to develop leads and further investigations into violent crimes committed in their jurisdictions.

In addition to the forensic work that was completed in 2020, the FSU continued to oversee the Unmanned Aircraft System (UAS drone Air391) program. Air391 was called out 17 times during the year to support a variety of call types. These calls included overwatch during civil demonstrations, surveillance operations, search and rescue for missing persons and/or fleeing suspects, and aerial photography for crime scenes and fatal crash investigations. Air391 was also upfitted with a parachute system that automatically deploys in the event of an uncontrolled descent. This upgrade makes the operation of the drone much safer when the drone is operating over public spaces.

The close of 2020 saw the approval of an additional civilian Forensic Investigator for the Unit. The process to hire the much needed addition was completed, and Officer Matt Noyes was selected to fill the position. His transition from sworn police officer to civilian Forensic Investigator will be completed early in the coming year.



The FPD 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 in order to provide actionable intelligence on the existence, identities, and capabilities of criminal enterprises operating in and around our city. The FPDIU is comprised of a Lieutenant, a Detective, and three Intelligence Analysts (IA).

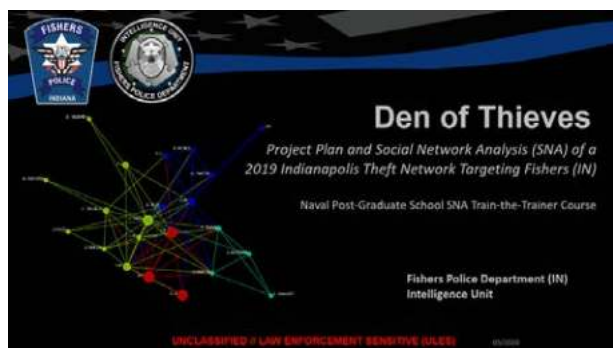
“Unprecedented” is the only way to describe the year 2020. To say that 2020 placed a variety of hurdles in the path of our agency would be an understatement. As with every other unit in the PD, the FPDIU had to figure out how to maintain our productivity while navigating the pandemic and subsequent closures of our workspaces. The pandemic, coupled with national civil unrest, and a very contentious presidential election year brought many challenges to our Unit. 2020 also proved that the only constant is change as we said farewell to Analyst Andrea Props who left to take on the vacated position of our Community Prosecutor. It will be an early goal of 2021 to find a replacement for the open position.

In 2020 the FPDIU continued to support our officers by providing both tactical and strategic intelligence to our department. In addition to publishing a variety of bulletins and requests for information, the FPDIU continued to publish its weekly Fishers COP bulletin which highlights immediate threats and recent crime trends in our jurisdiction. The unit also provided weekly updates to the city in support of the Mayor’s mental health initiatives.

The pandemic and subsequent stay-at-home orders may have had the unintended benefit of reducing some criminal activity, but it was still a busy year for the FPDIU. During the year, the Unit assisted our Criminal Investigations Division (CID) with several active cases. These cases included three homicide investigations, assisting with the identification of a large-scale local theft ring, and members of the unit directly pursuing and taking into custody a serial bank robbery suspect. The CID and FPDIU work so closely together that there are not many cases that are investigated without the units collaborating in some fashion.

In addition to assisting with criminal matters, the FPDIU was also tasked with monitoring and gathering data on potential threats associated with civil unrest and demonstrations. Between the pandemic, several high-profile officer-involved shootings, and national political turmoil, there were many reasons and opportunities for groups to organize and conduct demonstrations and protest throughout our nation. Fishers saw several groups conduct planned and unplanned demonstrations within our jurisdiction. These groups represented a myriad of causes including, racial equality, Second Amendment rights, groups arguing for or against President Trump, and groups arguing for or against pandemic restrictions. The FPDIU worked diligently to identify key players in these organizations and identify potential threats to our city while ensuring that our work was conducted in a legal manner following all rules of law and policies.

The FPDIU also continued to further our commitment to our regional law enforcement partners by staying involved with the Indianapolis Violence Reduction Partnership (IVRP), collaborating with Intel assets from Carmel, Noblesville, and Greenfield, and assisting other agencies in Hamilton and Madison Counties through the use of our ZETX program and Leads Online RTC access. The FPDIU has also partnered with Indianapolis, Noblesville, and Carmel to expand the use of license plate reader (LPR) cameras within our areas of responsibility. Our analysts and detectives now have access to the Flock LPR systems currently in place in Indianapolis and have spearheaded the efforts to purchase and install a network of Flock LPRs in Hamilton County. The FPDIU applied for and received a grant to offset the costs of installing these LPRs in Fishers. The use of these LPRs has already proven to be effective in identifying and locating suspect vehicles that were involved in numerous crimes in Fishers. 2021 will see an increase in the use of such technologies to increase our effectiveness in combating the criminal element in our area.



Special Investigations Unit

The Special Investigations Unit is responsible for investigative and support roles within the Fishers Police Department and provides critical support of investigative functions for several other agencies. The Special Investigations Unit is responsible for the management of the Hamilton County Metro Child Exploitation Task Force, Digital Forensic Laboratory, Crime Reduction Unit and assigning investigators to area task forces. These task forces include the Hamilton/Boone County Drug Task Force, Alcohol Tobacco Firearms Crime Gun Intelligence Center, and the Indianapolis FBI Violent Crimes Task Force. In addition, members of the unit lead ancillary functions such as the asset forfeiture efforts of the Department.



ATF Crime Gun Intelligence Center (CGIC)

In 2020 the Fishers Police Department continued to have one detective assigned to the CGIC. CGIC is an interagency collaboration between law enforcement, local and federal prosecutors, academic organizations, the crime lab, and corrections and probation agencies. The CGIC model focuses on the collection and real-time analysis of crime gun evidence in an effort to identify armed violent offenders for investigation and prosecution, and to remove crime guns from the community. The initiative ensures that all guns confiscated by FPD and participating agencies are collected using a standard procedure, forensically tested, and entered into a national database. In 2020, over 60 personnel from multiple agencies were trained on the standard gun collection procedure by FPD. By using this procedure, the Fishers PD processed 97 guns leading to positive DNA matches for 33 of them. Multiple crime guns were also found to have ballistic and fingerprint matches to other investigations in Central Indiana. Thanks to the efforts of the Fishers PD detective at CGIC, there were multiple felony arrests with Fishers ties, with several offenders being charged with federal crimes.

Indianapolis FBI Violent Crimes Task Force (VCTF)

The VCTF is managed by the Federal Bureau of Investigations and is comprised of detectives from departments around Central Indiana. The Fishers Police Department has one detective assigned to the VCTF. The focus of the Task Force is to investigate major crime organizations and gangs as well as to conduct long term investigations which target the prosecution of entire organizations. In 2020 the VCTF worked a number of high-profile cases resulting in arrests. These included individuals arrested for homicide, robbery, gun crimes, crimes against children, human trafficking, and kidnapping. Having a presence in this task force allows the Fishers Police Department to more efficiently exchange intelligence and to provide proactive policing in needed areas based on violent crime trends. Some of these cases included multijurisdictional bank robberies, drug trafficking, and pharmacy robberies with Hamilton County ties. In 2020 the VCTF made over 75 arrests and served nearly 120 search warrants. The VCTF also participated in Operation Legend resulting in several dozen arrests and several recovered weapons.

Asset Forfeiture and Equitable Sharing

The Fishers Police Department uses asset forfeiture as a strong deterrent to drug related crimes and other felonies. Any funds that are court ordered to be turned over can be used to help support our efforts in serving the community. These funds also support the state general fund and Common School Fund. FPD also participates in the Federal Equitable Sharing Program. This program allows the Department to share in federal asset forfeitures from state and federal prosecutions.

Hamilton County Metro Child Exploitation Task Force and Digital Forensic Laboratory

These groups are made up of six personnel from three agencies including the Fishers Police Department, Carmel Police Department, and Noblesville Police Department. The Hamilton County Sheriff's Office is expected to add a detective to the task force in 2021. Keith Weesner was promoted to Sergeant in 2020 to supervise these detectives. The investigators are responsible for investigating child exploitation crimes in Hamilton County and the surrounding area. Members of the Task Force and Digital Lab have received national recognition for their investigative and digital forensics work. The Digital Lab is one of only a handful of digital evidence laboratories in the state. In 2020, the Task Force and Digital Lab worked on several high-profile child exploitation cases and assisted Homeland Security Investigations on a regular basis. In 2020 the Child Exploitation Task Force worked a total of 192 cases, many of which are still ongoing. These efforts led to the rescue of 19 child exploitation victims and the arrests of several suspects. The Digital Lab examined a total of 289 devices assisting in the investigation of multiple crime types to include child exploitation, homicide, robbery, and drug offenses.

Hamilton/Boone County Drug Task Force (DTF)

The Hamilton/Boone County Drug Task Force (DTF) is a multi-agency, multi-jurisdictional task force that initiates covert undercover drug investigations primarily in Hamilton and Boone Counties. DTF is made up of six detectives, including one from the Fishers Police Department. FPD continues their long-standing relationship with the DTF and recognizes the efforts and quality cases that come from this positive relationship. Despite the COVID interruptions, DTF detectives were able to work over a hundred cases and make significant seizures of drugs, guns, and money. In 2020, there was a large market for marijuana and marijuana-related products. Heroin and fentanyl remained available in Hamilton County, but not with the same demand as methamphetamine.

Special Investigations Unit, *continued*

Crime Reduction Unit

The Crime Reduction Unit (CRU) is a specialized team within the Investigations Division. The Unit was assigned to the Investigations Division in early 2020. The Crime Reduction Unit is made up of five officers to include a K-9 Officer. The primary mission of CRU is to proactively seek out the criminal element as well as serve as an additional law enforcement resource within the Fishers Police Department and to surrounding agencies. This mission is sought using a combination of efforts to include highway interdiction, hotel interdiction, following up on citizen tips, conducting quality of life investigations, conducting covert surveillance, and focusing on firearms and illegal narcotics investigations.

In 2020, CRU went through several personnel additions. In early 2020, Sergeant Greg Weesner was assigned to the Unit as the direct supervisor and K-9 Officer McFerran and K-9 Rexo were added to the Unit. In the summer of 2020, an officer was selected to serve as a Detective with the Federal Bureau of Investigations (FBI) Safe Streets Task Force. As a result, two officers were selected to fill the vacancy in the Crime Reduction Unit. Highlights from 2020 include the seizure of: illegal firearms, narcotics, illegal proceeds from the sales of drugs, and the following:

- February 2020, CRU partnered with the Fishers Police Department Criminal Investigation Division along with several other agencies due to a rise in bank robberies. Surveillance was conducted at several banks. During the surveillance, a bank robbery occurred at a nearby bank. Detective Nelson located the suspect vehicle and because of the collaboration, two bank robbery suspects were taken into custody. Officers with the Crime Reduction Unit assisted with the investigation and located the handgun and currency from the robbery which assisted the FBI with the prosecution.
- April 2020, CRU was conducting two separate narcotics investigations. The investigations involved narcotics being distributed from two separate residences within the City of Fishers. Several divisions within the agency assisted with both cases and as a result of the collaboration, several pounds of marijuana, THC cartridges, and THC concentrate was seized. Additionally, four firearms and \$13,000 in U.S. currency was seized.
- May 2020, CRU was assisting the FBI with a federal narcotics investigation. During the investigation, CRU officers conducted a traffic stop on I-69 South and recovered over a pound of crystal methamphetamine and several thousand dollars of U.S. currency. As a result of the interviews and investigation, the FBI was able to indict several individuals for federal narcotics violations.
- September 2020, an interdiction stop on I-69 North resulted in the seizure of over a half pound of crystal methamphetamine, various other narcotics, \$2,000 in U.S. currency, and four handguns. As a result of the stop, the suspect was indicted by the FBI for federal narcotics trafficking and firearm charges.
- September 2020, an investigation involving narcotics being sold from a residence was conducted. As a result of the investigation, 7,500 doses of LSD, a handgun, several pound of marijuana and THC concentrate, and \$13,000 in U.S. currency was located and seized.
- November 2020, an investigation of narcotics being sold at a park was conducted. As a result of the investigation, two handguns, over a pound of psilocybin mushrooms, and several pounds of marijuana, THC edibles, THC cartridges and THC concentrate was located and seized.



Special Investigations Unit, *continued*

Several case investigations by CRU in 2020 led to federal indictments by the Bureau of Alcohol, Tobacco, and Firearms (ATF), Drug Enforcement Administration (DEA), and the FBI.

CRU assisted the Hamilton/Boone County Drug Task Force, Madison County Drug Task Force, Indianapolis Metro Drug Task Force, Homeland Security Investigations, DEA, FBI, and ATF, and United States Postal Service, with multiple cases over the course of this year. The Crime Reduction Unit continues to partner with various agencies to keep Fishers safe.

CRU continued to network with various agencies throughout Hamilton and surrounding counties. As a result of the networking, CRU has worked with the Noblesville Proactive Oriented Policing team, and will be working with newly created Hamilton County Sheriff's Officer Crime Reduction Team. Additionally, CRU has spoken with and advised representatives from Madison and Delaware Counties in reference to starting teams in those jurisdictions. CRU also continues to assist probation and community corrections departments in Hamilton and surrounding counties to assure that their needs are being addressed.

Tips called in by citizens or information received from patrol officers as a result of citizen information, remain a vital part of the unit's mission and the ability to combat criminals within Fishers neighborhoods. Public willingness to work with members of the Fishers Police Department continues to have a direct impact on improving the quality of life for Fishers residents. We strongly encourage the public to reach out to police when they observe suspicious activity or behavior. Below is a brief summary of some of the Unit's accomplishments in 2020.

- Total Criminal Cases 115
 - Felony Arrests 87
 - Misdemeanor Arrests 28
 - Warrant Arrests 32
 - Illegal Firearms Seized 30
 - U.S. Currency Seized \$54,447
 - Informants developed 17
 - Federally adopted cases 4
 - Illegal Narcotics Seized
- | Type | Amount |
|----------------|----------|
| Heroin | 30g |
| Marijuana | 9,407g |
| Cocaine | 30g |
| Meth | 1,034g |
| Pills | 386g |
| Mushrooms | 631g |
| THC Cartridges | 829 each |
- *Heroin, Cocaine, Methamphetamine, Marijuana, Pills:
Total Approx. 25.4 pounds



Support Division

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
- UCR/NIBRS
- Community Service and Animal Control
- Accreditation
- Police Technology
- School Resource Officers and School Safety
- Cops and Kids
- Teen Academy and Explorers
- Traffic Enforcement



Support Division Sworn Office Staff
 Front Row: Lt. Norm Tate, Capt. Mike Johnson, Lt. Darrin Emmons
 Back Row: CSO Randy Kelly, Ofc. Edgar Holmes, Ofc. Jessica Stout, Sgt. Tom Weger

Dealing with all the challenges that 2020 presented did not exempt the Support Division. All aspects of the service we provide were impacted by the COVID-19 global pandemic. With many employees working from home and adjustments being made to keep people safe, we can report that the Support Division was able to maintain a high level of community and customer service. Some of the improvements that were made that will stay with us after COVID-19 passes include an improved credit card system in the front office, online applications for gun permits, quarterly school safety vulnerability assessments for our schools, and utilization of technology such as Microsoft Teams and Zoom for training and education.

The challenges of COVID aside, 2020 was a productive year in the Support Division. The agency reorganization that started in 2019 concluded in 2020 with the Traffic Unit transitioning to Support. We also welcomed Lt. Darrin Emmons to the division as the Special Operations Lieutenant. The Public Affairs Unit was also created and incorporated recruiting & hiring, public information, social media, public education, and our diversity committee. The Public Affairs Unit is Sgt. Tom Weger, Officer Edgar Holmes and Officer Jessica Stout. We would like to also recognize the 40-year law enforcement career of Lt. Dave Dunbar. Dave retired in 2020 and we wish him all the best as he transitions to a new chapter in his life. Congratulations Lt. Dunbar!



Administratively, the massive transition to a National Incident Based Reporting System (NIBRS) was also completed and the hard work of Records Manager Angie Adle and Quality Assurance Tech Sam Higginbotham should be noted. From a staffing perspective, the front office staff said goodbye to Binh Dennis and welcomed Records Clerk Katherine Zipper.

As we prepare to move into 2021, there are many opportunities to make our agency better. We are excited about the challenges that lie ahead. One improvement the agency will see is a new agreement with Axon that will improve police technology as well as training opportunities.



Fishers Police Civilian Staff
 Front Row: Hannah Toller, Angela Adle, Denise Calandrelli, Samantha Higginbotham
 Back Row: Avery Fluke, Katie Zipper, Tammy King, Erica Eichelman, Allison Nicholson

Recruitment and Hiring

Recruiting qualified applicants continues to be a year-round effort for the police department. Due to the pandemic, much of our recruiting outreach in 2020 was accomplished by utilizing the power of social media and the word-of-mouth efforts of our current officers.

In 2020, the police department held one hiring process and received 329 applications. Twenty-eight applicant background investigations were completed. In total, the department hired five sworn police officers bringing the department's total sworn to 119. Of those five, two were certified lateral applicants with prior law enforcement experience.



Public Education and Outreach

Officer Jessica Stout is responsible for all Public Education and Outreach Programs. Officer Stout manages programs such as: Neighborhood Crime Watch Programs, Books and Badges, Safety Link (a senior morning call program), Touch-a-Truck, National Night Out, the department's intern programs, and department tours. Upon request, she coordinates workplace violence and robbery prevention/response training for local businesses and churches that are interested in reviewing or implementing emergency safety plans.

Due to COVID-19 closures and restrictions, many of our programs were halted in 2020. We are hopeful that we will have the opportunity to revive our public education events in 2021.



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 911. “See Something, Say Something”. We recognize that too often we are prone to rationalize as “OK” something we see that seems “out of place”.

To set up a Neighborhood Crime Watch program in your neighborhood, we need to establish a relationship between the community and the police department. A coordinator and block captains for the neighborhood must be established. The coordinator is a liaison between the police department and neighborhood. Block captains are responsible for coordinating small groups of households within the neighborhood by building relationships and forwarding information from the coordinator. Block captains and coordinators can find calls for service in their area by using www.crimereports.com. If additional information is needed, or if there is a rash of activity going on in the area, the police department will provide them that information. Getting to know your neighbors, their families, their habits, the cars they drive, and other pertinent information is probably the most important aspect of a successful Crime Watch Program. Knowing these things about your neighbors will allow you 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 2020, Fishers Police Department had 75 active crime watch neighborhoods. Many neighborhoods are going to a social media platform such as Nextdoor, Neighbor (Ring Portal) and Facebook for getting their messages out. We have started monitoring and working with some of those sites. In 2021 we will discuss different options in this area.

If you are interested in joining us, feel free to call the Fishers Police Department at 317-595-3300 and ask for the department’s Crime Watch representative.



Current Neighborhoods

Avalon- The Enclave	Avalon-The Woods	Avalon South
Bay View	Bluestone	Brendonshire
Britton Falls	Brookfield	Brooks Park
Brookston Place	Canyon Ridge	Charleston Crossing
Cherry Hill Farms	Conner Creek	Country Fields at Fishers
Courtyard Lakes	Covington Estates	Delaware Crossing
Delaware Pointe	Eller Commons	Eller Creek Condominiums
Eller Trails	Forest Knoll	Geist Overlook
Gray Eagle - Highlands	Gray Eagle - Bluffs	Gray Eagle - Links
Gray Eagle - Reserve	Gray Eagle - Woods	Gray Eagle - Hawks Landing
Gray Eagle - Cotton Wood	Graystone	Harrison Park
Harrison Pointe	Hickory Woods	Hillsdale Grove
Idlewood	Lake Stonebridge	Limestone Springs
Meadowbrook Village/Estates	Muir Woods	Oak Hall
Pleasant View	Prescott	Quaker Ridge
River Glen/Ridge/Barrington	Rolling Knoll	Royalwood (Lakes, Trails)
Sandstone Woods	Saxony	Sedona Woods
Seven Oaks	Somerset	Summerfield
Sunblest Farms	Sutton Crossing	Sweetbriar
Sweetbriar North	The Anchorage	The Boulders of Fishers
The Bristols	Timber Springs	Timberstone Villas
Villas at Geist	Waterford Gardens	Whispering Woods
Wildwood Estates	Windermere - Heritage Green	Windermere -Woodlands
Winding Creek Woods	Wintercove	Woodberry

Traffic Unit 2020

2020 was another very busy and successful year for the Traffic Enforcement Unit during the Global COVID pandemic. For the year, the Unit issued 3,544 citations, including 682 for seat belt and child restraint violations. The Traffic Enforcement Unit also made 124 arrests for traffic and drug related offenses and inspected or installed 27 child safety seats.

As the City continues to grow, the number of traffic crashes have also historically been higher. However, in 2020, due to the pandemic, we saw a significant decrease of 31.4% in property damage crashes and a 29.5% decrease in personal injury crashes within the City. There were four fatal crashes within the city limits in 2020. These reductions can be explained by the significantly less amount of traffic on our roadways which is attributed to drivers driving/traveling less due to COVID-19. It continues to be the goal of the Traffic Enforcement Unit to reduce the number of crashes and injuries on our city's 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 2021, we have again received this important grant funding specifically for targeting impaired driving, increasing seat belt usage and enforcement of the Distracted Driving Law.

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 was 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 2021, we encourage all citizens of the City of Fishers to do the following:

- Drive Safely
- Buckle safety belts
- Do not drink and drive or use your mobile devices while driving

Car Seat 2020

The Fishers Police Department has six certified child safety seat technicians. In 2020, those technicians inspected and assisted caregivers with 27 in-person child safety seat installations. Due to COVID restrictions, several other caregivers were assisted with their child safety seats via phone and website instruction. To help ensure correct seat installation and usage, the Fishers Police Department technicians conduct community events on the first and third Tuesdays of each month between 9:00 a.m. and 12:00 p.m. Although inspections are a free community service, appointments need to be made by calling 317-595-3300.



Traffic Unit
Ofc. Jamie Jones, Sgt. Steve Pickett, Lt. Darrin Emmons, Ofc. Troy Fettinger



Car Seat Team:

Front Row: Angela Adle, Samantha Higginbotham, Allison Nicholson
Back Row: Ofc. Troy Fettinger, Sgt. Steve Pickett, Ofc. Jamie Jones





Right to Left:
Hannah Toller, Katie Zipper, Avery Fluke,
Angela Adle, Samantha Higginbotham

Records Management, Police Technology, and Customer Service

In 2020, Angie Adle managed the Records Unit by working with four civilian staff members and one volunteer. 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. This year Angie and Quality Assurance Tech Samantha Higginbotham successfully obtained National Incident Based Reporting Systems (NIBRS) certification for the agency. This certification not only allows the agency to maintain federal funding but also provides a more comprehensive police data to the public. The Records Unit also helped out other city departments during the COVID-19 pandemic by volunteering their time to answer questions for the city hotline and to do contact tracing for the Health Department.

Records Statistics	2018	2019	2020
Police Reports	3,836	3,925	3,632
Arrest Reports	1,490	1,459	1,211
Uniform Traffic Tickets and Warnings	5,394	6,041	4,493
Ordinance Violation Bureau Tickets	231	259	319
Vehicle Crash Reports	2,200	2,097	1,640
Gun Permits	593	620	1,719
Alarm Permits (New & Renewals)	2,266	1,796	923
Public Records Requests	1,735	1,959	1,801

Special Event Planning and Emergency Operations Planning

Lieutenant Norm Tate is responsible for planning and scheduling all special events involving the police department. Lt. Tate is also 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. The committee reviewed over 300 applications for special events from various organizations in 2020. Many events needed some amount of police involvement.

Lt. Tate is also the agency representative for emergency operations planning. The Fishers Police Department and the City of Fishers uses 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.



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

The Federal Bureau of Investigations made the transition from the Uniform Crime Report (UCR) to a NIBRS on January 1, 2021. In order to be in compliance with the 2021 date, the Fishers Police Department began submitting NIBRS data in May of 2020. The numbers listed here are the numbers reported to the Federal Bureau of Investigation UCR (1st quarter) and NIBRS (2nd, 3rd, & 4th quarter) programs by the Fishers Police Department.

UCR/NIBRS Reported Actual Crimes	2018	2019	2020
Murder	1	0	3
Rape	7	10	7
Robbery	6	10	10
Aggravated Assault	25	32	53
Burglary	37	50	19
Theft	688	636	529
Motor Vehicle Theft	73	49	61
Arson	4	8	3



Records Manager Angela Adle and
Quality Assurance Tech Samantha Higginbotham
with NIBRS certificate

Public Information (Media & 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.

In 2020, Fishers Police implemented Relay. Relay is a community engagement platform to help connect first responders with the citizens they serve by creating a space for community protection to thrive. Relay allows citizens to submit non-emergency incidents directly to the Fishers Police Department in real-time. Our officers can communicate with citizens and send updates on the report that was submitted.



Statistics from FPD's Social Media Reach

	2019	2020
Facebook	20,040	23,307
Twitter	12,000	13,300
Instagram	1,690	4,388
Nextdoor	20,257	27,676
Relay	--	7,679



Community Service and Animal Control

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

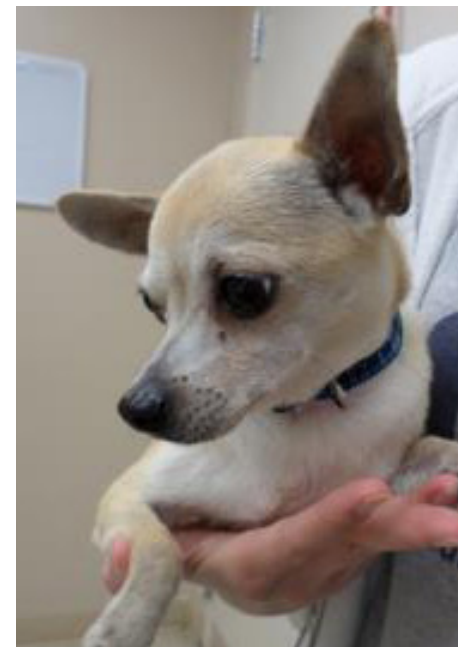
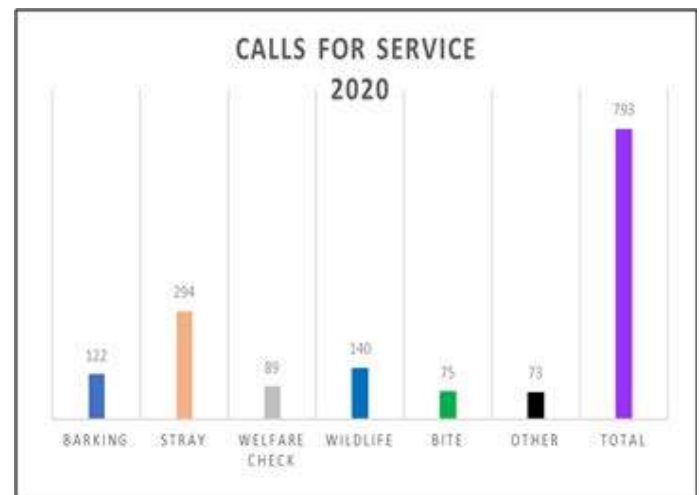
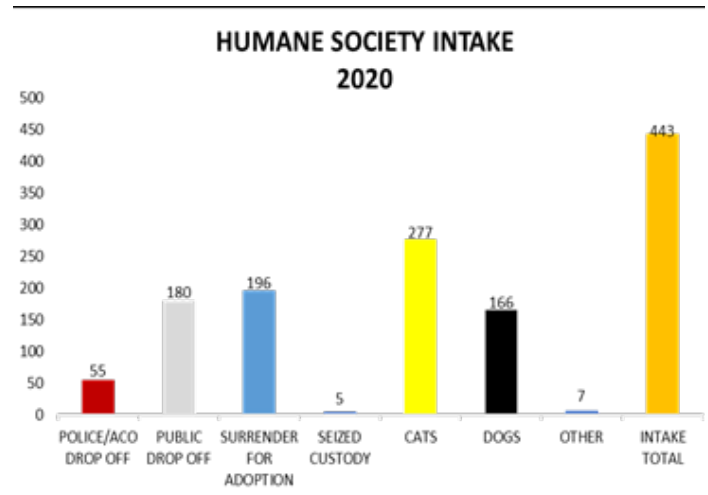
The most common complaint continues to center around animals running at large. There are typically three categories of animals running at large: those that are intentionally permitted to run, those that accidentally get loose and are able to run, and stray animals. We also receive nuisance complaints that include: animals that bark all hours of the day/night, welfare checks of animals, and animals that create hygiene/health concerns on the property. The department also receives several complaints per year on non-domesticated animals.

The City of Fishers has an ordinance in place to provide guidance and restrictions for residents in the City of Fishers. The police department attempts to educate residents using the ordinance and frequently meets with residents to make sure compliance is being met. A violation of the ordinance could result in a fine or a citation in the City of Fishers Court.

The police department responded to 793 calls for animal control services for 2020.

In 2020, a total of 443 cats and/or dogs were taken to the Humane Society for Hamilton County by the City of Fishers totaling a cost of \$128,154.00. Of the 443 animals, 180 were brought in by the general public as “stray” and 196 were brought in and surrendered for adoption by owner.

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



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. FPD received their sixth accreditation award in November of 2019.

CALEA accreditation is a four-year process which entails having Compliance Service Members conduct offsite electronic file reviews every year for four years. In the fourth year, after the electronic review, assessors visit the department to interview employees, volunteers, and community members while observing the actual day-to-day processes and procedures of the department. FPD successfully had our most recent electronic review in October of 2020.

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.

Accreditation provides FPD with a roadmap for improving community relations and transparency. 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 Federal Funding Certification per Executive Order 13929

In December 2020, the Fishers Police Department received approval from the Commission on Accreditation for Law Enforcement Agencies (CALEA) for national use of force policy certification. CALEA reviewed FPD policies and found that the department is in full compliance with all requirements for federal certification. FPD is proud to be a leading law enforcement agency and among the first in the nation to receive this approval from CALEA.

This three-year certification is part of President Trump's Executive Order 13929 to ensure that law enforcement agencies across the country provide transparent, safe, and accountable delivery of services to their communities by prohibiting chokeholds as a use of force technique and by maintaining use of force policies that adhere to all local, state, and federal laws.

Our mission is to protect and serve our city, secure the future of our children, and support our officers and staff to achieve the highest standards. National use of force policy certification is another way for us to demonstrate our commitment to serving and protecting.

Fishers Police School Resource Officers

At the beginning of 2020 and during the start of the second semester of school, the SRO Unit began the year with a full staff of officers. They continued to assist with the needs of the school administrators and staff while being visible and mentoring our students. Our daily routine was abruptly changed in March upon the arrival of COVID-19. The students transitioned into virtual learning for the remainder of the school year. The SRO's remained present within their assigned schools by assisting with various tasks that arose within each individual school.

In February of 2020, the SRO Unit welcomed Officer Adam Shanks to the team. Officer Shanks is an eight-year veteran with three years with the Fishers Police Department. He began his law enforcement career with Anderson Police Department prior to joining our agency. Officer Shanks is currently assigned to Fall Creek Junior High and is responsible for those schools that feed into FCJH.

In April of 2020, Lt. Darrin Emmons transitioned to the Support Division to oversee the SRO Unit after working for approximately 20 years in the Patrol Division. Lt. Emmons filled the empty Lieutenant position that was previously held by now Support Captain Mike Johnson. Captain Johnson has commanded the Support Division since December of 2018. The SRO Unit falls under the Support Division.

In May of 2020, the SRO Unit welcomed Sgt. Scott Wilcox to the team. Sgt. Wilcox is a 26 year veteran with 18 years with the Fishers Police Department. Sgt. Wilcox began his law enforcement career with South Bend Police Department prior to joining our agency.

As the SRO Unit transitioned into the summer of 2020, many of the summer activities had to be canceled. The SRO's transitioned to the "Fishers Business Recovery Team" which assisted in contacting several hundred local businesses. The focus was to provide COVID-19 information to the businesses. The goal was to expedite the reopening of our local businesses in a safe and timely manner.

In December of 2020, Officer Briana Guy made the decision to leave the SRO Unit to continue her law enforcement career in the Patrol Division. We appreciate Officer Guy's dedication to the SRO Unit, students, and staff of the Hamilton Southeastern School District during her time in the Unit.

Internal staffing issues are continuously being managed and we are looking forward to fully staffing the SRO Unit in the very near future. 2020 SRO assignments were as follows:



Officer Matt Ruhnnow – Fishers High School
Officer Kevin Sutton – HSE High School
Officer Dave Pyle – High School Support/FOCUS School/Riverside Junior High School
Officer Alicia Ahnert – Fishers Junior High School
Officer Shaun Williams – Hamilton Southeastern Junior High School
Officer Adam Shanks – Fall Creek Junior High
Officer Briana Guy – Riverside Junior High
Sgt. Andy Burks – East Supervisor
Sgt. Scott Wilcox – West Supervisor



Fishers Police School Resource Officers, *continued*

Each officer assigned to a junior high school is also responsible for the elementary and intermediate schools that feed into that junior high school. Each junior high officer has anywhere from four to six schools assigned to him/her and is responsible for teaching a variety of topics to the students.

Training in school safety, mental health, and crime prevention will continue to drive our efforts. Prevention efforts 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 2021, it will continue to be our mission to provide a safe and effective learning environment for our schools.

In 2020 there was approximately a 40% decrease in the total number of case reports and approximately 25% decrease in arrests. The increase in total number of incidents is related to when the schools went virtual, the SRO's were able to become more proactive in their patrols of their buildings. This generated a significant increase in the number of directed patrols. SROs also conducted welfare checks on students and families experiencing difficulties related to COVID-19. The incident increase is also related to activities related to the Business Recovery Team. Looking at these statistics, it is important to know that providing guidance and mentoring to students is a priority; arresting kids is not. We are constantly striving to find alternatives to arrest, especially when school discipline may serve the same purpose. Utilizing school discipline and making referrals to the Fishers Youth Assistance Program are frequently used resources.

It should be noted that HSE is the fourth largest school district in the state serving approximately 22,000 students. In 2020, School Resource Officers services included:

SRO Activity (CAD Reports)	2019	2020
Total Incidents-	857	1,008
Total Case Reports-	106	65
Total Arrests -	27	20

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 "HSE Report It!" tip program
- Classroom resources – 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

For 2021, we are preparing for the students to return to in-school learning at whatever percentages the HSE Administration (in conjunction with the Fishers Health Department) decides. We will also be looking to fill the vacant SRO position left by Ofc. Guy and to complete a 2021 strategic goal to add another SRO to the High Schools so that we would have two officers assigned to each High School.

The Mission of the Fishers Police School Resource Unit is to provide a safe, uninterrupted learning environment for students, staff and administration. Our commitment is to maintain a strong partnership with Hamilton Southeastern Schools.

Cops and Kids



The Fishers Police Department Cops and Kids Program started in 2012 with 12 children. Over the past 8 years, the program has continued to grow, and in 2019, FPD sponsored 49 children on event day. In addition to the actual shopping day, FPD was able to help 8 additional children.

In 2020, due to COVID-19, we had to do things differently. Instead of going on our annual shopping trip and spending all morning with the kids, we sponsored a drive-thru toy giveaway. For two hours, anyone could drive through our toy drive. We turned our normal police department garage into a winter wonderland filled with Christmas trees, lights, inflatables, and decorations. We even had a real-life Grinch walking around and greeting the cars full of kids. As families in cars entered our winter wonderland, they were greeted by Santa Claus who handed out candy canes, teddy bears, and blankets. After speaking with Santa, they pulled forward where our officer “elves” loaded items into the vehicles, and then off they went with Christmas toys!

The event would not be as successful as it is without the hard work that goes on behind the scenes by Officer Alicia Ahnert, Detective Tracy Jones, the Pacers Organization (who provided the many toys), and the support of the FPD staff and administration.



Teen Academy

Due to COVID-19, the Teen Academy was canceled for 2020. We are hoping that we can once again host the Academy in the summer of 2021. We look forward to building relationships between officers and youth in the community. These relationships are key to not only our SRO's, but to the entire agency as we attempt to reduce juvenile delinquency in our community. The Teen Academy is a weeklong academy that consists of physical training, recreational games and team building exercises that most certainly create memories for a lifetime.

Explorers

The 2020 Explorer program was halted due to COVID-19. Prior to putting a hold on the program in March, the FPD Explorers consisted of more than 20 young men and women who participated in activities such as arson detection, investigations, report writing, officer ride-alongs, and traffic stops. In addition, Explorers had opportunities to assist with traffic direction and security at the Fishers Farmers Market. Through program involvement, Explorers develop an awareness of the common purpose, mission, and objectives of the Fishers Police Department.

The goal of the program is to provide young adults between the ages of 14-19 with a comprehensive law enforcement program of hands-on experiences, tours, guest speakers, discussions, and scenarios. Some graduates of the Explorer program have gone on to become police officers and members of the United States Military.



The Explorers are mentored by a group of dedicated law enforcement professionals who provide guidance and leadership for future life experiences and a possible law enforcement career. It is our goal to revive the program in 2021 by holding a recruitment open house in the fall of 2021.

2020 Team Members

Sergeant Wayne Druelinger

Sergeant Jason Arnold

Detective Sergeant Robbie Ruble

Sergeant Cesar Rodriguez

Officer Rob Thompson

Officer Jordan Graham

Officer Chris Marshall

Officer Kyle McFerran

Officer Cody Street

Officer Chris Owens

Officer Matt Noyes

Detective Tom Brooks

The 2020 Fishers Police Chief's Honor Guard Team was comprised of ten patrol officers and two detectives. The Team represents the Fishers Police Department at different venues around the city and around the country. Typically, the Honor Guard Team is busy throughout the year participating in Officer Down Funerals, National Police Week in Washington D.C., local sports opening ceremonies, and local memorial services such as Memorial Day and Veterans Day. However, due to the COVID-19 pandemic, our participation in these events in 2020 was minimal.

In late 2019, the Honor Guard Team put together a competition team to compete at the Honor Guard Competition in Washington D.C. during National Police Week. Members of that team formulated their own routines and presentations. They worked very hard to perfect themselves to be ready for competition. However, National Police Week was canceled, and the members were unable to go. Also, many sporting events were cancelled, and Honor Guard trainings were suspended. They did participate in a socially distanced Memorial Day Service held at Liberty Plaza in downtown Fishers. Video footage from this service was used to create a virtual Veterans Day presentation created by the City of Fishers.

The primary focus of the FPD Honor Guard is to represent the Fishers Police Department at Officer Down Funerals. In 2020, the Honor Guard Team attended and participated in the funerals for Indianapolis, IN. and Warsaw, IN. They also assisted in paying respects to long retired FPD Officer Bill Price.

Training 2020

2020 was a challenging year in many aspects and our training was not isolated from the effects of the pandemic. However, we continued our dedication to provide challenging, effective training founded in national best practices. We continued our monthly training program although some training events were rescheduled or migrated to a virtual format. In addition to our internally developed training program, officers attended outside training relevant to their duties in subjects that included: proactive criminal interdiction, active shooter, emergency preparedness and response, trauma management, and officer wellness.

The Fishers Police Department maintained its commitment to ensuring officers received additional training well beyond the state mandated 24 hours. This is demonstrated by Fishers Police Officers' averaging over 98 hours of training in 2020 and a department total of over 11,470 hours.

Three officers completed instructor development training and will begin adding their expertise to the department's training program. One officer completed an advanced instructor program for Emergency Vehicle Operations. Several officers attended nationally recognized leadership and decision-making training, and we developed a training and leadership program for new supervisors which was successfully conducted in 2020 for six new supervisors.

Two newly hired officers graduated from the Indiana Law Enforcement Academy in 2020 and completed the FPD Field Training Officer Program. Another two newly hired officers completed the FPD Field Training Officer Program after transferring from other Indiana law enforcement agencies.

In 2021, we will continue our pursuit of rigorous, challenging training from top-tier institutions with foundations in best practices.

FPD Citizens Academy

The 2020 Citizens Academy was halted due to COVID-19. We are hopeful that we will be able to re-start the program sometime in 2021. When the Citizens Academy is running, it is open to anyone in the community ages 16 and older. The application is available online. Students participate in hands-on instruction as well as practical exercises. Some of the training includes Traffic Stops, Forensics, K-9, Police Intelligence, Criminal Law, Traffic Law, Bike Patrol, Dive Team, and Jail Operations.

Fishers Police Department Citizens Academy Alumni Association

The FPD Citizens Academy Alumni Association, now known as the Fishers Police Corps, is made up of graduates from the FPD Citizens Police Academy program. The members 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 various community events such as the Fishers Boo Bash, Spark!Fishers, National Night Out, and participating in various other departmental volunteer projects throughout the year. The group also voluntarily works at fundraising events where money earned is used to support FPD programs and employees. Although the 2020 community events were canceled due to COVID-19, the group persevered and participated in the following:

- Dine to Donate fundraising events were held at Bubba's 33
- Members performed weekly patrol car inspections to be sure the vehicles were ready to roll when needed.
- The group set up the hall and decorated for the Police Department's annual awards banquet. Members also solicited businesses in the community for raffle and door prizes that the officers and staff members were able to win.
- Members purchased a new canopy for FPD thanks to a generous donation of one of our members.
- Two \$1,500 scholarships were given to students from either Fishers High School or Hamilton Southeastern High School. The second scholarship was made possible by the generosity of CC Inc. Concrete and Excavation Solutions.
- To celebrate National Police Week, we hosted 4 cookouts – one for each shift. During that week, a small gift and a personal note written by one of our members was given to each officer. A top-of-the-line Weber gas grill was presented to the officers to be used for squad cookouts.
- The group joined with the Fishers Police Foundation, and FPD face masks and neck gaiters were given to each employee of the department.
- For the department's annual meeting, the group set up the sally port – socially distanced – and helped with distribution of the food as well as helping with the distribution of a small gift to each employee. We joined with the police department in providing box lunches for the entire department. Thank you to C.R. Heroes for help with the cost of the box lunches.
- A donation was made and members volunteered at the Cops and Kids drive-thru event.
- A plaque commemorating K-9 Harlej's death was presented to Officer Jarred Koopman and a plaque was presented to Chief Gebhart for the wall at the PD.



2020 Accomplishments & 2021 Goals

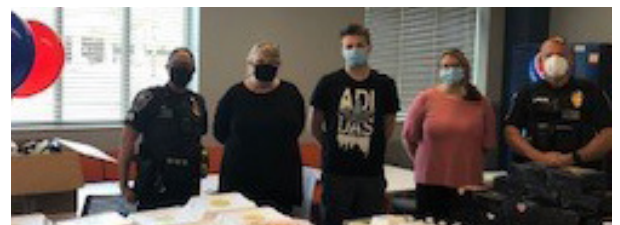
2020 Accomplishments

- The FPD Gun Crime Initiative continued with 97 guns collected and 33 guns linked to other crimes
- Two task force members were selected in partnership with IMPD and Federal Law Enforcement
- The Crime Reduction Unit (CRU) was bolstered with a Sergeant, K-9 Officer, and three officers
- A third K-9 trainer was achieved
- The vacant Support Officer position was filled, and the officer facilitated one hiring process
- A School Resource Sergeant was added to the School Resource Unit
- FPD reorganized into three divisions; Investigations, Patrol, and Support, and an Assistant Chief was added
- The Criminal Investigations Unit was realigned to include CRU, Internet Crimes Against Children, and staffing was added in needed areas
- A Cultural Diversity Committee was established and began reviewing training procedures while communicating regularly with diversity representation from the community
- The High Threat Response Group pursued the Bleed Safe Community qualification and conducted a Community Stakeholder Training

2021 Goals and Objectives

- Continue Crime Gun Initiative with a constant review of task force membership and partnerships
- Transition the K-9 Unit to a stand-alone unit working within the Patrol Division to maximize coverage
- Add an additional SRO to allow for two SRO's in each High School
- Expand the Traffic Unit with one additional officer
- Launch and implement the Flock License Plate Reader System
- Add an additional sergeant to the Criminal Investigations Division
- Address officer involved shooting global components with a written directive
- Establish an Emergency Response Group and Field Force capability to further prepare for large scale events and crowd control
- Continue to monitor wellness concepts for the betterment of each officer
- Explore the formation of an FPD Police Athletic/Activities League

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