Fishers Police Department 2021 ANNUAL REPORT



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.





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.





LETTER FROM THE MAYO



Dear Citizens,

In reflecting on the progress made in 2021, we are all living in a safer and more vibrant community because of the Fishers Police Department. Under his leadership, Chief Gebhart has led this agency through times of adversity and challenge while keeping his focus on its future and the impact the men and women of Fishers Police Department have on our community.

Chief Gebhart and his team continued to establish the Fishers Police Department as a regional leader in law enforcement and community engagement. They consistently showcase their leadership through collaboration with other law enforcement agencies, oftentimes driving change and progress in a system that often resists just that.

Fishers is not immune to the challenges our neighboring communities are facing – crime, substance use, homelessness, and mental illness. But with each challenge, our law enforcement professionals are resisting the status quo, using smart technology, and encouraging cross-agency collaboration to move the needle from reactionary law enforcement to proactive.

In one such instance, the Indiana Gun Crimes Task Force, of which Fishers Police Department and Chief Gebhart played an instrumental role in developing, is using ballistics technology combined with cross agency information sharing to significantly impact the prosecution of those carrying and using crime guns across Central Indiana.

There is much more to be done in our community, but we are fortunate to have the hardworking men and women of Fishers Police Department protecting us every day.

Yours in service,

Scott A. Fadness



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LETTER FROM CHIEF GEBHART



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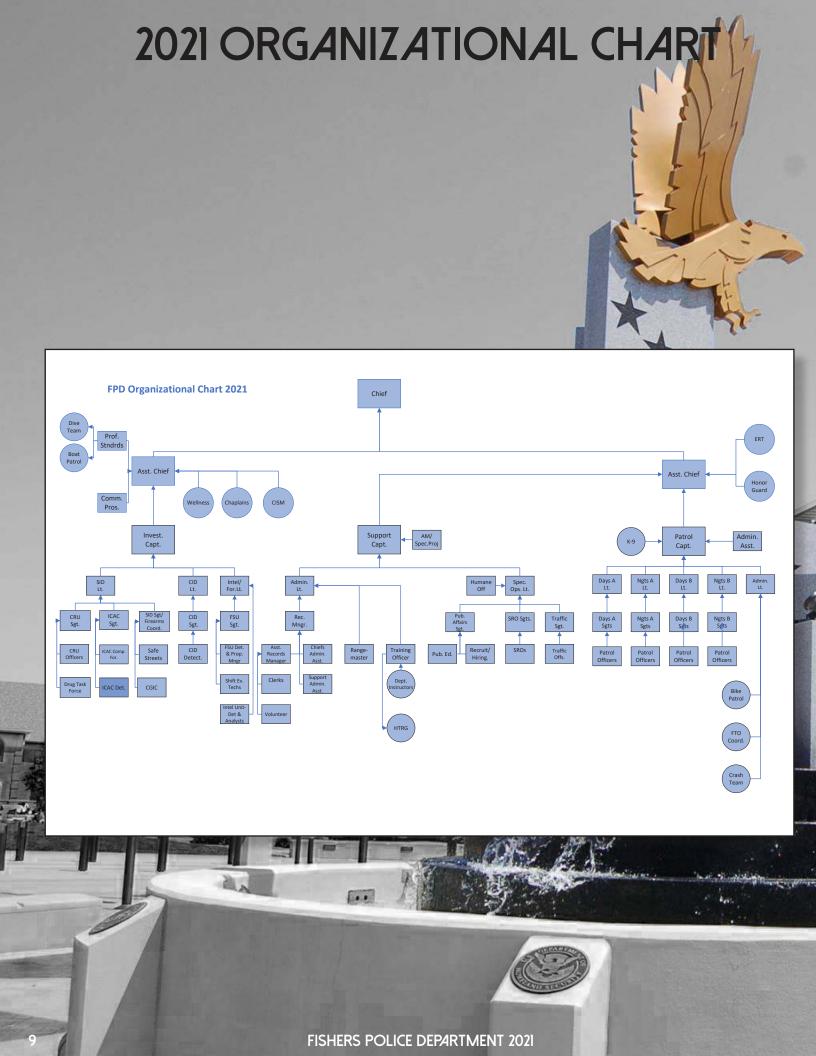
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COMMAND STAFF

8



"AN INTERNATIONALLY ACCREDITED LAW ENFORCEMENT AGENCY"



2021 PROMOTIONS AND RETIREMENTS

Promotions

Four members of the Fishers Police Department received promotions in 2021.

Samantha Higginbotham was promoted to Assistant Records Manager in September. She previously held the position of Quality Assurance Technician in the Records Unit.

In November, three officers received promotions. Andy Burks was promoted to the position of School Resource Unit Lieutenant. Jason Peasley was promoted to Patrol Lieutenant, and Kyle McFerran was promoted to Patrol Sergeant.



Samantha Higginbotham





Andy Burks



Jason Peasley



















Darrin Emmons



Gary Blagburn



Jeff Phelps



Adam Brockman



Bill Smith



Denise Calandrelli



Retirements

We had the opportunity to celebrate the retirements of seven staff members in 2021. Lieutenant Darrin Emmons, Lieutenant Gary Blagburn, Officer Jeff Phelps, Officer Adam Brockman, Officer Bill Smith, Sergeant Dave Kimm, and Office Manager Denise Calandrelli all retired in 2021. We wish them the very best in their well-deserved retirements! Thank you for your years of service to the Fishers Police Department.

HIGH THREAT RESPONSE PROGRAM

Established in 2018 through a unique partnership between the Fishers Police and Fire/Emergency Services Departments, the High Threat Response Program (HTRP) designs, develops, and delivers standardized education, response plans, and training to prepare for complex public safety threats.

The program is currently managed by Officer Sheets and TEMS Officer Lee and supported by eight other public safety personnel from both the Fishers Police and Fire Departments who form the High Threat Response Group. This group provides a diverse skill set and brings a multi-disciplinary approach to training, incident management, trauma care, and tactical response.

2021 marked the program's busiest year as the program furthered a wide variety of initiatives. As the COVID-19 pandemic created challenges to in-person training, the HTRP developed a series of Tactical Emergency Casualty Care (TECC) training videos that were assigned via the department's online training platform. The creation of these short videos provides easily referenced training material that can be accessed at any time and help supplement formal in-person training sessions.

The establishment of a standardized training and familiarization to public safety operations was created and delivered to new hires of both the police and fire departments. This one hour "Fire OPS 101" class was delivered to all 2021 FPD new hires; it provides basic information into the day-to-day operations of the Fishers Fire Department (FFD). This helps new officers understand how to best integrate into Fire/EMS led scenes. In the same fashion, the FPD delivered "LAW OPS 101" to the 2021 FFD recruit class to orient them to FPD practices; it provides foundational information such as how to integrate into law enforcement-based operations.

Members of the HTRP presented the joint response model to public safety leaders throughout Indiana who attended the Indiana SWAT Officers Association Conference. The HTRP also provided in-person TECC training and active assailant training for the civilian FPD staff for incidents in or around the municipal complex.

As the HTRP continues to focus on emerging threats, we continue to develop tactics that may be presented in our community. The use of Fire as a Weapon is an emerging threat the HTRP recently included in training. Personnel from both the HTRG and Emergency Response Team attended a training course that included fire suppression tactics utilizing an Armored Rescue Vehicle.

The HTRP made significant progress in expanding community outreach and education programs related to high threat preparedness. This included the delivery of four community stakeholder presentations throughout the community. These three-hour courses provide attendees with information they can use not only as a citizen to be better prepared, but also provide information they can take back to their associated business or church to better prepare the facility. The HTRG also positioned itself to conduct Stop the Bleed classes and added this as a component that is paired with the stakeholder training.

In partnership with the Ascension St. Vincent Trauma Outreach Program, HTRG members assisted with one of their largest Stop the Bleed Programs which was held at Fishers High School. About 100 educators attended the training. The HTRG also conducted vulnerability assessments at a variety of building types, ranging from private schools to private clubs and municipal facilities.

In addition to these tasks, the HTRG planned and conducted a three-day active assailant incident functional exercise at a local private business. This included a pre-exercise tabletop, functional exercise, and post-exercise debrief. These actions not only helped the HTRP reach desired training objectives, but allowed the business to implement progressive active violence preparedness concepts. The event also strengthened FPD's relationship with a long-standing community stakeholder – a large step in our efforts to build a more resilient community. The completion of a formal After-Action Report and Improvement Plan identified topics for the HTRP to address as we move into 2022. We look forward to another year of building community resilience and advancing public safety preparedness.



















"AN INTERNATIONALLY ACCREDITED LAW ENFORCEMENT AGENCY"

2021 SERVICE AWARDS

Service bars worn on officer uniforms indicate the number of years he/she has served in law enforcement. Each star indicates a period of five years of service.

Officers who earned years of service awards in 2021:

	T 7	
5	Year	

Adam Dietz
Chase Edwards
Corey Miller
Cameron Vannatta

10 Year

Austin Arndt
Briana Guy
Joseph Hancock
Jarred Koopman
Ross Yoder

15 Year

Alicia Ahnert Ben Colling Edgar Holmes Bob Murray Jason Peasley 20 Year

Jamie Alvis Sam Ralph Chuck Yeager

25 Year

Rob Baker
Andy Burks
Tony David
Angela Ellison
Brad Myers
Matt Simmonds

30 Year

Todd Crowder Tracy Marsh

In addition to sworn officer years of service, two civilian employees and one chaplain also earned years of service awards in 2021. Accreditation Manager, Allison Nicholson, and Assistant Records Manager, Sam Higginbotham, both completed five years of service at the Fishers Police Department.

Chaplain Rusty Kennedy has served FPD for 10 years.













2021 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

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.

The last sentence of our 2020 report stated, "We are hoping for a much different 2021!" Well, that didn't happen. However, we were still able to accomplish the following:

2021 ACCOMPLISHMENTS

- Supported the 10th annual Cops & Kids program.
- Supported the FPD K-9 Unit
- Supported the officers in their annual meeting.
- Supported the Community Connected program.
- Rewarded high school students who participated as actors in the Active Assailant Training.
- Supported our School Resource Officers during Spirit Week.
- Helped the department purchase a new Throw Bot and delivery tool.
- Have agreed to work with the department on a mental health initiative and started a fund for this project.

We look forward to many more opportunities to support our Fishers Police Department in 2022!

2021 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 2021, the department responded to 48,925 calls for service. As Fishers continues to grow, the need for police services does as well. In an effort to keep pace with the growth of our city, the Fishers Police Department (FPD) hired nine police officers in 2021. Out of these nine officers, two 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, Louisiana, Illinois, and a federal agency. The department will continue to focus on recruiting and hiring in 2022 as we look to fill our ranks with the best and brightest men and women possible.

In November, the Patrol Division promoted two within our ranks. Officer Kyle McFerran was promoted to the rank of Sergeant, Sergeant Jason Peasley was promoted to the rank of Lieutenant.

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; three sergeants report to each lieutenant, and an additional 12 or more patrol officers are on each shift.

The Fishers Police Department's K-9 Unit is part of the Patrol Division and is led by Sergeant Kyle McFerran. FPD has a total of four K-9 officers.

Due to the COVID-19 pandemic, 2021 continued to be a challenging year for many throughout the city. The Patron Division continued to provide a 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 who possess illegal drugs and guns continue to be a central part of our enforcement efforts. In 2021, officers located 99 crime-related guns through proactive enforcement and investigations. Preventing crime and violence associated with illegal guns and drugs will always remain a top priority for the Patrol Division.

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.

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 another successful year in 2021; they assisted in a wide variety of investigations throughout Fishers and Hamilton County. The K-9 Unit currently consists of four K-9 teams who are assigned to the four patrol 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.

Throughout 2021, the K-9 Unit was deployed over 290 times to assist various local, state, and federal agencies; this included 200 narcotics searches and 90 patrol deployments. The patrol deployments included searching for suspects, article searches, and assisting with perimeters. The K-9 Unit also conducted ten K-9 demonstrations throughout the year for various groups and organizations.

As a result of K-9 Unit deployments in 2021, the following was seized: approximately 256 pounds of marijuana, 10 pounds of cocaine, 5 pounds of fentanyl, 0.5 pound of heroin and methamphetamine, 70 pounds of synthetic cannabinoids, 19 illegal firearms, and over \$120,000, as well as a wide variety of other evidence and/or contraband. The K-9 Unit also assisted with locating and apprehending 26 individuals suspected of various crimes throughout the year.

Training remained a high priority for the K-9 Unit in 2021. Throughout the year, the K-9 Unit logged over 1,260 training hours, averaging over 26 hours of training per handler per month. K-9 Sergeant Kyle McFerran, K-9 Officer Sam Ralph, and K-9 Officer Jarred Koopman all serve as certified K-9 Trainers through Von Liche Kennels and are Indiana Law Enforcement Training Board Instructors. Together, the FPD K-9 Trainers 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, the Fishers Police Department K-9 Unit regularly hosts K-9 training events with outside K-9 Units from various agencies throughout Hamilton and Boone Counties.

The following is a brief overview of some of the accomplishments of the individual K-9's and their handlers assigned to the K-9 Unit:



K-9 Macho and Officer Ermel have been partners since October 2017 and are currently assigned to night shift patrol. In June 2021, Officer Ermel deployed K-9 Macho to search for a wanted subject believed to be hiding in a wooded area. K-9 Macho successfully located the suspect hiding in the tree line where he was taken into custody. Throughout 2021 K-9 Macho was deployed 54 times and assisted with the seizure of a wide variety of narcotics including cocaine, methamphetamine, heroin, marijuana, and Ecstasy/Molly (MDMA) resulting in numerous suspects arrested.



K-9 Rexo and Sgt. McFerran have been partners since January 2019 and are currently assigned to night shift patrol. In December 2021, Sgt. McFerran deployed K-9 Rexo to search for a suspect wanted for multiple felonies who fled from officers on foot following a vehicle pursuit. After successfully tracking the suspect through a residential area, K-9 Rexo located the suspect who was attempting to hide in the backyard of a residence; he was taken into custody. Throughout 2021 K-9 Rexo assisted with a variety of investigations that resulted

in the seizure of 16 illegal firearms, approximately 250 pounds of marijuana, 10 pounds of cocaine, 5 pounds of fentanyl, and approximately \$118,000.

K-9 Rico and Officer Koopman have been partners since January 2020 and are currently assigned to day shift patrol. In January 2021, Officer Koopman deployed K-9 Rico to search for multiple

suspects who fled from a vehicle following an armed robbery and vehicle pursuit. As Ofc. Koopman arrived on scene, he observed a suspect hiding under a vehicle and quickly took him into custody. K-9 Rico then successfully located a second suspect who had fled through a residential area and was attempting to hide in the backyard of a residence; he was taken into custody. Throughout 2021 K-9 Rico was deployed 54 times and assisted with the seizure of several pounds of illegal narcotics including: marijuana, methamphetamine, heroin, cocaine, and MDMA as well as an illegal firearm.



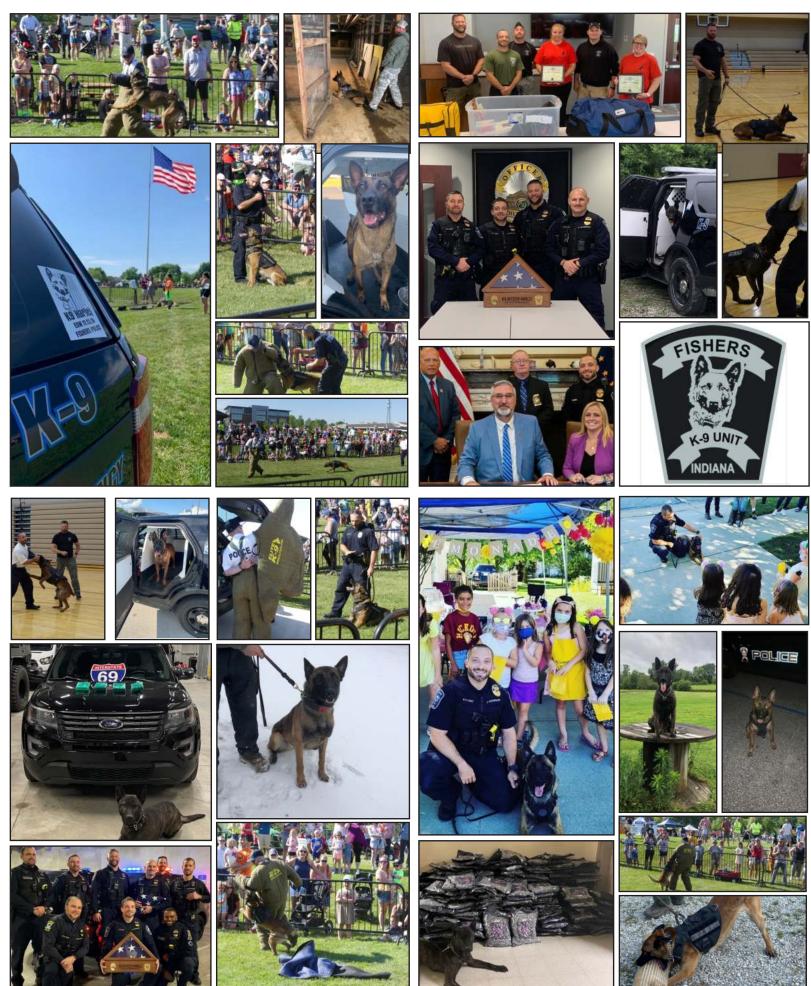
K-9 Barry and Officer Ralph have been partners since September 2015 and are currently assigned to day shift patrol. In January 2021, Officer Ralph deployed K-9 Barry to search



for a shooting suspect who had fled from a vehicle. K-9 Barry successfully tracked the suspect through a residential area, while also locating additional evidence the suspect had discarded while fleeing. Throughout 2021 K-9 Barry was deployed 56 times and assisted with the seizure of multiple firearms and several pounds of illegal narcotics including: marijuana, methamphetamine, heroin, cocaine, LSD, and MDMA.

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 2021 for the safety of the community, K-9 Officers, and the K-9's.

K-9, continued



FISHERS POLICE DEPARTMENT 2021

Boat Patrol

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 receive specialized training in order to work shifts 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 Department of Natural Resources Law Enforcement Division Officers both patrol Geist Reservoir to promote safe behavior on the water and enforce the boating laws. Our officers also monitor for violations of the City of Fishers noise ordinance while patrolling the reservoir.

In 2021, members of the FPD Boat Patrol continued to provide education and enforcement of boating laws. We strongly encourage the wearing of a personal floatation device when anyone is on the water. There were two drownings involving boaters on Geist Reservoir last summer.

The most common violation continues to be boaters disregarding designated no wake zone markers which creates a hazard to those on floating docks, swimmers, and other boaters. There were also continued violations of the noise ordinance which prevents music from being played at an excessively loud level from watercraft on Geist Reservoir. 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 neighbors on the water, boaters, and the staff at Geist Marina. We look forward to continuing our law enforcement presence on the water and creating a safe environment during the 2022 boating season.

Fishers Police Dive Team

The Fishers Police Department Dive Team continues to provide underwater rescue and recovery for the City of Fishers and surrounding communities. FPD Dive Team members carry dive gear in their issued police vehicles and can respond to any water rescue call or agency request when they are on or off duty. Our Dive Team responds to water rescue calls with the Fishers Department of Fire and Emergency Services. We continue to train alongside our community partners in water rescue from Fishers Fire Department, Indianapolis Fire Department, Noblesville Fire Department, and Indiana Department of Natural Resources Law Enforcement Division throughout the year. We have two Public Safety SCUBA Instructors on our team that also instruct classes around the country for Dive Rescue International as corporate trainers. Our team assisted training students from the Central Indiana Public Safety Diver School this year. We have several team members who have attended additional training to maintain and repair our dive equipment.

We responded to calls throughout 2021 that included a search for a weapon in a pond in Westfield, reports of a sinking boat on Geist, occupied vehicles in the water, and drownings in local waterways. We strongly encourage those working or recreating around the water to always wear a personal floatation device.

Our team conducts monthly trainings to maintain and perfect our skills while working with the specialized equipment. We dive in dry suits to protect the diver from contaminants in the water. Our team uses full-face masks with communication and surface supplied air to keep our divers as safe as possible in challenging conditions. The dive team often encounters black water conditions where everything is done by feel. We spend training time making dives in open water and local pools throughout the year.

We are thankful for the ongoing support of our Dive Team by Chief Gebhart, Mayor Fadness, and the Fishers City Council.

Boat Patrol and Dive Team





2021 Dive Team Members
Lt. Mike Janes
Sgt. Eric Patton
Sgt. J.T. Wright
Lt. Jason Peasley
Ofc. Adam Shanks
Ofc. Chris Marshall
Det. LaShawn Tyler
Ofc. Kevin Matt

























Emergency Response Team

FISHERS POLICE

The Fishers Police 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 providing assistance to surrounding law enforcement partners. In 2021, Fishers ERT had the highest volume of operations in team history. Despite another challenging year amid the COVID-19

pandemic and a wide array of challenges for our city and law enforcement across the country, ERT remained committed to keeping citizens safe in the City of Fishers.

2021 ERT incident responses within Fishers included conducting the apprehension of multiple homicide suspects, armed robbery suspects, and high-level narcotics distributors. In addition, the team was called out several

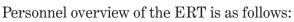
times for situations that ranged from armed barricaded subjects and domestic violence situations to high-risk K-9 apprehensions.



Conducting joint operations with federal law enforcement partners to arrest violent criminals who are responsible for much of the violent crime in and around the metro area has become a common part of our annual duties. In 2021, operations to curb violence in the greater metro area included assisting federal law enforcement agencies with warrant services on violent offenders. These operations spread across Central Indiana as part of long-term investigations.

Regarding team growth, the entry team grew in 2021 with the addition of four new team members, and the negotiations team grew by three members. The continued support from 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. In turn, there is an extensive amount of training required for ERT members. In addition to attending tactical schools, each member receives more than a full month of training each year. Fishers ERT currently trains with law enforcement and military professionals in a variety of real-world experiences. In addition to this extensive training regimen, ERT employs a variety of different equipment to assist in ending dynamic situations peacefully. Equipment added in 2021 includes mini drones, robots, and an Armored Rescue Vehicle.



- 1 Tactical Operations Center Commander
- 1 Ground Commander
- 2 Entry Team Leaders
- 2 Assistant Entry Team Leaders
- 10 Entry Team Members
- 2 Tactical Emergency Medics
- 2 Sniper/Observers
- 1 Crisis Negotiations Team Leader
- 1 Crisis Negotiations Assistant Team Leader
- 7 Crisis Negotiations Team Members











Crash Team



Any time a crash results in a serious personal injury or fatatity, the Crash Team is called.

The Crash Team consists of personnel who are trained in specialized areas of crash investigation response such as: crash reconstruction, impaired driving investigation, evidence processing, interviewing, and public information. The Crash Team supervisors maintain a relationship with a specific Hamilton County Deputy Prosecutor to advise on our cases. This Deputy Prosecutor can assist during any phase of the investigation and typically sees the case through to final disposition when charges are filed.

The Crash Team utilizes the unmanned aircraft system (UAS) and 3D scanner systems in the field on a regular basis. Crash Team members continue to grow their capabilities in order to clear crash scenes quickly while investigating thoroughly. Team members maintain specialized certifications in their area of expertise and work hard to ensure that all investigations are meticulous and thorough.

In 2021, the FPD Crash Team responded to 12 crashes. Of those crashes, seven were fatal causing eight deaths and five were serious bodily injury crashes. Drugs or alcohol were factors in at least five of the 12 crashes.

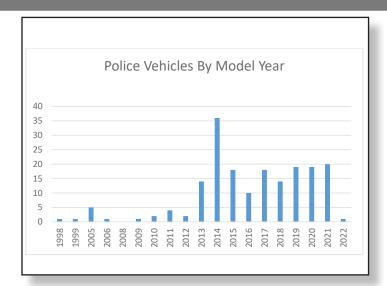






Fleet Management

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 2020, the fleet was comprised of 175 vehicles both marked and unmarked. We added a total of 20 vehicles to the FPD fleet in 2021. Nine vehicles were returned to City Fleet for either trade in or reassignment bringing the FPD fleet total to 186 vehicles at the end of 2021. 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 many specialty units and task force members that work jointly to provide investigative and specialized services to the City of Fishers and surrounding areas. The division has three lieutenants that manage responsibilities within, Criminal Investigations, Intelligence Unit, Forensic Services Unit, and Special Investigations.

Criminal Investigations (CID) 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.

In 2021, Criminal Investigations activated a total of 576 cases. An additional 217 cases required follow up from other divisions that were managed by the Criminal Investigations supervisors. Activated crimes against persons increased significantly in 2021 from 113 to 155 cases. This can be attributed to a large increase in child sex crime cases which more than doubled when compared to 2020. The Fishers Police Department works in close partnership with a multi-disciplinary team that consists of a large network of resources and services to help advocate for child safety and crime prevention. Property crimes decreased for its fourth consecutive year; a large part of this is due to fraud cases being at a record low of 85 cases. When looking into the individual crime types, the most reported and activated case was theft. Theft cases were slightly higher than 2020, however were down overall when compared to the past 5 years. Death investigations saw a significant increase from 47 cases to 71 cases. The COVID-19 pandemic and a continual increase in population are reasonable contributing factors that would correlate with this increase.

2021 was a very challenging year for Criminal Investigations. During that time, CID detectives and forensic personnel took the primary responsibility of investigating an officer involved shooting for the Carmel Police Department. This officer involved shooting was a complex incident that required many resources and personnel to work jointly to properly reconstruct and investigate the events that occurred during the incident. Ultimately, over many weeks, the scene was investigated, documented, and reconstructed with great detail and highlighted the skill, talent, and dedication of FPD personnel.

Detectives from CID also investigated a robbery/shooting that occurred early in the year. Detectives and additional personnel responded to a report of a shooting and located a male who was shot in the leg. The incident was dynamic and required multiple officers and detectives to canvas the area and work together to coordinate leads and follow-up on a constantly developing case. Detectives worked jointly with other units and were able to identify and arrest the suspect in just over 24 hours from the time of the incident. This case illustrated the ability to work effectively and efficiently to bring suspects into custody on cases that pose a threat to our community.



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 a case investigation. In addition, the FSU is also responsible for our unmanned ariel system (UAS) program, the FPD Crime Gun Initiative, and the development of our Rapid DNA program. The Unit is comprised of a sergeant, a forensic detective, a civilian forensic investigator, and a property room manager. The FSU reports to the Intelligence Unit Lieutenant and is also responsible for managing and training the shift evidence technicians (ETs) who are assigned to other divisions within the agency.

2021 saw a continuation of pandemic related hurdles with Covid-19 still affecting all aspects of life. Much like 2020, the FSU had to continuously provide services while managing personnel restrictions brought on by illness and our agency's response to illness exposures. The FSU showed their resiliency and adaptability by ensuring that their services and responsibilities continued uninterrupted throughout the year.



In 2021, the FSU processed 2,994 forensic services and discovery requests. 1,835 requests were submitted to the Indiana State Police lab for processing. Our shift ETs were utilized 494 times for processing various crime scenes while also assisting the FSU on larger crime scenes when additional resources were needed. The property room took in an additional 4,155 items of evidence during the year. In support of the FPD Crime Gun Initiative, 109 guns were taken in with 99 crime guns processed for evidence. This resulted in 12 NIBIN hits, 53 CODIS (DNA) hits, and 13 fingerprint hits. This contribution of data into national databases, along with the pending addition of Rapid DNA data, allows investigators to compare this data to known standards which can often lead to new developments

in violent crime cases in other jurisdictions. Much of this evidence also supported crime gun cases here in Fishers.





Forensic Services Unit, continued



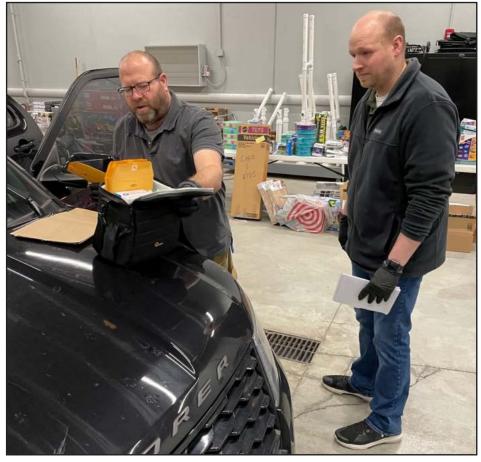
In addition to the normal day to day operations, the FSU was also tasked with processing crimes scenes for several high-profile cases. The biggest case of the year came when the Criminal Investigations Division (CID), including the FSU, were requested to take the lead role for a fatal Officer Involved Shooting (OIS) in neighboring Carmel, IN. The FSU responded and the initial crime scene processing would take approximately 16 hours. The scene encompassed a city block including several properties and residences. Much of the work was conducted in adverse weather conditions including snow, wind, and extremely cold temperatures. Following the initial scene processing, the FSU would spend the next several weeks completing follow-up processing of evidence including vehicles and weapons and producing a 3D rendering of the entire crime scene for submission to the Hamilton County Prosecutor's Office as well as the Carmel Police Department. The final product was an animated 3D rendering of the entire city block and allowed viewers to see the scene exactly how it was found on the day of the incident from the perspective of the participants present on that date. The FSU also developed a version that could be accessed via an Oculus VR Goggle to allow viewers to "step" into the scene and walk through or fly over it. The final product would be reviewed by many area agencies and received a lot of praise for the quality it represented. Before the end of the year, the FSU upgraded to the newest version of the FARO 3D scanner and purchased a handheld scanner that would allow for greater detail and speed processing crime scenes.

Unfortunately, the OIS in Carmel would not be the only violent incident that would require the services of the FSU. The Unit would also be needed to process crime scenes for multiple shootings and death scenes including a shooting

where a young man was shot during an apparent robbery attempt. The Unit performed admirably and supported the CID in resolving several of these crimes.

2021 saw an increase in the usage of our UAS program. Our UAS was called out 23 times during the year in support of several cases including, a missing child, major crime scenes, fatal and serious motor vehicle crashes, and support of tactical situations. The UAS program increased its capabilities by adding an additional drone manufactured by Autel Robotics.

With growing responsibilities and increased workloads, an additional Civilian Forensic Investigator was approved for the Unit. The process to hire the much-needed addition was completed at the end of the year, and Jenna Burow was selected to fill the position. Jenna had been working as an intern within the FSU since 2018 and recently graduated from Purdue University. Jenna will start full time with the unit at the start of 2022.



Intelligence

The FPD Intelligence (Intel) Unit supports all divisions within the agency. The primary function of the FPD Intel Unit is to collect information from multiple sources and to analyze it to provide actionable intelligence on criminal threats to our city. The FPD Intel Unit is comprised of a lieutenant, a detective, and three civilian intelligence analysts (IA).

The first priority of 2021 was to fill the open analyst position that was created when analyst Andrea Props left to take a position with the Hamilton County Prosecutor's Office. Candice Keenan was hired to fill the vacancy in March. Candice came to the Unit with experience working as an FBI Analyst. While with the FBI, she worked in the California Bureau of Prisons interviewing high ranking prison and street gang members. With her experience, Candice was assigned to the Narcotics Desk and expanded the Unit's capabilities in obtaining, analyzing, and disseminating intelligence on narcotics activities in Fishers.



The second priority of 2021 was to roll out the threat stream strategy in which the analysts are divided into three threat desks: the Public Threat Desk; the Larceny Desk; and the Narcotics Desk. Each desk has specific threat streams to proactively monitor for threats coming to or already in Fishers.

The Public Threat Desk (PTD) actively monitors and evaluates current and emerging threats against schools, special events, and government facilities and/or persons. In 2021, the desk was involved in several cases of threats against our schools and law enforcement. The PTD also monitored and evaluated national mass shootings, civil unrest, and a growing presence of rival Outlaw Motorcycle Gangs in our area of responsibility (AOR). To ensure the ongoing sharing of intelligence and collection of information regarding potential threats to Fishers, the PTD continues to participate in bi-weekly Indianapolis Violence Reduction Partnership meetings, weekly Indianapolis Metropolitan Police Department (IMPD) Intel meetings, Midwest Cycling Intelligence Organization, the IMPD Gang RoundTable, and has become embedded at the Indiana Intelligence Fusion Center on a weekly basis.

The Larceny Desk proactively provides information and intelligence on current or emerging threats associated with larceny, burglary, or robbery in the city. Fishers continues to be an appealing target for larceny related crimes including thefts from vehicles, vehicle thefts, catalytic convertor thefts and burglaries. The Larceny Desk monitors national and regional trends associated with organized crime and has identified several groups that frequent our AOR. These groups have targeted our parks, fitness facilities and day care facilities for thefts, stolen entire ATM's from our banks, and conducted "distraction" burglaries in our neighborhoods. The Larceny Desk has been instrumental in providing information that has led to the apprehension of some individuals participating in these activities. The Larceny Desk, in coordination with the Intel Detective, also identified likely targets and has reached out to local businesses to provide recommendations on how to "harden" their environments to reduce the likelihood of being targeted by these groups.

Intelligence, continued

The Narcotics (Narco) Desk aims to collect, analyze, and disseminate intelligence regarding illicit drugs in Fishers with efforts to support investigations with federal, state, and local partners. The Narco Desk provides long-range identification and analysis of emerging drug trends to develop effective targeting strategies. To maintain relevant knowledge of the illicit drug environment in Fishers, the Narco Desk also supports FPD's Crime Reduction Unit's narcotics-related activities. In 2021, the Narco Desk made it a priority to monitor a growing trend in Fishers of opioid-related overdoses. The desk identified several fatal overdoses with counterfeit pills, likely unknown to victims that they were laced with fentanyl. In conjunction with a Drug Enforcement Agency bulletin, the Narco Desk produced a public safety announcement titled, "Fentanyl Overdoes from Counterfeit Pills" which was distributed locally in the news media, social media, and via school and community partners. The Narco Desk was also instrumental in assisting in the

investigation that led to the seizure of 25,000 fentanyl-laced counterfeit pills and the subsequent arrest of the individuals who were trafficking them. The Narco Desk was also involved in several other cases with arrests and seizures of illicit drugs with connections to national and international drug traffickers.

Late in 2021, FPD obtained grant funding that will allow the Unit to expand. An additional analyst was approved for 2022 and the Unit created a new desk called the Crime Gun Desk. This new position will work closely with our partners at the Indiana Crime Gun Task Force to further our agency's commitment to reducing gun crimes in our AOR. This desk will focus on how crime guns seized in Fishers are related to violent crimes that occur in other jurisdictions.



Special Investigations Unit



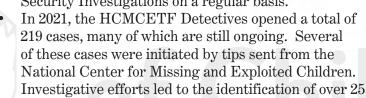
The Special Investigations Unit is responsible for investigative and support roles within the Fishers Police Department and provides critical support of investigative functions for several other agencies. The Special Investigations Unit is responsible for the management of the Hamilton County Metro Child Exploitation Task Force (HCMCETF), Digital Forensic Laboratory, Crime Reduction Unit and for the assignment of investigators to Central Indiana task forces.

These task forces include the Hamilton/Boone County Drug Task Force, Indiana Crime Guns Task Force, the Indianapolis FBI Violent Crimes Task Force, and the U.S. Marshals Service Great Lakes Regional Federal Task Force. In addition, members of the Unit lead ancillary functions such as the asset forfeiture efforts of the Department.

Hamilton County Metro Child Exploitation Task Force and Digital Forensic Laboratory

• These groups are made up of seven personnel from five agencies, including the Fishers Police Department, Carmel Police Department, Noblesville Police Department, Hamilton County Sheriff's Office, and the Westfield Police

Department. This is the first task force in Hamilton County to have assigned full-time representatives from all of the major agencies. Sgt Keith Weesner supervises three full-time Digital Lab Detective Examiners and three full-time HCMCETF Detectives. These detectives are responsible for investigating child exploitation crimes in Hamilton County and the surrounding area. They are also part of a larger Internet Crimes Against Children (ICAC) Task Force that is managed by the Indiana State Police. In 2021, the Task Force and Digital Lab Investigators worked on several high-profile cases and assisted Homeland Security Investigations on a regular basis.





child victims and the arrests of several suspects. By identifying these children, they can be removed from harmful situations and receive needed services.

- In addition to the child exploitation examinations, the Digital Lab Detectives provide digital forensic services to all agencies in Hamilton County as well as several agencies throughout Central Indiana. In 2021, the Digital Lab examined a total of 433 devices and assisted in the investigation of multiple crime types: child exploitation, homicide, robbery, weapons charges, death investigations, and drug offenses.
- In 2021, the HCMCETF and Digital Lab were fortunate to be awarded grants from the Indiana State Police ICAC Task Force and the kNot Today Foundation to help support ongoing costs and needs.





Hamilton/Boone County Drug Task Force (DTF)

The Drug Task Force is made up of nine detectives from Hamilton and Boone County agencies, including one from the Fishers Police Department. The Drug Task Force is responsible for the investigation of drug trafficking organizations and drug activity in Hamilton and Boone Counties and the surrounding areas. The Fishers Police Department continues a long-standing relationship with the DTF and recognizes the efforts and quality cases that come from this positive relationship. In 2021, the DTF opened 163 cases with many having ties to Fishers. Current drug trends show that marijuana is still prevalent in the area and that there has been an increase in cocaine arrests. The DTF works with several different local and federal agencies, including those as far as New York and California, that relate to drug trafficking in Hamilton County.



Indiana Crime Guns Task Force (ICGTF)

• In 2021, the Fishers Police Department continued to have one detective assigned to the ICGTF. The ICGTF increased its capabilities in 2021 by receiving additional funding through the Indiana State Legislature and by adding additional detectives from other Central Indiana counties. ICGTF is an interagency collaboration between local law enforcement; the Bureau of Alcohol, Tobacco, Firearms, and Explosives (ATF); local and federal prosecutors; academic organizations; the crime lab; and corrections and probation agencies. The 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 2021, 39 personnel from multiple agencies were trained on the standard gun collection procedure by FPD. By using this procedure, the FPD seized 99 crime guns which led to positive DNA matches for 50. Multiple crime guns were also found to have ballistic and fingerprint matches to other investigations in Central Indiana. Linking these crime guns to other criminal activity allows investigators to identify the involved suspects.
- Thanks to the efforts of the FPD detective at ICGTF, there were multiple felony arrests with Fishers and Hamilton County ties; several offenders are being charged with federal crimes. Guns, drugs, and crime-related currency were also taken into custody as part of these investigations.



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 violent crimes, major crime organizations and gangs, and to conduct long term investigations that target the prosecution of entire organizations. In 2021, the VCTF worked a number of high-profile cases resulting in arrests. These included individuals arrested for homicide, robbery, gun crimes, and crimes against children. Having a presence in this task force allows the Fishers Police Department to more efficiently exchange intelligence and provides proactive policing in needed areas based on violent crime trends. Some of these cases included multijurisdictional cell phone store robberies, drug trafficking, and pharmacy robberies with Hamilton County ties.

U.S. Marshals Service Great Lakes Regional Federal Task Force (USMS)

• The mission of the USMS Task Force is to arrest, as part of a joint law enforcement operation, persons who have active state and federal arrest warrants. There is an emphasis to arrest those who have warrants for more heinous crimes to include: homicide, violent robberies, and child victim crimes. In 2021, the Fishers Police Department assigned one detective to this group. Throughout the year, the USMS located multiple subjects with felony warrants in Hamilton County and located multiple subjects wanted out of Hamilton County in other jurisdictions.

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. This partnership builds positive working relationships between local and federal agencies for the betterment of our community.

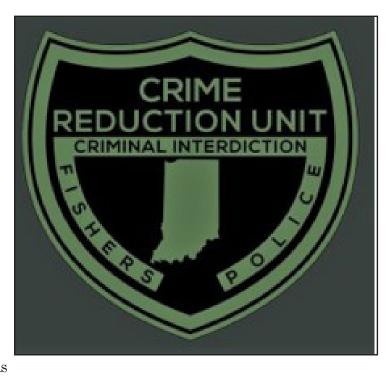




Crime Reduction Unit

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

The Crime Reduction Unit provided assistance for or was assisted by the Hamilton/Boone County Drug Task Force, Madison County Drug Task Force, Indianapolis Metro Drug Task Force, Homeland Security Investigations (HSI), Drug Enforcement Administration (DEA), Federal Bureau of Investigation (FBI), Alcohol Tobacco and Firearms (ATF), and the United States Postal Service (USPS) with multiple cases over the course of the year. The Crime Reduction Unit continues to partner with various agencies to keep Fishers safe. The Crime Reduction Unit also continues to network with various agencies and groups within Hamilton County. As



a result of this local networking, CRU continues to work with the Noblesville POP team, the Hamilton County Sheriff's Officer CRT, Hamilton County Probation, Parole, and Hamilton County Community Corrections.

Highlights from 2021 include the following: seizures of illegal firearms, seizures of narcotics, seizures of illegal proceeds from the sales of drugs, and arrests of several felons and wanted people. Below are summaries of some of this activity:

- January 2021: Surveillance was conducted on a residence in Fishers. During the investigation, a subject was arrested and 336 THC Cartridges and \$9,356 in U.S. Currency was seized.
- March 2021: CRU conducted a traffic stop on I-69 North. During the traffic stop, a Fishers K-9 conducted a vehicle sniff. As a result of the vehicle sniff and investigation, four kilograms of cocaine and \$3,628 in U.S. currency was seized.
- May 2021: An investigation involving narcotics being sold from an apartment was conducted. During the investigation, officers with CRU conducted a traffic stop on I-69 North. The suspect fled from the vehicle and 2 pounds of marijuana was recovered. During a search warrant of the suspect's apartment, approximately 28 pounds of spice, 3 pounds of marijuana, and 2 handguns (one was stolen) were recovered from the apartment. A parcel containing 4 pounds of a controlled substance was additionally seized as a result of the investigation.



- August 2021: An interdiction stop on I-69 South resulted in the seizure of 200 THC cartridges and \$40,785 in U.S. currency. A Homeland Security Investigations Agent responded to the scene for further investigation.
- September 2021: An investigation involving narcotics being sold from an apartment was conducted. As a result of the investigation, approximately 5.5 pounds of fentanyl pills, 6 firearms, and \$29,120 in U.S. currency were seized. The FBI responded to the scene for further investigation.
- November 2021: The Crime Reduction Unit was assisting US Marshals with locating a suspect wanted for child molestation. As a result of the collaboration, the suspect was located and taken into custody.

Tips called in by citizens or information received from patrol officers as a result of citizen information, remain a vital par 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 summary of some of the Unit's accomplishments in 2021.

TOTAL CRIMINAL CASES	113		
FELONY ARRESTS		87	
MISDEMEANOR ARRESTS	26		
WARRANT ARRESTS	34		
ILLEGAL FIREARMS SEIZED	51		
U.S. CURRENCY SEIZED			\$110,889
ILLEGAL NARCOTICS SEIZED (HEROIN, COCAINE, METHAMPHETAMINE, MAR	APPROX. 153	3 POUNDS	





SUPPORT DIVISION

The Support Division is an administrative branch of the police department and is 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
- Uniform Crime Reporting/National Incident Based Reporting System (UCR/NIBRS)
- Community Service and Animal Control
- Accreditation
- Police Technology
- School Resource Officers and School Safety
- Cops and Kids
- Teen Academy and Cadets
- Traffic Enforcement
- Training



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

The Support Division started 2021 with a fast pace that seemed to remain steady all year. We juggled the precautions and safeguards related to COVID and pushed forward. Some of the lessons learned in 2020 were able to be applied to the new year as we grew, and in some cases, improved existing programs.

2021 opened with a hiring process and we continued recruiting throughout the year. In addition to hiring nine new officers, Anna Hook was hired as the new Office Manager. Staffing changes will always present opportunities to change, and 2021 was no exception. Just within the Support Division, we saw the retirement of Lieutenant Darrin Emmons and Sergeant Dave Kimm. Additionally, our Office Manager, Denise Calandrelli, retired. Between them, they had over 60 years of experience! We also said goodbye to Records Clerk Hannah Toller who left to pursue another career path. We will miss them dearly and wish them all the best!

Our youth Explorer post was re-imagined, and we recruited and launched our FPD Police Cadet Program in the fall of 2021. We had more youth join the program than we have had in the history of youth programs.

Our High Threat Response Program continued to grow and educate the community with community outreach sessions and programs like Stop the Bleed. In 2021, our agency led one of the largest active shooter response training exercises in state history.

Additionally, our Records Unit launched a paperless LaserFische project, and we continued to improve our capabilities related to body cameras and technology.

We also strengthened our relationship with community partners in 2021. Our partnership with Hamilton Southeastern Schools continued as we assisted with many school safety programs and drills as well as a community wide virtual safe school "Twilight Town Hall" in December. In June, our Child Exploitation Task Force partnered with the kNot Today Foundation to bring awareness to child exploitation. In April we welcomed the Humane Society for Hamilton County to the City of Fishers when they opened their state-of-the-art facility on Hague Road.

2021 was a productive year and as we prepare to move into 2022, we will continue to make our agency better. We are excited about the challenges that lie ahead.

Neighborhood Crime Watch

In recent years, we have noticed a change in community needs from an in-person Crime Watch Program to something online. To keep up with ever changing technology trends, Records Manager Angie Adle and the City of Fishers' GIS Division have developed an easy-to-use interactive map so that citizens can stay up to date with current crime trends in their neighborhoods. Visit https://map.fishers.in.us/neighborhoodwatch/ to view the map.

Getting to know neighbors, their families, their habits, the cars they drive, and other pertinent information is one of the most important aspects of crime watch. Knowing these things about neighbors will allow residents 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.

Many neighborhoods also take advantage of social media platforms such as Facebook or Nextdoor to communicate with one another about neighborhood crime and safety. The Fishers Police Department encourages neighbors to keep lines of communication open and interact with each other often.

Recruitment and Hiring

Recruiting qualified applicants continues to be a year-round effort for the Fishers Police Department. Due to the pandemic, much of our recruiting outreach in 2021 was accomplished by utilizing the power of social media and word-of-mouth efforts of our current officers.

In 2021, FPD held two hiring processes; we received 508 applications. From those applications, eighteen applicant background investigations were completed and nine sworn police officers were hired. Of those nine, seven were certified lateral applicants with prior law enforcement experience. The selection processes in 2021 brought FPD's total sworn

officer count to 119.

























Public Education and Outreach

Officer Jessica Stout is responsible for all Public Education and Outreach Programs. Officer Stout manages programs such as: Fishers Police Crime Watch Programs, Books and Badges, Safety Link (a senior morning call program), Touch-a-Truck, National Night Out, and department tours. We are hopeful that we will have the opportunity to fully reimplement all of our public education events in 2022.



























Traffic Unit 2021

2021 was another very busy and successful year for the Traffic Enforcement Unit during the Global COVID Pandemic. For the year, the Unit issued 3,783 citations; 506 of these were for seat belt and child restraint violations. The Traffic Enforcement Unit also made 62 arrests for traffic and drug offenses and inspected or installed 123 child safety seats.

As the City continues to grow, the number of traffic crashes continues to remain high. However, in 2021, due to the pandemic and resultant changes caused by that, we saw a significant increase of 23.6% in property damage crashes and a 37.7% increase in personal injury crashes within the City. There were seven fatal crashes within the city limits in 2021. These increases can be attributed to the significant increase in traffic and subsequent dangerous driving habits on our roadways as people return to their normal daily lives. It continues to be the goal of the Traffic Enforcement Unit to reduce the number of crashes and injuries on city roadways.

Traffic Enforcement Unit



Left to Right: Ofc. Jamie Jones, Sgt. Steve Pickett Lt, Andy Burks, Ofc. Troy Fettinger

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 D.U.I. Taskforce Indiana which targets impaired drivers. For 2022, 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 participates in public relations activities throughout the year. In conjunction with the department's Public Information Officer, the Traffic Enforcement Unit receives valuable media coverage which is used to educate the public about local traffic concerns and enforcement issues. We also send out monthly traffic safety reminders through the department's social media platforms.

As we look ahead to 2022, we encourage all employees and citizens of the City of Fishers to do the following:

Drive safely

Buckle safety belts

Do not drink or use your mobile devices while driving



Car Seat 2021

The Fishers Police Department has four certified child safety seat technicians. In 2021, those technicians inspected and assisted caregivers with 123 child safety seat installations. 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 11:00 a.m. Although inspections are a free community service, appointments need to be made by calling 317-595-3300.















Records Management, Police Technology, and Customer Service

Angie Adle continued to manage the Records Unit by working with four civilian staff members and one volunteer as well as managing two other civilian support roles within the agency. The Records 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. In 2021, Angie also became the coordinator for the department's AXON Body Worn Camera System. With the additional duties assigned to the Records Unit in 2021, a new position of Assistant Records Manager was created and filled by Samantha Higginbotham. The Records Unit also helped out other city departments during the COVID-19 pandemic by answering questions for the city hotline and conducting contact tracing for the Fishers Health Department.

Records Statistics	2019	2020	2021
Police Reports	3925	3632	3499
Arrest Reports	1459	1211	956
Uniform Traffic Tickets and Warnings	6041	4493	4616
Ordinance Violation Bureau Tickets	259	319	410
Vehicle Crash Reports	2097	1640	2009
Gun Permits	620	1719	1305
Alarm Permits (New & Renewals)	1796	923	1892
Public Records Requests	1959	1801	1886

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 265 applications for special events from various organizations in 2021. 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 use the National Incident Management System (NIMS) when planning emergency operations and special events. This management system allows for efficient scheduling and planning for all departments in the city who participate in a special event.











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

The Fishers Police Department is in full compliance with the Federal Bureau of Investigations National Incident Based Reporting System (NIBRS). NIBRS is an incident-based reporting system for crimes known to the police. For each crime incident coming to the attention of law enforcement, a variety of data is collected about the incident. This data includes: the nature and types of specific offenses in the incident, characteristics of the victim(s) and offenders(s), types and value of property, both stolen and recovered, and characteristics of the person(s) arrested in connection with the crime incident.

UCR/NIBRS Reported Actual Crimes 2019 2020 2021

Murder	0	3	0
Rape	10	7	10
Robbery	10	10	9
Aggravated Assault	32	53	51
Burglary	50	19	49
Theft	636	529	563
Motor Vehicle Theft	49	61	55
Arson	8	3	0









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.

The following represent statistics from our social media reach in 2021:

Facebook

In 2021, we added 2,506 followers to give us a total following 25,813. This is up from 23,307 in 2020.

Twitter

We added 570 followers in 2021, bringing our total to 13,870. This is up from 13,300 in 2020.

Instagram

In 2021 we had 4,610 followers. This is up from 4,388 in 2019.

Nextdoor

In 2021 we had 43,261 subscribers. This is up from 27,676 in 2020.

Community Service and Animal Control

The Fishers Police Department is responsible for Animal Control in the City of Fishers. The Community Support 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 Community Support 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 accidently 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.

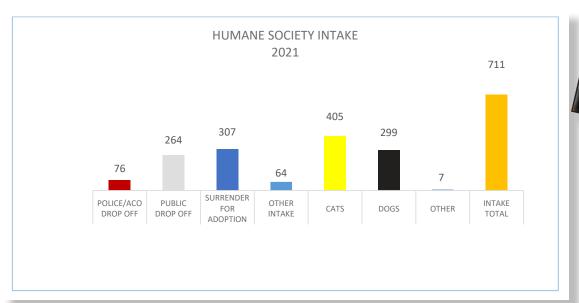
The City of Fishers has an ordinance in place to provide guidance and restrictions for residents in the City of Fishers. The Police Department attempts to educate residents using the ordinance and

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 Fishers City Court.

The Fishers Police Department responded to 750 calls for animal control services for 2021.

In 2021, a total of 711 animals were taken to the Humane Society for Hamilton County by the City of Fishers at a total cost of \$154,923. Of the 711 animals, 256 were brought in by the general public as "stray" and 313 were surrendered for adoption or returned for adoption by owner.

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



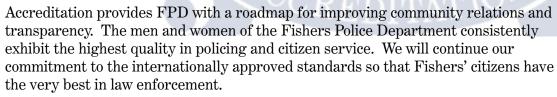
Accreditation Report

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 2021.

In November of 2021, FPD's Accreditation Manager, Allison Nicholson, received CALEA's Accreditation Manager Certification. She is currently the first and only Certified Accreditation Manager in the State of Indiana.

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.





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 2021 and during the start of the second semester of school, the School Resource Officer (SRO) Unit began the year with a full staff of officers. They continued to assist with the needs of school administrators and staff while being visible and mentoring students. Captain Mike Johnson oversees the SRO Unit which falls under the Support Division.

In May of 2021, the SRO Lieutenant, Darrin Emmons completed a successful career in law enforcement and retired from the Fishers Police Department. We wish him the best! In November of 2021, Sgt. Andrew Burks was promoted to lieutenant and was assigned to the vacant SRO Lieutenant position. His promotion left a vacant SRO Sergeant position for the 2022 school year.

SCHOOL RESOURCE JAN

In January of 2021, Officer Briana Guy requested to return to patrol and Officer Chris Owens was selected to fill the vacancy. Officer Owens is a

veteran who served 20 years in the military and currently has 14 years of law enforcement experience. He also serves in the Fishers Police Department's Honor Guard, FPD Cadet Program, FPD Teen Academy and as an FPD Evidence Technician.

For the 2021-2022 schoolyear, SRO assignments are as follows:

Officer Matt Ruhnow - Fishers High School

Officer Kevin Sutton - HSE High School

Officer Dave Pyle - High School Support/FOCUS School

Officer Alicia Ahnert - Fishers Junior High School

Officer Shaun Williams - Hamilton Southeastern Junior High School

Officer Adam Shanks - Fall Creek Junior High

Officer Christopher Owens - Riverside Junior High School

Sgt. Scott Wilcox - Roam Officer

Lt. Andy Burks - Roam Officer

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.

We will continue to train in school safety, mental health, and crime prevention. Other areas of focus include continued involvement in Student Assistance Teams and involving units and divisions of the police department in sharing information regarding threat assessments. As we move into 2022, it will continue to be our mission to provide a safe and effective learning environment for our schools.





As we move into 2022, we plan on backfilling the vacant SRO

Sergeant position. The department strategic plan also includes adding an additional officer. This additional officer will allow us to add another SRO to the High Schools so that we would have two officers assigned to each high school.

Fishers Police School Resource Officers, continued





THE SRO UNIT SAW AN INCREASE OF 23% IN THE TOTAL NUMBER OF CASE REPORTS IN CREASE IN ARRESTS IN 2021. WHILE PROVIDING GUIDANCE AND MENTO STUDENTS IS A PRIORITY, ARRESTING KIDS IS NOT. WE ARE CONSTANTLY STRING ALTERNATIVES TO ARREST, ESPECIALLY WHEN SCHOOL DISCIPLINE MAY SHAME PURPOSE. UTILIZING SCHOOL DISCIPLINE AND MAKING REFERRALS TO THE YOUTH ASSISTANCE PROGRAM ARE FREQUENTLY USED RESOURCES.

REPORT-IT/P3 CAMPUS SOFTWARE IS A PROGRAM THAT ALLOWS STUDENTS AN PARENTS TO ANONYMOUSLY REPORT SUSPICIOUS OR CONCERNING ACTIVITY. TIPS ARE MONITORED AND HANDLED BY SCHOOL ADMINISTRATORS AND THE SRESOURCE OFFICERS. THE TOTAL NUMBER OF REPORT TIPS FOR 2021 WAS 30 COMPARED TO 413 IN 2020.













Fishers Police School Resource Officers, continued

In 2021, the SRO Unit initiated a program through Safe-Visitor that could track SRO activity that is not reported to the Hamilton County Dispatch Center. This application was activated in the fall of 2021 and is helping track activity within our schools. Examples of the type of activity that is recorded are events where SRO's teach a class, assist the school administration, or assist a student. Each SRO can enter activity that he/she conducts at a specific school into the app.

The total number of entries made in the first five months was 287.

It should be noted that Hamilton Southeastern is the fourth largest school district in the state serving approximately 22,000 students.

In 2021, School Resource Officers services included:

SRO Activity (CAD Reports)	2020	2021
Total Incidents	1819	1090
Total Case Reports	65	80
Total Arrests	20	21

Report-It/P3 Campus Software (Anonymous Tips)	2020	2021
Total Tips	413	902
Safe Visitor App Entries (first five months)	2021	

Safe Visitor App Entries (first five months)	2021
	287

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 teams with various tasks
- Lunch monitoring
- Parking lots and surrounding campus security checks
- Student transports
- Vehicle lockouts for staff and students
- Relaying information on student issues and concerns
- Monitoring the district wide "Report-It/P3 Campus Software" program
- Classroom resources Alcohol Awareness, 4th Amendment Law, Social Media, Bullving
- Law enforcement issues and concerns Resource for students, staff, and parents
- Social Media Awareness Classes for Parents
- Crime Prevention Through Environmental Design

2021 School Resource Officers



Front Row: Ofc. Adam Shanks, Ofc. Alicia Ahnert, Ofc. Shaun Williams, Ofc. Dave Pyle

Back Row: Ofc. Matt Ruhnow, Sgt. Scott Wilcox, Ofc. Chris Owens, Lt. Andy Burks Not pictured: Kevin Sutton



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 10 years, the program has continued to grow. With the onset of COVID in 2020, the program was reimagined from the shopping in person to a drive-thru event for those in need to provide toys, books, games, and other items for infants through teens. The police department garage was converted into a winter wonderland filled with Christmas trees, lights, inflatables, decorations, and Christmas cheer!

This year we welcomed some new Christmas friends to the event including Mrs. Claus, Santa, The Grinch, Buddy the Elf, Chase, several elves, Oogie Boogie, and The Mandalorian. Santa brought his new sleigh and reindeer to the Fishers Police Department (it was too windy for them to fly).

As families in cars entered FPD's Winter Wonderland, they were greeted by Santa Claus who handed out candy canes, stuffed animals, and Matchbox cars. After speaking with Santa, guests pulled forward where officer "elves" loaded gifts into the vehicles; then off they went with Christmas toys! Almost 170 vehicles came through the 2021 Winter Wonderland, many of which had multiple children and multiple families in the vehicle. In addition to the drive-thru event, Cops and Kids sponsored several local families which provided them with clothing, toys, and beds.



The event would not be as successful as it is without the hard work that goes on behind the scenes by FPD employees and volunteers across all divisions. The program continues to grow with the leadership of Officer Alicia Ahnert and Detective Tracy Jones. Special recognition is also deserved for the Fishers Police Corps and the tremendous support of the FPD staff and administration.

















FISHERS POLICE DEPARTMENT 2021

Teen Academy

Each year we look forward to the FPD Teen Academy. Due to COVID, the Teen Academy had to be canceled in 2020, so we were very excited when we were able to once again host the academy in 2021!

Thirty-three youth participated in the 19th session of the Fishers Police Department Teen Academy which was held at Riverside Intermediate School. As in previous years, it was a one-week camp that consisted of law enforcement-type training to allow teens a better understanding of how law enforcement works.

The purpose of the academy is to provide teens with an opportunity to not only gain a better understanding of police officers, but more specifically, it is a time to strengthen the relationship between the officers of the Fishers Police Department and the youth in the community. Officers provided an overview of the roles and responsibilities of FPD Officers and insight into some of the specialized units and skills within the department. Topics included how to make a traffic stop, how the K-9 Unit works within the agency, the role of the Fishers Dive Team, how Crime Scene

Investigators process scenes, and how to safely navigate social media and the internet. Students began each day with physical fitness before heading to classroom instruction and practical role play.

Relationships between our offices and our youth are key to not only our School Resource Officers, but to the entire agency as we attempt to reduce juvenile delinquency in our community.



Cadets



The 2020 Explorer program was halted due to COVID-19. FPD staff members used that time to restructure the program. It was decided that FPD would part ways with the Exploring Program and branch off into a stand-alone Cadet Program. At the beginning of the 2021 schoolyear, six officers volunteered to revise the program and begin recruiting. Those officers visited Fishers schools, ran social media campaigns, publicized the new program through FPD's website, and held an open house. The goal was to recruit new members and share our excitement for the reimagined program. Recruiting efforts brought in 23 new cadets to the FPD Program! The 2021 cadets will serve until recruiting begins again in the fall of 2022.

Due to program growth, we were able to develop a chain of command in the program and currently have one lieutenant and six sergeants. Cadets participate in activities such as arson detection, investigations, report writing, officer ridealongs, and traffic stops. In addition, cadets had opportunities to assist with traffic direction and security at the Fishers Boo Bash, the FPD Cops and Kids Event, and will participate in the Fishers Farmer's Market in 2022. Through program involvement, cadets 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 past Explorer program have gone on to become police officers and members of the United States Military.

The FPD cadets are mentored by a group of six dedicated law enforcement professionals who provide guidance and leadership for future life experiences and a possible law enforcement career.



Teen Academy and Cadets





























































Current Members on
The Chief's Honor Guard Team:
Team Commander, Sergeant Cesar Rodriguez
Team Leader, Officer Cody Street
Detective Sergeant Robbie Ruble
Sergeant Jason Arnold
Sergeant Kyle McFerran
Detective Tom Brooks
Officer Chris Owens
Officer Chris Marshal
Officer Matt Noyes
Officer Wesley Fluke
Officer Ross Yoder











HONOR GUARD

The 2021 Fishers Police Chief's Honor Guard Team is comprised of nine police officers and two detectives. During 2021, Honor Guard members participated in multiple city services such as Memorial Day, Veterans Day, Hamilton County Memorial Service, Gold Star Families Recognition, Spark! Fishers, Mudsock Game and National Night Out. The main function of the Fishers Police Honor Guard Team is to represent the Fishers Police Department across the nation honoring the fallen officers and their families by attending and participating in Line of Duty Death Funeral and Memorial Services.

The Fishers Police Department Honor Guard members deployed and honored fallen officers in surrounding states and participated in honoring all Line of Duty Deaths in the State of Indiana in 2021. Due to Covid-19 Pandemic, National Police Week memorial services were moved from May to October. The Fishers Police Honor Guard Team traveled to Washington D.C. and participated in the National Police Week Memorial Services.

While at the United States Capitol for National Police Week, the Fishers Police Honor Guard participated in the Wreath Laying Ceremony, Honor Guard Cordon at the Candlelight Vigil, and the escorting of survivors to the Capitol Ceremony where the President of the United States attended and addressed the survivors and their loved ones. Over 400 fallen Law Enforcement Officers were honored.

This year at the Candlelight Vigil, the Fishers Police Honor Guard had the distinguished honor and privilege to accompany Fishers Police Chief, Ed Gebhart, who escorted the surviving spouse of Fallen Broward County Sheriff's Office (Florida), Deputy Benjamin Nimtz.

At the end of 2021, Sgt. Wayne Druelinger retired from the Honor Guard Team after fifteen years of service. Sgt. Druelinger began leading the team as Honor Guard Commander in 2014.



TRAINING

The training challenges experienced in 2020 continued through 2021. However, we were able to plan effectively to allow our officers to maintain our commitment to providing high quality and relevant training.

To support the department's strategic goal of addressing and assisting with the regional homicide problem within Indianapolis, we hosted nationally recognized training events for proactive patrolling tactics, crime gun training, and criminal interdiction.

We welcomed three instructors to the cadre, both with experience in the Patrol Division, and we added an emergency vehicle operations instructor. Several new field training officers were trained; they bring a wide range of experience to assist with training new officers. (This was a welcome addition to the program due to the need to train nine new officers solo patrol.)









The nine officers hired by the department this year were the first to validate a redesigned orientation program; the program was developed to be more challenging while incorporating more advanced training material such as high threat incidents, Fire/EMS operations, and a strong focus on communication skills.

Two of the nine officers were new to law enforcement and successfully completed the Basic Course at the Indiana Law Enforcement Academy (ILEA) and represented our department well. The other seven were lateral hires who had previously completed the ILEA Basic Course (or equivalent).

Several officers attended national-level conferences in disciplines such as homicide, fraud, internet and social media-based crimes, crash investigations, and digital forensics.

Leveraging the training rooms and other resources within our department, we hosted several top-tier instructors which aids FPD in reducing the cost of training and ensures fiscal responsibility. Hosting these training events also enables us to maintain professional dialogs with the nation's top instructors and ensure our officers are receiving the most advanced training available.









De-escalation was a big topic this year for law enforcement training. Two senior instructors attended a nationally recognized, researched-backed program intended to increase the safety for community members and public safety officers. This program has been implemented and will be formally trained by the entire department in early 2022. The implementation of this program was completed well ahead of the State requirement for de-escalation training. Additionally, we hosted Crisis Intervention Trainings (CIT) again this year with additional Fishers PD officers attending. This program seeks to provide law enforcement with training needed to respond to complex emotionally charged incidents. With this life-saving training, officers can assist subjects in crisis and connect them to valuable resources.

2021 was a challenging year and it brought several challenges the department instructors had to solve. We were persistent in our training goals to provide challenging, complex, and relevant training which ranged from Central Indiana's largest active shooter exercise and proactive patrolling for criminal activity, to wellness and communications skills.

















FPD CITIZENS ACADEMY

The Fishers Police Department held its first Citizens Academy session in the spring of 2001. Except for the inception year and the last two years, we have held two sessions each year.

The academy is open to anyone in the community aged 16 and older and it lasts for 13 weeks. Classes are one night a week and are scheduled for three hours each night. Academy members participate in hands-on instruction as well as practical exercises. Some of the training includes traffic stops, School Resource Officer information, forensics, K-9, police intelligence, criminal law, FPD Dive Team, 911 Communications, and jail operations.

In August 2021, the Fishers Police Department resumed our Citizens Academy after suspending it for a year and a half due to COVID.



All registered participants from the spring 2020 session were invited to attend because their session was cut short due to pandemic restrictions. After registering previous class members, registration was opened to the community, and on November 17, 2021, twenty-three community members graduated from the 39th session.

FISHERS POLICE CORPS (FPC)

The Fishers Police Corps is an organization made up of graduates of the Fishers Police Department Citizens Police Academy program who choose to continue to be a part of the Fishers Police Department by volunteering their time and talents by helping the department in a variety of endeavors. One of the best descriptions of why we exist is contained in our Mission Statement:

As ambassadors, we believe in the law and the officers who are charged with enforcing the law. It is our mission to support the Fishers Police Department's goals of protecting and securing our city, protecting the future of our children, and supporting our officers to enable them to achieve their highest standards. To this end, we will work 1) to elicit community support, 2) to support the Department through physical endeavors, 3) to provide monetary support through fundraisers, and 4) to provide emotional support to enable the Department and its employees to function at their highest potential.

In addition to volunteering at various events throughout the year, the group also worked at fundraisers during the year to raise funds to be used in support of the department and the employees of the department. Once again, 2021 was a difficult year for the group due to the constant presence of the COVID-19 virus. However, the group was able to participate in the following events:

- Dine to Donate fundraising every month where four volunteers greeted the public and talked about our group at Bubba's 33.
- Performed weekly fleet checks of the department vehicles.
- Helped with Cops & Kids program both in decorating and with day of events.
- Made a monetary donation to the Cops & Kids program.
- Awarded a \$1,500 scholarship to a high school senior.
- In celebration of National Police Week, we held four separate cookouts one for each of the four squads. During the week, a small gift was given to each employee along with handwritten notes of thanks from our members. In addition, each employee received notes and pictures from school children from various schools in Fishers.
- Participated in Pack the Cruiser at all three Kroger stores in Fishers where 8,949 pounds of food plus \$1,648 in cash was collected for Fishers Youth Assistance Program.
- Assisted with Touch-A-Truck.
- Sold water and handed out FPD swag at Spark!Fest.
- Provided a cookout lunch for the Teen Academy participants.
- Helped set up and maintain stations within FPD for the National Night Out open house. We also cooked hot dogs all evening for the public who attended.
- Set up the sally port and held a cookout for all FPD employees for the department annual meeting.
- Had a booth selling hot dogs, drinks, and snacks at Harvest Fest as a fundraiser (sponsored by Target).

Fishers Police Corps, continued







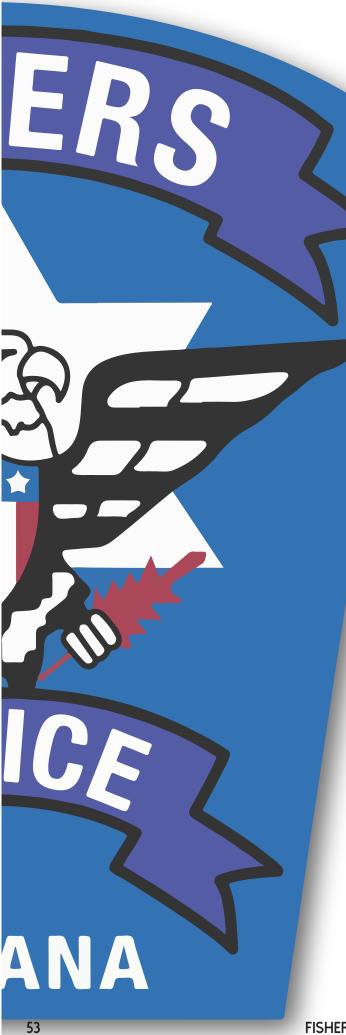












2021 ACCOMPLISHMENTS & 2022 GOALS

2021 Accomplishments

- Successfully investigated an officer involved shooting in Carmel
- Hosted a large scale, multi-agency active shooter training
- Continued the Crime Gun Initiative and helped with legislation for the Indianapolis Crime Gun Task Force
- Trained nine new officers
- Opened a wellness room for officers that includes physical therapy and mental wellness opportunities
- Implemented several Flock cameras across the city to help with investigations
- Assisted the FBI SWAT in Anderson and Indianapolis

2022 Goals and Objectives

- Address and assist with the regional homicide problem within the City of Indianapolis
- Increase School Resource Officer effectiveness regarding school safety, student assistance, threat assessment, mentoring, and teaching
- Work to improve efforts across the agency to appropriately enforce speed limits and driving habits in the city
- Expand the capabilities and services in the Investigations Division
- Develop a standardized procedure for officer involved shootings for FPD personnel. This will include procedures and expectations that will occur at the scene and standardized methods of addressing communication and transparency with media and community members
- Add an additional dual-purpose K-9 team to the Unit

















"AN INTERNATIONALLY ACCREDITED LAW ENFORCEMENT AGENCY"



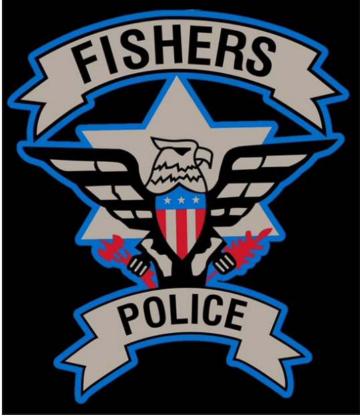






WE WILL PROTECT AND SERVE OUR CITY, SECURE THE FUTURE OF OUR CHILDREN, AND SUPPORT OUR OFFICERS TO ACHIEVE THE HIGHEST STANDARDS.







COMMUNITY























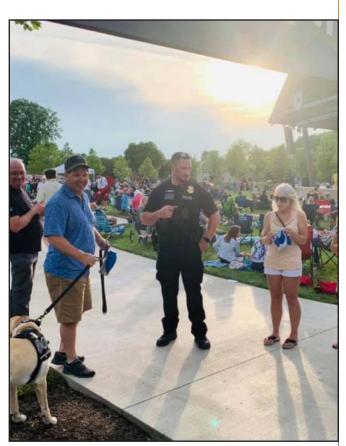
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FISHERS POLICE DEPARTMENT 2021

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