



Fishers Police Department  
**2022 ANNUAL REPORT**



# IN MEMORIAM

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



K-9 Harlej, End of Watch

November 13, 2019

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



Officer Ron Shepard, End of Watch

October 4, 2017

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





### Lori Spillane

July 19, 2016

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



### Leslie Hulse, End of Watch

September 28, 2009

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





# 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.

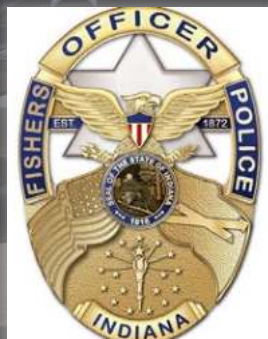
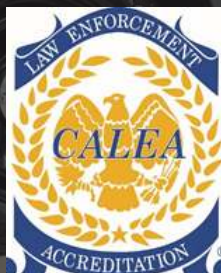
I will keep my private life unsullied as an example to all and will behave in a manner that does not bring discredit to me or to my agency. I will maintain courageous calm in the face of danger, scorn or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought 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 every 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.





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# CITY INFORMATION



# FISHERS

EST. 1872

## Mayor

Scott Fadness

## Controller

Lisa Bradford

## 2022 City Council

Todd Zimmerman—President, District At Large  
John Weingardt—Vice President, South Central District

Cecilia Coble – District At Large

Brad DeReamer—Northeast District

David Giffel— Southwest District

Crystal Neumann—North Central District

Pete Peterson—Southeast District

Selina Stoller—Northwest District

Jocelyn Vare—District At Large

## City Court Judge

Daniel Henke

## Police Merit Commissioners

Gary Bolenbaugh

Chris Young

Bryan Babb

Warren Henderson

Jim White

## City Clerk

Jennifer Kehl

## Chief of Police

Ed Gebhart



# LETTER FROM THE MAYOR



Dear Citizens,

The Fishers Police Department serves our community in so many ways: first and foremost, proactive safety and protection; community leadership and connectedness; and regional cooperation spearheaded by Chief Ed Gebhart and supported by the men and women of the department.

The Department is leading the way in technology with programs like the Indiana Gun Crimes Task Force and the Rapid DNA program. Hundreds of crime guns have been identified and removed from our community as a result of using progressive technology. The impacts of these efforts are undeniable. Officers have more tools, investigators and detectives have more information, and prosecutors have more facts. The details enclosed in this report will share how this is bolstering crime fighting for this department.

While Fishers is not immune to the challenges our neighboring communities are facing, our law enforcement professionals are going above and beyond to be transparent, innovative, and community minded. From Mudsock challenges to Pack the Cruiser food drive to Cops for Kids toy drive to taking a break with neighborhood kids for a pickup basketball game, the men and women of Fishers Police Department live by their motto: We will protect and serve our city, secure the future of our children and support our officers to achieve the highest standards.

I am grateful for the service of the men and women (and K-9) of the Fishers Police Department and the caliber with which they serve.

Yours in service,

Scott Fadness



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One Municipal Drive  
Fishers, Indiana 46038



# LETTER FROM CHIEF GEBHART




All,

In 2018, we talked about what type of police force we wanted to be. Our first goal was to take care of our team internally. We focused on our physical, mental, and spiritual health. Our emphasis became mental health because it had the greatest needs. In 2022, we were finally able to put resources in place to help our team. We found partnerships with external businesses and professionals who could assist us in dealing with the trauma we see daily. We are starting see the benefits of those resources for some of our officers. We will continue to make this our priority and grow the policy and resources to help our team stay mentally strong. We will never be finished working toward bettering the health of our officers and staff. Please continue to share ideas so that we can build off what we have in place. You will always have my full support.

In 2022, we continued to search, locate, and arrest those who prey upon our community. Another early goal of ours was to commit all our resources together to fight crime. I have watched the agency work together to pursue criminals relentlessly. Also, we see you researching the latest technology to investigate and solve crimes. Combining our resources (officers) and utilizing innovative technology and tools keeps our community safe.

In 2023, my goal will continue to be to protect this city, secure the future of our children, and support each of you. It will also be my goal to protect the way we seek, chase and pursue, and arrest those that commit crimes against us. This should always remain our primary and unifying goal.

Thank you for the effort each of you give daily.

Sincerely,  
  
Chief Gebhart  
Fishers Police Department

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Facebook: [fisherspolice](https://www.facebook.com/fisherspolice) | Twitter: [fisherspolice](https://twitter.com/fisherspolice)



# COMMAND STAFF

**CHIEF  
ED GEBHART**



**ASSISTANT CHIEF  
LUKE GANNON**

**ASSISTANT CHIEF  
MIKE TAYLOR**



**MAJOR RYAN JONES  
PATROL**



**MAJOR MIKE PEDERSON  
INVESTIGATIONS**



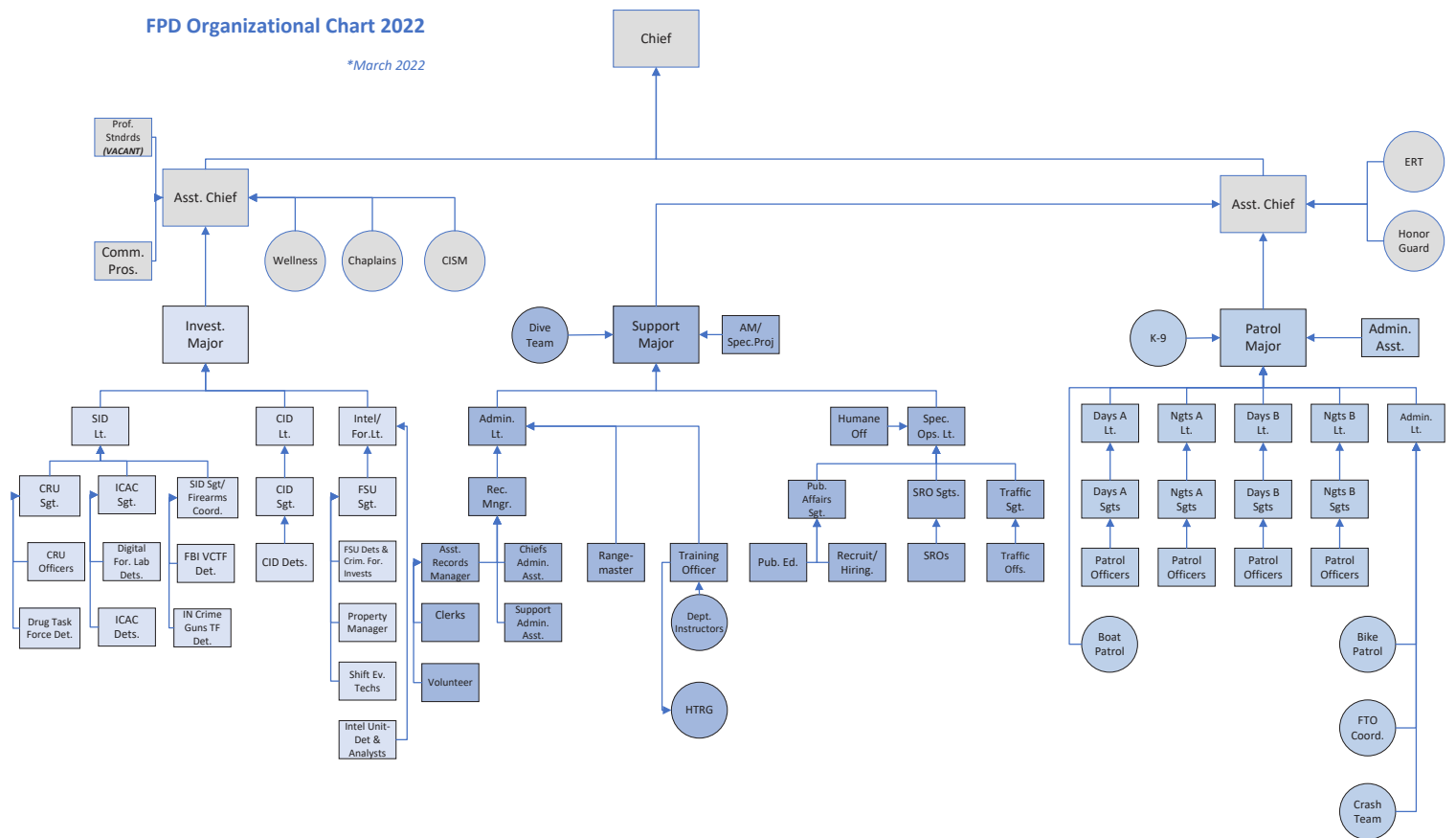
**MAJOR MIKE JANES  
SUPPORT**

# 2022 ORGANIZATIONAL CHART



FPD Organizational Chart 2022

\*March 2022





# 2022 PROMOTIONS AND RETIREMENTS

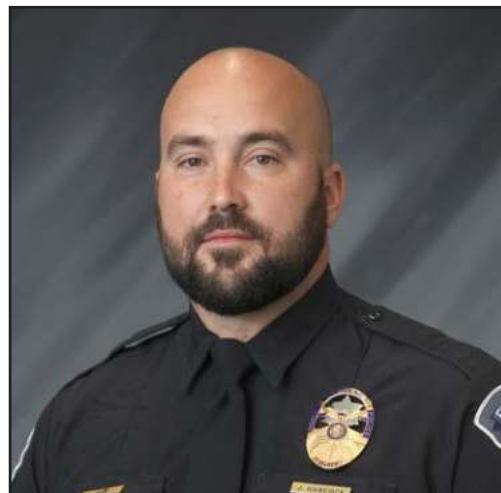
## Promotions

In April, three officers of the Fishers Police Department were promoted. Two were promoted to the rank of Sergeant and one to the rank of Major.

Joey Hancock and Bob Murray were promoted to the rank of Sergeant. Both are members of the Patrol Division. Prior to their promotions, Sergeant Hancock was an officer in the Crime Reduction Unit and Sergeant Murray was a detective in the Internet Crimes Against Children Unit.

Mike Janes was promoted to the rank of Major in the Support Division. Major Janes previously served as the Lieutenant of Professional Standards.

In addition to the promotion of Sergeant Hancock, Sergeant Murray, and Major Janes, a promotional testing process was conducted in August. Several officers will be promoted in 2023.



## Retirements

We had the opportunity to celebrate the retirements of two officers in 2022. Major Mike Johnson retired in March and Sergeant Eric Patton retired in August. We wish them the very best in their well-deserved retirements. Thank you for your years of service to the Fishers Police Department!



# 2022 AWARDS BANQUET

The awards committee is comprised of six members of the police department who meet annually, or as needed, to review award nominations. The committee forwards their recommendations to the Chief of Police for consideration. The 2022 Awards Banquet was held in May. Those earning recognition in 2021 were awarded at the banquet.

## **DISTINGUISHED SERVICE:**

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

Detective LaShawn Tyler  
Sergeant Jim Hawkins  
Detective Thomas Brooks

Officer Matthew Noyes  
Detective Austin Arndt

## **LETTER OF COMMENDATION:**

Letter of Commendation- Other notable acts worthy of recognition in the line of duty or employment showing initiative and accomplishment.

Detective Kirby Campbell  
Detective Jonathan Dossey  
Officer Kelsey Farrell  
Officer Adam Dietz  
Officer Jared Sheets  
Tactical Medic Adam Lee  
Officer Pierre Berry

Sergeant Greg Weesner (2)  
Officer Cory Schalburg (3)  
Sergeant Kyle McFerran  
Officer Joey Hancock (2)  
Officer JP Smith (2)  
Officer Nick Smiley  
Detective Seth Goldstein

Detective Austin Arndt  
Officer Chris Marshall  
Lieutenant Trent Skaggs  
Officer Chris Owens  
Officer Joe Ryder  
Officer Brandon Taylor

## **LIFE SAVERS AWARD:**

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

Sergeant Matt Simmonds  
Officer Kyle Griffith  
Officer Michael Arno

## **MERITORIOUS SERVICE AWARD:**

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

Nights A Squad  
ERT Unit

## **OFFICER OF THE YEAR:**

Officer of the Year- Annually, the Chief of Police, in collaboration with the command staff, will determine an Officer of the Year. Qualifications for this award will be based on an individual's leadership, initiative, and determination to expand FPD's professionalism. This award will be determined by the Chief of Police and command staff outside the review of the awards committee.

Officer Edgar Holmes

## **CITY OF FISHERS SMART AWARD**

In December, Records Manager Angie Adle received the City of Fishers' SMART Award. In addition to streamlining the processes and procedures of the Records Unit, Angie created FPD's website transparency page and oversaw the successful transition to the NIBRS reporting system.



# 2022 AWARDS BANQUET



"AN INTERNATIONALLY ACCREDITED LAW ENFORCEMENT AGENCY"



# 2022 AWARDS BANQUET





# 2022 SERVICE AWARDS

Service bars are worn on the officer's uniform. Service bars indicate the number of years an officer has served in law enforcement. The bar has a blue background and one to five stars. Each star indicates a period of 5 years of service. The 30 years of service bars have a blue background and the number 30 on them.

At the May awards banquet, the following individuals received Years of Service Awards.

## 5 Year

Cameron Vannatta

Adam Dietz

Corey Miller

Chase Edwards

Allison Nicholson (Civilian)

Samantha Higginbotham (Civilian)

## 10 Year

Austin Arndt

Briana Guy

Ross Yoder

Joey Hancock

Jarred Koopman

Rusty Kennedy (Chaplain)

## 15 Year

Bob Murray

Ben Colling

Edgar Holmes

Alicia Ahnert

Jason Peasley

## 20 Year

Jamie Alvis

Sam Ralph

Chuck Yeager

## 25 Year

Tony David

Brad Myers

Rob Baker

Andy Burks

Matt Simmonds

Angela Ellison

## 30 Year

Tracy Marsh

Todd Crowder



# 2022 FISHERS POLICE FOUNDATION REPORT

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

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

## 2022 ACCOMPLISHMENTS

- Supported the 11th annual Cops & Kids program.
- Supported the FPD K-9 Unit.
- Helped pay for the pastor that the Shahnava family requested for Noah's funeral service.
- Helped with the Annual Awards Banquet.
- Helped the department purchase tools necessary for door breaching kits.
- Have agreed to work with the department on a mental health initiative and are actively building a fund for this project.

We look forward to many more opportunities to support our  
Fishers Police Department in 2023!

2022 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 2022, the department responded to 51,708 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 hired 10 police officers in 2022.

The Patrol Division promoted two within our ranks in 2022. Officer Joey Hancock and Detective Bob Murray were promoted to the rank of Sergeant in April.

The Patrol Division is made up of four squads that provide round the clock police services to the community on a rotating 12-hour shift schedule. Each squad is comprised of 15-16 officers and is led by a lieutenant and three sergeants. In addition, the K-9 Unit, FPD Crash Team, Boat Patrol, and Fleet Management are also assigned to the Patrol Division.

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 roadways to keep Fishers safe. Criminals who possess illegal drugs and guns continue to be a central part of our enforcement efforts. In 2022, FPD officers removed 83 illegal guns. Preventing crime and violence associated with illegal drugs and guns 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!

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 a successful year in 2022, assisting in a wide variety of investigations and adding an additional K-9 Team to the unit. The K-9 Unit now consists of five K-9 Teams assigned to various patrol shifts. K-9 Barry (Belgian Malinois), K-9 Macho (Belgian Malinois), K-9 Rexo (Dutch Shepherd), K-9 Rico (Belgian Malinois), and K-9 Tiesto (Belgian Malinois) are all dual-purpose patrol/narcotics detection canines.

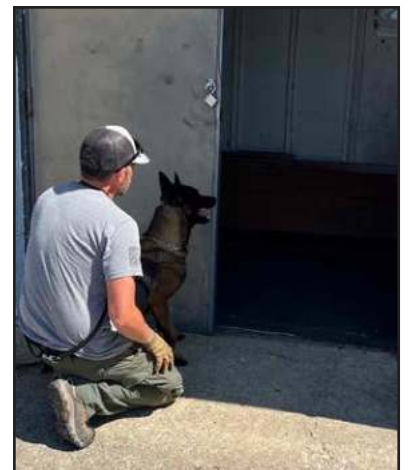


In 2022, the FPD K-9 Unit was deployed on 313 occasions to assist various local, state, and federal agencies. FPD K-9's conducted over 181 narcotics searches and 132 patrol deployments. The patrol deployments included searching for suspects, building searches, article searches, and assisting with perimeters. The K-9 Unit also conducted eight K-9 demos throughout the year for various groups and organizations within the community.

As a result of K-9 Unit deployments in 2022, the following was seized: approximately 101 lbs. of marijuana, over 2,300 THC cartridges, 1 lb. of cocaine, 1lb. of methamphetamine, 30 illegal firearms, over \$39,000, and a wide variety of other evidence and contraband. The K-9 Unit assisted with locating and apprehending 22 individuals suspected of various crimes.

Training remained a high priority for the K-9 Unit in 2022. Throughout the year, the K-9 Unit logged over 1,600 training hours averaging over 26 hours of training a month per handler, well above the industry standard of 16 hours per month. K-9 Sergeant Kyle McFerran, K-9 Officer Sam Ralph, K-9 Officer Jarred Koopman, and K-9 Officer Kyle Griffith serve as certified K-9 Trainers through Vohne Liche Kennels (VLK) 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 County, including five K-9 Teams from the Noblesville Police Department and three K-9 Teams from the Hamilton County Sheriff's Office. Sgt. McFerran, Ofc. Ralph, and Ofc. Koopman were also selected as judges for the 2022 VLK K-9 Olympics, an annual event attended by over 100 K-9 Teams from around the world competing and certifying in their respective K-9 disciplines.

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 Rexo and Sgt. McFerran have been partners since January 2019 and are currently assigned to night shift patrol, as well as the FPD SWAT. Throughout 2022, Rexo was deployed 106 times, assisting with the seizure of 9 firearms and several pounds of various illegal narcotics including marijuana, methamphetamine, cocaine, and heroin. K-9 Rexo successfully tracked and located numerous subjects throughout the year who had fled officers on foot and were wanted for various felony crimes

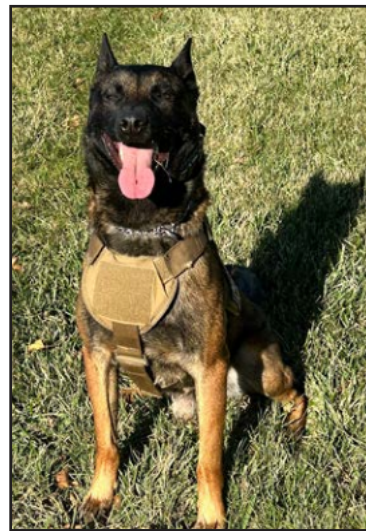
including two burglary suspects and three suspects who fled from officers following vehicle pursuits.

K-9 Barry and Officer Ralph have been partners since September 2015 and are currently assigned to day shift patrol. Throughout 2022, K-9 Barry was deployed 41 times and assisted with the seizure of a wide variety of contraband including 6 illegal firearms, 36 pounds of marijuana, 1 pound of cocaine, over \$19,000, and additional illegal narcotics.



K-9 Macho and Officer Ermel have been partners since October 2017 and are currently assigned to night shift patrol. Throughout 2022, K-9 Macho was deployed 35 times and assisted with the seizure of a wide variety of narcotics including cocaine, methamphetamine, marijuana, and an illegal firearm. Ofc. Ermel and K-9 Macho are also members of the FPD SWAT.

K-9 Rico and Officer Koopman have been partners since January 2020 and are currently assigned to day shift patrol. Throughout 2022, K-9 Rico was deployed 78 times and assisted with the seizure of various illegal narcotics including 42 pounds of marijuana, over 1,000 THC cartridges, 54 ounces of THC concentrate, 3.5 ounces of methamphetamine and heroin, 12 illegal firearms, and over \$12,000. Rico was also deployed following a vehicle pursuit and successfully tracked and located a suspect who had fled from officers on foot.



K-9 Tiesto and Officer Griffith have been partners since August 2022 and are currently assigned to night shift patrol. In 2022, Ofc. Griffith successfully graduated from Vohne Liche Kennels Dual-Purpose Trainers Course and competed in the 2022 VLK K-9

Olympics with K-9 Tiesto. Tiesto was deployed 53 times in 2022, resulting in the seizure of over 19 pounds of marijuana, 1 pound of methamphetamine, 2 illegal firearms, and various other illegal narcotics.



K-9, CONTINUED







The mission of the FPD Boat Patrol is to increase visibility, enhance safety on the water, maintain voluntary compliance with the local ordinances and laws of the City of Fishers and the State of Indiana, and provide education while boaters are enjoying time on the water. The most common violations continue to be boaters disregarding designated no-wake zone markers which creates a hazard to those on floating docks, swimmers in the water, and other boaters as well as violations of the City's noise ordinance which is designed to prevent music from being played at an unreasonably loud level. Boat Patrol Officers and the Indiana Department of Natural Resources patrol Geist Reservoir.

Prior to working a boat patrol shift, officers must pass a swim test, receive training in boat operation, become familiar with boating laws, and learn general nautical terminology. In addition to patrolling and enforcing ordinances while on the water, an important objective of the Boat Patrol is to provide education. Boat Patrol Officers strongly recommend the wearing of a personal floatation device while on the water.

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 2023 boating season.

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## CRASH TEAM

The Fishers Crash Team is requested and respond to crashes involving fatalities or crashes that result in life-threatening injury, that occur as a result of a criminal act or suspected criminal act, or where the suspect causes serious bodily injury to another person. In addition, the Fishers Crash Team may be contacted in the event of a crash that occurs as a result of an unusual circumstance or a crash that is so involved that additional manpower is required (pursuits, emergency calls, etc.). The FPD 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. Crash Team supervisors maintain a relationship with a specific Hamilton County Deputy Prosecutor to advise on cases. This Deputy Prosecutor assists during any phase of an investigation and typically sees the case through to final disposition if charges are filed.

The Crash Team utilizes the unmanned aircraft drone 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 2022, the FPD Crash Team responded to five crashes. Of those crashes, two were fatal causing two deaths and three were serious bodily injury crashes. Drugs or alcohol were factors in at least two of the crashes.



Lieutenant Dave Seward works with the City Fleet Management Department to oversee the administration of the police fleet and the selection and coordination of equipment necessary in the vehicles. FPD's vehicles are assigned to personnel from the various divisions within the agency.

After 12 vehicles were returned to City Fleet Management for either trade-in or re-assignment to other city personnel, FPD's fleet was comprised of 183 vehicles at the end of 2022.

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.

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## FLEET MANAGEMENT

# CRIMINAL INVESTIGATIONS DIVISION



The Investigations Division consists of 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 for the Investigations Division: the Intelligence and Forensic Services Units, the Special Investigation Unit (SID), and the Criminal Investigations Unit (CID).

## CRIMINAL INVESTIGATIONS UNIT

Criminal Investigations (CID) is comprised of a lieutenant, two sergeants, and seven detectives. Their primary role is to investigate complex criminal cases and incidents that are reported by citizens or generated through other channels.

In 2022, CID activated a total of 576 cases to investigating detectives. An additional 241 cases required follow up from other divisions while being managed by CID supervisors. Case activations/assignments related to child molestation and/or other juvenile sex crimes decreased significantly in 2022, as compared to 2021. In 2021, 78 of these types of cases required investigation by detectives. In 2022, that number fell to 50. The Fishers Police Department, and specifically its detectives, continued to work 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 crime case activations and investigations rose by 37 in 2022. This increase was due to a slight rise in reported thefts, damage to property cases, and fraud. The most reported and activated case continued to be theft. Fraud was the second most reported and activated type of case, though there were 50 less cases than theft. Death investigations spiked in 2021 at 71 cases, the most over the previous 5-year period. In 2022, Death investigations fell back to 59. This could be correlated with the lessening of the COVID-19 pandemic.

In 2022, the Fishers Police Department saw a rise in shootings related to motorists, commonly referred to as “road rage.” In May, detectives investigated a reported “road rage” shooting. After a dispute over driving behavior, a driver was struck by shrapnel created from a bullet impacting the citizen’s vehicle. After an expansive investigation which required assistance from the Indianapolis Metropolitan Police Department SWAT, the suspect was identified and arrested. The firearm believed to be used in this shooting was recovered from a pond by the FPD Dive Team after the suspect threw it there as SWAT was approaching the apartment. In September, a domestic dispute inside a vehicle led to a shooting on I-69. The suspect, the victim’s wife, was arrested for attempted murder. Lastly, in November, a citizen was shot while driving in the East 96th Street corridor after the suspect took exception to being honked at. A thorough investigation, which utilized license plate reader technology, assisted in the identification of the suspect. The suspect was charged with attempted murder and was linked to an additional shooting in Noblesville within the previous month.





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 UAS (Drone) program, the FPD Crime Gun Initiative, and our new Rapid DNA (RDNA) program. The Unit is comprised of a Sergeant, a Forensic Detective, two Civilian Forensic Investigators (CFI), 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.

2022 started with the addition of Civilian Forensic Investigator, Jenna Burow. Jenna joined the team full-time following her graduation from Purdue University. She had been working with the Fishers Police Department's FSU as a part-time intern for the previous five years. Her addition will greatly assist with the ever-growing responsibilities placed on the Unit. The FSU also fully established and implemented our Rapid DNA (RDNA) Program. This program allows the FSU to process single source DNA samples in-house with results in minutes. Standard processing of DNA can sometimes take several months, so this ability greatly assists in quickly furthering our criminal investigations. The program has already paid dividends as it assisted the Hamilton County Coroner's Office in positively identifying human remains on two occasions. This not only helped close cases but provided the families of the deceased persons some measure of closure. The RDNA program also helped to positively identify the driver involved in a serious motor vehicle crash. As the program continues to grow, it will undoubtedly become a major contributor to our crime-fighting efforts.

In 2022, the FSU processed 3,267 forensic services and discovery requests. 1,916 requests were submitted to the Indiana State Police Lab for processing. Our shift ETs were utilized 514 times to process various crime scenes; they also assisted the FSU on larger crime scenes when additional resources were needed. The property room took in an additional 4,479 items of evidence during the year. In support of the FPD Crime Gun Initiative, 83 crime guns were taken in while a total of 90 guns were processed for evidence. This resulted in 13 National Integrated Ballistic Information Network (NIBIN) hits, 33 Combined DNA Index System (CODIS DNA) hits, and 9 fingerprint hits. The contribution of data into national databases 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 supported crime gun investigations in Fishers' area of responsibility.

In addition to the normal day-to-day operations, the FSU was tasked with processing crime scenes for several high-profile cases including multiple shootings in which suspects were arrested for attempted murder, a murder/suicide, and bank robberies. The FSU processed these scenes thoroughly and professionally which greatly assisted our Criminal Investigations Unit in resolving these crimes.

FORENSIC SERVICES UNIT CONTINUED





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 four civilian Intelligence Analysts (IA).

The Intel Unit continued to expand in 2022 and added an additional civilian Intelligence Analyst early in the year. Analyst Sydney Carillo was hired to join the unit. Sydney has a Master's degree in Criminal Justice from IUPUI and comes to the FPD after working for 4 years at the Indiana State Police/Indiana Intelligence Fusion Center. Sydney was assigned to the newly created Crime Gun Desk and is also embedded as a liaison to the Indiana Crime Gun Task Force in Indianapolis.

The four analysts are assigned to one of four separate and distinct threat desks: the Public Threat Desk; the Larceny Desk; the Narcotics Desk; and the Crime Gun Desk. Each desk has specific threat streams to proactively monitor for threats coming to or already in Fishers' Area of Responsibility (AOR).

The Public Threat Desk (PTD) actively monitors and evaluates current and emerging threats against schools, special events, and government facilities and/or persons. In 2022, the desk assisted the schools and SROs with numerous threats against the schools that included specific individuals making threats as well as emerging school threat trends. The PTD also vetted and disseminated a high volume of intelligence alerts/bulletins for officer safety and awareness on the increased threats to law enforcement. Freedom convoys, Roe v. Wade, escalating violence between rival outlaw motorcycle gangs, and continued national mass shootings were all monitored throughout the year and evaluated for potential impact on the City of Fishers. The PTD continues to participate in weekly Indianapolis Metropolitan Police Department (IMPD) Intel meetings. We also continue to collaborate with the Midwest Cycling Intelligence Organization, the IMPD Gang Round Table, and the IMPD School Intelligence Forum to ensure ongoing sharing of intelligence and collection of information.

The Larceny Desk proactively provided 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 target our parks, fitness facilities, and day care facilities for thefts from vehicles, have stolen entire ATMs from our banks, and burglarize high-end homes. On multiple incidents, the Larceny Desk has provided critical information that has led to the apprehension of some of these individuals participating in these crimes and alerted officers to the likelihood of these groups in the Fishers AOR before they hit. The Larceny Desk routinely disseminates intelligence on these threats to equip officers with a decision-making advantage when responding to or investigating these crimes.

The Narcotics (Narco) Desk aims to collect, analyze, and disseminate strategic and operational intelligence with efforts to support and collaborate with our federal, state, and local partners. The Narco Desk provides long-range identification and analysis of emerging and/or anticipated drug trends to develop efficient and effective law enforcement targeting strategies. The Narco Desk also supports the FPD's Crime Reduction Unit (CRU) on real-time narcotics investigations by developing targets, coordinating with outside agencies, and vetting sources of information. Throughout 2021, the Narco Desk made it a priority to monitor and analyze fentanyl-related investigations, seizures, and overdoses. Although fentanyl remained a national hot topic in 2022, especially with the emergence of rainbow fentanyl, the Fishers AOR did not experience the same wave as it did in 2021. Rather, methamphetamine began to



## INTELLIGENCE, CONTINUED

surge within Fishers, likely due to its low price point and ease of accessibility. Marijuana and related THC products remained the most prevalent illicit drug within Fishers as profitability for dealers proved lucrative with criminal penalties very minimal. With many neighboring states legalizing marijuana and THC products, availability, and interstate trafficking of marijuana into Hamilton County remained high. The Narco desk was instrumental in assisting with a multitude of narcotics and active warrant investigations within the greater Indianapolis area in cooperation with federal agencies, IMPD, and numerous local partners.

The newly formed Crime Gun Desk supports investigation of gun crimes and violent crimes in the Fishers AOR. This analyst is assigned to the Indiana Crime Guns Task Force to assist with the regional gun crime reduction effort. In 2022, the Crime Gun Analyst assessed more than 10 FPD related NIBIN leads and over 35 Indianapolis area NIBIN leads. A NIBIN lead is generated when ballistics evidence links two or more cases. The Crime Gun Desk analyzes NIBIN lead information, develops targets, briefs case agents, assists in digital evidence collection, and provides operational support. These activities led to the arrest of a high-level NIBIN target, a prohibited person under felony indictment in possession of five firearms and narcotics. This analyst attended ZetX Cellular Location Data training, as well as Cellebrite Responder training. The Crime Gun desk is also in the process of obtaining federal ATF contractor access to further support FPD firearms investigations.

In collaboration with our analysts, the detective assigned to the unit continued to support the unit by conducting field investigations, interviews, public education, and to generally act as a liaison to other FPD divisions. The Intel Detective manages the FPD Flock License Plate Reader Systems (LPR) which is used in conjunction with other various databases to identify potential suspects for our open criminal investigations. During 2022, our Intel Detective played an integral role in several criminal investigations where suspects were identified, or lead information was provided to case detectives. These investigations included multiple shootings, multiple bank robberies, a multi-agency interstate theft ring, a multi-agency international theft ring, and a multi-agency regional auto theft ring. The Intel Detective's efforts in public education have grown FPD's LPR network as several homeowner's associations and private businesses added privately funded cameras to our network following educational presentations.

In 2022 Analyst Sanchez and Analyst McFatridge presented at the International Association of Law Enforcement Intelligence Analysts (IALEIA) annual conference in Chicago, IL. Since their presentation, they have been asked to create online content for an ongoing training series.







The Special Investigations Unit (SID) is responsible for investigative and support roles within the Fishers Police Department and provides critical support of investigative functions for several other agencies. The SID is responsible for the management of the Hamilton County Metro Child Exploitation Task Force (HCMCETF), Digital Forensic Laboratory, Crime Reduction Unit and assigning investigators to Central Indiana task forces. These task forces include the Hamilton/Boone County Drug Task Force, Indiana Crime Guns Task Force, the Indianapolis Federal Bureau of Investigation 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 (HCMCETF)**

- These groups are made up of nine personnel from seven agencies including the Fishers Police Department, Carmel Police Department,

Noblesville Police Department, Hamilton County Sheriff's Office, Westfield Police Department, Alexandria Police Department and Anderson Police Department. This is the first task force in Hamilton County to have representatives from all the major agencies assigned full-time. Sgt. Keith Weesner supervises three full-time digital lab detective examiners and three full-time HCMCETF detectives. Along with the full-time positions within the groups, there are two part-time investigators from Anderson Police Department and Alexandria Police Department representing Madison County, as well as one part-time digital lab examiner from FPD. These investigators are responsible for investigating child exploitation crimes in Hamilton County and the surrounding area. These detectives are part of a larger Internet Crimes Against Children (ICAC) task force managed by the Indiana State Police. In 2022, the task force and digital lab investigators worked on several high-profile cases and assisted other local and federal agencies on a regular basis.

- In 2022, the HCMCETF detectives opened a total of 243 cases, many of which are still ongoing. Several of these cases were initiated by tips sent from the National Center for Missing and Exploited Children (NCMEC). Their investigative efforts led to the identification of over 55 child victims, 18 child rescues, and 28 arrests. 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 including multiple federal agencies and task forces. In 2022, the digital lab examined 818 devices and assisted in the investigation of multiple crime types to include: child exploitation, homicide, robbery, weapons charges, death investigations, and drug offenses.
- In 2022, 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. The digital forensic lab also received funding from the Indiana Crime Guns Task Force to help support valuable digital forensic tools.

### **Hamilton/Boone County Drug Task Force (DTF)**

- The Drug Task Force is made up of 11 detectives from Hamilton and Boone County agencies. There is one detective assigned 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 its long-standing relationship with the DTF and recognizes the efforts and quality cases that come from this positive relationship. In 2022, the DTF opened 124 cases with many having ties to Fishers. Current drug trends show that marijuana and marijuana products are still prevalent in the area. The DTF works with several different local and federal agencies, including those as far as California, that relate to drug trafficking in Hamilton County.

# **SPECIAL INVESTIGATIONS UNIT, CONTINUED**

## **Indiana Crime Guns Task Force (ICGTF)**

- In 2022, the Fishers Police Department continued to have one detective assigned to the ICGTF serving as an ATF Taskforce Officer. One civilian Intelligence Analyst was also added to focus on how crime guns seized in Fishers are related to the violent crimes that occur in other jurisdictions. ICGTF is an inter-agency 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. This 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 2022, the ICGTF seized 375 firearms, made 388 custodial arrests, and seized hundreds of pounds of illegal narcotics that were discovered during criminal investigations with the ultimate goal of interrupting the cycle of gun violence in Central Indiana.
- Fishers PD seized 83 crime guns leading to positive DNA matches for 33 of them. Multiple crime guns were also found to have ballistic and fingerprint matches to other investigations in Central Indiana. 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, and 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 Investigation 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, as well as to conduct long term investigations which target the prosecution of entire organizations. In 2022, 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 multi-jurisdictional bank robberies, drug trafficking, gun crimes, and homicides with Hamilton County ties.

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

- The mission of the U.S. Marshals Task Force is to arrest, as part of 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 2022, the Fishers Police Department had one detective assigned to this group. During this time, 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. The Fishers Police Department 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.



# EMERGENCY RESPONSE TEAM



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 2022, Fishers ERT conducted 36 operations and remained committed to keeping citizens safe in the City of Fishers.

2022 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 2022, 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.

Three members retired after several years of service in 2022. 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 with 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. This equipment includes mini drones, robots, and an Armored Rescue Vehicle.

Personnel overview of the ERT is as follows:

26 Total Team Members

1 Tactical Operations Center Commander

1 Ground Commander

2 Entry Team Leaders

2 Assistant Entry Team Leaders

8 Entry Team Members

2 Tactical Emergency Medics

2 Sniper/Observers

1 Crisis Negotiations Team Leader

1 Crisis Negotiations Assistant Team Leader

6 Crisis Negotiations Team Members



# CRIME REDUCTION UNIT

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

Highlights from 2022 include the seizure of illegal firearms and narcotics, fraud investigations, and seizure of illegal proceeds from the sales of drugs. The following cases highlight these incidents:



- January--CRU was assisting with a fraud investigation at a local hotel. During the investigation, two suspects were located and taken into custody. CRU applied for a search warrant and, as a result, recovered three stolen vehicles and located victims of fraud.
- March--An ongoing narcotics investigation led to a traffic stop on I-69 South. During the traffic stop, a Fishers K-9 conducted a vehicle sniff. As a result of the vehicle sniff and investigation, approximately 1 pound of cocaine, 2 pounds of marijuana, and 100 ecstasy tablets were located and seized.
- May--An ongoing narcotics investigation by CRU led to the identification of a suspect from a shots fired case being worked by the Fishers Criminal Investigations Unit. As a result of the investigation, a search warrant was granted for the suspect residence and 4 firearms (one containing a Glock switch), approximately 32 pounds of marijuana, and \$7,600 in U.S. currency were located in the residence and seized. The shooting suspect was located and charged. One of the firearms recovered was linked back to a homicide in Indianapolis, IN.
- July--A narcotics investigation resulted in a traffic stop on I-69 South. The traffic stop yielded approximately 25 pounds of marijuana. A follow-on search warrant was conducted at the suspect residence. The search yielded, 1 handgun, 5 additional pounds of marijuana, and \$1,704 in U.S. currency.
- August--An ongoing narcotics investigation was being conducted by CRU. During the investigation, a traffic stop was conducted and yielded 1 firearm and approximately 59 THC Cartridges. A follow-on search warrant was conducted at the suspect residence which yielded an additional 500 THC Cartridges, 2 firearms, and \$2,138 in U.S. currency.
- September--A narcotics investigation led to CRU obtaining a search warrant for a residence in Fishers, IN. As a result of the search warrant and case investigation, approximately, 2 ounces of methamphetamine, 3.5 pounds of marijuana, 75 pills, 1 firearm, and \$1,550 in U.S. currency was located and seized.
- October--An ongoing narcotics investigation by CRU led to the west side of Indianapolis, IN. IMPD West Violence Reduction Team partnered with CRU and executed a search warrant at a residence in Indianapolis. During the execution of the search warrant, 1 firearm and approximately \$159,000 in U.S. currency was located. Additionally, evidence of a separate apartment was located, and a search warrant was executed. During the execution of the second search warrant, 1 additional firearm, approximately 800 THC cartridges/THC concentrate, and 10 pounds of marijuana were located and seized.
- October--An ongoing narcotics investigation led to a traffic stop on I-69 South. The traffic stop yielded approximately 23 pounds of marijuana, 6,650 THC Cartridges and \$1,909 in U.S. currency. A follow-on search warrant of the residence was conducted which yielded an additional 5 pounds of marijuana and 6 firearms.





## CRIME REDUCTION UNIT CONTINUED



Several cases led to involvement with the Federal Bureau of Alcohol, Tobacco, and Firearms (ATF), the Federal Bureau of Investigation (FBI), and the Federal Drug Enforcement Administration (DEA). Upon request, the Crime Reduction Unit also assisted the Hamilton/Boone County Drug Task Force, Madison County Drug Task Force, Indianapolis Metro Drug Task Force, Homeland Security Investigations, DEA, FBI, ATF, and United States Postal Service with multiple cases over the course of the year. Locally, CRU continued to network with the agencies in and around Hamilton County. These agencies included Noblesville Police Department's Problem Oriented Policing Team, the Hamilton County Sheriff's Office Crime Reduction Team, Zionsville Police Department's Strategically Applied Focus and Enforcement Team, and Westfield Police Department's Proactive Unit. Fishers' Crime Reduction Unit will continue to partner with various agencies to keep Fishers safe and deter the criminal element.

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

Below is a brief summary of some of the Unit's accomplishments in 2022.

• Total Criminal Cases	81
• Felony Arrests	63
• Misdemeanor Arrests	18
• Warrant Arrests	14
• Illegal Firearms Seized	46
• U.S. Currency Seized	\$231,283
• Illegal Narcotics Seized (Heroin, Cocaine, Methamphetamine, Marijuana, Spice, Pills)	Approx. 144 pounds.



# SUPPORT DIVISION

The Support Division oversees many aspects of our department. The Support Division consists of both sworn officers and civilians who are assigned specialized jobs 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
- National Incident Based Reporting System (NIBRS)
- Community Service and Animal Control
- Accreditation
- School Resource Officers and School Safety
- Teen Academy and Cadet programs
- Cops and Kids program
- Traffic Enforcement Unit
- Training Unit
- Rangemaster



The Support Division saw some significant changes throughout 2022. After 29 years of service to Fishers Police Department, Major Mike Johnson retired. Major Mike Janes was promoted to oversee the Support Division. Training Officer Jared Sheets was deployed with the military and Officer Chris Marshall was selected to oversee training during Officer Sheets' deployment.

We started 2022 with another hiring process and continued recruiting throughout the year. We were able to hire 10 new officers in 2022 and worked to continue our recruitment of qualified candidates for future positions.

The High Threat Response Program continued to train Hamilton County Law Enforcement Officers on active shooter response, educate the community with community outreach sessions, and instruct programs like Stop the Bleed.

The Records Unit continued to migrate towards a paperless system for retention of records.

The School Resource Unit, in partnership with Hamilton Southeastern Schools, continued to ensure the safety of students and staff at each of our schools.

Records Manager Angie Adle received the City of Fishers' SMART award in December for her innovative work throughout the year. Angie has worked tirelessly to improve and streamline FPD's Records Unit. She also created FPD's transparency page on the website to highlight interactions and policies and oversaw the migration from the FBI's Uniform Crime Reporting system to its National Incident Based Reporting System (NIBRS).

The Support Division continues to provide for the needs of the agency both internally and externally throughout the year and we look forward to the challenges that 2023 will bring.





# 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 222 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 uses the National Incident Management System (NIMS) when planning emergency operations and special events. This management system allows for efficient scheduling and planning for all departments in the city who participate in a special event.

## RECORDS MANAGEMENT, POLICE TECHNOLOGY, AND CUSTOMER SERVICE

The Records Unit is the central repository for all police records and is responsible for customer service on the telephone and in the lobby of the police department during business hours. The Records Unit consists of a manager, assistant manager, three clerks, and one volunteer. Records Manager Angie Adle and Assistant Records Manager Samantha Higginbotham continued to oversee the Records Unit staff, maintain operation and use of officer body worn cameras, review and redact officer body worn camera video, and confirm report accuracy for NIBRS.

Records Statistics	2019	2020	2021	2022
Police Reports	3925	3632	3499	3680
Arrest Reports	1459	1211	956	1048
Uniform Traffic Tickets and Warnings	6041	4493	4616	4177
Ordinance Violation Bureau Tickets	259	319	410	436
Vehicle Crash Reports	2097	1640	2009	1963
Gun Permits	620	1719	1305	524
Alarm Permits (New & Renewals)	1796	923	1892	1527
Public Records Requests	1959	1801	1886	2024

## PUBLIC EDUCATION AND OUTREACH

Sergeant Tom Weger is responsible for all Public Education and Outreach Programs. Sergeant Weger 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.

### FISHERS POLICE 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 developed an easy-to-use interactive map so 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 for anything suspicious may prevent a crime or save a life.

Many neighborhoods 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.

## PUBLIC INFORMATION (MEDIA AND SOCIAL MEDIA)

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

The following represent statistics from our social media reach in 2022.

#### Facebook

In 2022, we added 2,187 followers to give us a total following 28,000. This is up from 25,813 in 2021.

#### Twitter

We added 330 followers in 2022, bringing our total to 14,200. This is up from 13,870 in 2021.

#### Instagram

In 2022 we had 4,676 followers. This is up from 4,610 in 2021.

#### Nextdoor

We continue to post notices on Nextdoor.



## OFFICER RECRUITMENT AND HIRING

Recruiting qualified applicants continues to be a year-round effort for the Fishers Police Department. Much of our recruiting outreach in 2022 was accomplished by utilizing the power of social media and word-of-mouth efforts by our current officers. We sent several officers to Indiana University's Police Academy to speak with their recruits about working for the Fishers Police Department. We also attended a career fair at Indiana State University.

In 2022, FPD held two hiring processes; we received 350 applications. From those applications, 54 applicant background investigations were completed, and 10 sworn police officers were hired. Of those 10, six were certified lateral applicants with prior law enforcement experience. The selection processes in 2022 brought FPD's total sworn officer count to 121.





# TRAFFIC UNIT

2022 was another very busy and successful year for the Traffic Enforcement Unit. For the year, the Unit issued 2,912 citations of which 481 were for seat belt and child restraint violations. The Traffic Enforcement Unit made 52 arrests for traffic and drug offenses and inspected and/or installed 94 child safety seats.

As the City continues to grow, the number of traffic crashes continues to remain high. However, in 2022, as we came out of the pandemic and resultant changes caused by it, we saw a decrease of 6.45% in property damage crashes and an 18.72% increase in personal injury crashes within the City. There were two fatal crashes within the city limits in 2022, down from six in 2021. These differing percentages can be attributed to the further increase in traffic and the continued, unprecedented dangerous driving habits on our roadways. It continues to be the goal of the Traffic Enforcement Unit to reduce the number of crashes and injuries on city roadways.



Through yearly participation in the Hamilton County Traffic Safety Partnership, the Fishers Police Department receives federal grant money to take part in special enforcement projects such as the Operation Pullover National Seat Belt Mobilization Campaign and D.U.I. Taskforce Indiana Grant (which targets impaired drivers). For 2023, we have again received this important grant funding that is specifically for targeting impaired driving, increasing seat belt usage, and enforcement of the Distracted Driving law.

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

Looking ahead to 2023, we encourage all employees and citizens of the City of Fishers to do the following: slow down and drive safely, buckle safety belts, and do not consume alcohol or use mobile devices while driving.



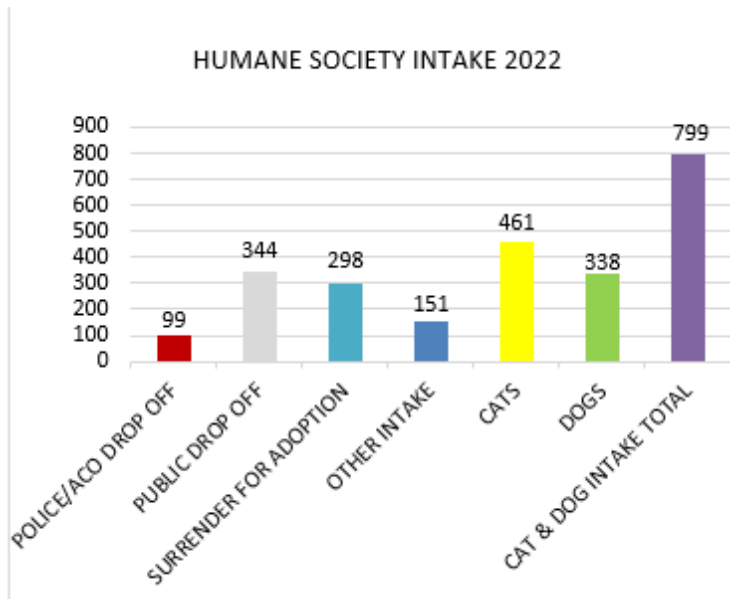
## 2022 CAR SEAT PROGRAM

The Fishers Police Department has four certified child safety seat technicians. In 2022, those technicians inspected and assisted caregivers with 94 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.





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 accidentally get loose and are able to run, and stray animals. We also receive nuisance complaints that include animals barking all hours of the day and night, welfare checks of animals, and animals that create hygiene and 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 by using the ordinance and frequently meeting 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.

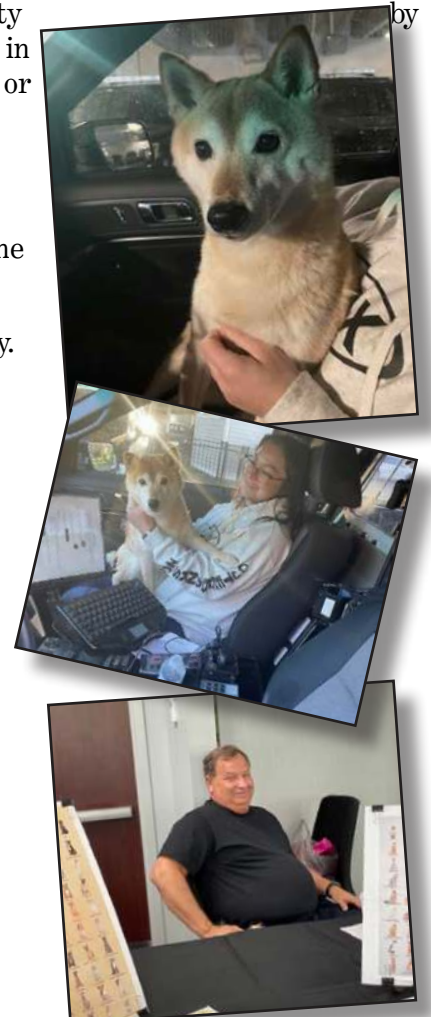
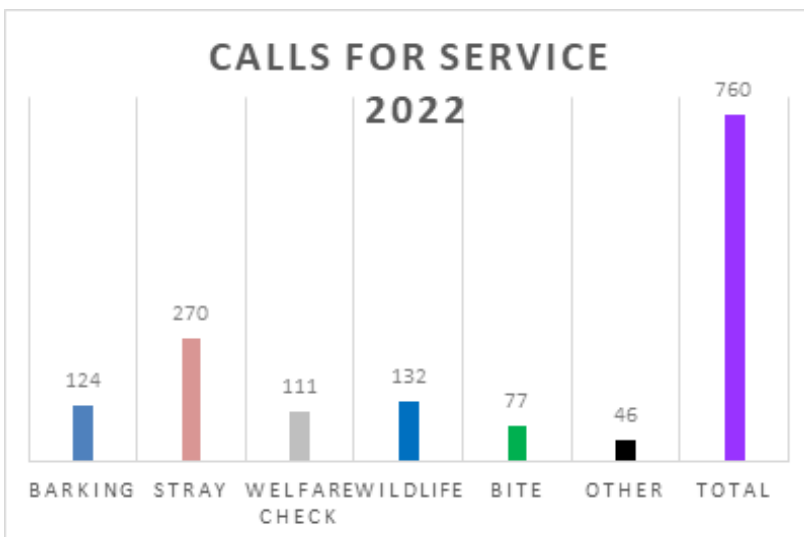
The Police Department responded to 760 calls for animal control services for 2022.

In 2022, a total of 799 animals were brought to the Humane Society for Hamilton County the City of Fishers totaling a cost of \$156,072.00. Of the 799 animals, 344 were brought in by the general public as “stray” and 298 were brought in and surrendered for adoption or return adoption by the owner.

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

Chart #1 indicates number of animals brought to Humane Society for Hamilton County.

Chart #2 indicates Fishers Police Department Animal Control calls for service.



# 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 had a third successful electronic review in October of 2022.

In November of 2021, FPD's Accreditation Manager, Allison Nicholson, received CALEA's Accreditation Manager Certification. She was the first in the state to receive this certification and is currently the 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.

Accreditation provides FPD with a roadmap for improving community relations and transparency. The men and women of the Fishers Police Department consistently exhibit the highest quality in policing and citizen service. We will continue our commitment to the internationally approved standards so that Fishers' citizens have the very best in law enforcement.





# FISHERS POLICE SCHOOL RESOURCE OFFICERS



At the beginning of 2022 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. Major Mike Janes oversees the SRO Unit which falls under the Support Division. In January of 2023, the SRO Sergeant, Scott Wilcox, will have completed a successful career in law enforcement and will be retiring from the Fishers Police Department. We wish him the best! In December of 2022, due to the pending retirement of Sgt. Wilcox, an interview process was conducted to backfill Sgt. Wilcox's position. Officer Pierre Berry was selected and was promoted to Sergeant.

For the 2022-2023 school year, 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/ Sgt. Pierre Berry– 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.

It will continue to be our mission to provide a safe and effective learning environment for our schools.



The SRO Unit saw a decrease of 17% in the total number of case reports and a 43% decrease in arrests in 2022. While providing guidance and mentoring to students is a priority, arresting kids is not. We are constantly striving to find alternatives to arrest, especially when school discipline may serve the same purpose. Utilizing school discipline and making referrals to the Fishers Youth Assistance Program are frequently used resources.

Report-It/P3 Campus Software was a program that allowed students and/or parents to

anonymously report suspicious or concerning activity. These tips were monitored and handled by school administrators and the School Resource Officers. This system was utilized for the first part of 2022, however, it was replaced by Stop-It at the beginning of the 2022-2023 school year. Stop-It is also a reporting system that is monitored by school administrators and SROs. The total number of reported tips for 2022 was 721 compared to 902 tips in 2021.



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 recorded events are SROs teaching a class, assisting the school administration, or assisting a student. Each SRO can enter activity that he/she conducts at a specific school into the app. The total number of entries for 2022 was 1,027.

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

# FISHERS POLICE SCHOOL RESOURCE OFFICERS, CONTINUED

In 2022, School Resource Officers services included:

SRO Activity (CAD Reports)	2021	2022
• Total Incidents	1,090	1,157
• Total Case Reports	80	67
• Total Arrests	21	12
Stop-It (Previously Report-It)	2021	2022
• Total Tips	902	721
Safe Visitor App Entries		2022
		1,027

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 "Stop-It/Report-It" programs
- Classroom resources – Alcohol Awareness, 4th Amendment Law, Social Media, Bullying
- Law enforcement issues and concerns – Resource for students, staff, and parents
- Social Media Awareness Classes for Parents
- Participated in Crime Prevention Through Environmental Design



*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.*





## TEEN ACADEMY



Thirty-four youth participated in the 22nd session of the Fishers Police Department Teen Academy which was held at Riverside Intermediate School. As in previous years, it was a one-week day 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



Twenty-five youth participated in the 2022 Cadet Program. Due to program growth, we were able to develop a chain of command in the program and currently have two lieutenants and six sergeants. Cadets participate in activities such as investigations, report writing, officer ride-alongs, defensive tactics, jail operations, and traffic stops. In addition, cadets had opportunities to assist with traffic direction and security at the Fishers Boo Bash and the FPD Cops and Kids Event. Through program involvement, cadets develop an awareness of the common purpose, mission, and objectives of the Fishers Police Department.

In addition to the traditional Cadet Program, a Cadet Honor Guard Team was developed in 2022. Eight cadets were part of the Cadet Honor Guard. They posted colors at events such as the Cadet promotion ceremony, the FPD Citizens Academy Graduation, and at a high school basketball game.

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 (forerunner of current Cadet Program) have gone on to become police officers and members of the United States Military.

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





TEEN ACADEMY AND CADETS





# TEEN ACADEMY AND CADETS CONTINUED



"AN INTERNATIONALLY ACCREDITED LAW ENFORCEMENT AGENCY"



## 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. In 2020, due to COVID-19, FPD's Cops and Kids Program was re-imagined from an in-person shopping event to a drive-thru event, and the police department garage was converted into a winter wonderland filled with Christmas trees, lights, inflatables, decorations, and Christmas cheer!

This year we continued the drive-thru event. 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. Mrs. Claus, The Grinch, Buddy the Elf, Chase from Paw Patrol, elves, and Oogie Boogie were all in attendance in 2022. In addition to the drive-thru, FPD officers welcomed guests identified through Hamilton Southeastern Schools as being in need of holiday assistance to attend a morning event prior to opening Cops and Kids to the public. Families attending the morning event were provided breakfast, coats, toiletries, clothing necessities, and toys.

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, the Fishers Police Cadets, and the tremendous support of the FPD staff and administration.





Training FPD Officers to perform duties safely and effectively continued to be a priority throughout 2022. Training opportunities were available each month which allowed officers to exceed the mandated twenty-four hours of training per year set forth by the Indiana Law Enforcement Academy (ILEA). ILEA required mandates included de-escalation, defensive tactics, firearms, and Emergency Vehicle Operations (EVO). FPD utilized online training to cover other state mandated areas of training such as mental illness, autism awareness, human trafficking, hazardous materials, bloodborne pathogens, and assisting the elderly. Inter-department monthly training covered topics such as building clearing techniques, trauma medical care, CPR/AED, active assailant response, and the implementation of new department issued sidearms. An area of focus for monthly department training during 2022 was to create officer decision-making scenarios. The use of simunition (non-lethal training ammunition) rounds provided more realistic training opportunities for officers during these scenario-based training sessions.

Officers were also provided multiple training opportunities from various organizations such as Street Cop Training, Public Agency Training Council, FBI Law Enforcement Executive Development Association, Indiana Law Enforcement Training Academy, Dive Rescue International, Direct Action Resource Center, and National Association of School Resource Officers.

Several officers attended national-level conferences in disciplines such as crisis negotiations, fraud, school resource officers, crime intelligence, and internet and social media-based crimes.

FPD hired 10 new officers in 2022. Two of the 10 new officers were new to law enforcement and successfully completed the Basic Course at the Indiana Law Enforcement Academy in August, and two additional new officers started ILEA training in January of 2023. The other six new officers were lateral hires who had previously completed the ILEA Basic Course (or an equivalent out-of-state academy course) and immediately began in FPD's Field Training Program.

Individual 2022 training highlights were:

Matthew Noyes, Civilian Forensic Investigator, graduated from the National Forensics Academy at the University of Tennessee as a Crime Scene Investigator in June.



Officer Kyle Griffith and his K-9 partner Tiesto graduated from Vohne Liche Full Service K-9 Handler and Trainer School.

Four new Sergeants completed two modules of the Profession Services Leadership Initiative (PSLI) in 2022. The remaining PSLI modules will be completed in January of 2023.

Captain Ryan Jones graduated from the FBI National Academy in Quantico, VA in December of 2022.



# 2022 HTRP ANNUAL REPORT

2022 proved to be another busy year for the High Threat Response Program (HTRP). Now in its fourth year, the HTRP continues to design, develop, and deliver training to prepare for complex public safety threats. The program continues to be managed by Training Officer Jared Sheets and Tactical Emergency Medical Services (TEMS) Officer Adam Lee and supported by eight public safety personnel from both the Fishers Police and Fire Departments.

The program conducted multiple training seminars throughout the year. These presentations provide information to key stakeholders in our community on how to best prevent, prepare, respond and recover from incidents involving active violence. The seminars include a “Stop the Bleed” class to provide attendees an opportunity on how to recognize life-threatening bleeding and intervene effectively.

The program continues to evolve to address changes in the public safety landscape. A new initiative in 2022 focused on the identification of concepts, tools, and training to enable rapid response by law enforcement officers into secured (locked) doors during critical incidents. To address this challenge, the Rapid Emergency Access Program (REAP) was established. This initiative seeks to leverage existing infrastructure in the community such as call boxes, keypads, and Knox boxes along with new training and forcible entry equipment to be used in critical incidents.



In July, the program helped coordinate training on an emerging topic in public safety known as Active Violence with Fire. The training involved members of the High Threat Response Group (HTRG), FPD SWAT and personnel and equipment from Fishers Fire and Emergency Services. Incidents involving active violence and fire require a coordinated response amongst law enforcement and fire/EMS as the incident presents challenges neither agency can mitigate on their own. The training was a success and helped provide foundational knowledge of the time, resources, and personnel that will be required to mitigate such an incident.

In July, the HTRP helped facilitate three days of Active Assailant Incident (AAI) training at HSE Intermediate and Junior High School. The training involved several components, ranging from a review of standard operating guidelines and case studies to scenario-based

training with responding officers utilizing simmunitions (non-lethal color marking rounds) fired from their issued weapons systems to engage the suspect. After neutralizing the suspect, officers transitioned to providing medical aid to simulated casualties and prepared to integrate fire/EMS resources into the scene.

The HTRP continued to support courses for new officers and firefighters. This included members of the HTRG providing Tactical Emergency Casualty Care (TECC), CPR/AED, and Narcan training to new officers and TECC and Rescue Task Force Training to new fire recruits.









# DIVE TEAM

Through mutual aid agreements, the Fishers Police Department Dive Team continues to provide underwater rescue and recovery for the City of Fishers and surrounding communities. FPD's Dive Team members carry dive gear in their issued police vehicles and can respond to any water rescue call or agency request, whether they are on or off duty. Our Dive Team responds to water rescue calls with the Fishers Fire Department as a uniformed public safety entity.

As a Dive Team, we have continued to cultivate a relationship with our community partners in water rescue with Fishers Fire Department, Indianapolis Fire Department, Noblesville Fire Department, and Indiana Department of Natural Resources Law Enforcement Division. In 2022, we added one additional diver, who obtained a certification as a Public Safety Diver through the Central Indiana Public Safety School. This six-week course is both physically and mentally challenging; it is considered to be one of the best training courses in the nation for public safety diving.

FPD's Dive Team responded to calls throughout 2022. Calls included multiple vehicles in the water and boaters in distress. We assisted the Fishers Fire



Department in searching a pond in Carmel regarding a cold case investigation. Another highlight that showed the skills and attention to detail of our Police Department Dive Team was a call from Indianapolis after a suspect in a Fishers road rage shooting threw an illegal firearm into a retention pond. Our team located the firearm and collected it to be used as evidence in the case.

Our team conducts monthly trainings to maintain and perfect our skills and work with the specialized equipment. Members of our Dive Team service and maintain equipment throughout the year. We dive in dry suits to protect the diver from contaminants in the water. Our full-face masks are equipped with communications as well as 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.) Our trainings are conducted in the most likely areas we would be deployed and attempt to emulate real life scenarios.

As the City of Fishers makes waterways more accessible to residents and the general public, the Fishers Police Department strongly encourages those working on or enjoying recreation around the open water to always wear a personal floatation device.

The Fishers Police Department Dive Team is thankful for the ongoing support of our Dive Team by Chief Gebhart, Mayor Fadness, and the Fishers City Council.

Officer Starkey (far left) Public Safety Diver Graduation. Major Mike Janes (far right bottom row) attended graduation.

## 2022 Dive Team Members:

Major Mike Janes	Lt. Jason Peasley
Sgt. J.T. Wright	Ofc. Chris Marshall
Ofc. Adam Shanks	Ofc. Kevin Matt
Det. LaShawn Tyler	Ofc. Kevin Starkey





## HONOR GUARD

Current Members on The Chief's Honor Guard Team are:

Team Commander, Detective Sergeant Cesar Rodriguez

Team Leader Officer Cody Street

Team Leader Officer Ross Yoder

Detective Sergeant Robbie Ruble

Sergeant Jason Arnold

Sergeant Kyle McFerran

Detective Tom Brooks

Officer Chris Owens

Officer Chris Marshall

Officer Wesley Fluke

Reserve Officer Matt Noyes retired from the team in 2022, Thank you Matt for your service!

The 2022 Fishers Police Chief's Honor Guard Team was comprised of seven patrol officers, one school resource officer, and three detectives. During 2022, Honor Guard members participated in multiple city services, including: Memorial Day, Veterans Day, Hamilton County Memorial Service, Gold Star Families Recognition, Spark!Fishers, the 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 by honoring fallen officers and their families by attending and participating in line of duty death funerals and memorial services.

The Fishers Police Department Honor Guard deployed and honored fallen officers in surrounding states and participated in honoring all line of duty deaths in the State of Indiana in 2022.

The Fishers Police Department Honor Guard had the distinguished honor and privilege of leading and supporting Elwood Police and surrounding agencies in the memorial and funeral services for fallen Elwood Police Officer, Noah Shahnnavaz. Fallen Officer Shahnnavaz was a resident of Fishers, and the Fishers Police Honor Guard, at the Direction of Chief Gebhart, assisted in supporting the Elwood Police Department in honoring our fallen brother and his family.

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 escorting survivors to the Capitol Ceremony where the President of the United States addressed the survivors and their loved ones.

At the 4th Annual National Police K-9 Memorial Service, the Fishers Police Honor Guard accompanied Fishers Police Chief Ed Gebhart, and K-9 Handler Officer Koopman at the K-9 Memorial in honor of K-9 Harlej who was killed in the line of duty in 2018.



# FPD CITIZENS ACADEMY

The Fishers Police Department held its first Citizens Academy session in the spring of 2001. In the fall of 2022, we hosted the 40th Academy. The Fall 2022 Class #40 consisted of 15 community members who experienced various aspects of law enforcement and divisions within the Fishers Police Department.

The academy is open to anyone in the community aged 16 and older and it lasts for 12 weeks. Classes are one night a week and are scheduled for two and a half 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, and jail operations.

The next opportunity for the Citizens Academy will be in the fall of 2023.

## 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:

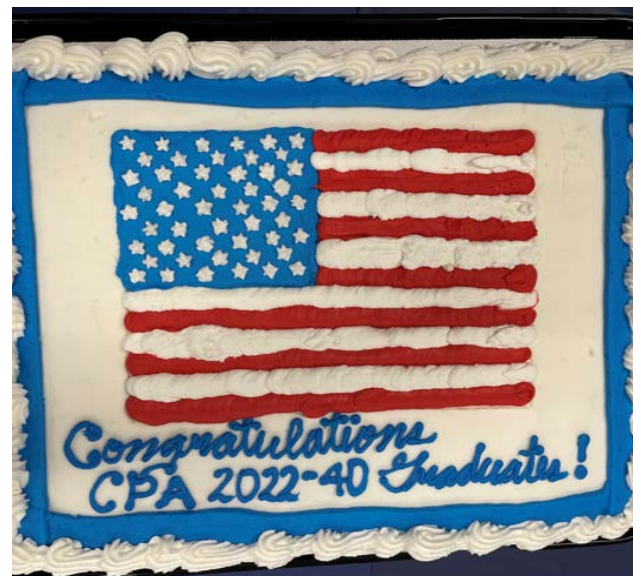
As ambassadors, we believe in the law and the officers who are charged with enforcing the law. It is our mission to support the Fishers Police Department's goals of protecting and securing our city, protecting the future of our children, and supporting our officers to enable them to achieve their highest 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, 2022 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:

- 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.
- Awarded a \$1,500 scholarship to a high school senior.
- Purchased additional face masks for all our officers.
- In celebration of National Police Week, we held four separate cookouts – one for each of the four patrol squads as well as the on-site staff. 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.
- Participated in Pack the Cruiser at all three Kroger stores in Fishers where 9,800 pounds of food (plus some additional cash) was collected for Fishers Youth Assistance Program.
- Sold water at Spark!.
- 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.
- Harvest Fest (one of our fundraisers) was rained out this year. Since the food had been donated, we offered it to the officers' wives' group as a fundraiser for them at the Battle of the Badges. We cooked and sold food for them all during the event and they received all the benefit.
- With help from a donation, we purchased a new canopy for use at our outdoor events.
- Due to a substantial donation to our organization, we were able to purchase a new drone for one of the squads as well as the tools for 4 door breaching kits – one for each squad.



## FISHERS POLICE CORPS, CONTINUED



# 2022 ACCOMPLISHMENTS

- Addressed and assisted with the regional homicide problem within the City of Indianapolis
- Increased School Resource Officer effectiveness regarding school safety, student assistance, threat assessment, mentoring, and teaching
- Completed a second wellness fair for the agency and drafted a mental health policy
- Expanded the capabilities and services in the Forensics Unit by becoming the first police agency in the State to have RapidDNA
- Added an additional sergeant to the Investigations Division
- Developed a standardized procedure for officer involved shootings involving FPD personnel to include procedures and expectations that will occur at the scene and outlined standardized methods of addressing communication and transparency with media and community members
- Added a dual-purpose K-9 team to the Patrol Division
- Hired 10 new officers
- Trained additional drone operators and assigned multiple drones to the Patrol Division



# COMMUNITY



"AN INTERNATIONALLY ACCREDITED LAW ENFORCEMENT AGENCY"



# COMMUNITY





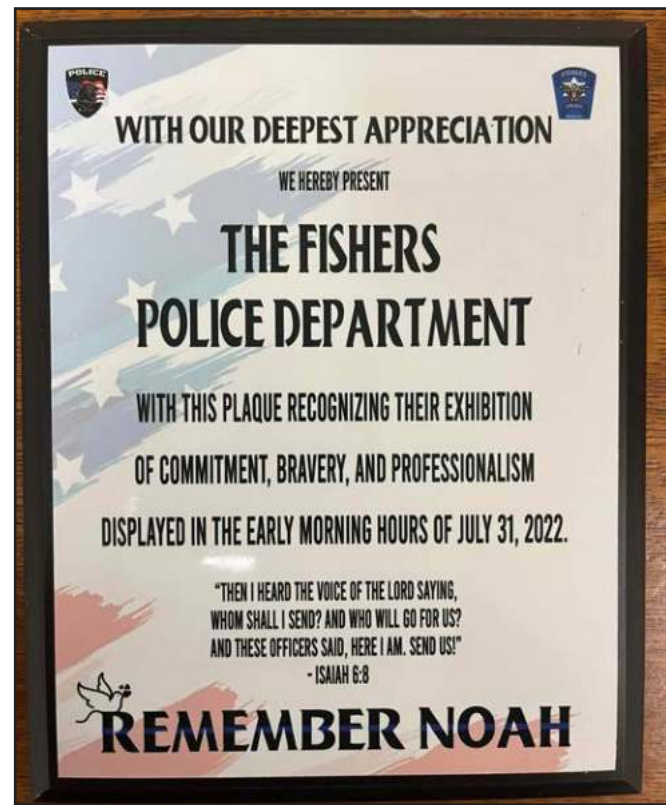
# COMMUNITY



"AN INTERNATIONALLY ACCREDITED LAW ENFORCEMENT AGENCY"



# COMMUNITY



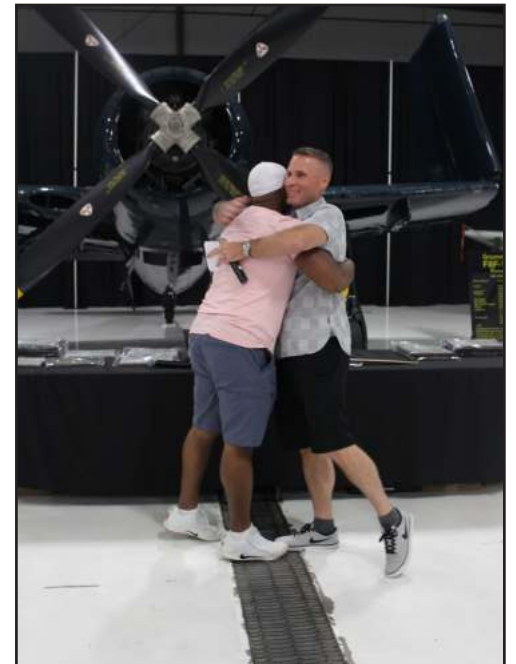
















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