

The background of the cover is a photograph of a police officer in a blue uniform. The officer's face is blurred in the background. On the right side, a patch is visible on the sleeve, featuring a star with an eagle, the word 'FISHERS' at the top, 'POLICE' on a banner across the middle, and 'INDIANA' at the bottom. Below the patch, a sergeant's rank insignia (three chevrons) is partially visible.

FISHERS POLICE DEPARTMENT

2023 ANNUAL REPORT

IN MEMORIAM

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



K-9 Harlej, End of Watch

November 13, 2019

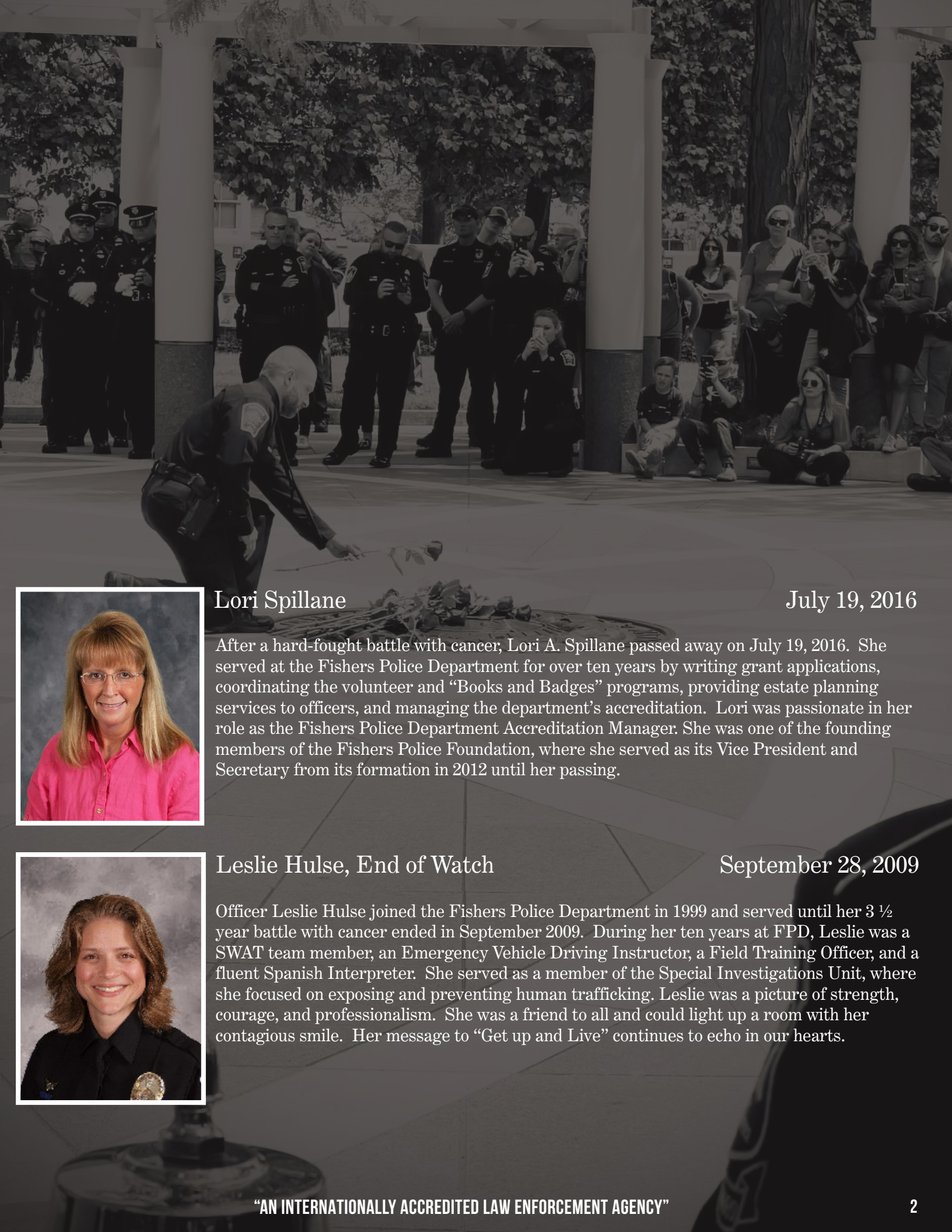
K-9 Harlej was a Belgian Malinois who served the Fishers Police Department and community from April 2015 until he was killed in the line of duty in November 2019. He was popular with the kids at schools and was always a hit during department tours. Harlej bravely served with his handler, Officer Jarred 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, kind heart, willingness to help anyone, and 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 grant applications, coordinating the volunteer and “Books and Badges” programs, 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. She 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 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 SWAT team member; an Emergency Vehicle Driving Instructor; a Field Training Officer; and a fluent Spanish Interpreter. She served as a member of the Special Investigations Unit, where she focused on exposing and preventing human trafficking. Leslie was a picture of strength, courage, and professionalism. She was a friend to all and could light up a room with her contagious smile. Her message to “Get up and Live” continues to echo in our hearts.

MISSION AND VISION STATEMENT

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

LAW ENFORCEMENT CODE OF ETHICS

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

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

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

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

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

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



TABLE OF CONTENTS

5	Letter from the Mayor
6	Letter from the Chief
7	Command Staff
8	History of Fishers Police Department
9	Promotions & Retirements
10	2023 Awards Banquet
12	2024 Awards Banquet
14	2023 Service Awards
15	2024 Service Awards
16	Fishers Police Foundation Report
17	Patrol Division
22	Criminal Investigations Division
30	Support Division
41	Training
45	Honor Guard
46	Citizens Academy & Police Corps
48	Community

LETTER FROM THE MAYOR



On behalf of the residents of the City of Fishers, I share my sincere appreciation for the dedicated work done by the Fishers Police Department over the past year in utilizing emerging technologies and implementing proactive police tactics to ensure the safety and security of our residents.

As I reflect on the accomplishments of the Department, I continue to be proud of the commitment by this team to leveraging cutting-edge technology in law enforcement efforts. The strategic deployment of tools such as Rapid DNA, Flock, and advanced technology has greatly enhanced our ability to anticipate and prevent criminal activity, ultimately resulting in a safer community for all.

By embracing innovation and incorporating it into everyday operations, the Fishers Police Department has demonstrated its commitment to staying one step ahead of emerging threats and challenges.

Furthermore, I commend the department for its emphasis on community engagement and collaboration. Through initiatives such as Cops & Kids, National Night Out, and citizen advisory boards, the Fishers Police Department has fostered a culture of trust and transparency, ensuring that residents are not only informed but actively involved in efforts to enhance public safety.

As we continue to navigate the complexities of modern law enforcement, I am confident that the men and women of this department will remain at the forefront of innovation, always striving to employ the latest advancements in technology to better serve and protect our community.

I commend each member of the Fishers Police Department for your dedication, professionalism, and unwavering commitment to the safety and well-being of our residents.

Yours in Service,

Scott A. Fadness
Mayor



Fishers Police Department Four Municipal Drive Fishers, IN 46038
Telephone: 317.595.3300 Fax: 317-595-3343 Web: www.fishers.in.us/police
 Facebook.com/fisherspolice @fishers_police

LETTER FROM CHIEF GEBHART



All,

In 2023, we responded to 55,909 calls for service, seized 65 firearms from criminals, and helped countless Fishers residents. Our agency's mindset is always on aggressive prevention, not reaction. However, this agency responded to every call with nothing less than the very best. In tragic situations, the pressure becomes intense for us, the community expects and deserves quick action and resolution.

In June, we responded to a violent murder in the middle of our city, something we have not seen or responded to in several years. The arrival of patrol was perfect. The leadership on the scene and the police work from the very onset were impeccable. We relentlessly pursued the evidence, and our search for the suspect was equally aggressive, aided by technology and our real-time intelligence team. This incident reflects the dedication you all have to this community and profession. This example of police work is just one of many that you all provide routinely.

I will continue to keep your physical, mental, and spiritual health at the top of my mind. I promise to continue to prepare you with the best equipment available, and I will always have your back. As always, we will continue to hold true to our policing values of protecting and serving our city, securing the future of our children and supporting our officers to continue to achieve the highest standards.

You all represent the very best of us, and I'm proud and humbled to work alongside you.

Very Respectfully,



Edward W. Gebhart
Chief of Police
Fishers Police Department
317-339-3477

Fishers Police Department Four Municipal Drive Fishers, IN 46038
Telephone: 317.595.3300 Fax: 317-595-3343 Web: www.fishers.in.us/police
 Facebook.com/fisherspolice  @fishers_police

COMMAND STAFF

**CHIEF
ED GEBHART**



**ASSISTANT CHIEF
LUKE GANNON**



**ASSISTANT CHIEF
MIKE TAYLOR**



**MAJOR RYAN JONES
PATROL**



**MAJOR MIKE PEDERSEN
INVESTIGATIONS**



**MAJOR MIKE JANES
SUPPORT**

HISTORY OF FISHERS POLICE DEPARTMENT

Fishers hired its first full-time town marshal, George Kehl, in 1978. The police department occupied a single office inside City Hall. Town Marshal Kehl hired a second police officer in 1978, Major Jim Suter. Kehl went on to run the rapidly growing department for nearly 40 years. In 1990, the Criminal Investigations Division was formed. A detective was also assigned to the Hamilton Boone County Drug Task Force. In 1991, the Fishers Police Department purchased the first police K-9 and also started the D.A.R.E. program. In 1993, there were 20 sworn police officers. The department moved into its first police station in 1994. In 1999, the Fishers Police Department became a Metropolitan Police Department. This change in designation transitioned us from a Town Marshal's department.

2006 stands out as a year of many firsts:

- The Hamilton County Fatal Alcohol Crash Team was formed.
- The Internet Crime Unit was formed.
- The Citizens Academy Alumni Association was formed. This group would later change its name to the Fishers Police Corps. They are a group of volunteers that support the officers and staff of the Fishers Police Department.
- Tasers were provided to officers as a less lethal option.
- AEDs were implemented into patrol cars.
- We moved from four to eight patrol districts for our officers.

In 2010, there were 94 sworn police officers. Chief George Kehl retired in 2016 after 38 years of serving as Town Marshal/Chief of Police. In 2017, the police department purchased the first Unmanned Aerial System Drone. We moved into our state-of-the-art police station in 2018. Axon Body Worn Cameras were implemented in 2019. In 2022, we purchased our fifth K-9. At the end of 2023, there were 124 sworn officers, and the department continues to grow.



2023 PROMOTIONS AND RETIREMENTS

Promotions

In 2023, 9 officers of the Fishers Police Department were promoted. Three were promoted to the rank of Lieutenant and nine were promoted to Sergeant. The list of promoted officers includes: Lt. Thadd Haltom, Lt. Jim Hawkins, Lt. Greg Weesner, Sgt. Seth Goldstein, Sgt. Pierre Berry, Sgt. Brendan Buehre, Sgt. Jay Settergren, Sgt. Edgar Holmes, Sgt. Chris Owens, Sgt. Ryan McKalip, Sgt. Tom Brooks and Sgt. Zach Sieg



Retirements

We also had the opportunity to celebrate the careers of 8 officers. Sgt. Steve Pickett, Sgt. Scott Wilcox, Ofc. Troy Fettinger, Tammy King (civilian), Sgt. Ryan Pack, Det. JD Floyd, Sgt. Tom Weger and Lt. Norm Tate.



2023 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 Awards Banquet was held in May. Those earning recognition in 2022 received their awards 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 Dean Mucha

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 Tracy Jones
Sergeant Greg Weesner
Sergeant Kyle McFerran
Detective LaShawn Tyler
Detective Dan Nelson
Officer Joey Hancock
Officer Wesley Fluke
Officer Brandon Taylor
Officer Kelsey Farrell
Officer Matt Madden
Officer Tyler Catt
Officer Jasmeet Singh
Officer Adam Dietz
Sergeant Cesar Rodriguez

Detective Dan Nelson
Detective Tony David
Officer Sam Ralph
Officer Bob Gaines
Officer JP Smith
Officer Adam Dietz
Detective Rob Baker
Detective Tyler Mitchell
Detective William Haymaker
Detective Neal Rosenberg
Forensic Investigator Matt Noyes
Detective Larry Bendzen
Officer Kelsey Farrell
Officer Kevin Matt

Detective Jonathan Dossey
Detective Austin Arndt
Detective Tracy Jones
Detective Dean Mucha
Officer Matt Madden
Officer Cory Robinson
Officer Chris Owens
Detective LaShawn Tyler
Sergeant Kyle McFerran
Sergeant Joey Hancock
Officer Cory Schallburg
Officer Wesley Fluke
Officer Brandon Taylor
Officer Kelsey Farrell

Officer Jasmeet Singh
Officer Michael Arno
Officer Matt Lawson
Officer Matt Madden
Officer Jim Meyerchick
Officer Tyler Catt
Officer Adam Dietz
Officer Kyle Johns
Officer Anthony Chavez
Officer Chris Snodgrass
Detective Austin Arndt

LIFE SAVERS AWARD:

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

Sergeant Greg Weesner
Sergeant Thadd Haltom
Officer Ryan McKalip

Officer Kelsey Farrell
Officer Michael Arno

Officer Alicia Ahnert
Officer Chris Owens

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.

Sergeant JT Wright

Officer Rob Thompson

Officer Ross Yoder

MERITORIOUS UNIT COMMENDATION:

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

Nights A

ICAC Unit

Chief's Honor Guard

Critical Incident Stress
Management Team

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.

Sgt. Keith Weesner

PROFESSIONAL SERVICE AWARD

Professional Service Award-The Professional Service Award is awarded to police or city employees to recognize outstanding contributions to the police department, to the City of Fishers, or to the community through innovative work or success with a public safety program, special project, or other law enforcement function.

Chaplain Paul McDaniel

Intel Analyst Candice Keenan

2023 AWARDS BANQUET



2024 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 Awards Banquet was held in May. Those earning recognition in 2023 received their awards 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
Detective Jonathan Dossey and Detective Derek Root
Detective Tracy Jones

Detective Rob Baker
Sergeant Greg Weesner
Intel Analyst Kyle McFatrige and Detective Dan Nelson

LETTER OF COMMENDATION:

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

Detective Cory Schalburg
Detective Sergeant Keith Weesner
Detective Larry Bendzen
Detective Corey Miller
Sergeant Angela Ellison
Officer Luke Grover
Officer Kevin Starkey
Officer Josh Ahnert

Sergeant Jay Settergren
Officer Nick Smiley
Tactical Medic Adam Lee
Tactical Medic Robert Mayfield
Sergeant Tom Brooks
Sergeant Seth Goldstein
Detective LaShawn Tyler
CFI Matt Noyes

Intel Analyst Marisela Davey
Intel Analyst Sydney Carillo
Officer Jarred Koopman, K9 Rico
Officer Chase Edwards
Days B 2023
Sergeant Brendan Buehre
Officer Michael Arno
Officer Chris Snodgrass

Officer Jeffrey Reuter
Detective Colin Harruff
Detective JP Smith
Detective Austin Arndt
Officer Daniel Bradburn
Sergeant Wayne Druelinger

LIFE SAVERS AWARD:

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

Officer Jasmeet Singh
Officer Tyler Catt
Officer Ross Yoder

Officer Steven Brinker
Officer Jeffrey Reuter

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.

Lieutenant Jason Peasley
Sergeant Matt Simmonds

Sergeant Jason Arnold
Officer Steve Gabrielsen

K9 Officer Kyle Griffith and K-9 Tiesto
Detective Joe Ryder

MERITORIOUS UNIT COMMENDATION:

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

Intel Unit

Nights A

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 Jasmeet Singh

MAYOR'S AWARD

Criminal Forensic Investigator (CFI) Matt Noyes was presented the Entrepreneurial Award in 2023 from the City of Fishers!

One of the primary functions of a CFI is innovation. CFI Noyes has always been a proponent of the belief problems are just opportunities for ideas to grow and flourish. CFI Noyes created a tool that helps his team collect evidence at a scene without contaminating it.

This innovation will allow the City of Fishers to lead a crime-fighting process historically overlooked by law enforcement. The Fishers Police Department will take the shooting scene investigation to a new and innovative level because of CFI Noyes!



2024 AWARDS BANQUET



2023 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.

5 Year

Matt Noyes
Kevin Matt
Cody Street
Kyle Johns

10 Year

Kirby Campbell
Randy Kelly
Alexander Ridlen

15 Year

Trent Skaggs
Ryan Jones
Greg Weesner
Jamie Jones
Dave Finn
Ryan Ermel

20 Year

Josh Ahnert
Dan Nelson
Shawn Wynn
Wayne Druelinger
Bob Gaines
Cory Robinson
Rob Thompson
Tammy King

25 Year

David Pyle

30 Year

Norm Tate

2024 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.

5 Year

Christopher Snodgrass
Matthew Madden
Anthony Chavez
Angie Adle
Marisela Davey
Kyle McFatridge
Avery Fluke
Erica Eichelman

10 Year

Kyle McFerran
Keith Benbow
Joseph Ryder
Brian Polke
Brandon Noel

15 Year

Jared Sheets
Doug Baker
Shaun Williams
Chris Owens
Tracy Jones
LaShawn Tyler
Adam Shanks

20 Year

Dean Mucha
Brendan Buehre
Gary Stump

25 Year

Tom Brooks
Luke Gannon
Matt Ruhnow

30 Year

Scott Kehl

35 Year

Randy Kelly

2023 FISHERS POLICE FOUNDATION REPORT

The Fishers Police Foundation was formed as an independent 501(c)(3) charitable organization in February 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 fosters 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 that 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.

2023 ACCOMPLISHMENTS

- Supported the 12th annual Cops & Kids program.
- Supported the FPD K-9 Unit.
- Helped provide a training facility for officer training
- Supported the Fifty Club
- Received money dedicated to the ERT
- Supported the Cadet program
- Helped with the purchase of a new K-9
- Helped with the Annual Awards Banquet.
- 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 2024!

2023 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 2023, the department responded to 55,909 calls for service. That is over an 8% increase from 2022. As Fishers continues to grow, the need for police services does as well. To keep pace with the growth of our city, the Fishers Police Department hired 12 police officers in 2023, eight of whom are lateral officers with experience from other agencies. These lateral officers came from Indiana, Michigan, and Colorado.

The Patrol Division promoted seven within our ranks in 2023. Officers Brendan Buehre, Jay Settergren, Edgar Holmes, Ryan McKalip, Zach Sieg, and Detective Seth Goldstein were promoted to Sergeant. Sergeant Greg Weesner was promoted to the rank of Lieutenant.

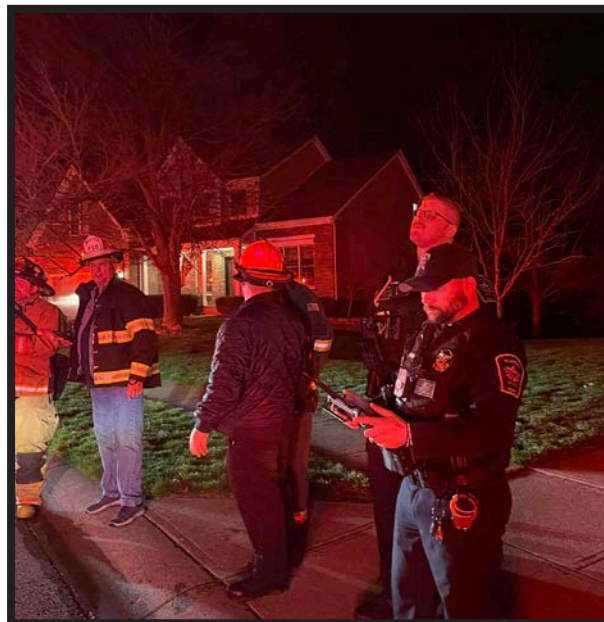
The Patrol Division has four squads that provide around-the-clock police services to the community on a rotating 12-hour shift schedule. Each team is comprised of 16 officers and is led by a lieutenant and three sergeants. In addition, the K-9 Unit, Field Training Unit, FPD Crash Team, Boat Patrol, and 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 2023, FPD officers removed 65 illegal guns. Another focus of the Patrol Division is ensuring our roadways are safe throughout the city. In 2023, FPD officers performed 17,405 traffic stops to keep our roadways safe for citizens and visitors. Being well-rounded in preventing crime, violence, and traffic-related issues remains a top priority for the Patrol Division.

We must remain vigilant 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 to perform their duties safely and effectively.

Thank you to 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.





The Massillamany, Jeter and Carson law firm gifted us \$12,000 to fund the purchase and training of our new K9 Archer.

FISHERS POLICE K-9 REPORT

The Fishers Police Department K-9 Unit had another successful year in 2023, assisting in a wide variety of investigations with agencies across Hamilton County. With the retirement of K-9 Barry, FPD welcomed K-9 Archer as the newest member of the K-9 Unit. Currently, the K-9 Unit consists of five K-9 Teams. K-9 Rexo (Sgt. Kyle McFerran), K-9 Archer (Ofc. Sam Ralph), K-9 Rico (Ofc. Jarred Koopman), K-9 Macho (Ofc. Ryan Ermel), and K-9 Tiesto (Ofc. Kyle Griffith) all serve within the Patrol division, assigned to various shifts. All five K-9s are dual-purpose, trained in both patrol and narcotics detection.

In 2023, the FPD K-9 Unit was deployed on 308 occasions to assist various local, state, and federal agencies. FPD K-9s conducted over 183 narcotics searches and accumulated 125 patrol deployments. The patrol deployments included searching for fleeing suspects, clearing buildings, doing article searches, and assisting with perimeters. The K-9 Unit also conducted 10 K-9 demos throughout the year for various groups and organizations within the community. As a result of K-9 Unit deployments in 2023, a wide variety of contraband was seized, including several pounds of marijuana, cocaine, methamphetamine, and heroin, along with 13 illegally possessed firearms. On the patrol side, the K-9 Unit assisted with locating and apprehending 26 individuals suspected of various crimes.

Throughout the year, the K-9 Unit logged almost 1,700 training hours, averaging over 28 hours of training a month per team, 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 also Indiana Law Enforcement Training Board Instructors. The Fishers Police Department K-9 Unit regularly hosted K-9 training events with outside K-9 Units from various agencies, including K-9 Teams with the Noblesville Police Department, Hamilton County Sheriff's Office, and the Elwood Police Department. In August 2023, the FPD K-9 Unit competed in the weeklong VLK/AWD K-9 Olympics, competing against over 100 K-9 teams worldwide and winning awards in multiple venues.

In September of 2023, K-9 Barry retired from the Fishers Police Department after eight years of faithful service to the citizens of Fishers. K-9 Barry enjoyed a successful career with FPD and Ofc. Sam Ralph deployed over 500 times. K-9 Barry's efforts led to the seizure of over 66 pounds of illegal narcotics, 14 illegally possessed firearms, 23 apprehensions, and over \$60,000 in narcotics proceeds. Shortly after K-9 Barry's retirement, Ofc. Ralph began training his third K-9 partner, K-9 Archer. On October 20th, 2023, K-9 Archer completed his initial training and officially joined the FPD K-9 Unit.



K-9, CONTINUED



BOAT PATROL

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

Boat Patrol officers volunteer to receive specialized training and work shifts on the boat. Boat Patrol training requires officers to pass a swim test, receive training in boat operations, become familiar with boating laws, and learn general nautical terminology.

Law enforcement on Geist Reservoir is provided by both the Fishers Police Department Boat Patrol Officers and the Indiana DNR Law Enforcement Division. Our goal is to promote safe behavior on the water and enforce the boating laws. Our officers also monitor for violations of the City of Fishers noise ordinance while patrolling the reservoir.

FPD Boat Patrol officers continued to provide education and enforcement of boating laws this year. Wearing a Personal Floatation Device (PFD) by all persons on the water is highly encouraged for their safety.

We continue to encounter boaters disregarding designated no-wake zone markers, which creates a hazard to those on floating docks, swimmers, and other boaters. There were also continued noise ordinance violations, which precludes watercraft from playing music at a deafening level on Geist Reservoir. Our boat patrol officers patrol during scheduled shifts and will respond to complaints on the water outside of scheduled times when boat operators are on duty.

We enjoy seeing our community recreate on Geist Reservoir and want everyone to make it home safely at the end of the day.

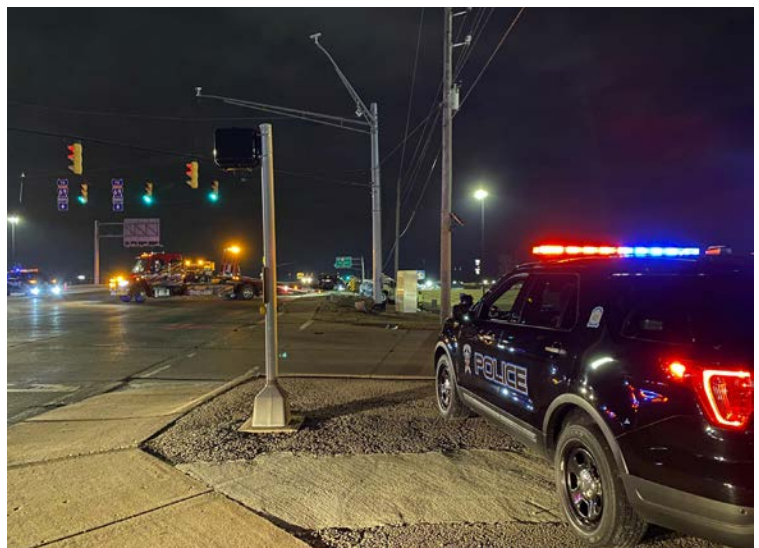


CRASH TEAM

The Fishers Crash Team is requested and responds 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 circumstances 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 relationships with Hamilton County Deputy Prosecutors to advise on cases. This Deputy Prosecutors assists during 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 2023, the FPD Crash Team responded to 9 crashes. Of those crashes, 6 were fatal crashes and 3 were serious bodily injury crashes.



FLEET MANAGEMENT

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 ten vehicles were returned to City Fleet Management for either trade-in or re-assignment to other city personnel, FPD's fleet was comprised of 173 vehicles at the end of 2023.

All maintenance is handled and coordinated through City Fleet Management, while Don Hinds Ford or other local dealerships take warranty work.



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 investigating complex criminal cases, and incidents citizens report or generate through other channels. They investigate crimes ranging from Misdemeanors (theft, harassment, etc...) to high-level Felonies (murder, rape, etc...)

In 2023, 610 cases were activated to investigation detectives, up 6% from 2022. 320 additional cases were assigned for follow-up by officers/detectives from other divisions. This was up 25% from 2022. All cases assigned for further investigation, regardless of division, are initially reviewed and then subsequently managed by CID Supervision.

Case activations/assignments related to Crimes Against People increased from 131 in 2022 to 161 in 2023, a 19% increase. The vast majority of this increase was due to 16 extra Child Abuse/Neglect allegation cases and 12 additional Sexual Assault allegations being assigned to detectives. In keeping with "best practices" in law enforcement, the Fishers Police Department remains committed to working in collaboration with a "multi-disciplinary team" (MDT) consisting of members of the Hamilton County Prosecutor's Office and Department of Child Services (amongst others). Using an MDT allows access to an extensive network of resources and services that help advocate for child safety and crime prevention.

2023 was an extremely active year for CID Detectives. In March, CID Detectives investigated an instance of child abuse at a daycare. Detectives reviewed a large amount of surveillance footage and were able to identify that the same daycare worker abused multiple other children at different times, aside from the initial allegation. This thorough investigation led to the daycare worker being charged with 19 felony charges related to her abuse of children under her care. Throughout the rest of the year, CID Detectives investigated two other similar complaints from different daycare locations. In each case, a daycare worker was charged criminally for abusive behavior toward children.

In June, Detectives investigated the first murder to occur in the city since 2020 (notwithstanding several "murder-suicide" cases during that same period in which the suspect was also deceased with the victim). In this instance, a mother of three was shot by her ex-husband/children's father while parked at a gas station in the area of E. 116th Street/Allisonville Road. The law enforcement response to this incident tapped into all the resources available to FPD and cooperation between multiple divisions/units and agencies. The result is that the suspect was identified and taken into custody within 24 hours after being on the run from police immediately after the incident. The suspect is set to stand trial in 2024 and, due to the circumstances and thorough investigation by FPD personnel, is facing the death penalty.

FORENSIC SERVICES UNIT

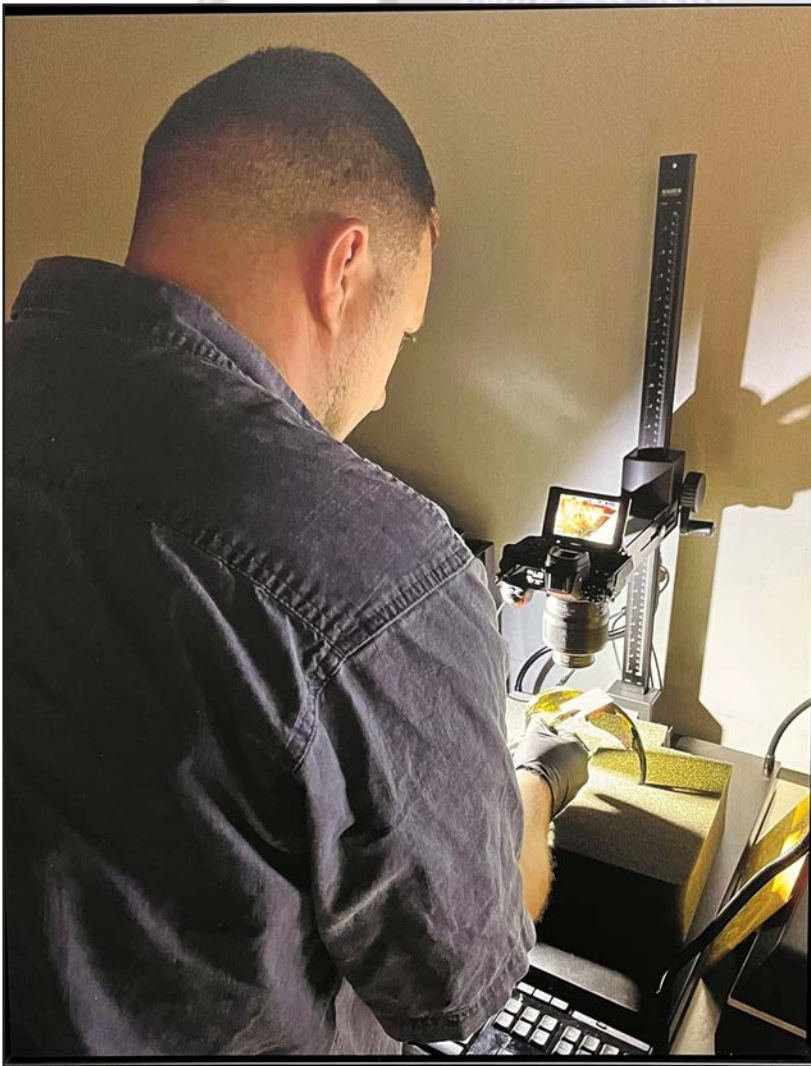
The primary mission of the Forensic Services Unit (FSU) is to facilitate crime scene investigations, evidence processing, property room functions, and forensic lab testing services. Additionally, the FSU is responsible for court discovery, the Drone Unit, and the Crime Gun Initiative. 2023 saw the joint implementation of several new forensic crime-fighting tools, including Rapid DNA, M-Vac advanced DNA collection, and DCS-5 digital fingerprint enhancements. With this new equipment, the FSU's structure grew. With the promotion of Lt. Jim Hawkins and Sgt. Tom Brooks, the FSU, took command of Digital Forensics and restructured the unit into a group capable of joint operations with outside law enforcement agencies and coroners' offices. Criminal Forensic Investigators (CFI), Digital Detectives, and a Property Room Manager maintain a complex caseload. The FSU reports to the Investigations Major and is also responsible for supervising the Evidence Technicians (ETs) who work in the Patrol Division.

The FSU started 2023 with a fully functioning Rapid DNA (RDNA) Program. In partnership with the Indiana State Police Lab, the FSU began accelerating RDNA capabilities and services throughout Indiana. By the end of 2023, the FSU had run 436 RDNA samples. The FSU aggressively worked with Indiana agencies and positively identified 30 unknown human remains with RDNA. RDNA assisted with multiple criminal investigations, including a sexual assault where DNA was recovered and identified as a suspect and a serious violent felon in possession of a firearm. RDNA is a diverse crime-fighting tool that allows the Fishers Police Department to match DNA cases with other agencies. This new capability led to the closure of two open burglaries and vehicle thefts for two different law enforcement agencies by matching their unknown crime samples to a known Fishers suspect sample in the Fishers DNA database. RDNA is bringing closure to crime victims in Fishers and throughout the state.

Continued technological advances were implemented during the year. This included the M-Vac DNA collection instrument. The FSU launched the M-Vac, which allows CFIs to process porous surfaces for DNA. Using a concentration filter, the M-Vac collects minute quantities of DNA from evidence. The FSU has assisted multiple agencies with reexamining cold case homicide evidence. The innovative DNA collection instrument will work with RDNA technology to assist investigators with advanced suspect identification.

Fingerprint recovery innovation is another step the FSU has taken in seeking the criminal element. With the installation of a DCS-5 digital fingerprint enhancement software instrument, the FSU has taken additional steps to use every available forensic tool to identify crime suspects. The DCS-5 assists CFI's by utilizing advanced software to digitally enhance fingerprints, remove reflective surfaces, and minimize difficult backgrounds to enhance ridge details. This has led to positive suspect identification in multiple cases where conventional fingerprint collection methods would have proved unsuccessful.

Beyond technological advances, the FSU maintains forensic services for the department on a daily basis. In 2023, The FSU instructed an ET Basic School and assisted on multiple shooting scenes, robberies, burglaries, and a homicide. The FSU processed 3,724 forensic requests for service and 1,201 evidence submissions to the Indiana State Police Lab, took 4,598 items of evidence into the Property Room, and maintained a Crime Gun DNA/Print hit ratio of 91%. The ETs worked 507 scenes, illustrating their immense value to the FSU and the Fishers Police Department.



INTELLIGENCE UNIT

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

The four analysts in the unit 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 into Fishers' Area of Responsibility (AOR). In 2023, the FPDIU expanded its role of supporting investigations involving Internet Crimes Against Children conducted by the Hamilton County Metro ICAC Task Force, which is housed within the Fishers Police Department.



2023 was another busy year full of accomplishments for the unit. During the year, the unit supported many investigations within Fishers, including, but not limited to, a homicide, multiple shootings, robberies, burglaries, motor vehicle thefts, internet crimes against children, child abuse, numerous gun crimes, and narcotics-related cases. In addition, the unit also assisted in several major investigations in our regional AOR. Our analysts were tasked with assisting several of our law enforcement partners in several high-profile cases, including an attempted murder investigation in Plainfield, the locating and capture of several wanted violent fugitives in Indianapolis, and assisting a multi-state investigation into an extensive network of narcotic and gun-related crimes that culminated in multiple search warrants and arrests in Anderson. The unit also assisted with several federally adopted investigations into gun, narcotic, and ICAC cases.

Networking has always been a focus and strength of the unit. In 2023, the unit continued to expand our sphere of influence by creating a multi-state listserv for the purposes of acting as an early warning "trip wire" for crimes involving fast-moving "nomadic" criminal actors. The group became known as the Midwest South American Theft Group and became a partnership of over 20 agencies representing cities in Indiana, Illinois, Ohio, Kentucky, and Wisconsin. The group shares information related to the movements of these criminals in real-time so that their movement can be tracked from state to state, which has resulted in numerous arrests of these individuals in Fishers and our partner agencies.

The International Association of Law Enforcement Intelligence Analysts recognized the success of the FPDIU during its 2023 International Conference by presenting the unit with the IALEIA Professional Service Award. This award recognizes the organization making the most significant progress in utilizing intelligence analytical techniques to support law enforcement objectives.



SPECIAL INVESTIGATIONS DIVISION



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 Special Investigations Unit is responsible for the management of the Hamilton County Metro Child Exploitation Task Force (HCMCETF), Digital Forensic Laboratory, Crime Reduction Unit and assigning investigators to various task forces in the Central Indiana area. These task forces include the Hamilton/Boone County Drug Task Force, Indiana Crime Guns Task Force, and the Indianapolis Federal Bureau of Investigation Violent Crimes 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 (HCMCETF) and Digital Forensic Laboratory

- 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 the Department of Homeland Security. 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 is one part-time investigator from the Alexandria Police Department representing Madison County and 1 part-time investigator from the Department of Homeland Security. These investigators are responsible for investigating child exploitation crimes in Hamilton, Madison, Hancock, and Tipton counties. These detectives are part of a larger Internet Crimes Against Children (ICAC) task force managed by the Indiana State Police. In 2023, 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 2023, the HCMCETF detectives opened a total of 294 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. Their investigative efforts led to the identification of over 65 child victims, 21 child rescues, and 27 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 2023, the digital lab examined 832 devices, assisted in the investigation of multiple crime types to include: child exploitation, homicide, robbery, weapons charges, death investigations, and drug offenses.
- In 2023, 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.
- In 2023, the HCMCETF was able to use the grant money awarded by ISP and kNot Today to purchase a mobile forensic/interview vehicle for ICAC search warrants. This vehicle will provide a safe and secure place for investigators to interview suspects and examine digital devices while on scene of search warrants. The vehicle should be delivered in mid-2024.

Hamilton/Boone County Drug Task Force (DTF)

- The Drug Task Force is made up of ten 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 2023, the DTF opened 98 cases with many having ties to Fishers. They made 121 arrests with approximately 45% being repeat offenders. Current drug trends show that Fentanyl, Cocaine, and Methamphetamine products are prevalent in the area. The group seized approximately $\frac{3}{4}$ kilo of Fentanyl, 71.5 kilos of Cocaine, and 5.7 lbs of Methamphetamine in 2023 along with other illegal drugs. 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 2023, 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 2023, the ICGTF seized 369 firearms, made 266 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 65 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 2023, the VCTF had 56 arrests, 29 indictments, conducted 94 search warrants, and recorded 244 Criminal Guardian Incidents. These numbers 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.

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 the City of Fishers and surrounding law enforcement partners. The team conducted multiple operations, including callouts to incidents within the City of Fishers and assisting surrounding law enforcement partners. In 2023, Fishers ERT conducted 22 operations and remained committed to keeping citizens safe in the City of Fishers.

2023 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 high-risk warrant services and domestic violence situations to child exploitation.

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 2023, 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 and included multiple locations.

Three members retired after several years of service in 2023. In addition, we brought four new members to the team. 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 equipment to assist in peacefully ending dynamic situations. This equipment includes mini drones, robots, and an Armored Rescue Vehicle.



Personnel overview of the ERT is as follows:

31 Total Team Members

1 Tactical Operations Center Commander

1 Ground Commander

2 Entry Team Leaders

2 Assistant Entry Team Leaders

10 Entry Team Members

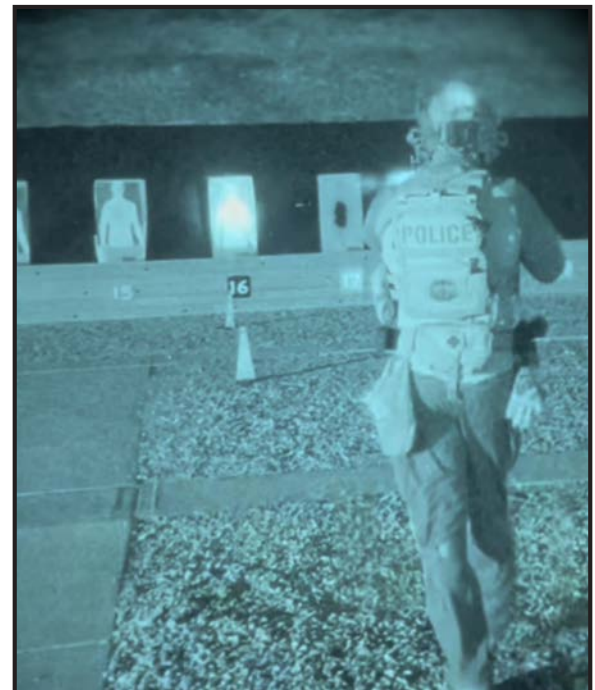
2 Tactical Emergency Medics

2 Sniper/Observers

1 Crisis Negotiations Team Leader

1 Crisis Negotiations Assistant Team Leader

9 Crisis Negotiations Team Members



CRIME REDUCTION UNIT

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

Highlights from 2023 include the seizure of illegal firearms and narcotics, fraud investigations, and the seizure of illegal proceeds from the sale of drugs. The following cases highlight these investigations:



- January 2023 - CRU assisted patrol with an auto theft/fraud investigation. During the investigation, two suspects were located and taken into custody by patrol. One of the suspects fled and shot at officers during a vehicle pursuit and was taken into custody in Indianapolis, IN. As a result, CRU applied for a search warrant of a Fishers residence and recovered numerous fraudulent documents that led to a large auto-theft ring.
- February 2023 - An investigation was initiated due to illegal drug sales complaints from Fishers residents. A traffic stop was conducted on Allisonville Road by the CRU on a vehicle related to the initial complaints. As a result of the traffic stop, heroin, methamphetamine, fentanyl pills, and a handgun were seized from a suspect with a prior federal drug conviction. A search warrant was then executed at the Fishers residence, where approximately 1 ½ oz. of methamphetamine was located and seized.
- March 2023 - An ongoing narcotics investigation by CRU led to a traffic stop of a suspect on I-69, who was transporting approximately 24 lbs. of marijuana. As a result of the investigation, a search warrant was granted for the suspect's residence. As a result of the search warrant, an additional four firearms and several more pounds of marijuana were located and seized.
- March 2023 - CRU was partnering with the Whitestown Police Department for traffic enforcement. A traffic stop was conducted on I-65. As a result of the traffic stop, a handgun was recovered from a serious violent felon, and approximately \$57,000 in suspected proceeds from illegal drug sales was seized and turned over to Homeland Security Investigations (HSI).
- March 2023 - A CRU investigation led to a residence in Indianapolis. As a result of the investigation and the assistance of IMPD VRT, a search warrant was executed on the residence. The search warrant yielded four firearms, 2 lbs. of marijuana, 450 THC Cartridges, and \$17,000 in U.S. Currency.
- July/August 2023 - CRU assisted Alcohol Tobacco Firearms & Explosives (ATF) in a large-scale firearm/narcotics investigation. The investigation led to Anderson, IN, where CRU applied for several residential search warrants. As a result of the investigation, 9 firearms (2 of which were stolen), 100 fentanyl pills, a ½ pound of marijuana, a stolen vehicle, and \$28,000 in U.S. Currency were seized.
- August 2023 - A traffic stop was conducted by a vehicle traveling on I-69. As a result of the traffic stop, a suspect was taken into custody for a child molestation warrant. A search of the vehicle yielded approximately one lb. of marijuana, over 100 prescription pills that had been stolen from a nursing home, and two firearms. Additionally, a large plastic tote and a shovel were recovered from the vehicle. This discovery, along with information gleaned from the traffic stop, is believed to have foiled a potential murder.
- September 2023 - A narcotics investigation led to CRU conducting a traffic stop on a vehicle on 96th St. near I-69. As a result of the traffic stop, a handgun, approximately one lb. of marijuana, and one lb. of Psilocybin mushrooms were seized. The traffic stop led CRU to obtain a search warrant for a Noblesville residence. As a result of the search warrant execution, additional marijuana/THC products were seized along with two firearms, one of which had been modified with a machinegun conversion device and an additional machinegun conversion device.
- December 2023 - While taking a suspect into custody for a felony warrant in a neighboring jurisdiction, another subject who was related to the suspect had discarded over a ½ oz. of cocaine and a firearm underneath a vehicle. Further investigation by CRU identified the subject and revealed that individual to be a serious violent felon who also had prior convictions for dealing cocaine. The case is ongoing.

CRIME REDUCTION UNIT CONTINUED



Several case investigations by CRU in 2023 led to assistance from the Hamilton Boone County Drug Task Force, the Madison County Drug Task Force, the Indianapolis Metropolitan Police Department Violence Reduction Team (IMPD VRT), Indianapolis Metropolitan Police Department Drug Task Force (Metro Drug), the Federal Bureau of Investigation (FBI), the Bureau of Alcohol, Tobacco, and Firearms & Explosives (ATF), and the Drug Enforcement Administration (DEA).

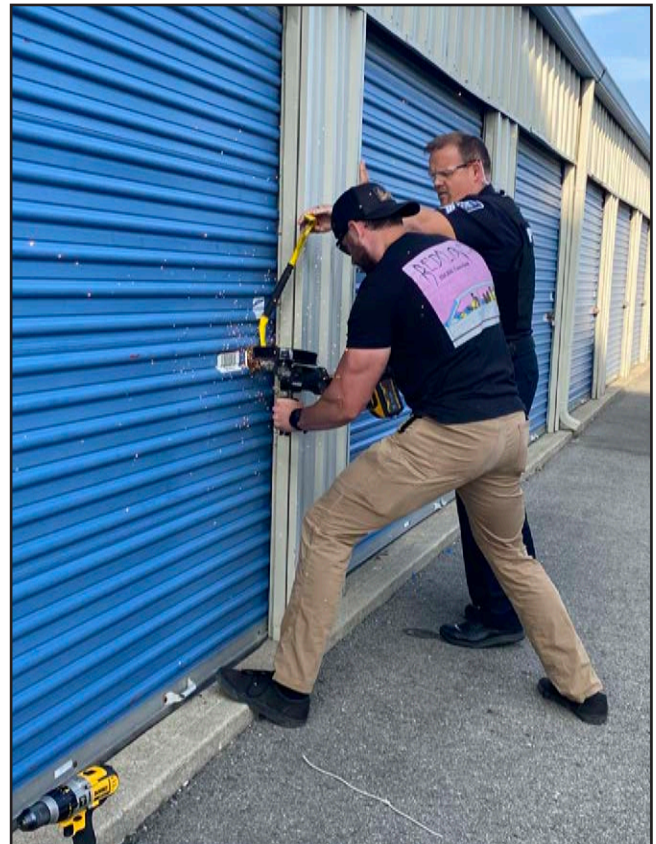
CRU assisted the Hamilton/Boone County Drug Task Force, Madison County Drug Task Force, Metro Drug, Homeland Security Investigations, DEA, FBI, and ATF, and the United States Postal Service, with multiple cases over the course of this past year. CRU continues to partner with various local, state, and federal law enforcement agencies to keep Fishers safe and deter criminal elements.

CRU also continued to network with various agencies throughout Hamilton County and other surrounding counties. As a result of the networking, CRU has worked with IMPD's VRT Teams, Noblesville Police Department's Proactive Oriented Policing Team, the Hamilton County Sheriff Department's Crime Reduction Team (CRT), and Westfield Police Department's Special Service Operations Unit.

Tips called in by citizens or information received from patrol officers as a result of citizen contacts remain a vital part of the CRU's mission and the ability to combat criminals within Fishers' neighborhoods. The public's 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 2023:

- | | |
|--|--------------------|
| • Total Criminal Cases | 37 |
| • Felony Arrests | 30 |
| • Misdemeanor Arrests | 7 |
| • Warrant Arrests | 17 |
| • Illegal Firearms Seized | 36 |
| • U.S. Currency Seized | \$112,255.00 |
| • Illegal Narcotics Seized
(Heroin, Cocaine, Methamphetamine,
Marijuana, Spice, Pills) | Approx. 62 pounds. |



SUPPORT DIVISION

The Support Division consists of both sworn officers and civilians who are assigned specialized roles within our department. The Support Division is responsible for the following:

- Recruitment and Hiring
- Public Information, Education, and Outreach
- Special Event and Emergency Operations Planning
- Records Management and National Incident-Based Reporting System (NIBRS)
- Community Service and Animal Control
- CALEA Accreditation
- School Resource Unit
- Traffic Enforcement Unit
- Training Unit
- Firearms Coordinator
- Dive Team
- High Threat Response Program
- Citizen's Academy, Teen Academy, and Cadet programs



The Support Division weathered many changes in 2023. Ofc. Holmes was promoted to Sergeant and reassigned from Recruiting Officer to the Patrol Division. Sergeant Tom Weger and Lieutenant Norm Tate both retired from our department. We welcomed Lt. Trent Skaggs as our Administrative Lieutenant, overseeing special events and coordinating our Emergency Operations Center. Sgt. Angela Ellison is our new Public Information Officer, and Brad Myers was selected as the Recruiting Officer. Gerry Hepp moved into the role of Accreditation Manager. We also added Kelsey Ramsey as our Media and Public Relations Manager. She brought experience as a news reporter and is helping to promote and manage our social media and preparing our officers for media interactions.

We completed ongoing hiring processes and continued recruiting throughout the year. We hired 13 new officers in 2023 and continued the recruitment of qualified candidates for future positions.

The High Threat Response Program continues to train Hamilton County Law Enforcement Officers (HTRP) on active shooter response, educate the community with community outreach sessions, and instruct programs like Stop the Bleed. Our HTRP conducted the state's largest full-scale training exercise and continued community education initiatives. The program designed, developed, and delivered Indiana's largest public safety training exercise in the past six years – an active assailant/shooter scenario conducted within an active hospital.

Partnerships with community stakeholders and business leaders enabled us to replicate many complex problems that are extremely difficult to re-create in a training environment.

The Records Unit continued to migrate to a paperless system for the retention of records and has moved to several cashless transactions.

The School Resource Unit, in partnership with Hamilton Southeastern Schools, expanded, adding Sergeant Pierre Berry and promoting Ofc. Chris Owens to Sergeant. They each oversee the officers assigned to the schools in the district. Ofc. Matt Madden was selected as an School Resource Officer (SRO) and is based out of Riverside Intermediate / Junior High School. Our SROs continued to ensure the safety of students and staff at each of our schools.

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 Trent Skaggs is responsible for planning and scheduling all special events involving the police department. Lt. Skaggs is a member of the City's Special Event Planning Committee. Many events require a predetermined amount of police involvement. The planning for a 2024 total solar eclipse began in early 2023 and continues as we prepare for this once-in-a-lifetime event that is expected to draw hundreds of thousands of visitors to the State of Indiana as we are on the path of totality.

Lt. Skaggs is also the agency representative for emergency operations planning. The Fishers Police Department and the City of Fishers use the National Incident Management System (NIMS) when planning emergency operations and special events. This management system allows for efficient scheduling and planning for all departments in the city that 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, an assistant manager, three clerks, and two volunteers. Records Manager Angie Adle and Assistant Records Manager Samantha Higginbotham continued to oversee the Records Unit staff, maintain the operation and use of officer body-worn cameras, review and redact officer body-worn camera video, and confirm report accuracy for NIBRS. In 2023 FPD responded to 55,909 call for service

Records Statistics	2020	2021	2022	2023
Police Reports	3,632	3,499	3,680	3,720
Arrest Reports	1,211	956	1,048	1,083
Uniform Traffic Tickets and Warnings	4,493	4,616	4,177	4,763
Ordinance Violation Bureau Tickets	319	410	436	446
Vehicle Crash Reports	1,640	2,009	1,963	2,147
Gun Permits	1,719	1,305	524	245
Alarm Permits (New & Renewals)	9,23	1,892	1,527	747
Public Records Requests	1,801	1,886	2,024	1,338

UNITED STATES DEPARTMENT OF JUSTICE / FEDERAL BUREAU OF INVESTIGATIONS CRIME REPORTING

The Fishers Police Department is in full compliance with the Federal Bureau of Investigation's National Incident-Based Reporting System (NIBRS). NIBRS is an incident-based reporting system for crimes known to the police. The NIBRS component of the Records Unit is critical to the funding of the police department. Not being in compliance with NIBRS has severe consequences for the department's federal funding.

For each crime incident coming to the attention of law enforcement, a variety of data is collected about the incident. This data includes the nature and types of specific offenses in the incident, characteristics of the victim(s) and offender(s), type(s) and value of property stolen and recovered, and characteristics of the person(s) arrested in connection with the crime incident.

2023 UCR/NIBRS Reported Actual Crimes

Murder – 1 Rape – 12 Robbery – 8 Agg Assault – 63 Burglary – 43 Theft – 569 MVT – 72 Arson – 1

PUBLIC EDUCATION AND OUTREACH

Sergeant Angela Ellison is responsible for all Public Education and Outreach Programs. Sgt. Ellison manages programs such as Fishers Police Crime Watch Programs, Books and Badges, Touch-a-Truck, National Night Out, and department tours.

PUBLIC INFORMATION (MEDIA AND SOCIAL MEDIA)

Sgt. Angela Ellison supervises recruitment and hiring and is the primary Public Information Officer and liaison between the police department and all media outlets. Sgt. Ellison is on call year-round to aid on the scene or help the media as needed. The police department also uses social media accounts on Facebook, X, Instagram, and Nextdoor to communicate important information with residents.

The following represent statistics from our social media reach in 2023

Facebook

In 2023, we had 31,820 Facebook followers and had 317,710 visits to our page.

X

We had 14,300 followers on X.

Instagram

In 2023, we had 4,531 followers and 3,836 unique page visits.

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 2023 was accomplished by utilizing the power of social media and word-of-mouth efforts by our current officers. In 2023, the office of recruiting and hiring sent officers to several local high schools and major universities throughout the state. Lieutenants, Sergeants, and Officers from nearly every division throughout the department were represented. Specialties in Investigations, Forensics, Crime Reduction, K9, Dive, and SWAT spoke to high school and collegiate students about their experiences in law enforcement. 2023 was an outstanding year generating interest in the Fishers Police Department, with more expected in 2024.

In 2023, FPD held three hiring processes; we received 307 applications. From those applications, 24 applicant background investigations were completed, and eight sworn police officers were hired. All eight hires were certified lateral applicants with prior law enforcement experience. The selection processes in 2023 brought FPD's total sworn officer count to 123. We have seen the number of applicants for 2024 continue to increase as the new year brought in the closing of one process with the opening of another. With renewed interest from members department-wide, 2024 looks to be an exciting year for the office of recruiting and hiring.



TRAFFIC UNIT

2023 was interesting for the Traffic Enforcement Unit. First, we saw long-time Traffic Sergeant Steve Pickett retire after 29 years of service (22 years in Traffic). We also saw Officer Troy Fettinger retire after 31 years of service (4 years in Traffic). Left with 1 Sergeant and 1 Officer, the Traffic Enforcement Unit made over 2,600 traffic stops and issued over 1600 citations. Three hundred thirty-five of these were for seat belt and child restraint violations. The unit made 21 traffic and drug-related arrests and inspected and/or installed approximately 114 child safety seats. In 2024, the Traffic Unit plans to expand by adding two additional Traffic Enforcement Officers.

As the City continues to grow, the number of traffic crashes continues to remain high and growing. This year, we saw a 7.75% increase in the total number of crashes. Of the total number of crashes, we saw a 6.06% increase in property damage crashes and a 17.42% increase in personal injury crashes. Tragically, there were six fatal crashes within the city limits in 2023, up from 2 in 2022. These differing percentages can be attributed to the further increase in traffic and the continued and 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 Operation Pullover and D.U.I. Taskforce (which targets impaired drivers). For 2024, we have again received this important grant funding that is specifically for targeting aggressive driving, impaired driving, increasing seat belt usage, and enforcement of the Distracted Driving law. The Fishers Police Department also participates in Project Drive Safe, which is a traffic enforcement program that also targets aggressive driving along with other traffic-related offenses.

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 2024, 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 your mobile devices while driving.

2023 CAR SEAT PROGRAM

The Fishers Police Department has four certified child safety seat technicians. In 2023, those technicians inspected and assisted caregivers with dozens of 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.



ANIMAL CONTROL

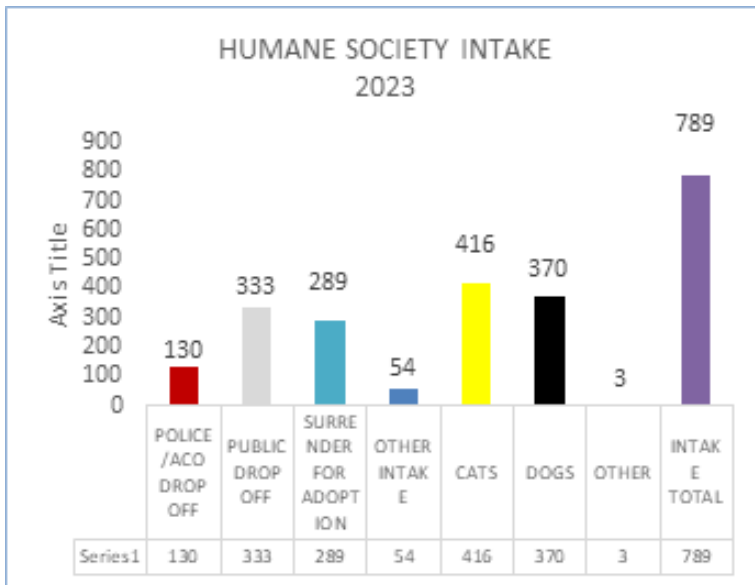
The Fishers Police Department is responsible for Animal Control in the City of Fishers. The Community Support Officer is the primary officer to handle animal control details and is the liaison to the Humane Society for Hamilton County. In addition to the Community Support Officer, uniformed officers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

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

The City of Fishers has an ordinance to provide guidance and restrictions for residents in the City of Fishers. The Police Department attempts to educate residents using the Ordinance and frequently meets with residents to ensure compliance. A violation of the Ordinance could result in a fine or a citation in the Fishers City Court.

The Police Department responded to 914 calls for animal control services for 2023.

CHART #1



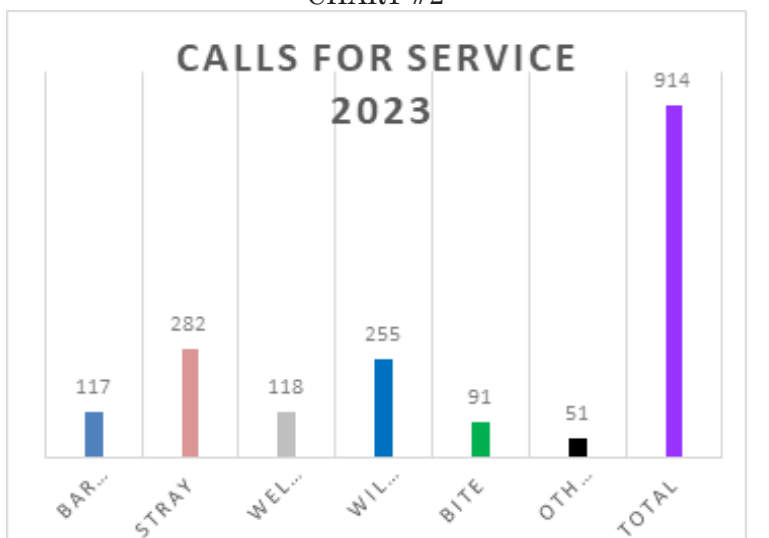
In 2023, 789 animals were brought to the Humane Society for Hamilton County by the City of Fishers, at a cost of \$176,846.42. Of the 789 animals, 333 were brought in by the general public as “stray,” and 289 were brought in and surrendered for adoption/return adoption by the owner.

The Police Department is dedicated to animal control and is always looking for ways to reduce complaints, expenditure, 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 the number of animals brought to the Humane Society for Hamilton County.

Chart #2 indicates Fishers Police Department types of calls for service.

CHART #2



ACCREDITATION REPORT



The Fishers Police Department is proud to share that we received our 7th Accreditation Award from the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA) in 2023. Accreditation symbolizes professionalism, excellence, and competence. It requires written directives, proofs of compliance, and training to inform employees about policies and practices.

CALEA accreditation is a four-year process that 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.

In August, Accreditation Manager Allison Nicholson took a position in the private sector. Allison has been the accreditation manager since 2016. She is the first CALEA Certified Accreditation Manager in the State of Indiana and will be missed. Her work during the last four-year accreditation cycle led to an excellent review from CALEA Commissioners, and Chief Ed Gebhart accepted our 7th award in November.

CALEA is an independent accrediting authority developed in 1979 by the four major law enforcement executive associations that 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 the police department 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 2023 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, with the day-to-day operations led by Lt. Andy Burks. In January of 2023, SRO Sergeant Scott Wilcox completed a successful career in law enforcement and retired from the Fishers Police Department. Sgt. Pierre Berry took on the sole responsibilities of Sergeant of the SRO Unit. Due to the number of students, staff, buildings, and School Resource Officers, a second Sergeant was added to the Unit. After a very competitive process, Officer Christopher Owens was selected as the next Sergeant in the Unit. Sgt. Owens was promoted in July of 2023. Due to Sgt. Owens' responsibilities that he left vacant at Riverside Junior High School, another process was conducted to identify the next SRO. Officer Matt Madden was selected as the replacement at the beginning of August.



For the 2023-2024 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
Officer Alicia Ahnert – Fishers Junior High School
Officer Shaun Williams – Hamilton Southeastern Junior High School
Officer Adam Shanks – Fall Creek Junior High
Officer Matt Madden – Riverside Junior High School
Sgt. Pierre Berry – Roam Supervisor
Sgt. Christopher Owens – Roam Supervisor
Lt. Andy Burks – Roam Supervisor

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 an increase of 39% in the total number of case reports and a 33% increase in arrests in 2023. While providing guidance and mentoring to students is a priority, arresting students is not. We are constantly striving to find alternatives to arrest, especially when school discipline may serve the same purpose.

Stop-It Software is a program that allows

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. The total number of reported tips for 2023 was 489, compared to 721 tips in 2022.



The SROs continue to utilize an app that was created by Safe-Visitor that tracks SRO activity that is not reported to the Hamilton County Dispatch Center. Examples of recorded events are SROs teaching a class, assisting the school administration, or assisting a student. Each SRO can enter an activity that he/she conducts at a specific school into the app. The total number of entries for 2023 was 610.

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 2023, School Resource Officers services included:

SRO Activity (CAD Reports)	2022	2023
• Total Incidents	1,157	1,883
• Total Case Reports	67	93
• Total Arrests	12	16
Stop-It (Anonymous Reporting)	2022	2023
• Total Tips	721	489
Safe Visitor App Entries	2022	2023
	1,027	610

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
- 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” program
- Classroom resources – Alcohol Awareness, 4th Amendment Law, Risk and Consequences/Peer Pressure/Stress, Bullying
- Law enforcement issues and concerns – Resource for students, staff, and 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



The Fishers Police Teen Academy is open to teens ages 13-18, who are enrolled in 8th grade through their senior year of high school, and registration opens after spring break. The Teen Academy was held at Riverside Intermediate School for one week in June 2023. There were 31 enthusiastic participants in 2023. Throughout the program, the academy provided comprehensive and engaging lessons aimed at educating teenagers about law enforcement practices and fostering positive relationships between the police and the community. The participants were exposed to a wide range of topics, including crime scene investigation, traffic enforcement, K-9 capabilities, and Dive team operations. The Teen Academy also emphasized the importance of teamwork, leadership, and decision-making. The interactive nature of the program allowed the participants to actively participate in scenarios and hands-on activities, further enhancing their understanding of law enforcement principles. The Fishers Police Teen Academy has proven to be an invaluable platform for empowering young individuals, fostering trust, and inspiring future leaders within our community.



CADETS



The Fishers Police Cadet program is open to teens ages 14-19, who are enrolled in 8th grade through their senior year of high school, and registration opens during first semester. The FPD Cadet program has had an exceptional year with a total of 30 dedicated teenagers. Meeting twice a month, these cadets show great enthusiasm and commitment to their training. Each month, they focus on various aspects of law enforcement, including drill and ceremony, physical training, and exploring different law enforcement related topics. These topics included forensics, K-9 unit, stop the bleed techniques, and report writing, among others. The program has provided a comprehensive learning experience for the cadets, equipping them with valuable leadership skills and knowledge that will serve them well in their future endeavors.



COPS AND KIDS

The Fishers Police Department Cops and Kids Program started in 2012 with 12 children. Over the past ten years, the program has continued to grow. In 2020, 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! However, it was time for a change.

2023 was a transition year. The two officers who ran this program from its inception decided to step down. The Fishers Police Corps agreed to take the program over with some changes. This year, we tried the "Angel Tree" concept and had six trees located throughout the police department – each tree dedicated to a family. This met with mixed success. The Corps also decorated the sally port with 19 Christmas trees, multiple inflatables, and swags and décor hanging from the ceiling. It was open one night in conjunction with the City's trail walk. We had several hundred citizens walk and drive through the sally port. They were greeted by Santa Claus, Mrs. Claus, and the Grinch. This was a resounding success.

This event would not be as successful as it was without the hard work that goes on behind the scenes by the volunteers from the Fishers Police Corps, the City's help with the sally port ceiling décor, and those officers who helped with the Angel Trees and those who attended the evening event helping greet our guests and handing out Santa hats, Christmas light necklaces, and candy canes. We look forward to a new chapter in this project next year.



TRAINING 2023

The Fishers Police Department utilizes a progression-based training and education model that extends over a two-year cycle. This model ensures all members of the Department are trained to the highest standards and are fully prepared to respond to the constantly changing public safety landscape.

Our focus remains on providing effective training on topics including de-escalation, defensive tactics, firearms, emergency vehicle operations, CPR, behavior health, human trafficking, hazardous materials, bloodborne pathogens, and persons with autism.

Our in-service training program requires more than 44 hours of instruction and training on these topics. Officers are provided numerous opportunities to attend additional training provided by top-tier instructors. Officers from Fishers PD consistently attend training provided by the FBI's Law Enforcement Executive Development Association, the National Association of School Resource Officers, the Public Agency Training Council, and Dive Rescue International.

2023 was the second year of our two-year training cycle and included a culminating, full-scale exercise to evaluate topics instructed throughout the period. The exercise scenario was an active assailant/shooter at a hospital, resulting in a mass-casualty incident concurrent with a separate mass-casualty event within the hospital's emergency department. This exercise was led by the High Threat Response Program (HTRP) and coordinated with surrounding agencies to create a multi-jurisdictional exercise. Training events of this scale are complex and require significant investment by all instructors to ensure the exercise is conducted safely and within the high standards set forth by the Homeland Security Exercise and Evaluation Program – the national standard for large-scale public safety exercises. After hundreds of hours of preparation and rehearsals, this training event was conducted successfully and safely and proved highly effective.

In 2023, Fishers Police Department instructors provided over 4,355 hours of material this year, equivalent to 544 8-hour days of content. Over 250 hours of instruction provided by our Officers were part of various courses recognized by the Department of Homeland Security as national best practices and involved instructors from all over the United States.

Nine Officers completed instructor development training and began instructing various disciplines throughout the agency.



Three Officers completed the Indiana Law Enforcement Academy's Basic Course this year, part of the ten total Officers hired this year.

Several Officers transitioned to pistol-mounted optics, which enables increased accuracy, especially in low-light or limited visibility environments. This optic was a component of the firearms transition plan from 2022 to ensure officers are properly equipped to respond effectively to the wide range of public safety challenges in our community.

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

As part of our commitment to leader development and achieving the highest standards, several members of the department graduated from leadership education programs, including:

- Lieutenant T. Skaggs graduated from the Indianapolis Metropolitan Police Department's Leadership Academy
- Forensic Analyst J. Mungovan graduated from the National Forensics Academy at the University of Tennessee
- Lieutenant A. Burks graduated from the FBI National Academy in Quantico, VA

As we look forward to 2024, the Fishers Police Department remains committed to fully investing in what continues to make Fishers one of the safest cities in America – our Officers.



2023 HTRP ANNUAL REPORT

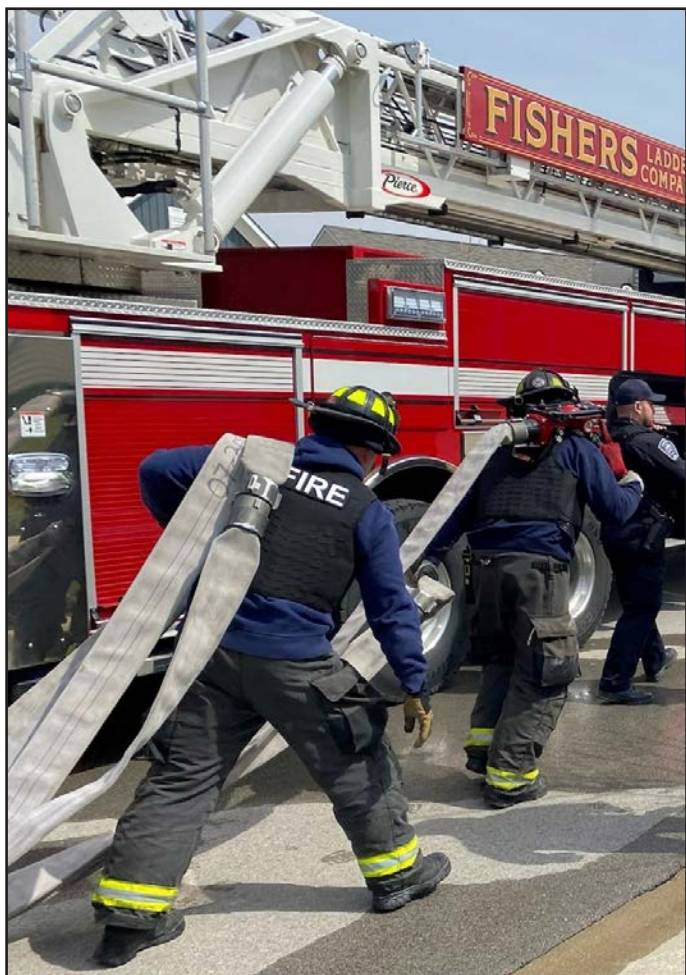
This past year was another busy and highly productive time for the High Threat Response Program. As we completed our fifth year as an operational program within both the Police and Fire/EMS Departments, the program increased the number of active members, conducted the state's largest full-scale training exercise, and continued community education initiatives.

The HTRP continues to be led by program coordinators from both the Fishers Police Department and the Fishers Fire and Emergency Services Department, as well as ten other public safety personnel from both departments.

The program designed, developed, and delivered Indiana's largest public safety training exercise in the past six years – an active assailant/shooter scenario conducted within an active hospital.

Partnerships with community stakeholders and business leaders enabled us to replicate several complex problems that are extremely difficult to re-create in a training environment. Significant training outputs of the exercise included:

- Airspace management with multiple aircraft, unmanned aerial vehicles (drones), and medical evacuation helicopters operating in the same airspace.



- Mass-casualty response from both Fishers public safety and hospital emergency department staff.
- Integration with on-site law enforcement and private security Officers.
- Mass-casualty response from both Fishers public safety and hospital emergency department staff.
- Integration with on-site law enforcement and private security Officers.
- Located at a complex training location, which is a challenge for first responders to navigate and coordinate with outside resources.
- An initial entry problem for the first arriving Officers requiring the implementation of the Rapid Emergency Access Program established in 2022.
- Multi-discipline public safety training event partnering with the Hamilton County Public Safety Communications as well as incorporating a multi-jurisdictional response from neighboring public safety agencies.
- Third successful validation of the High Threat Response Model, our mutual aid and critical incident response framework for the City of Fishers.

TRAINING & HTRP

- Non-lethal training ammunition employed by public safety Officers against a prepared, trained, and tactically proficient near-peer suspect.
- Synchronized the full-scale exercise with a separate but simultaneous mass-casualty and triage exercise creating an exercise within an exercise. This supported the training objectives of the host facility for their staff members and response plan.

In addition to this full-scale exercise, HTRP members conducted multiple community education and training seminars throughout the year. These presentations provide information on best practices and resources to prevent, prepare, respond, and recover from incidents involving active violence. The community seminars are immediately followed by a Stop the Bleed class provided at no cost to the participants. Stop the Bleed training is part of a nationally recognized program to recognize life-threatening bleeding and intervene effectively.

The program continued to support training for all newly hired Officers in both agencies. This includes Tactical Emergency Casualty Care, CPR/AED, Narcan, and Rescue Task Force training and exercises.

The High Threat Response Program remains committed to addressing emerging challenges to the public safety landscape and safeguarding the community against active violence.



DIVE TEAM

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.

Our Dive Team conducts monthly training to perfect our skills and work with specialized equipment. Our divers utilize dry suits to protect themselves 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 visibility is nonexistent, and everything is done by feel. Training is conducted in the most likely areas we would be deployed in and attempts to emulate real-life scenarios.

In addition to regular monthly training, Lt. Jason Peasley completed Dive Rescue International's Public Safety Scuba Instructor Certification in 2023. This unique program is designed to help dive teams develop a cost-effective way to certify their Public Safety Divers and standardize the training of those

divers on the team. Our Dive Team now has two certified Public Safety SCUBA Instructors.

The Fishers Police Dive Team had 14 activations in 2023. These activations were for several occasions of vehicles in the water; injured people in the water; a boat crash, suspicious items in the water; a person experiencing a mental/emotional event while kayaking on the White River; a drowning, and the search of a waterway for a firearm used in a homicide. Throughout the year, the Dive Team participates in several public outreach programs including presentations for the Citizens Academy, Teen Academy, the Cadet Program, displays and demonstrations at Touch a Truck, and National Night Out.

Fishers Police Department strongly encourages those working on or enjoying recreation around the open water to 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.



2023 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

The 2023 Fishers Police Chief's Honor Guard Team was comprised of three Patrol Officers, three Detective Sergeants and one SRO Sergeant. During 2023, 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 2023.

The Fishers Police Honor Guard Team traveled to Washington D.C. and participated in the National Police Week Memorial Services. While at the Washington DC for National Police Week, the Fishers Police Honor Guard participated in multiple functions while honoring survivors and fallen officers.

The Fishers Honor Guard participated in the Honor Guard Cordon for Survivors at Ronald Reagan Airport, 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.



2023 Members on The Chief's Honor Guard Team are:

Team Commander, Detective Sergeant Cesar
Rodriguez

Team Leader Officer Ross Yoder
Detective Sgt. Robbie Ruble
Detective Sgt. Tom Brooks
SRO Sergeant Chris Owens
Officer Chris Marshall
Officer Wesley Fluke



FPD CITIZENS ACADEMY

The 41st Class of the Citizens Police Academy did not disappoint. Twenty-eight (28) energetic members of the community attended the academy in the Fall of 2023. The group included 16-year-old students, retired scientists, teachers, military veterans, married couples, sisters, and future police applicants. They asked questions, met several officers, and learned about the police department.

Chief Gebhart is excited each year to open the doors of the police department for members of the community to get a “behind the scenes” look at all the talent and resources of the department. In 2023, classes were held in the evening for 11 weeks. Attendees learned from area experts about all things law enforcement including recruiting & hiring, criminal law, traffic stops, investigations, intelligence, forensics, K-9 unit, dive team, and emergency response team.

The Citizens Police Academy is open to members of the community aged 16 and older. Registration for the next Fall academy will open in the summer and is required to participate.



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. The group was able to participate in the following:

- Performed weekly fleet checks of the department vehicles.
- Ran the Cops & Kids program for the first time this year.
- Awarded a \$1,500 scholarship to a high school senior.
- In celebration of National Police Week, we held four separate cookouts – one for each of the four 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.



FISHERS POLICE CORPS, CONTINUED

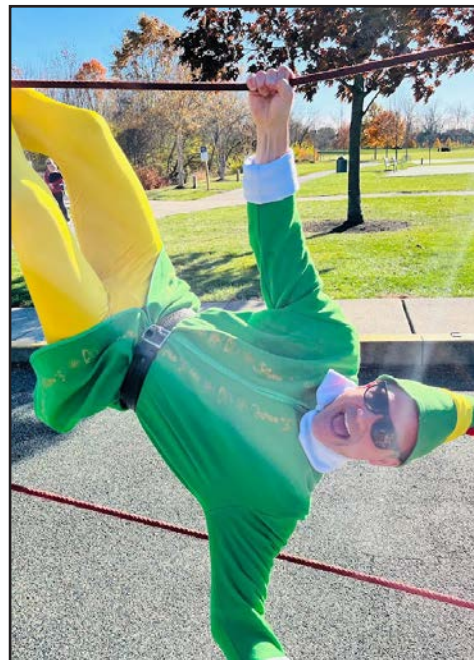
- Participated in Pack the Cruiser at all three Kroger stores in Fishers where 9,800 pounds of food (plus some additional cash) was collected for Fishers Youth Assistance Program.
- Provided a cookout lunch for the Teen Academy participants.
- Provided a cookout for the county-wide SRO meeting.
- Helped 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 was replaced by the Battle of the Badges where we cooked and sold hot dogs as a fundraiser.
- Through the generosity of one of our members, were able to purchase the Teen Academy shirts.
- Purchased a TV for the PD awards banquet as a raffle item.
- Continue to provide a “goodie bag” and a card for each PD employee for their birthday.
- Planned and executed a state-wide educational seminar.

The Fishers Police Corps remains committed to furthering our relationship with the Fishers Police Department and the individual officers who serve and protect our community.





COMMUNITY



COMMUNITY



COMMUNITY



COMMUNITY







FISHERS POLICE DEPARTMENT

4 MUNICIPAL DRIVE

FISHERS, IN 46038

317-595-3300

FISHERSIN.GOV

FOLLOW US AND STAY SAFE

