



# Metropolitan Police Department 2017 Strategic Plan

## 2017 Goals:

### Promote WMPD Staff Development:

1. Uniform Division Supervisors: (Promotion to the rank of Sergeant)
  - a. PSO/Sgt. Jacob King Promotion date: 1/15/2017
  - b. PSO/Sgt. Ben Rutledge Promotion date: 1/15/2017
  - c. PSO/Sgt. Kevin Allen Promotion date: 1/15/2017
  - d. FTO/Sgt. Ryan Batts Promotion date: 1/15/2017
  - e. PSO John Jurkash Promotions list & FTO.
2. Each newly promoted supervisor will be enrolled into the Public Safety Leadership Institute (PSLI) program during 2017. This is a four, one week session program taught out of Fishers PD. PSLI is considered a gold standard in law enforcement professional development.

### WMPD Staff expansion:

3. New Officers (Public Safety Officer's):
  - a. PSO Scott Klinger Start date: 1/11/2017 ILEA: 10/2017
  - b. PSO Joel Parks Start date: 1/11/2017 ILEA: Post Grad
  - c. PSO Mellissa Trump Start date: 1/30/2017 ILEA: Post Grad
  - d. PSO Timothy Thomas Start date: 2/6/2017 ILEA: Post Grad\*
  - e. PSO Elizabeth Campbell Start date: 2/13/2017 ILEA: Post Grad
  - f. PSO Dalton Tibbs Start date: 2/13/2017 ILEA: 10/2017
  - g. PSO Derrick Deeter Start date: 2/20/2017 ILEA: 3/2017\*
  - h. PSO Kristen Gibbons Start date: 2/20/2017 ILEA: 3/2017

(\*US Military Veteran)

(Post Grad – ILEA Certified Officer)

This five-month long process started with 116 pre-applicants. This number was decreased to 49 who were invited to take the written and physical agility tests. Six applicants were dropped during the physical agility phase and 11 applicants failed to score above 70 percent in the written phase. In seeking the best six applicants, the overall top twelve were selected for an

interview. This set the cut-of score at 86% or higher. Of the top 12, two were dropped during the background investigation phase and one accepted a position with another agency prior to our interview. The final cut adopted by the Board of Police Commissioners consists of 5-males and 3 female. Of the eight, 4 are POST ILEA graduates, 2 are EMT's, 1 is a 1<sup>st</sup> Class Fire Fighter /Paramedic. 2 are US Military veterans, 1 holds a Master's degree, 3 hold Bachelor's and 2 have Associates in Criminal Justice.

**Communication Strategy:**

**Website:**

The WMPD website is the 'front door' for our residents who want to learn more about our agency. Captain Savage undertook a complete web-page makeover last year and will continue to enhance our site moving forward with new information, new links and new stories regarding our ongoing mission. Social media has become a major information distribution outlet as well as a major source of news for a major portion of our residents. WMPD will continue to update and upgrade our usage of social media as part of our effort to remain as transparent as possible throughout 2017.

**Capital Improvements:**

- 4. Police Headquarters Building (NEW)
  - a. MS Consultants, Inc. – K. "Tony" Hayek, AIA NCARB
  - b. Building Cost & Design Phase estimate of 4.5 Million.

This is part of the infrastructure Capital Improvement Plan the Town Council addressed at their January 2017 meeting. While this project is in its very early phase, we have obtained preliminary cost estimates.

5. Huntington Lease #12: (Project Approval not to exceed \$320,000)

a. Six (6) 2017 Chevy Tahoe PPV's	\$33,020 ea.	\$198,120.00
b. The Waymire Group (Emergency Equip)	\$11,996 ea.	\$ 71,976.00
c. J&K Communications (In-car Radio's)	\$ 2,927 ea.	\$ 17,562.30
d. Indy Pro Graphix (WMPD Graphic's)	\$ 525 ea.	\$ 3,150.00
e. EMP Tech Group (Print/Scanner)	\$ 697 ea.	\$ 4,074.30
f. CDW-G (Laptop Computers)	\$ 990 ea.	\$ 5,940.00
g. Digital-Ally (In-car Camera Sys, DVM100)	\$ 2,005 ea.	\$ 12,030.00

**PROJECT LEASE #12 - TOTALS:**

<b>Equipment Costs:</b>	<b>\$313,270.00</b>
<b>Interest</b>	<b>\$ 16,748.06</b>
<b>Lease/purchase Total</b>	<b>\$330,018.06</b>

**Lease payment schedule:**

**Payment 1 – 2/1/2018      \$110,006.02**

**Payment 2 – 2/1/2019      \$110,006.02**

**Payment 3 – 2/1/2020      \$110,006.02**

**Long-Term (2 Year) Development Plan:**

**Computer forensic lab:**

The number of ransomware attacks quadrupled in 2016 and are expected to double again in 2017, according to reports. Public organizations appear to be particularly vulnerable to attacks during IT system freezes. Of the 1,943 major data breaches reported in 2016 compared to 1,247 breaches in 2015, in addition, more than half of data breaches resulted in the exposure of Social Security numbers, thus putting our residents at increased risk of identity theft. Reports show that U.S. data breaches hit an all-time high in 2016, increasing by 40 percent from what was a record-setting high in 2015. Seventy-two percent of breached records were exposed due to hacking, skimming or spear-phishing attacks. This is the world we live in and It is this trend that drives the necessity for us to establish our own electronic forensic lab to help protect our community.

Consider expanding the Department with an Electronic Forensic Lab and staffing positions as needed to correspond with the Town’s growth is estimated at \$60,000 - \$90,000.