



WHITESTOWN METROPOLITAN POLICE DEPARTMENT

Scott Rolston – Chief of Police



WMPD 2022 Goals

CONTINUOUS DEPARTMENT GOALS

Upon review of 2021 goals, as well as years past, there are numerous goals we have determined will continue year after year as a constant in the field of Law Enforcement. Although numerous goals will carry over from year to year, we as a Department will annually evaluate new and innovative ways to implement accomplishing these goals on a year-to-year basis to ensure growth and continuous excellence in policing.

- Collaborate with WFD Administration to align our policies, salaries, and benefits to be consistent or similar for all Whitestown Public Safety, and best promote and recruit to improve our Public Safety Sector for the best of the community.
- Conduct business checks both during and after hours of operation.
- Conduct safety patrols of schools to ensure added security, increased police presence, and engage with students and teachers to promote safety and build relationships.
- Use social media, Press Releases, Public Service Announcements (PSAs), and Facebook Live to help continue public education with issues such as theft, fraud, identity theft as well as provide best measures to prevent becoming a victim of crime. We will also use these outlets to provide public safety information to the public such as traffic alerts, weather conditions, and ongoing incidents.
- Promote and conduct extra patrols in response to specific needs in the community to best assist families when away from their homes and businesses upon request.
- Conduct monthly Defensive Tactics Training On-Duty
- Host Emergency Medical Responder refresher Training (EMR) for our current PSOs, as well as host EMR Certification for new hires.
- Utilize Police1 Academy online training portal to virtually conduct classroom training Department Wide on numerous topics.
- Utilize Lexipol Knowledge Management System and Daily Training Briefs to remain consistent in knowledge of General Orders; acknowledge updates in our policies as a result of internal changes and changes to state and federal law; and to ensure our General Orders remain up to date.
- Conduct yearly medical exams and bloodwork through Public Safety Medical.
- Partner with ProTeam Tactical and conduct annual DARI movement scans for all members, as well as deploy mobility corrective exercises through virtual application.
- Conduct bi-annual Voluntary Fitness Assessments to track physical fitness improvement and find programming specific to each member to improve their fitness.

- Conduct annual audits and updates to Department Inventories to ensure all equipment, uniforms, and records are up to date.

COMMUNITY RELATIONS BUILDING/STRENGTHENING

- Collaborate with the Town Staff to meet with new business owners and management staff to educate them on crime prevention techniques and best practices to proactively promote safety, protect investments in our community, and build new positive relationships.
- Assess the possibility of returning to a more traditional National Night Out Against Crime, similar to before the COVID-19 pandemic started (all dependent on CDC recommendations and status of pandemic). In doing so, collaborate with surrounding law enforcement agencies on participation to keep focus on building strong and trusting relationships between the community and local law enforcement agencies.
- Research classes we can host for members of the community and increase the frequency of classes we host for the community as well as the variety of course topics.
- Revisit current Bike-With-A-Cop program and assess ways we can improve and utilize the entire Bike Patrol Team in events.
- Host WMPD's first "Citizen's Academy" to allow interested members of the community to learn firsthand about the roles, responsibilities, dangers, and facets of Law Enforcement and specifically how we operate.

DEPARTMENT GROWTH/EXPANSION

- Hire 5 New Public Safety Officers, 1 Replacement position and 4 additional positions.
- Deploy assigned Traffic Unit/Car to specifically target areas of traffic complaints, traffic accidents, traffic violations and display results of assigning the Traffic Unit to these areas (i.e. Stops, Arrests, Citations, Local vs Commuters).
- Expand our Field Training Team by replacing 2 FTO positions, and adding 2 new FTOs.
- Evaluate the need to add members to current specialty teams or assignments both internally and externally. These include but are not limited to:
 - K9 Team
 - SRT Operators
 - CNT Negotiators
 - Crash Team Members
- Create an Incident Review Board comprised of multiple members of the department from numerous ranks, divisions, and disciplines to comprehensively evaluate department vehicle collisions, use of force, vehicle pursuits, and/or any other incident that is deemed significant and required for review.
- Research and evaluate the need for a county wide ICAC Team consisting of members from each law enforcement agency in Boone County, to collaboratively manage, resolve, and combat an increase in Crimes Against Children countywide.
- Assign a Department Representative to the Boone County Drug Court, launching in January of 2022.

TRAINING

- Host our 2nd Patrol School for new hires in the Spring, improving upon the content, coursework, and time frame of the Patrol School while also incorporating more instructors throughout the course to introduce the new hires to as many staff members possible.
- Evaluate and assess potential benefits of transitioning away from Quarterly Training to Monthly Training that can completely take place on duty.
- Utilize the entire Training Staff of Department instructors to compose a comprehensive lesson plan for the 2nd Patrol School as well as a multi-week Citizen's Academy.

OFFICER WELLNESS

- Implement new incentive of allowing officers an hour on duty for physical training after completing and passing bi-annual Voluntary Fitness Assessments.
- Identify members of the department to lead our Peer Support Team, to address mental wellness and normalize seeking assistance among our members.
- Fill our current Chaplain's vacancy by seeking out qualified, well-rounded individuals.

OFFICER DEVELOPMENT

- Identify a Supervisory Leadership Program to send our Frontline Supervisory Staff to attend to continue building and improving the expectation and abilities of our current and future leaders.
- Encourage and educate staff on the Town Education Reimbursement Program to allow members to continue their education and development.
- Research and identify potential Executive/Command Staff Leadership Training for all members of the Executive Staff.
- Begin a Mentor Program for new officers, assigning a senior/veteran officer or ranking member outside of their direct chain of command to coach, counsel, advise, and build up new employees as they join our ranks and adapt to their role as a new officer.
- Research surrounding agencies' "Master/Senior Officer" initiatives, to find ways to incentivize and reward officers who do not acquire rank but are critical to our infrastructure and continue to improve and develop their skills as a member of the department.
- Re-vamp, rebuild, and implement individual Annual Departmental Performance Standards to help track officer performance, accomplishments, and development.
- Conduct monthly meetings of the complete Supervisory Staff to discuss departmental changes or updates, address issues that arise within the agency, and ensure transparent information dissemination from every division to every member.

RECRUITMENT AND RETENTION

- Evaluate in person options for recruiting visits to nearby colleges for recruitment, as well as assign representatives for any college hosted Public Safety specific events.

- Build collaborative relationships with collegiate Cadet Programs as a potential recruiting pool for ILEA Certified officers, that fit the high standards of achievement, skills, morals, and ethics we expect new members to fulfill.
- Collaborate with the Town PR Team to find new and innovative ways to advertise our agency and reach a larger recruiting demographic through media.
- Evaluate 2021 hiring process recruiting tactics and determine ways to improve while also eliminating methods that were unsuccessful.

IDENTIFICATION OF ALTERNATIVE FUNDING

- Utilize officers with specified training to research and identify Private, State, and Federal Grants that can be utilized to supplement or offset budgetary considerations. 2 Officers are enrolled to attend Grant Management & Grant Writing Training in 2022.
- Utilize our officers who are Veterans of the Armed Services to identify possible funding options through the G.I. Bill and Veteran Specific Programs.

