



WHITESTOWN METROPOLITAN POLICE DEPARTMENT

Scott Rolston – Chief of Police



WMPD 2021 Goals

COMMUNITY RELATIONS BUILDING/STRENGTHENING

- Engage with business owners/managers and schools to find ways we can improve our service, and what needs they have from us to promote safety.
- Educate businesses and schools on how to prevent themselves from being victims of crimes.
- Find new ways to engage with schools and students following Covid-19 visiting restrictions.
- Assign Bike Patrol officers to dedicate patrols on the BIG 4 Trail, increasing our presence and safety to those who utilize the trail.
- Utilize the Chaplain Division to further develop relationships with local churches and community outreach programs.
- 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.
- Continue Business Checks
- Continue the use of social media, Press Releases, Public Service Announcements, and Facebook Live to help continue public education with issues such as theft, fraud, identify theft and then provide the best measures to prevent becoming a victim of crime.
- Continue to promote extra patrols in response to specific needs in the community to best assist families when away from their homes and businesses.
- Continue to re-evaluate our community outreach (Meet the Chief, Bike with A Cop, Coffee with A Cop, and National Night Out) events due to the concerns of public health and safety. As a department, come up with new innovative ways to still engage with the public and hold these outreach events.

Departmental Growth/Expansion

- Hire 5 New Public Safety Officers; 2 additional positions, and 3 replacements.
- Identify specific areas throughout Community with consistent traffic complaints, accidents, and violations of traffic infractions.

**6208 Veterans Drive
Whitestown, IN 46075
Phone: 317-769-2677
www.whitestownpolice.org**

- Assign officers to the responsibility of Traffic Enforcement in targeted areas with targeted violations and assignment.
- Assign a full-time member to the Boone/Hamilton County Drug Task Force ("DTF")
- Add an additional Detective to the Criminal Investigations Division
 - Assign officers who are interested in C.I.D. for assignment to work alongside our current detectives in brief segments to better understand the practices and procedures of C.I.D., the systems they use, how to conduct interviews, and how to best liaise between the Patrol Section and the Prosecutors Office.
- Add members of WMPD to the Boone County Fatal Alcohol Crash Team (F.A.C.T.)
 - Promote cooperation and collaboration between Boone County Law Enforcement agencies on a joint team by increasing WMPD involvement.
- Expand our Field Training Team with multiple new F.T.O.s.
- Expand the K9 Team by adding 1 to 2 more canines to the department.
 - To expand the K9 Team, we must look at cost effective means of acquiring a suitable dog and looking into alternative resources/funding.
- Expansion of the Bike Patrol Team

Training

- Increase Training on-duty to cut down on overtime, ATO, and burnout.
- Utilization of the Training Room internally, allowing our members to train more in various areas to best prepare and improve their skillset for the obstacles and calls they will encounter in Patrol responsibilities.
- Become a Host Site for specialized training through ILEA, CILETC (Central Indiana Law Enforcement Training Council), IACP, and other groups. This will give us the opportunity to: interact with other agencies across the state; build stronger professional relationships; and allow our officers to attend advanced training to make their knowledge and skillset even stronger for their responsibilities.
- Conduct monthly Defensive Tactics Training.
- Continue to host Emergency Medical training for our current PSOs, as well as host EMR certification training for new hires.
- Continue to utilize PoliceOne online training platform.
- Continue to utilize Daily Training Briefs to better understand current General Orders, as well as acknowledge updates in our policies and changes in the law.

Officer Wellness

- Develop new Fitness Incentives to motivate the entire department to utilize our fully operational Fitness Room, as well as to create a culture of fit officers to best serve one another and serve the community.
- Utilize new Peer Support system developed over the last year to proactively address mental wellness and normalize seeking assistance among our members.
- Continue yearly medical exams and bloodwork through Public Safety Medical.
- Continue partnership with Pro-Team Tactical and annual DARI scans for all members.
- Continue to hold bi-annual Voluntary Fitness Assessments for officers to track physical fitness improvement and give officers the tools to improve their physical fitness.

Officer Development

- Identifying members' strengths and interests and allowing them to pursue those interests with guidance and resources will continuously boost morale, while also ensuring the Department has the personnel and abilities to best adapt to changes and demands of the community and Law Enforcement in general.
- As we help identify the focus areas and career goals for members, we can then guide them into specialized Training outside of WMPD to enhance members' professional skillsets, abilities, and exterior networks.
- When specific goals and career trajectories require advanced degrees in education, we can also guide members to use the Town Education Reimbursement Program, so as not to keep career development from halting.
- As members enter new leadership roles for WMPD, we can best guide them into formal leadership training outside the Department to build up weaknesses and make strengths stronger.
- With our continuous growth, it is also imperative to utilize our Training Division, our current Command Staff, and our Informal and Formal Department Leaders to best deploy internal workshops, focused supervisor/leadership training, and think tank exercises to continuously improve leadership on all levels.
- Deploy Guardian Tracking Program.
 - This system will allow supervisors across the department to track individual member goals, progression of accomplishing or working towards those goals, and field performance.
 - Replaces current system for Use of Force Reports, Disciplinary Reports, and tracking commendable performances.

- Allows universal feedback through the Department, Down the Chain of Command, Up the Chain of Command, and from peer to peer.
- Command Staff will be able to know the career goals and trajectories of all officers, and best guide them into achieving those goals through exterior training, field training, shadowing, temporary assignment, and tabletop/think tank exercises throughout the year.

Recruitment and Retention of Diverse, Disciplined, Motivated, and Passionate Members to continue serving and protecting the Town of Whitestown through Excellence in Policing.

- Implement and maintain high standards of achievement, skills, morals, and ethics to use for selection of new officers and support personnel.
- Promote team and individual character building at every level of supervision to establish and promote a positive and high performing work environment.
- During a time in which police recruitment is very challenging, continuing to find innovative and unprecedented methods of recruitment to reach a larger audience and ensure the best applicants.

Identification of Alternative Funding for Department Resources and Programs

- Assess and eliminate unnecessary department expenses to reallocate budgetary funds for better appropriations.
- Research and identify Private, State, and Federal Grants that we can utilize for equipment and interagency programs and teams.
- Develop the Training Division to initiate and host Interagency Specialty Training along with Multi-Agency Specialty Training, with other agencies in Boone County, to reduce training expenses for outside training.
- Assess and evaluate possible bundling options for current technology and equipment.
- Assess and evaluate uniforms and equipment to find the best quality items for the most competitive prices.
- Assess and evaluate current companies used for Fleet buildout.

Complete Department Wide and Headquarters Inventory

- Update and overhaul current Inventory of all equipment, clothing, vehicles, and technology.
- Once completed, annually audit, and update comprehensive Inventory to keep current, and know when purchases or upgrades are needed.
- Assess and inventory the current Records Section, organizing all records in a systematic and understandable order as well as purging all records that we are no longer required to keep by law.



**6208 Veterans Drive
Whitestown, IN 46075
Phone: 317-769-2677
www.whitestownpolice.org**