

**Fortville Police Department Five-Year Plan**

**2018-2022**

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### **Overview**

The Fortville Police Department five-year plan acknowledges that the Patrol Division represents the entry point into our agency for all merit positions, and thereby establishes the foundation for growth across the department where arrest powers are required. In order to have a comprehensive growth plan, all personnel needs must be considered since maintaining appropriate levels of personnel is the key to continuing to achieve the mission of the Fortville Police Department. The following information supports the growth plan for short-term (2018-2019) and also forecasts long-term growth to year 2023.

### **Fortville Police Department Mission Statement**

We, the members of the Fortville Police Department, are committed to being responsive to the people in our community through impartial, ethical, and compassionate law enforcement. We recognize that it is our responsibility to maintain order, while affording dignity and respect to every individual. Our objective is to improve the quality of life through a community partnership. We strive to make Fortville a community where all people who visit or live in Fortville, can do so safely without fear. The values of the Fortville Police Department revolve around People, Leadership, Service, and Performance.

**Indicators of Growth**

A key factor to consider for agency growth is calls-for-service. It is evident that as the population increases, calls-for-service also increase. By utilizing prior data points, the Fortville Police Department (FPD) can estimate calls-for-service in correlation with the continued population increase. To estimate future years' calls-for-service in correlation with the population, FPD averaged the past years, 2014–2017.

2014= 6518                      2015= 7,204                      2016= 7677                      2017= 8798

Additional indicators of growth within our community that effect Fortville Police Department staffing levels are the number of official case/arrest reports completed, the amount of property crimes occurring, narcotics encounters, and gun related offenses.

Case reports over the past five years have shown a steady increase. This increase in case reports is indicative of officers spending more time in a non-patrol status interviewing victims and witnesses, and compiling additional information for quality reports. Providing accurate thorough reports has always been a focal point of this agency and to continue may require additional personnel.

2014= 699                      2015= 789                      2016= 805                      2017= 937

Theft and fraud have traditionally comprised the majority of property crime in this jurisdiction and this year is no different. Theft and fraud continue to outpace all other crimes growing steadily since 2014. We are seeing a marked increase in computer crimes.

In addition to case reporting, narcotics enforcement within this agency has increased over the last four years. There have been many arrests by Fortville Police Department personnel in 2017, and our officers have been tapped to assist with narcotics search warrants and arrest warrants in neighboring jurisdictions and Hancock County. The increase in opioid use in Fortville has increased dramatically. This is a National crisis as determined by the CDC. The ability to engage in these investigations necessitates personnel who are trained and can devote time, in addition to normal patrol functions.

This is only a portion of the narcotics enforcement that occurs however since the Hancock County Drug Task Force (HCDTF) bears the burden of large scale drug investigations in this jurisdiction. From the data by the HCDTF there is a clear upward trend in heroin seizures,

use of needles and prescription pills. The percentage of repeat offenders remain high at a level over 50%.

The need for cross jurisdictional drug enforcement is more evident now than ever due to drug use, addiction, and trafficking being able to reach all aspects of our community and schools. The need for a Narcotics Threat Assessment is necessary now and will continue in the future.

Another indicator of increased staffing needs is derived from calls involving firearms. The frequency our officers have encountered firearms has increased and the below graph indicates criminal arrests in connection to firearms. Our calls for service are becoming increasingly more dangerous which means that two or more officers are required on these types of calls for service. The continued focus and use of operational responses requires the use of more officers on one call. Fortville Police Department must stay ahead of the trend and continue to grow the Patrol Division to respond tactically and efficiently to these calls for service.

### **Patrol Division**

In order to keep up with the predicted future growth of the Town of Fortville, manpower **must** increase. Utilizing the Bartell formula of manpower allocation takes into account multiple factors such as response times, road miles, number of shifts, length of shift, number of times an area is to be patrolled, calls for service, as well as an assignment availability factor of 2.3. The assignment availability factor is key to the formula as it represents the number of officers actually needed to staff one officer at all times; that is 24 hours a day, 365 days a year. The assignment availability factor for the Fortville Police Department as of 2017 is 2.3. This means that to add one person 24 hours a day will actually require 2.3 officers after consideration of time off, training, holidays, etc. To review the Bartell formula worksheets please refer to the appendices section.

The Bartell staffing number for 2016 is 10, which represents an estimate of patrol officers needed given the inputted data. As of April 2017 the Patrol Division currently stands at 6 officers. Additional hiring in 2018 & 2019 could fill needed spots bringing Patrol to 10. The 2017 Bartell formula included in last year's report reported that 10 was the optimal number of officers in Patrol for 2017. The 2018 Bartell projection will most likely increase based on growth within the town.

**In an attempt to bring the 2018 Bartell staffing estimate of 11 officers in line with our actual personnel numbers we would need an additional 3 merit positions in 2018.** However, the recommendation of 3 additional merit positions does not fully account for personnel needs in other divisions. Additional personnel needs are addressed below.

### Support Division

The Operations/Support Division is a branch of the police department responsible for a variety of programs affecting the entire agency. The Operations/Support is made up 1 sworn officer (Major Bratton) that have specialized assignments within the agency.

1. Public Education, Outreach and Fleet Management
2. Public Information (Media and Social Media)
3. Recruitment and Hiring
4. Community Service
5. Special Event Planning
6. Records Management and Police Technology
7. Records and Customer Service

**Overview:** This five-year plan will examine the objectives of each specialized area of the Support Division. We will prioritize the needs of each area within the division making predictions based on current trends and future planning.

In the area of records and customer service the Support Division has identified the need for **one full-time officer in records in 2018** and is currently being staffed. No additional staffing is needed for this position.

This Officer assist with administrative needs in the area of public education, outreach, part-time employment and special projects. This also includes scheduling training and insuring training is documented through ILEA. Maintaining vehicles and fleet records making sure regular maintenance is performed. Tracking all equipment issued to officers, and equipment needed.

No additional staffing is being requested during this five-year plan in the area of public education, public information, or special event planning.

### **Operations Division**

The following is the proposed five year plan for the Operations Division for the years 2018 through 2022. At some point, the Fortville Police Department will need to assign an officer to assist the Drug Task Force Unit. This is not a critical need at this time however, the department is spending an increased amount of time and manpower assisting the HCDTF with cases that involve Fortville with search warrants, arrest warrants and surveillance. This also takes away time from patrol and interaction with our community.

### **Investigations Division**

The Fortville Police Department does not have an Investigations Division. We currently have two officers that have been trained to investigate crimes however most of their time is spent patrolling. The number of crimes reported, both index and non-index crimes dictate that the police department must dedicate at least one full time officer to investigations. The majority of investigation time is spent on theft, sex crimes and property crimes. Using officers not assigned or trained in investigations shortchanges our citizens resulting in money used for OT or Comp. time and officers working criminal cases without the experience of criminal investigations, interviews and interrogations. This is paramount to providing our customers/victims with timely and reasonable results from their reported crimes.

I am recommending that one case detective be added in 2019. No additional case detectives or supervisors are being sought during this five-year plan however, this is a living document and circumstances within the community may alter the requirements.

### **Financial Needs**

The department will continue to need police vehicles. Based on the rotation of two per year, every other year. Our two oldest vehicles are the 2009 and 2010 chargers that we plan to replace in 2018. We will need to replace two more in 2020 and two in 2022 at a current cost of approximately \$28,000 per vehicle. We will also need to replace lights, sirens and other equipment on an as needed basis. For the immediate future, we will budget for two vehicles in 2020 with up fitting to cost approximately \$3500.00 per vehicle.

### **Conclusion**

In the short-term (2018) the Fortville Police Department Command Staff is recommending 4 additional merit personnel. This represents 3 Officers to Patrol and 1 person to Investigations. The Fortville Police Department is not going to slow down with CFS and will continue to see an increase in traffic, crime and community issues. To maintain the quality of life that we currently enjoy due in large part to preventative patrols and aggressive investigations of crime, we need to increase staffing immediately.

There are additional long-term (2019-2023) recommendations. We acknowledge the fluid nature of government and that predictions made beyond the short-term may fall outside the needs, desires, or capabilities that arise at any given time.

