

Compendium of questions from the Bloomington City Council Public Safety Committee

Officer Assessment

Many have suggested that police misconduct occurs because of a few "bad apples". If that's the case, then how do we identify and weed out those officers? To be more specific, how are performance reviews conducted? What materials/processes are used and how often are reviews conducted? How is feedback "triangulated"? That is, how do we gather feedback from *multiple sources* on officer performance?

- As we have stated many times previously, BPD is an accredited agency through the Commission on Accreditation of Law Enforcement Agencies (CALEA). CALEA has best practices standards addressing evaluations that have been incorporated into the Department's General Orders. As required, bi-annual performance evaluations are completed on employees by their supervisors. In reality, performance evaluations are conducted on a nearly daily basis due to the fact that the Department utilizes Guardian Tracking that allows for compliments from supervisors, peers and citizens to be documented when they are received and/or observed. It is from this documentation that the "official" performance evaluation is completed due to the availability of frequent and relevant comments regarding employee performance.
- Guardian Tracking also acts as an "early intervention" tool should there be negative performance issues (citizen complaints, supervisor observations, etc.) documented and a certain number in a category will trigger a "red flag" that will prompt an immediate review to determine if remedial training or some other intervention is necessary. Also, a certain number of positive comments regarding favorable performance can trigger a response that might include a letter of commendation, a Chief's Coin, or a nomination for a Department award for the employee.

What materials/processes are used and how often are reviews conducted?

See above.

How is feedback "triangulated"? That is, how do we gather feedback from multiple sources on officer performance?

- As stated above, there are a variety of sources that can result in documentation—both positive and negative--into the Guardian Tracking system which is then used to complete the bi-annual performance evaluation.

Citizen Complaints and Grievances - What kinds of complaints have we received about individual officers' misconduct and how are these complaints trending? Have any included race/gender/ethnicity/gender identity/etc. as a factor? How exactly are these handled? Who reviews these complaints and how do we go about ensuring that the citizen voice is represented in the review process? What are the consequences for officers who have been determined to violate our standards?

- Most complaints received can be categorized as allegations of Rudeness, Improper Conduct or Improper Investigation. Listed here is a breakdown by year of the number of complaints received:
- 2016-6
- 2017-13 (3 from same complainant involving different circumstances and different officers)
- 2018-8
- 2019-1
- 2020-1
- Of all complaints received, only one was sustained after being fully investigated by Department staff. The internal investigation can include a review of video from Body Worn Cameras, interviews with the complainant, witnesses, and the officer. While the fact that no complaints were sustained might generate skepticism, there are a number of reasons why that is the end result. In many cases, the investigation was closed because the complainant refused to cooperate after filing the initial complaint. Some could not be sustained because the complainant did not understand that the officer's behavior or tactics was not improper, but the complainant just did not like it. Sometimes, people just don't like to be told what to do or the manner in which they were told such as an in assertive tone of voice. Finally, some complaints are factually untrue as written and quickly refuted by video obtained from the officer's Body Worn Camera.
- It should be noted that only one of the citizen complaints of those numbers listed involved an allegation of improper force. An individual complained that the officer physically forced him to the ground while dealing with him when, in fact, video from the officer's body worn camera showed that she simply asked him to sit down on a curb and he complied.
- Listed below is a graph showing the number of Calls for Service (CFS) for the years 2016 through Aug.1, 2020 along with the number of complaints for the respective years. Also listed is the percentage those complaints represent for the overall number of calls taken by BPD. While this percentage is impressive, it would be even lower if the actual number of officers on those calls was factored in since some calls require more than one officer. As calculated here, the percentage is based on a 1:1 ratio of one officer per each Call for Service. If there are those who perceive or believe that BPD is an agency rife with citizen complaints due to improper conduct on the part of its officers that is simply not true.

	2016	2017	2018	2019	2020
CFS	51311	52934	52865	54118	27492
Complaints	6	13	8	1	1
Percent	0.012%	0.025%	0.015%	0.002%	0.004%

How exactly are these handled?

BPD has a General Order that outlines how a complaint will be handled once received and it is also explained on the complaint form. In short, a complaint is received and assigned to a supervisor for investigation. Any investigation must be done in accordance with employee rights granted under the Collective Bargaining Agreement which is the contract between the Fraternal Order of Police (FOP) and the City of Bloomington. Once completed, the complainant is notified of the outcome, but not whatever discipline, if any, is administered should the officer be in violation of any Department policies.

Who reviews these complaints and how do we go about ensuring that the citizen voice is represented in the review process?

- Once a complaint is received, the fact that we have received one and the information is forwarded to the Chief through the chain of command. A review of the investigation conducted by staff is reviewed by the Board of Lieutenants, the Captain of Operations and the Deputy Chief. If discipline is requested for a violation of policy, that is done by the Chief who reviews the complaint and investigation in its entirety to rule on a policy violation and what discipline is appropriate under the circumstances. Any discipline given by the Chief is reported to the Board of Public Safety. The citizen may then appeal the decision of the Chief to the Board of Public Safety who may then initiate their own investigation into the matter.
- On more egregious allegations of officer misconduct, or important investigations such as an officer involved shooting, those are conducted by the two Department Captains and reviewed by the Deputy Chief before being sent to the Chief.
- There are multiple levels of investigation and review to ensure that the high standards of the Department are maintained and that officers are held accountable for improper conduct.

What are the consequences for officers who have been determined to violate our standards?

- As with any organization, BPD operates under a “progressive discipline” model with whatever level of intervention or discipline being determined by the severity of the allegation and how many previous times intervention or discipline was necessary.

Discipline can range from a verbal warning, written warning, suspension without pay or termination. Also, remedial training can be ordered if it might be beneficial for the officer.

Staffing Models and Outcomes

What are your reactions to the various staffing models proposed in the Novak Report? Would they work? Why or why not? What impact could they have?

- While any of the shift staffing models could be made to work, any change from the 8.5 hour shift would require ‘something’ be done in order to achieve the outcome required.
- In regard to the ten hour proposal, we simply do not have the number of vehicles required to make this function appropriately. This staffing model is the most equipment intensive of the three (8.5 / 10 / 12) and would require the purchase and upkeep of additional patrol vehicles. This system also poses issues in regard to ‘shift bid’ (required by contract) and how that shift bid would be impacted as well as how that shift bidding process would be affected. It also poses issues in regard to when we need additional staffing for special events.
- 12 hour staffing is possible as well however it too would require more vehicles and it poses an issue when enhanced staffing is required for special events. It also poses an issue as officers now are routinely ‘holding over’ for shift staffing purposes on other shifts. 12 hour shifts would not eliminate that problem totally and would exacerbate the overall availability issue of officers as those working would be at the 12 hour mark before they even start another shift or would be called back into work after only 6 hours sleep.

Arrest/Incarceration Data

To what do we attribute the racial/ethnic disparities in arrest/incarceration rates?

- Unfortunately, there are individuals that visit the City of Bloomington that decide to commit crimes in our community. While the latest U.S. Census data shows that Black individuals only make up 4.6% of the Bloomington population, this does not take into account those that visit the City and end up committing crimes while visiting. Our Data Analyst recently studied the demographics of those arrested by members of BPD and found that the percentage of Black individuals arrested in 2019 (384) equaled 19.28% of our total arrests made. However, of the Black individuals arrested in 2019, 156 of the individuals, or 40.6%, listed their home address as being outside the City of Bloomington.
- It should also be noted that the vast majority of calls for service that members of BPD respond to are generated by members of the community that call the police to report some sort of crime or suspicious activity. When officers respond to a request for service, they do not control the demographics of those involved. They are simply required to respond

to the request for service and deal with the situation they are presented with upon their arrival. If a crime is reported to the responding officer(s), they are required to make a determination as to the proper course of action, which includes arrest or the issuance of a criminal summons to those involved. Of note, even though a criminal summons means the suspect is simply given a summons to appear in court at a later date and time and does not include taking the person to jail, it is still considered an arrest for the purposes of our data collection.

Training

What are the key elements of BPD training? *How has training evolved in response to social justice issues and community needs?* What additional training is needed and how could it be conducted? How much would it cost?

- Officers of BPD currently receive, on average, about 90 hours of training each year. The State of Indiana only requires 24 hours, so officers are receiving a substantial amount of extra training each year.
- Key elements of training involve topics such as Mental Health First Aid (National Council for Behavioral Health program), Crisis Intervention Team (National Alliance on Mental Illness program), use of force, defensive tactics, firearms, anti-bias, active shooter, implicit bias, human trafficking, de-escalation, “suicide by cop” prevention, stress management and excited delirium.
- Due to COVID restrictions, we performed most of our training this year online and utilized companies that specialize in law enforcement training and have subject matter experts perform the training. In a “normal” year, we seek to do a combination of training using our own instructors as well as bringing in subject matter experts from outside the law enforcement community, such as representatives from MiddleWay, Centerstone, and Indiana University, to provide officers with well-rounded training and a perspective that does not originate from within law enforcement.
- Mandatory training that occurs each year includes training on domestic violence, child abuse, drugs and addiction, endangered adults, HAZMAT/blood borne pathogens, cultural diversity, and interacting with those with disabilities.
- BPD continues to seek additional training for all officers in a variety of topics and officers are encouraged to seek training opportunities from outside training companies and instructors to further broaden their skills and knowledge.
- All training must meet the requirements and standards of the Indiana Law Enforcement Training Board.
- We have done an excellent job in providing training to our officers in the past few years that many agencies are just now implementing, such as how to interact with those experiencing mental illness, implicit bias, and de-escalation tactics.
- Our Training Coordinator is tasked with constantly seeking training on these topics and will continue to do so in an effort to ensure we have the best trained officers in the State.
- At this time, we can’t identify additional training needs due to our proactivity over the past few years, so we cannot provide any sort of projected cost, as we plan for training in these important areas each year and figure it into our training budget already.

Please expound on badged-officer training in the areas of de-escalation tactics, racial and cultural biases and anti-racism.

This includes IN Law Enforcement Academy, BPD's Field Training of new officers (FTO training) and follow-up training of non-probationary officers.

- New officers must attend the Indiana Law Enforcement Academy, where they receive over 600 hours (15 weeks) of training in a variety of topics. These include cultural awareness, ethics in law enforcement, hate crimes, law enforcement and persons with mental illness, endangered adults, law enforcement and persons with disabilities, suicide management and stress management.
- Officers new to the department (after ILEA or before working on patrol) must complete a 2-3 week Probationary Officer Training Course (POTC) which covers topics such as sexual harassment training, mental health and the role of the Police Social Worker at BPD, ethics, body camera operation, and CPR/AED/Narcan administration training.
- Officers are then assigned to the Field Training Program for approximately 12-16 weeks of field training in which they are assigned to work in the same vehicle as a certified field training officer to ensure that the new officer can perform at a level required by strict standards. The new officer is evaluated each day and each daily evaluation must be approved by a BPD supervisor for accuracy and uniformity amongst the various FTOs.
- Officers in the FTO program are required to “sign off” on all BPD General Orders, indicating that they have read the GO and that they fully understand it. This includes Use of Force, Mentally Ill Persons, Training, Investigation of Bias Motivated Incidents, Arrests, Crime Analysis and Department Performance Goals, Crisis Negotiations and Biased Policing.
- Officers of BPD currently receive, on average, about 90 hours of training each year. The State of Indiana only requires 24 hours, so officers are receiving a substantial amount of extra training each year. Key elements of training involve topics such as Mental Health First Aid (National Council for Behavioral Health program), Crisis Intervention Team (National Alliance on Mental Illness program), use of force, defensive tactics, firearms, anti-bias, active shooter, implicit bias, human trafficking, de-escalation, “suicide by cop” prevention, stress management and excited delirium. Mandatory training that occurs each year includes training on domestic violence, child abuse, drugs and addiction, endangered adults, HAZMAT/blood borne pathogens, cultural diversity, and interacting with those with disabilities.

Regarding an increase in non-badged officers staffing (social worker's, NRO's), how would this impact the current BPD organizational planning considering responding to non-violent calls. Would they be available (on-call?) 24/7? What additional training would they need (de-escalation, anti-racism, self-defense)? Your thoughts on SW's/NRO's being a part of the BPD organizational structure versus being housed/operated outside of BPD.

- Non-sworn members of the agency that would be interacting with members of the public on a regular basis, such as the NRSs and the PSWs, would receive the same de-escalation training and mental health training as the sworn officers, much like we currently do with the NRSs and Parking Enforcement Officers.

- Non-sworn members would also receive basic instruction in defensive tactics to be used as a last resort should they find themselves in a situation in which their safety is in jeopardy.
- Non-sworn members would respond to calls such as non-violent neighbor disputes, some calls involving juvenile delinquency, basic theft and criminal mischief reports, found property and some welfare checks on members of the community that we receive calls on.
- At the current time, they would not be on-duty 24/7, as we would not have enough of them to fully staff that model. Further, the majority of the calls for service in which they would respond to occur between the hours of 7am-10pm, so we feel they would be best utilized during these times to decrease the call volume on the sworn officers and be available for the greatest number of calls for service in which their skillsets could be utilized.
- We feel it is imperative that the NRSs and Police Social Workers remain a part of BPD. This allows for them to be well-versed in what is occurring in the City and the types of calls officers are responding to. This further allows them access to immediate information gathered by officers to assist them in their decision-making. It allows officers to have faster access to them so they can be summonsed to a scene when their expertise is needed. It also allows for them to have immediate access to officers should a situation devolve.
- The Police Social Worker brings the values associated with Social Workers into BPD as we focus our efforts on being guardians of the community. Further, it is vital that the PSWs not be affiliated with a certain service agency, as this allows them to make referrals to ANY service agency in the area and does not limit them to only working with specific affiliated agencies.

How do you view the public debate on the "militarization" of BPD, including how our CIRT members and armored vehicle impact this assertion?

- While the debate concerning the ‘militarization’ of law enforcement itself is healthy and can be productive, the misinformation concerning what is, and is not, ‘militarization’ of a police department is not. It is not equipment which ‘militarizes’ a police department, it is how that department polices the populous it serves which determines if there has been a true ‘militarization’ of a department.
- ***It is about actions, not equipment***
- BPD has long been the standard bearer for community policing and actively involves itself with a myriad of social service, mental health and community based solution providers to achieve overall public safety.
- BPD’s has long embodied the ‘guardian’ mindset versus a ‘warrior’ mindset which is the difference between the use of a product and the misuse of a product no matter what its origins.

As but one example, take for instance the Armored Rescue Vehicle. As you well know the BPD ARV is a Lenco Bearcat which is not a military vehicle but instead is a civilian vehicle which was in existence and used for many years before the military ever purchased its first example. While it is unfortunate that violent actions which require the Department to procure and possess such a vehicle happen, it is a fact of life that violence is pervasive in our society and we, as the Police Department are charged with maintaining the safety of our citizens under such circumstances therefore such a vehicle is necessary for modern policing.

Just as many civilian products have been adopted by the military for their use (such as the Lenco Bearcat), many exceedingly 'military' products have likewise moved into the civilian and law enforcement sector and not resulted in the 'militarization' of police.

One example is boots. Decades ago the only boots suitable for wear by officers were the ubiquitous 'combat boot' developed for the military. While this was a military item, it had no effect on how the officers policed or were taught to police even though it was a singularly military product at the time. Now, officers wear a selection of boots which are not denoted as 'combat boots' but all have their roots in that product.

Again, it is by actions that a Department is militarized; BPD has more than proven that this is not the case in Bloomington.

What is your assessment of the "culture of law enforcement" in our country?

Historically, law enforcement has disparately impacted Black, Brown, other racial/cultural and poor communities in our nation, how would you describe this LE culture within BPD?

The term 'culture' of law enforcement in and of itself is a dangerous and false misnomer. The profession of law enforcement is systematically local or at best regional, not a pervasive overall country-wide 'culture'.

The true culture of BPD is a model for other agencies to follow as we are routinely contacted by other agencies both large and small, to seek advice on how to police their community in the same way we police our community. The exacting care in how we train our officers, the implementation of progressive programs such as a Police Social Worker, Neighborhood Resource Specialist and Downtown Resource Officers, all designed to work with the community to solve traditional policing problems in a safe, efficient and just manner.

How BPD polices is not how Indianapolis polices its citizens, or Evansville, St. Louis or New York. There are tangible and real differences in how agencies police and to paint law enforcement as a whole with the same brush is systematically incorrect.

In the area of addressing community complaints of law enforcement (BPD), monitoring community values/needs of law enforcement (BPD) and placing the aspects of community policing accountability more inclusively with community members, what are your thoughts on Bloomington having an Independent Community Police Review Board in addition to the Board of Public Safety?

I'm not sure that I can answer this question as the role of the ICPRB has not been defined. As you are well aware there are already two independent review boards, the Bloomington Board of Public Safety and the Bloomington City Council Public Safety Committee, who each have a role in reviewing our activities and providing input and public discussion on matters which affect BPD.

Civil Disturbance Unit

How many times has the Civil Disturbance Unit been called out in the last 10 years? What crowd control measures did they use?

What crowd control measures does BPD use, with the proper permissions? Please describe all measures and the authorization structure in place. If tear gas is among the measures that may be used, under what circumstances would the use of tear gas be permitted?

- CDU is an events management group
- Primary focus is safely facilitating the event whether it be a demonstration, protest or celebration
- CDU has significantly advanced training in event security, trauma medicine and other needed skills such as active shooter mitigation

The Civil Disturbance Unit (CDU) has been used during a number of different events. While some would see this as a 'riot control squad' it is not. CDU is a group of highly trained officers who are tasked with event management, including crowd management. While the group does have 'riot control' training, as do all of our officers, it is too small on its own to deal with a 'riot'. CDU has managed a significant number of events due to the large amount of training which they have received and has been extremely successful in their endeavors. CDU was used nearly weekly during the Farmer's Market as part of the event management group.

Tear gas (CS Gas) may only be used in crowd control events with direct permission of the Chief of Police.

Novak Org Assessment

Novak makes the assumption that proactive policing is the best and only industry standard. What does proactive policing mean to you? What are the other models of policing, and which do you think is best given your decades-long experience in Bloomington?

Proactive policing means a couple of things:

- Using crime analysis to help with the data-driven allocation of resources as a way to ultimately identify those responsible for criminal activity and hold them accountable; and,
- Proactively engage with the community through events and activities as a way to build trust and promote communication that can result in a team effort to keep the community safe. This effort would also include information related to crime prevention that is a proactive strategy in addressing crime issues.
- Obviously, “reactive policing” is the alternative which is nothing more than responding to calls for service or criminal events and doing little more than documenting those incidents. Doing this type of policing closes the agency off from the community and does not promote the concept that “we are all in this together” in keeping our city safe.
- Clearly, the proactive model is the preferred method of the two.

Sworn & Non-Sworn BPD employees

Could you talk about what types of calls for service could be addressed by non-sworn BPD employees such as social workers or Neighborhood Resource Specialists? What percentage of calls do you think could be handled by such employees? In what percentage do you think non-sworn employees could handle the call without being accompanied by sworn officers? I know this would be just your estimate. I’m looking at calls for service since 1/1/28, and I see, for example, that about 22% are related to vehicles excluding accidents. It seems to a layperson that such calls could be done by non-sworn officers.

- As stated previously, non-sworn members of the Department could respond to calls such as non-violent neighbor disputes, some calls involving juvenile delinquency, basic theft and criminal mischief reports, found property, and some welfare checks on members of the community that we receive calls on. However, this is not considered an exhaustive list and more types of calls could be added at a later time if we determine that they call-type can be properly and safely handled by non-sworn employees.
- We do not know what percentage of calls the non-sworn employees will be able to respond to, as each call is unique and each has different characteristics. A supervisor will need to evaluate each call to determine if it appears safe to send a non-sworn member of the Department in lieu of a police officer.
- I cannot comment on your determination of 22% of calls being related to vehicles. Not sure where that stat came from, but many calls involve the use of a vehicle and are criminal and could not be handled by a non-sworn member of the Department. Calls such as a theft from vehicle or a vandalism could, but others could not.

- It is not known at this time if NRSs could handle minor traffic accidents, as it would require an extensive amount of training and traffic accidents can result in civil litigation that requires the expertise of a sworn officer for later testimony in court.

Effectiveness of Current Policing

The Novak report said there was a 41.4% increase in the number of crimes committed with a firearm in 2019. However, it also said that 49.7% of aggravated assaults involved domestic and interpersonal relationship violence. Do you think increased policing is the best way to reduce such assaults among people in relationships, that often happen behind closed doors?

If not, how do you think we as a community could reduce such crimes?

It is unknown if additional officers will have substantive impact on what takes place behind closed doors whether it be domestic violence, child abuse, substance abuse, computer crimes or others. Additional officers could, however, have an impact on weapons-related incidents. For instance, a task force of officers could be assembled to focus specifically on those individuals who engage in crimes with firearms by determining if they can legally possess them, whether the weapons are stolen, or whether the sale of drugs is also involved. The current level of calls for service and the current number of officers required to answer those calls does not afford BPD the luxury of expanding into special operations that could have an impact on the violent crime that is increasing in the community. In essence, we are reduced to the more “reactive” style of policing rather than “proactive” as discussed in Question #2.

Another thing to consider would be the information that could be gathered if patrol officers had more time to engage with residents in the areas they serve. There is a possibility that the trust built up would make citizens more willing to share information with officers that could be used to proactively intervene to stop something from happening before it actually does happen.

All of this can be further enhanced with a coordinated effort to include the Department’s data analyst who can track crimes and those suspected of committing violent crime, the Neighborhood Resource Specialists who can also obtain information from residents that can be passed along to patrol officers or detectives, and the Police Social Worker who can be used as one to proactively intervene and provide services when individuals and their respective issues have been identified through information developed by other Department members working in unison. This coordinated effort may reduce crime by mitigating the circumstances that can lead to it.

Training

Is the mental health and diversity/equity/inclusion training that BPD officers go through run by law enforcement organizations or by experts in mental health and d/e/i?

Please tell us more about who designs these trainings and how much training BPD officers have in these areas.

- BPD uses a hybrid approach for the training of officers and uses both in-house trainers as well as those that are considered subject matter experts. Our Police Social Worker, along with specially trained officers, frequently provide training on mental health to the officers. BPD sent a few officers to both CIT (Crisis Intervention Team) instructor training and Mental Health First Aid instructor training. CIT is a program sponsored by the National Alliance on Mental Illness (NAMI) and MHFA is sponsored by the National Council for Behavioral Health. These officers were sent to the training so they could become certified instructors, then return to BPD and instruct the rest of the agency on the nationally recognized topics.
- BPD also uses instructors that are subject matter experts, such as professors from Indiana University and online training companies, such as Moyars Consulting. BPD partnered with Gina Forrest for two hours of mandatory anti-bias training on Gender Identity and Sexual Orientation in 2019, where Ms. Forrest instructed officers on how to understand LGBTQ terminology, define sexual orientation, identity, gender identity and gender expression. She also instructed the officers on how discrimination effects this population and identified issues of challenges and risks specific to this population of our community.
- These trainings are designed by the curriculum sponsors (NAMI, National Council for Behavioral Health) or the independent external instructors themselves. Officers are required to complete twenty-four hours of annual in-service training of State-mandated topics (use of force, firearms, vehicle operation, mental illness and addictions, human trafficking, domestic violence, etc.). Further, in 2020, officers received two hours of active shooter training, one hours of trauma and the brain training, 2.5 hours of de-escalation training, one hour of excited delirium training, and one hour of ‘suicide by cop’ training.

Staffing of sworn officers

Are the DROs counted in the number of sworn officers on duty during the current 3 patrol shifts? Why or why not?

- No, DROs are counted as a separate shift much as the Detective Division. As they have a different job focus, not being primarily driven by radio dispatch calls, they are a separate and distinct entity of the Operations Division and are not considered as ‘normal’ shift manpower

No-knock warrants

Does BPD ever serve warrants or for any reason enter homes without knocking? If so, in what circumstances is this allowed, and what rules are in place to prevent what happened to Breonna Taylor in Louisville?

- Yes, but they are rare
- Subject to Judicial review
- Must be approved by a Judge separate from application for warrant
- BPD serves a significant amount of warrants each year for numerous crimes. The vast majority of these warrants are arrests warrants which are served when an officer comes across a wanted individual in the course of their normal day-to-day duties.
- Of the search warrants that the Department serves the vast majority require what is known as ‘knock and announce’ standards to be applied. Meaning, officers must knock, announce their presence and authority and wait a reasonable period of time for the persons inside the structure to open the door. Only after the reasonable amount of time has gone by can officers force entry into the structure.
- ‘No-knock’ warrants make up an exceptionally small percentage of the warrants served by BPD every year. ‘No-knock’ warrants are reserved for those cases where it would be extremely dangerous, or futile, for officers to wait to force entry into a structure such as when an offender has a known history of violence, possession of weapons or when there could be a danger to others including the potential for a hostage situation.
- ‘No-knock’ warrants are governed by case law which requires that probable cause for not only the warrant itself, but also for the reasons that a ‘no-knock’ standard should be applied to the warrant, be reviewed by an independent magistrate (a Judge). Only after the Judge finds probable cause for the issuance of the warrant can the Judge then review and find cause for the ‘no-knock’ standard to be applied. While ‘No knock’ warrants are served when circumstances warrant such, they are rare and are only executed after a Judge gives permission for such a warrant service to take place

Basics on the BPD Force:

Demographics, Hiring Processes, Cost of paying/equipping/training/insuring a sworn officer?

The official breakdown of Department demographics for sworn officers is as follows:

Total Number of Sworn Officers Allotted: 105

Total Number of Sworn Officers Currently Employed: 95

Race:

- Black: 4 (4.2%)
- Latino: 3 (3.2%)
- Asian: 1 (1.1%)
- White: 87 (91.6%)

Gender:

- Female: 11 (11.6%)
- Male: 84 (88.4%)

Department Members that Openly Identify as LGBTQ: 9 (9.5%)

- The current salary for a Probationary Officer (first year) is \$48,578; current salary for an Officer First Class is \$55,405; current salary for Senior Police Officer (after approximately five years of employment) is \$58,114.
- Hiring processes are advertised online on our various social media outlets and through the Indiana Law Enforcement Academy online “job board.” We now accept preliminary job applications online year-round and all applicants are notified of upcoming written and physical testing dates via email when a date and time is determined. We usually have over 200 individuals that complete the online preliminary application, including several minorities, but when it comes to the actual testing date, only a fraction of the applicants actually show for testing with no explanation as to why they decided not to show.
- It is very difficult to provide an exact number that it costs to equip and train a new officer, as some are already sworn officers transferring from other agencies and some must attend the Law Enforcement Academy. The Academy itself is only a few hundred dollars, but the officers are paid their salary and the Department must pay for their food while officers are in the Academy. As far as insurance/benefits for a member of the Department, that question would be best answered by Brenda Hendrix, the City Benefits Manager.