

2024 Budget Presentation

Indianapolis Metropolitan Police Department

Chief of Police Randal Taylor
Assistant Chief Chris Bailey
Deputy Chief Valerie Cunningham
Assistant CFO Amanda Louden





Agency Overview - Staffing

1529 Sworn Officers

		Staffing January 1	Hired During the Year	Separated During the Year	Staffing December 31	Gain / Loss	Lowest Staffing	Highest Staffing
2007	2007	1613	124	131	1606	-7	1605	1677
2008	2008	1606	66	90	1582	-24	1571	1634
2009	2009	1582	83	46	1619	37	1581	1597
2010	2010	1619	75	51	1643	24	1609	1682
2011	2011	1643	20	32	1631	-12	1634	1643
2012	2012	1631	0	40	1591	-40	1591	1631
2013	2013	1591	0	56	1535	-56	1535	1591
2014	2014	1535	92	69	1558	23	1502	1561
2015	2015	1558	151	56	1653	95	1524	1654
2016	2016	1653	72	79	1646	-7	1608	1653
2017	2017	1646	102	74	1674	28	1607	1676
2018	2018	1674	110	111	1673	-1	1602	1676
2019	2019	1673	152	109	1716	43	1605	1723
2020	2020	1716	39	96	1659	-57	1650	1716
2021	2021	1659	130	139	1650	-9	1640	1724
2022	2022	1650	75	135	1590	-60	1590	1674
	2023	1590	75 YTD	136 YTD		-61 YTD	1529	1590

Agency Overview

Operations Division

This division is responsible for the daily police operations of the City and many specialized units, including Arson, Aviation, Canine, Domestic Preparedness, Event Response Group, Explosive Ordinance Disposal, Mounted Patrol, Negotiators, Park Rangers, Reserves, Special Events, SWAT, and Traffic Enforcement.

Investigations Division

This division conducts major criminal investigations including homicide, aggravated assaults, robbery, sex crimes, child abuse, intimate partner violence, narcotics, drug trafficking organizations, and nuisance abatement crimes. The division investigates, evaluates evidence, identifies the perpetrators, prepares cases for successful prosecution, and provides support services for victims of various crimes. The division uses analytical products to guide enforcement and/or intervention efforts. The division also provides liaison units with the US Marshal, FBI, DEA, ATF, Prosecutor's Office and the United States Attorney's Office.

Administration Division

This division is responsible for human resources, finance, procurement, information technology, fleet, records, and the property room.

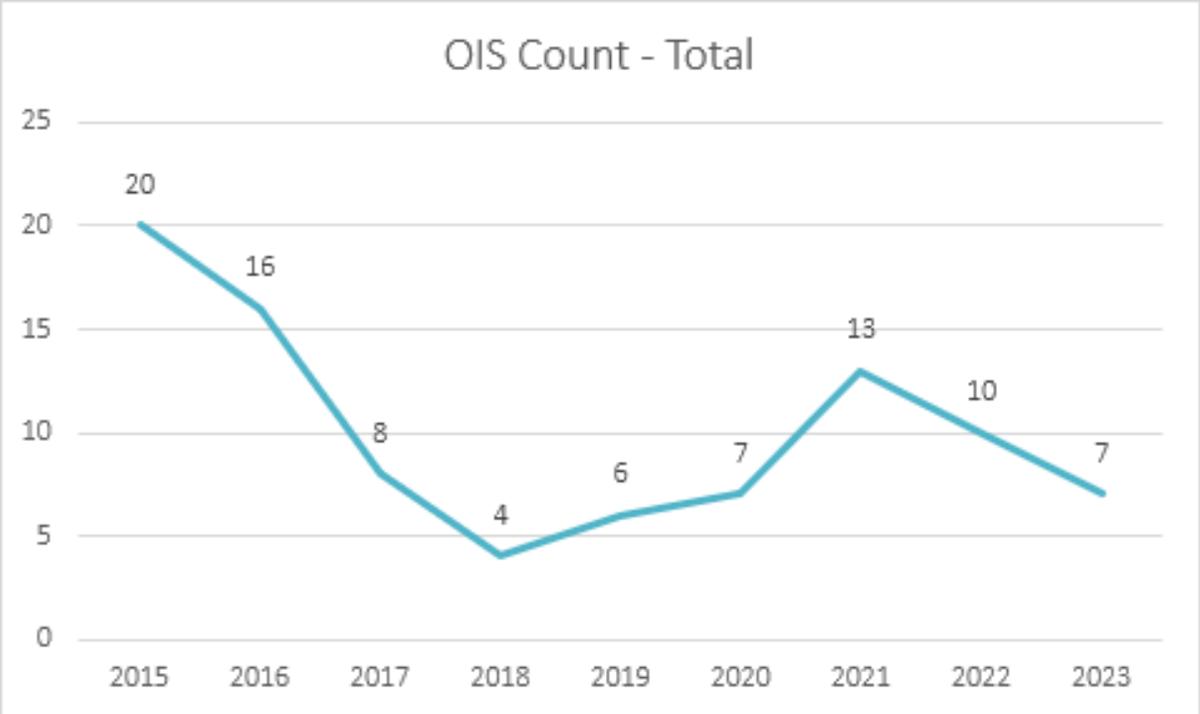
Training, Policy, and Oversight Division

As the name implies, this division is responsible for departmental training/record keeping, updating and creating departmental policies, managing internal investigations (IA), and ensuring any discipline issued follows departmental rules and maintains fairness. The division is responsible for all citizen-led review boards and their required training. The division maintains accreditation with the Commission on Accreditation for Law Enforcement Agencies (CALEA) and oversees the body worn camera program.

Agency Overview

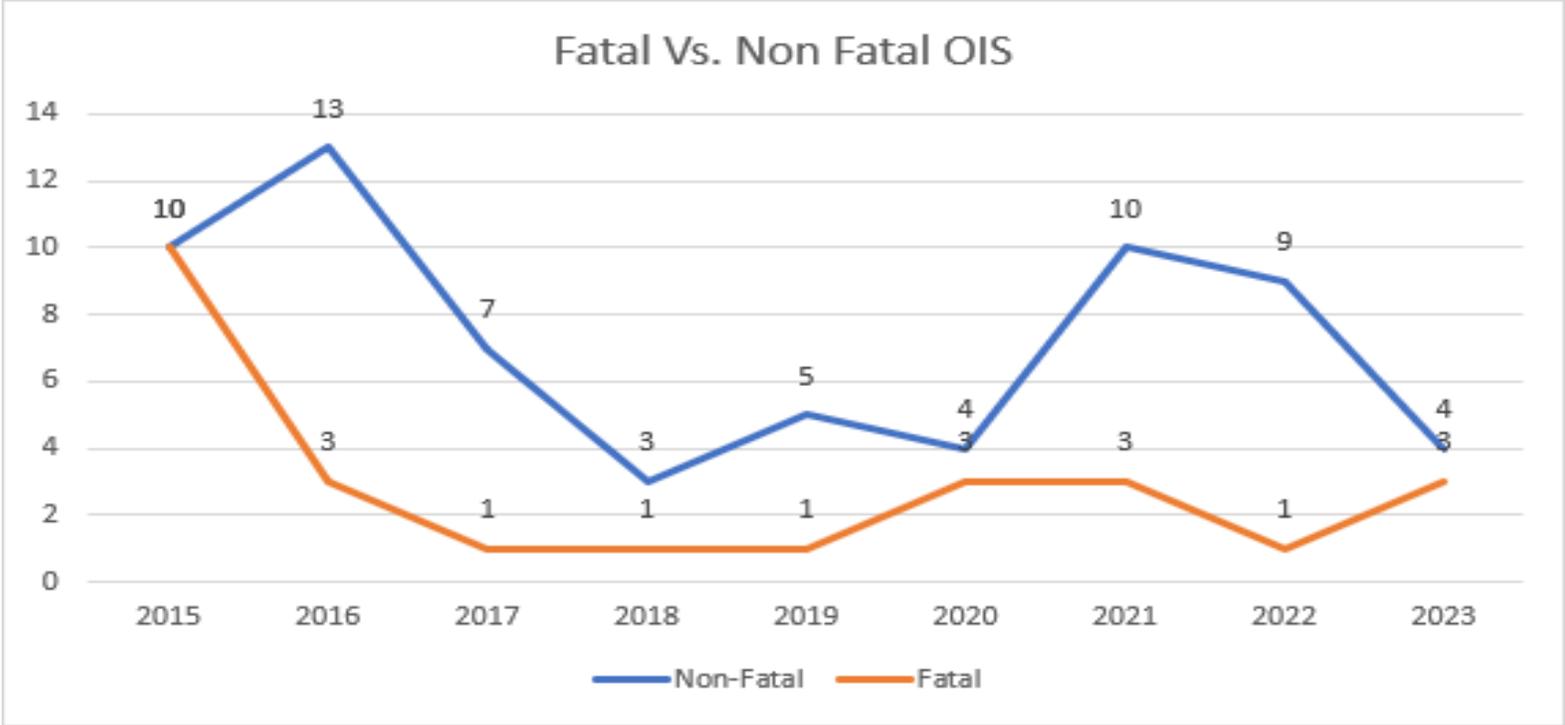
Officer Involved Shootings

Year	OIS Count Total
2015	20
2016	16
2017	8
2018	4
2019	6
2020	7
2021	13
2022	10
2023	7
Total	91



Agency Overview

Officer Involved Shootings



Agency Overview

Mental Health Response and Training

- IMPD continues to train officers in Crisis Intervention (CIT)
- Mental Health First-Aid
- De-escalation – Time, Distance, Barriers, Additional Resources. We train the national model for de-escalation, Integrating Communications and Tactics (ICAT)
- Active Bystandership in Law Enforcement (ABLE) – Duty to Intervene
- Constitutional and Proportionate Use of Force principals
- We are adding additional scenario-based training using our new scenario village at the IMPD Training Academy
- New Partnerships: Adult and Child, Aspire of Indiana, CLCR

Agency Overview

Mental Health Response and Training

- Indiana Code 12-26-5-0.5 – Emergency Detentions
 - (a) A law enforcement officer, having reasonable grounds to believe that an individual has a mental illness, is either dangerous or gravely disabled, and is in immediate need of hospitalization and treatment, may do one (1) or more of the following: (1) Apprehend and transport the individual to the nearest appropriate facility. The individual may not be transported to a state institution
- In 2022, IMPD officers made **4,272** successful EDs
- In 2023, IMPD officers have made **2,506** successful Eds
- Deputy Chief Michael Wolley is actively working with IFD and IEMS on a co-response model for runs involving people in crisis

Agency Overview

Mental Health Response and Training

Mobile Crisis Assistance Team (MCAT) and IMPD Homeless Outreach Units
Current Salary & Benefits Budget Representation- **\$2,001,981**

MCAT		Homeless Outreach	
Operating Hours	7:30AM - 6PM	Operating Hours	7AM - 3PM
8 Assigned Patrol Officers	1 Lieutenant 1 Sergeant	6 Assigned Patrol Officers	
7 Eskenazi Clinicians <i>(Eskenazi Staffed)</i>		1 Eskenazi Clinician <i>(Eskenazi Staffed)</i>	

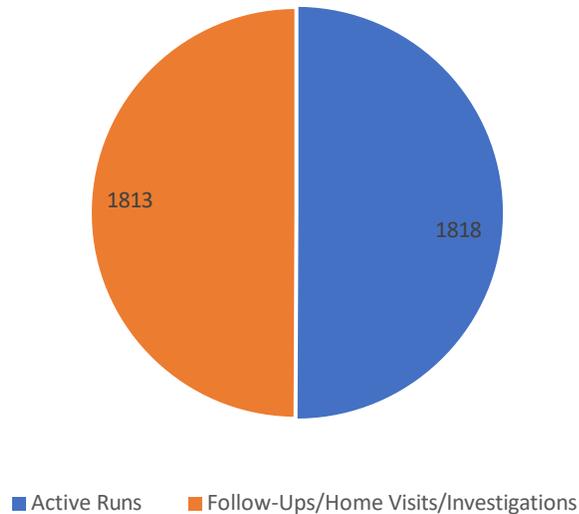
Agency Overview

Mental Health Response and Training

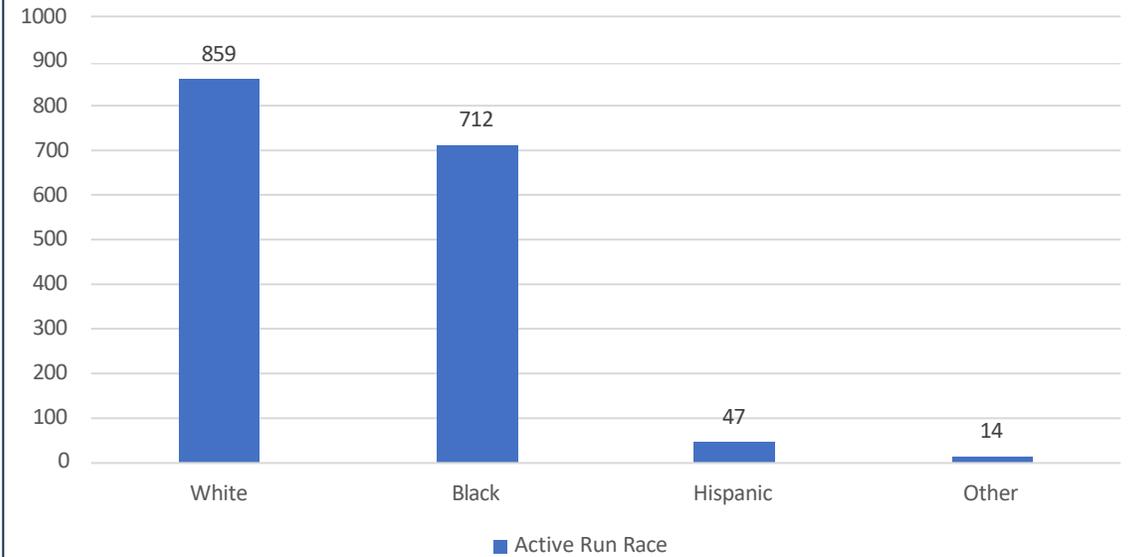
2022: 4,382 contacts

2023: 3,631 contacts

MCAT Active Runs vs Other



Active Run Race



Only 1% of MCAT's interactions result in an arrest – 13 total in 2023

Agency Overview

Mental Health Response and Training

MCAT Recognitions



Detective Christopher Carlson
Indiana CIT Officer of the Year



Detective Tracey Lomax
CIT International Officer of the Year



Sergeant Lance Dardeen
Indiana CIT Coordinator of the Year

Agency Overview

Mental Health Response and Training – Officer Wellness

IMPD Office of Professional Development and Wellness

- Frontline Support Academy
- Mentoring Program – 170 trained mentors
- Wounded Guardian
- Resiliency Trainings & Meditation
- Marriage & Family Therapy
- Professional Resources & Treatment
- Career Counseling & Retiree Separations
- Peer Support
- Therapy Dogs

IMPD Officer Gus



IMPD Officer Allie



Agency Overview

Budget Successes

Crime Reduction

- 10% Reduction in Murder
- 9% Reduction in Non-Fatal Shooting Victims
- 7% Reduction in Non-Fatal Shooting Incidents
- 3% Reduction in Robberies
- 8.4% Overall Violent Crime Reduction

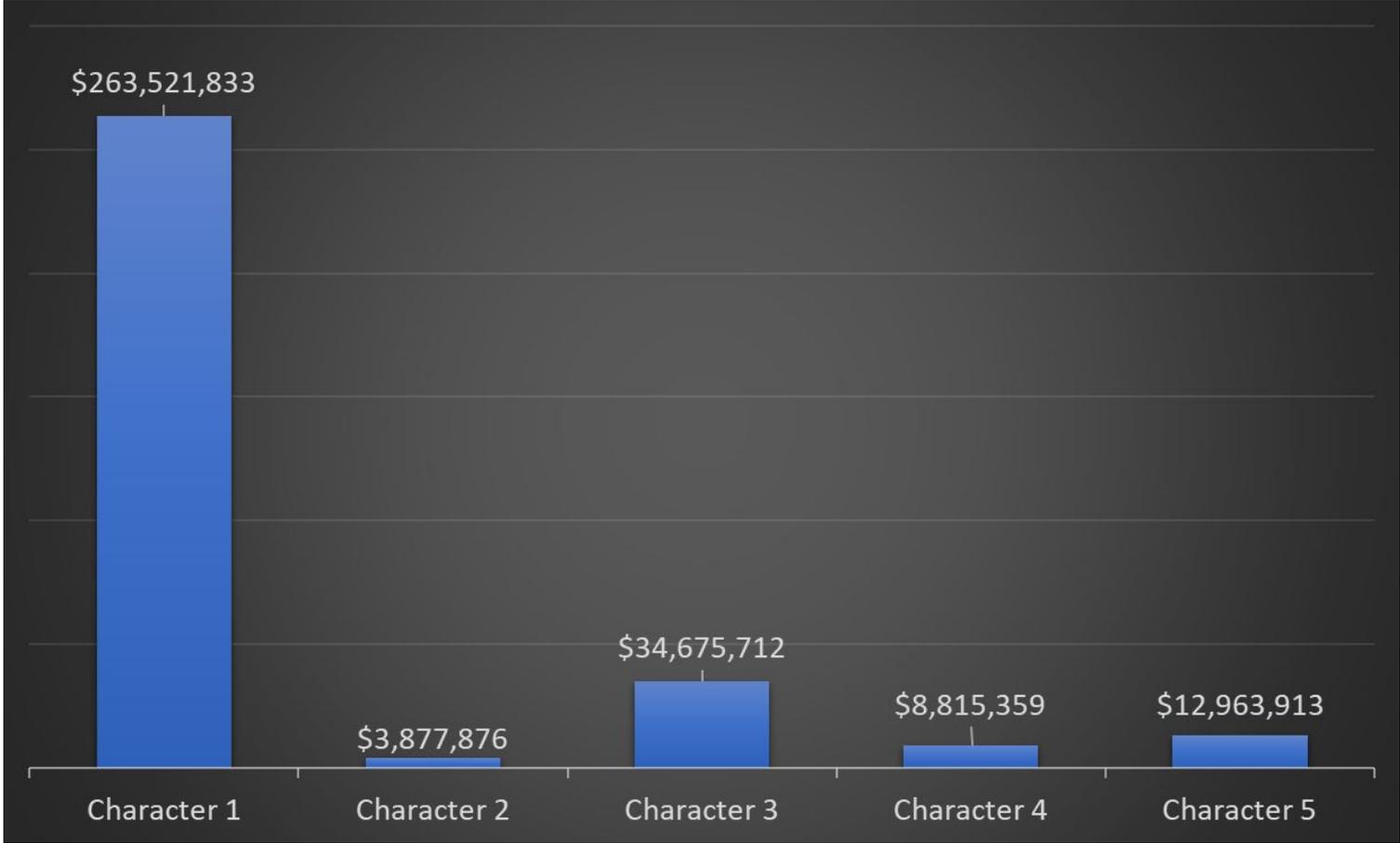
Technology & Resources

- Public Safety Cameras – 98 cameras with 252 views
- Automated License Plate Readers – 321 total
- Public Safety Trailer Cameras – 12 total
- Business Link (B-Link) Partnership Expansion – 60 Community Partners & 182 Views
- New Northwest District Headquarters
- Modernized Fleet
- New Upgrades & staff for Indy PAL and JTV Hill Center
- Training Academy & District Office Tech Upgrades
- New Non-Fatal Shooting Victim Advocates
- More Crime Intelligence Analysts – 7/8 for reimagined Realtime Crime Center
- Additional Public Safety Officers – Non-Sworn, Unarmed personnel
- Three traditional recruit classes and two lateral officer classes in 2023

Budget Breakdown - Total

ALL FUNDS	2023 ADOPTED	2024 INTRODUCED
IMPD GENERAL FUNDS	\$266,195,262	\$275,110,496
STATE LAW ENFORCEMENT FUND	\$770,000	\$770,000
FEDERAL LAW ENFORCEMENT FUND	\$1,263,300	\$2,238,300
STATE OF INDIANA GRANTS	\$173,000	\$0
FEDERAL GRANTS	\$9,392,372	\$9,247,280
CITY CUMULATIVE CAPITAL IMPROV	\$6,436,159	\$7,988,617
POLICE PENSION TRUST FUND	\$28,980,000	\$28,500,000
Total	\$313,210,093	\$323,854,693

Budget Breakdown - Total



Budget Overview – Character 1

Personal Services	Budget
IMPD General Funds	\$231,968,788
State Law Enforcement Funds	\$0
Federal Law Enforcement Funds	\$0
Federal Grants	\$3,053,045
City Cumulative Capital Improv	\$0
Police Pension	\$28,500,000
Total Character 1	\$263,521,833

- **Increase of \$7,271,114**
- Fully Funds 1743 Sworn Officers
- FOP contractual increases – FTO, shift pay and 3% COLA for non-union employees
- Increase in Recruit Officer Starting Salary
- Indiana Crime Guns Task Force Grant \$2,200,000

Budget Overview – Character 2

Supplies	Budget
IMPD General Funds	\$2,070,664
State Law Enforcement Funds	\$770,000
Federal Law Enforcement Funds	\$430,250
Federal Grants	\$516,962
City Cumulative Capital Improv	\$90,000
Total Character 2	\$3,877,876

- **Decrease \$173,000** due to Opioid Settlement Appropriation
- Increased Federal Law Enforcement funds by \$100,000 based on available fund balance

Budget Overview – Character 3

Other Services & Charges	Budget
IMPD General Funds	\$27,607,130
State Law Enforcement Funds	\$0
Federal Law Enforcement Funds	\$1,085,800
Federal Grants	\$5,001,782
City Cumulative Capital Improv	\$981,000
Total Character 3	\$34,675,712

- **Increase of \$2,093,899**
- \$591,000 for Dashcams
- \$375,000 for add'l ALPRs
- \$200,000 for add'l Public Safety Cameras
- Additional \$100,000 for Training
- Service/Maintenance on ARPA Technology
- ISA Chargeback increase – Ruggedized Laptops

Budget Overview – Character 4

Capital Outlays	Budget
IMPD General Funds	\$500,000
State Law Enforcement Funds	\$0
Federal Law Enforcement Funds	\$722,250
Federal Grants	\$675,492
City Cumulative Capital Improv	\$6,917,617
Total Character 4	\$8,815,359

- Increase \$667,835
- 2024 Debt Service for Fleet Refresh (\$5.9M)

Budget Overview – Character 5

Internal Charges	Budget
IMPD General Funds	
Central Services Charges	\$963,888
Fleet Services Charges	\$12,000,025
Total Character 5	\$12,963,913

- Increase \$784,752
- Increase in Legal Services cost – OCC
- Increase Fuel and Fleet Management \$620K

Budget Summary

All Funds	2023	2024	Change	% Change
CH 1 Personal Services	\$227,270,719	\$235,021,833	\$7,751,114	3%
CH 2 Supplies	\$4,050,876	\$3,877,876	\$173,000	-4%
CH 3 Other Services & Charges	\$32,581,813	\$34,675,712	\$2,093,899	6%
CH 4 Capital Outlays	\$8,147,524	\$8,815,359	\$667,835	8%
CH 5 Internal Charges	\$12,179,161	\$12,963,913	\$784,752	6%
Total	\$284,230,093	\$295,354,693	\$11,124,600	4%
Pension / Retirement Benefits	\$28,980,000	\$28,500,000	\$480,000	-2%
Total	\$313,210,093	\$323,854,693	\$10,644,600	3%

Budgeting for Equity - Successes

- Improvement in the number of Black officers promoted in the last process
- The list expired in July of this year
- The results of the latest process will be announced in October.
- Implicit Bias Training

Race Breakdown 2020 Promotional Process		
Race	Number	Percentage
Black/African American	26	25.24%
Hispanic/Latino	1	0.97%
White	76	73.79%
TOTAL	103	100%

Race Breakdown 2018 Promotional Process		
Race	Number	Percentage
Black/African American	12	17.39%
Hispanic/Latino	1	1.45%
Other	1	1.45%
White	55	79.71%
TOTAL	69	100%

Gender Breakdown 2020 Promotional Process		
Gender	Number	Percentage
Female	19	18.45%
Male	84	81.55%
TOTAL	103	100%

Gender Breakdown 2018 Promotional Process		
Gender	Number	Percentage
Female	12	17.4%
Male	57	82.6%
TOTAL	69	100%

Budgeting for Equity – Successes

Appointed Staff

Appointed Rank Demographics									
	Black	White	Black	White	Male	Female	Male	Female	
Chief	1	0	100%		1	0	100%	0%	
Assistant Chief	0	1		100%	1	0	100%	0%	
Deputy Chief	2	3	40%	60%	3	2	60%	40%	
Commander	3	5	38%	63%	6	2	75%	25%	
Major	0	2	0%	100%	2	0	100%	0%	
Total	6	11	35%	65%	13	4	76%	24%	

Budgeting for Equity- Population

Currently, IMPD sworn officers do not represent the community we serve, although getting better, we have much more work to do:

- Currently, Indianapolis is 28% Black, and the department is 15% Black
- Women currently make up only 13% of the department while Indianapolis is 51% women
- Improvements coming in 2024:
 - Dedicated budget to minority recruiting
 - Recruiting efforts focused solely on increasing the number of minority applicants
 - Policy changes related to parental leave
 - Improved Cadet and Junior Cadet Programs

Budgeting for Equity- Staffing

The IMPD Recruiting Unit is dedicated to recruiting the best-qualified applicants to become Police Officers for the City of Indianapolis. The Recruiting Unit strives to ensure IMPD is fully capable of serving the community, with its effort to recruit diverse qualified candidates to the department. Diversity is important because it strengthens the department by bringing together officers of different backgrounds, viewpoints, and experiences.

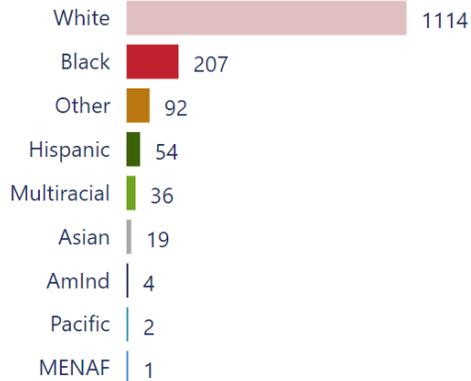
The IMPD Recruiting Unit provides helpful events to assist new applicants to familiarize themselves with the process and build confidence that they can be successful in the process. This goal is accomplished via the implementation of several programs such as Oral Preparation, Women Behind the Badge Workshop, 30 X 30 Initiative, presentations at universities, Student Internship, Cadet and Jr. Cadet Program, and the Pre-Academy Readiness (PAR) Program designed to assist potential applicants with weekly interaction and instruction.

150.....	Women Behind the Badge	Student Internship.....	8
300.....	Oral Preparation	Recruitment Events Contacts.....	15,000
2080.....	Pre-Academy Readiness	Community Events Contacts.....	13,000
3600.....	Cadet Program (Contacts)	Social Media Contacts.....	75,000+

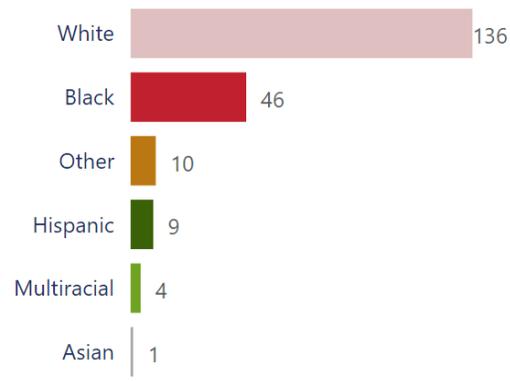
City of Indianapolis and Marion County Employee Demographics - American Indian 0.3%; Asian 1.1%; Black 23.0%; Hispanic 4.2%; Middle East / North Africa 0.0%; Other 9.6% Pacific 0.1%; White 61.6%

ETHNIC GROUP: ● American Indian ● Asian ● Black ● Hispanic ● Middle East / North Africa ● Multiracial ● Other ● Pacific ● White

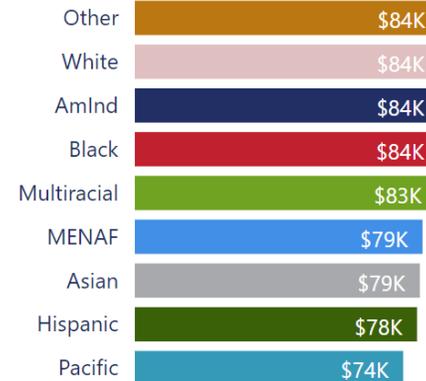
All Employees by Ethnic Group



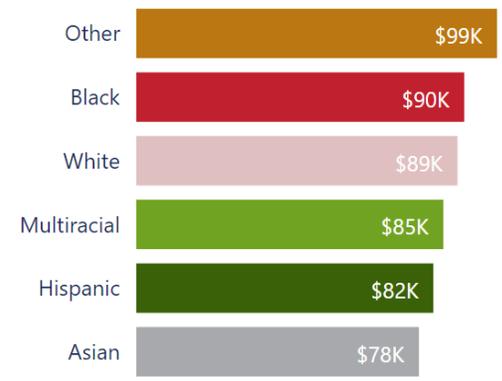
Managers by Ethnic Group



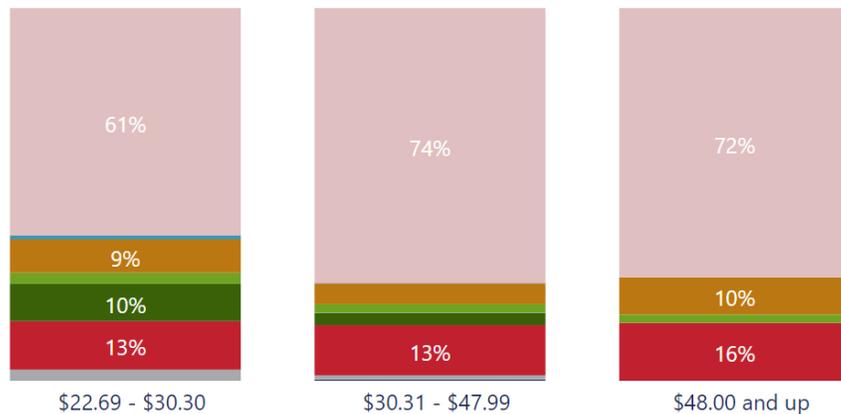
All Employee Average Annual Salary by Ethnic Group



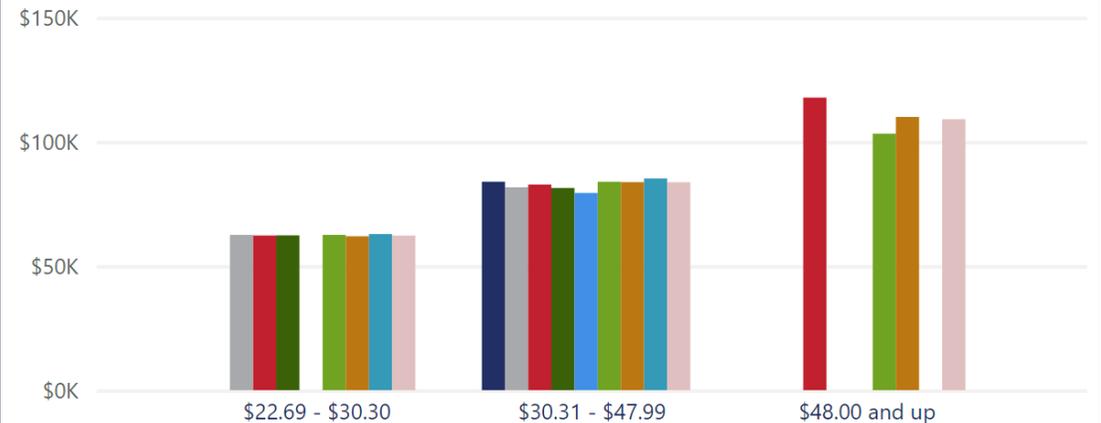
Management Average Annual Salary by Ethnic Group



All Employees by Hourly Rate and Ethnic Group

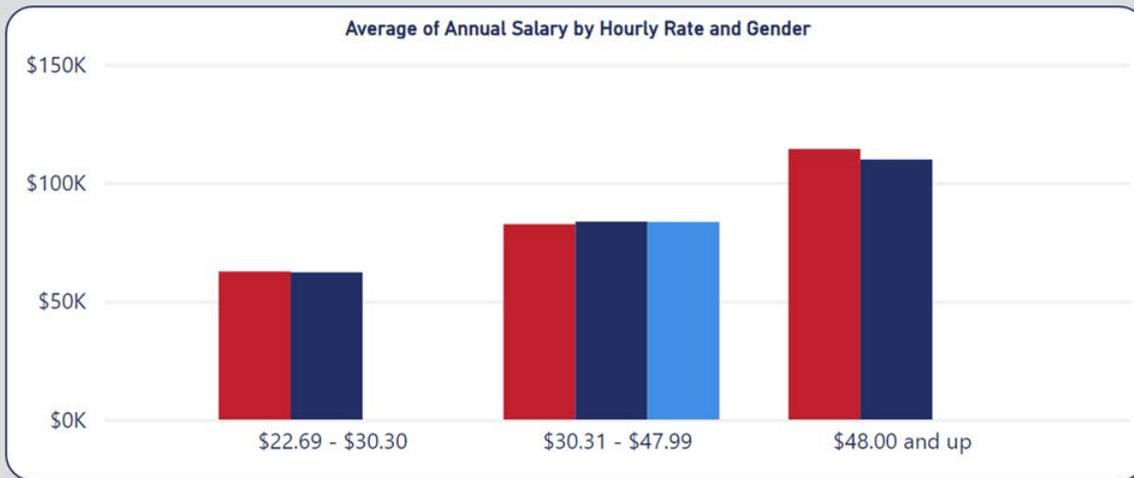
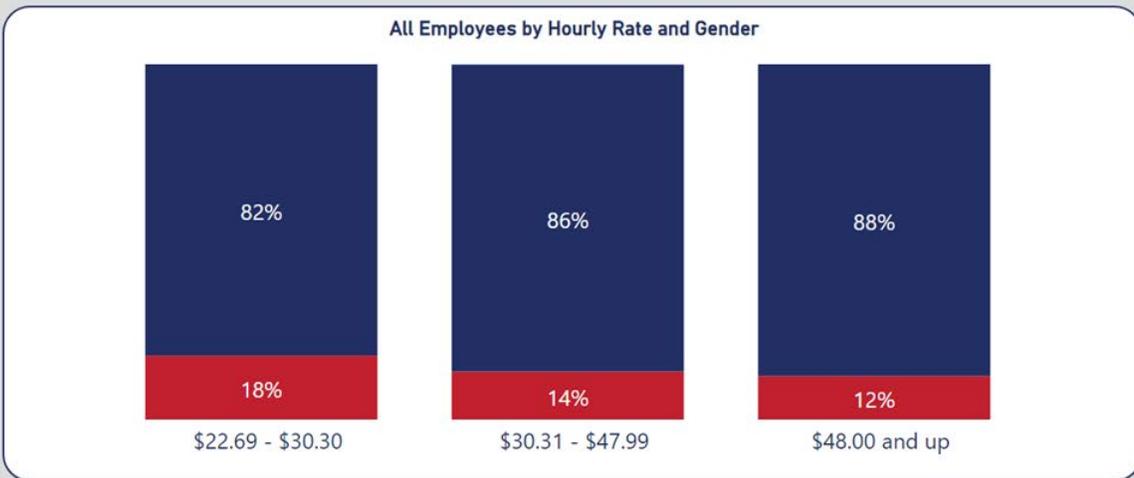
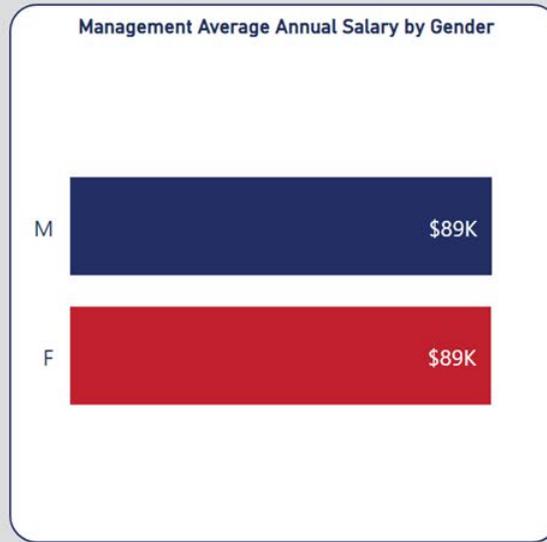
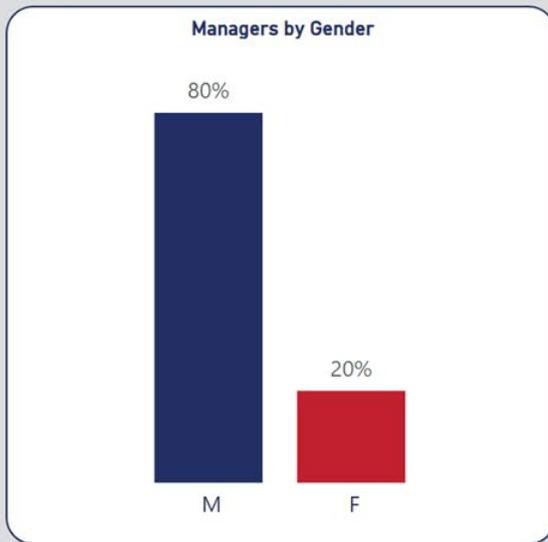
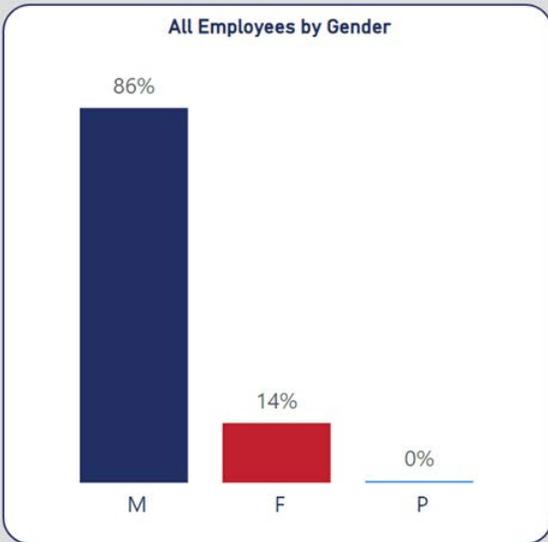


Average of Annual Salary by Hourly Rate and Ethnic Group



City of Indianapolis and Marion County Employee Demographics - Men 65%; Women 35%

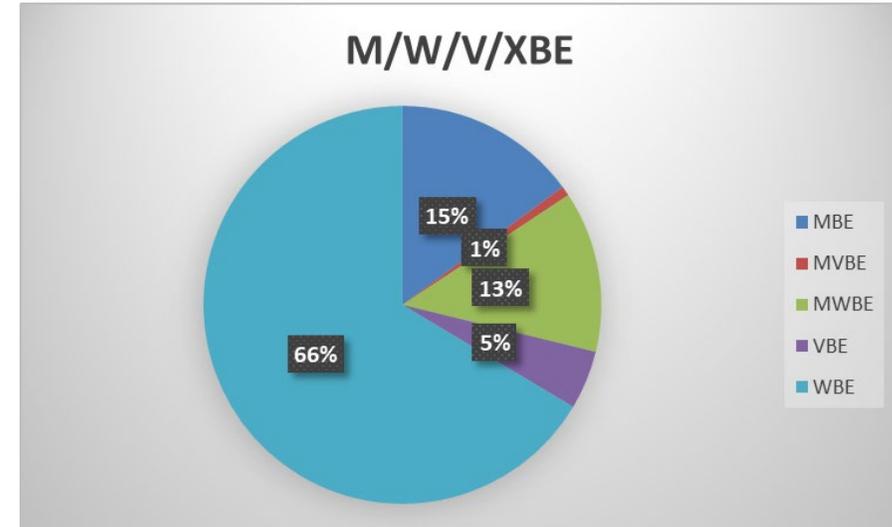
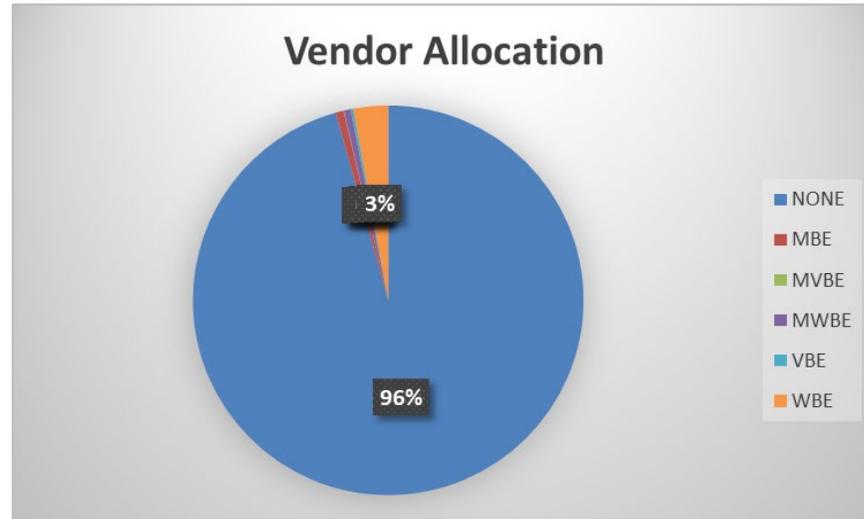
GENDER: ● Female ● Male ● Non-Binary ● Prefer Not To Respond ● Unknown



Budgeting for Equity – 2024 Budget

- IMPD is actively working with the Office of Minority and Women Business Development to meet equity goals.
- IMPD currently has its own DEI program led by Captain John Walton. Employee resource groups and a DEI committee meet each month. They have and will continue to make recommendations to the Chief on ways to improve the department for all. A portion of awarded Character 3 training for 2024 budget will be directly associated with agency DEI training and professional development.
- Contracting with various consulting firms to aid in better identifying minority vendors and civilian staffing candidates. Encouraging more XBE businesses to register with the city.
 - XBE Business in 2023
 - New furniture for the Crime Guns Task Force and the New NW District Building
 - Cleaning services contract
 - NW District HQ
 - Woman-owned marketing firm
 - Radio ads purchased for Radio One stations
 - Recruiting ads placed in the Indianapolis Recorder

Budgeting for Equity—Barriers



A considerable amount of expenses directly related to leasing vehicles, facilities, utilities, cellular service, ALPRs, technology licensing & security licensing, etc. are multinational corporations. *Example: Motorola, Inc.*

However, IMPD is committed to serving businesses owned by minorities, women, veterans, and people with ADA disabilities for all other types of expenditures.

Budgeting for Equity – Community Engagement

Community Resource District Council (CRDC)

The IMPD Strategic Initiatives Unit is responsible for providing leadership for the Indianapolis Metropolitan Police Department (IMPD) in focusing on the collective strategy for the reduction of violence through community engagement/empowerment. The Civilian Strategic Initiatives Liaison Officer works in collaboration with City Departments, and community groups/key stakeholders to promote and support the efforts of the IMPD in the reduction of violent crime. The Liaison Officer works to facilitate communication and coordination between reentry efforts throughout the city as a representative of the department. He also facilitates information dissemination to and from the Community Resource District Councils (CRDC's) and other stakeholders to IMPD regarding crime reduction.

Immigrant Outreach

The Immigrant Outreach unit allows law enforcement officers to proactively reach a multitude of immigrant communities. This helps bridge the communication gap, create trust, and enhance personal involvement to promote community values. Immigrant Outreach personnel attends numerous meetings and activities in the immigrant community building positive relationships and bridges within the community. Annually, through the Immigrant Outreach over 8000 contacts are made annually by visiting immigrant business, homes, schools, and responding to phone calls/emails assisting with information on safety/crime concerns and preventions and talking to juvenile who are struggling with school attendance. In addition, the unit worked with several schools that have many immigrant students and families by helping them become more successful.

Budgeting for Equity – Community Engagement Continued

Youth Services

Our mission is to prevent juvenile delinquency and violence by building the bond between police and youth. Police officers and civilian employees are assigned to PAL to work with children ages 7 to 18, providing educational programming, a variety of activities, and athletic opportunities. These programs allow children to explore their talents, skills, and abilities, helping them reach their full potential. Our athletic and mentoring programs are held at the JTV Hill Center. The center is currently the main location for the Indy PAL programs. IMPD CARES is an IMPD mentoring program designed to encourage positive thinking, promote higher education, establish an appreciation for diversity, and reinforce good citizenship in youth from 12 - 18 years of age (grades 7-12). IMPD utilizes the CARES program to build partnerships with communities, schools, the local criminal justice system, and all other relevant stakeholders to mold and motivate participating youth into future leaders of their families, communities, and chosen professions.

9,455.....Baseball, Basketball, Football Leagues	RightFit200
1640.....G.R.E.A.T. Program	Juvenile Justice Jeopardy.....555
3600.....IMPD CARES Program	Cheer.....50
24.....Field Trips	School Visits.....2,868
180.....Summer Camps Annual	Community Service Requests.....25
1900.....CARES Sessions	Mentoring Programs.....390

Questions?