



# 2021 Budget Presentation

## Indianapolis Metropolitan Police Department

Chief of Police Randal Taylor  
Assistant Chief Chris Bailey  
Deputy Chief Valerie Cunningham  
CFO Janice Mitchell





# Community





## The department has four divisions, each lead by a Deputy Chief



***Operations Division*** – This division is responsible for the daily police operations of the city and many specialized units, including Aviation, Canine, Domestic Preparedness, ERG, EOD, 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, Narcotics, Gangs, and Organized Crime. The division investigates these crimes, collects evidence, identifies the perpetrators, and prepares these cases for successful prosecution. The division also provides liaison units with federal partners and the Prosecutor's Office.

***Administration Division*** – This division is responsible for Human Resources, Finance, Procurement, Fleet, Recruiting, Training, Community Engagement, MCAT/BHU, Identification and Records, Property Room, and Information & Technology.

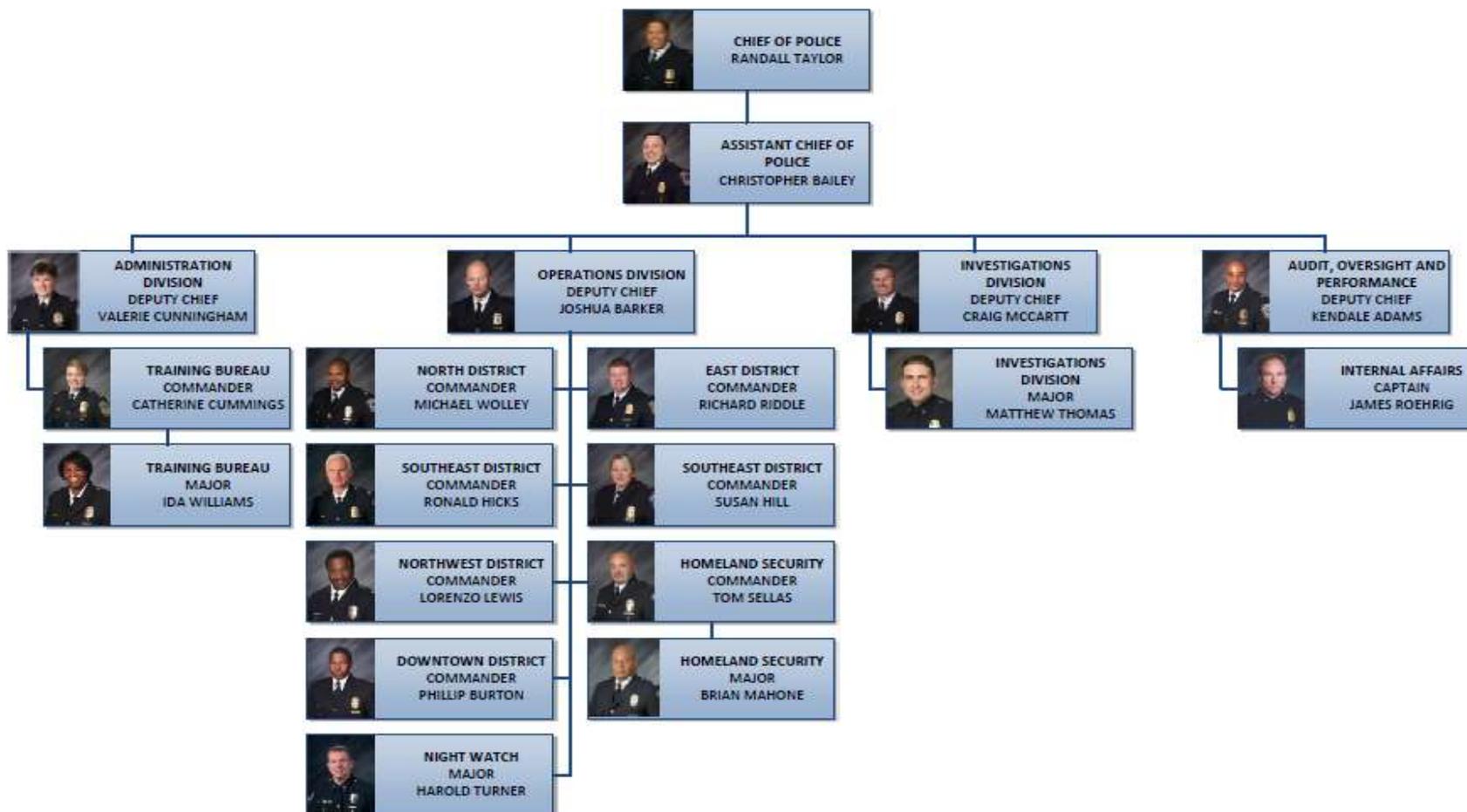
***Oversight, Audit and Performance*** – This division is responsible for evaluation, update and enhancement of Departmental policies, procedures, executive briefings and review boards. Our staff also reviews and audits supervisory reports, manages the employee performance appraisal and inspections process, and oversees and manages the department's Body-Worn Camera program and ensures compliance and best practices with all Commission on Accreditation for Law Enforcement (CALEA) standards.



# INDIANAPOLIS METROPOLITAN POLICE DEPARTMENT



## Organizational Chart



September 1, 2020



# Historical Staffing



	JAN 1 STAFFING LEVEL	HIRED DURING YEAR	SEPARATED DURING YEAR	DEC 31 STAFFING LEVEL	GAIN/LOSS	LOWEST STAFFING	HIGHEST STAFFING
2007	1,613	124	131	1,606	-7	1,605	1,677
2008	1,606	66	90	1,582	-24	1,571	1,634
2009	1,582	83	46	1,619	37	1,581	1,597
2010	1,619	75	51	1,643	24	1,609	1682
2011	1,643	20	32	1,631	-12	1,634	1,643
2012	1,631	0	40	1,591	-40	1,591	1,631
2013	1,591	0	56	1,535	-56	1,535	1,591
2014	1,535	92	69	1,558	23	1,502	1,561
2015	1,558	151	56	1,653	95	1,524	1,654
2016	1,653	72	79	1,646	-7	1,608	1,653
2017	1,646	102	74	1,674	28	1,607	1676
2018	1,674	110	111	1,673	-1	1,602	1,676
2019	1,673	152	109	1,716	43	1605 YTD	1723
2020	1716	39	77 YTD	1675 EST	-38	1651	1716

Prepared: 09/01/2020



Current Staffing: 1678



# Indianapolis Metropolitan Police Department Preliminary Incident Counts



## Comparison of 2020 to 2019 – January 1- August 29

2020	2019	% change	
127	91	39.56%	Homicide
324	393	-17.56%	Rape
1344	1571	-14.45%	Robbery
2021	2001	1.00%	Agg-Assault
<b>3816</b>	<b>4056</b>	<b>-5.92%</b>	<b>Overall Violent Crimes</b>
3037	4243	-28.42%	Burglary
3426	3526	-2.84%	Vehicle Theft
13425	15083	-10.99%	Larceny
<b>19888</b>	<b>22852</b>	<b>-12.97%</b>	<b>Overall Property Crimes</b>

# Crime in Major Cities Across the United States

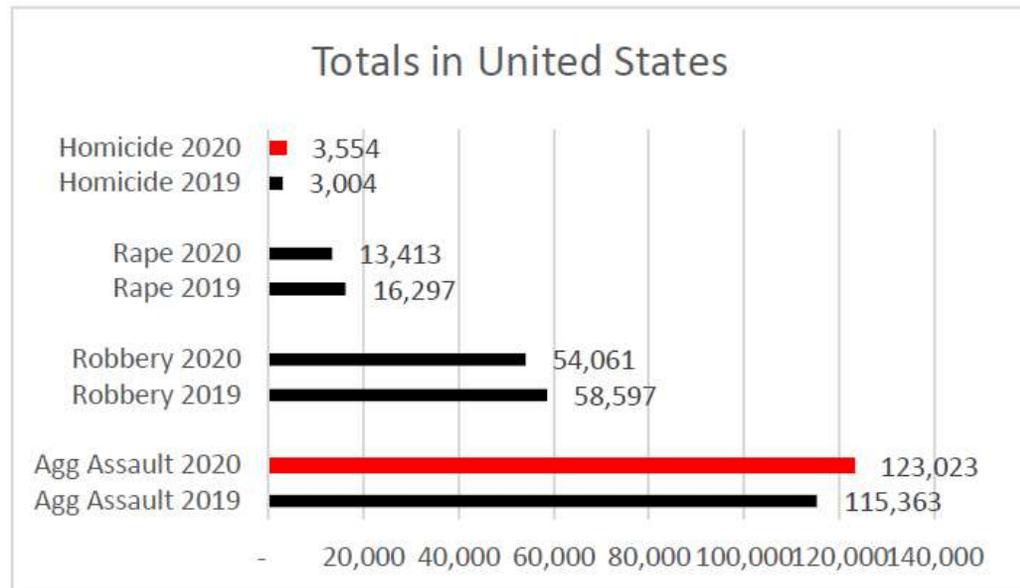


## Major Cities Chiefs Association

### VIOLENT CRIME SURVEY – NATIONAL TOTALS Midyear Comparison <sup>1</sup> January 1 to June 30, 2020 and 2019

United States  
67 of 69 Responding Agencies

United States	2020	2019
Homicide	3,554	3,004
Rape	13,413	16,297
Robbery	54,061	58,597
Aggravated Assault	123,023	115,363





# 2021 Budget

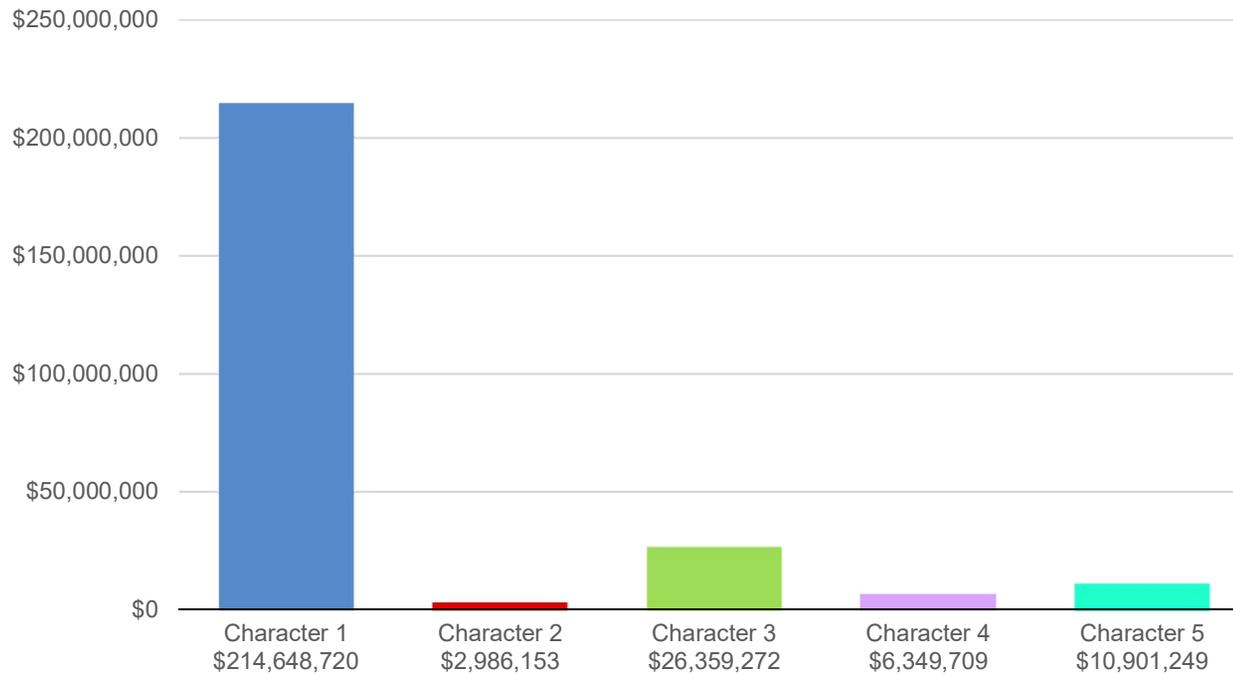


	2020 ADOPTED	2021 INTRODUCED
<b>IMPD GENERAL</b>	<b>\$241,155,053</b>	<b>\$245,648,072</b>
<b>STATE LAW ENFORCEMENT FUND</b>	<b>\$605,600</b>	<b>\$605,600</b>
<b>FEDERAL LAW ENFORCEMENT FUND</b>	<b>\$600,000</b>	<b>\$1,178,000</b>
<b>FEDERAL GRANTS</b>	<b>\$6,656,115</b>	<b>\$7,493,195</b>
<b>CITY CUM CAPITAL IMPROVEMENTS</b>	<b>\$4,920,236</b>	<b>\$6,320,236</b>
	<b>\$253,937,004</b>	<b>\$261,245,103</b>

Increase of \$7,308,099



# Budget \$261,245,103





# 2021 Character 1



Fund Name	Budget
IMPD General	\$211,094,209
State Law Enforcement Funds	\$0
Federal Law Enforcement Funds	\$0
Cumulative Capital Funds	\$0
Grants	\$3,554,511
<b>Total Character 1</b>	<b>\$214,648,720</b>

- Step increases for first and second year patrol officers
- Longevity increases for veteran officers
- Fully funds 1743 sworn officers
- General Fund increase \$3,359,195



# 2021 Character 2



Fund Name	Budget
IMPD General	\$1,616,367
State Law Enforcement Funds	\$425,600
Federal Law Enforcement Funds	\$50,000
Cumulative Capital Funds	\$300,000
Grants	\$594,186
<b>Total Character 2</b>	<b>\$2,986,153</b>

- **Decrease of \$64,656**
- Ballistic Vests
- Personal Protective Equipment
- Vehicle Safety Equipment
- Recruit Uniforms/Equipment
- Basic Supplies



# 2021 Character 3



Fund Name	Budget
IMPD General	\$21,981,247
State Law Enforcement Funds	\$180,000
Federal Law Enforcement Funds	\$678,000
Cumulative Capital Funds	\$709,577
Grants	\$2,810,448
<b>Total Character 3</b>	<b>\$26,359,272</b>

- Total Increase of \$2,731,602.00 ( General \$1,257,380)
- Additional Body Worn Camera Expenses (BWC) - \$400k
- Return to Work Center - \$800k
- Digital Forensics Unit – Large Storage Solution (Equitable Sharing)
- Remote Location Building Maintenance
- Leases / Legal Settlements
- SAKI Grant / Traffic Safety Grants



# 2021 Character 4



Fund Name	Budget
IMPD General	\$55,000
State Law Enforcement Funds	\$0
Federal Law Enforcement Funds	\$450,000
Cumulative Capital Funds	\$5,310,659
Grants	\$534,050
<b>Total Character 4</b>	<b>\$6,349,709</b>

- Overall increase of \$1,150,050
- Vehicles
- Equipment – UaS, motorcycles, bomb suits



# 2021 Character 5



Fund Name	Budget
IMPD General	\$10,901,249
State Law Enforcement Funds	\$0
Federal Law Enforcement Funds	\$0
Cumulative Capital Funds	\$0
Grants	\$0
<b>Total Character 5</b>	<b>\$10,901,249</b>

- **Decrease of \$85,555**
- Fleet Services
- Fuel
- Office of Corporation Counsel

# Budgeting for Equity

- In what ways does your proposed 2021 budget advance racial equity, both in the community and within your own department?
  - Fully funding our staffing number of 1743 allows us to continue to improve our diversity through recruitment.
  - We are becoming a younger agency and more reflective of the community.
- In the context of your Department, how would you define “success” in advancing racial equity?
  - A more diverse workforce and more inclusive environment. Mentoring.
  - Policies and practices that are equitable for all.
- What are the areas/programs where your Department has had some success or has significant potential to succeed in building racial equity? What are the areas/programs that present a challenge in terms of equity?
  - Recruiting and hiring – Fairness in Policing Training – New Use of Force Policy
  - Hiring a diverse workforce – Data Challenges – Building/Sustaining trust

# Budgeting for Equity—Staffing

- The following slides answer the following questions:
  - Describe the racial makeup of your Department’s overall staff.
  - Describe the racial makeup of your management team.
  - What is the breakdown of compensation and level of authority by race, gender, and educational attainment?
  - What is your plan to recruit diverse candidates for future vacancies? If applicable, how will these efforts differ from years past?
    - *PAR program*



# Sworn Demographics

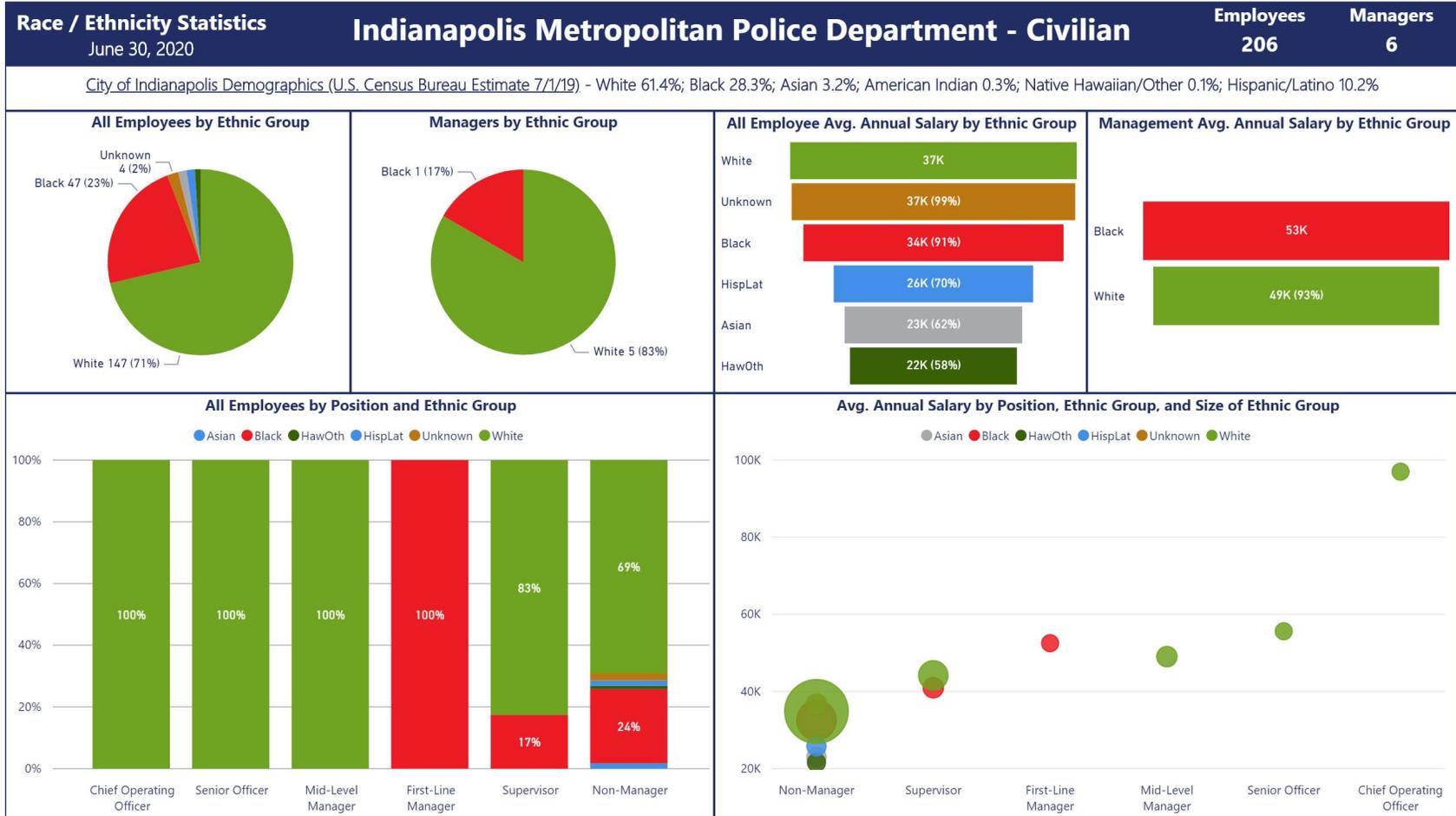
	DEPARTMENT DEMOGRAPHICS 01/01/2013	LAST 5 CLASSES	CURRENT DEPARTMENT DEMOGRAPHICS*
WHITE	83.5%	<b>72.3%</b>	80.3%
BLACK	13.6%	<b>15.8%</b>	14.3%
HISPANIC	1.8%	<b>8.3%</b>	3.7%
ASIAN	0.1%	<b>1.0%</b>	0.3%
OTHER	0.9%	<b>2.6%</b>	1.4%

\*As of August 30, 2020

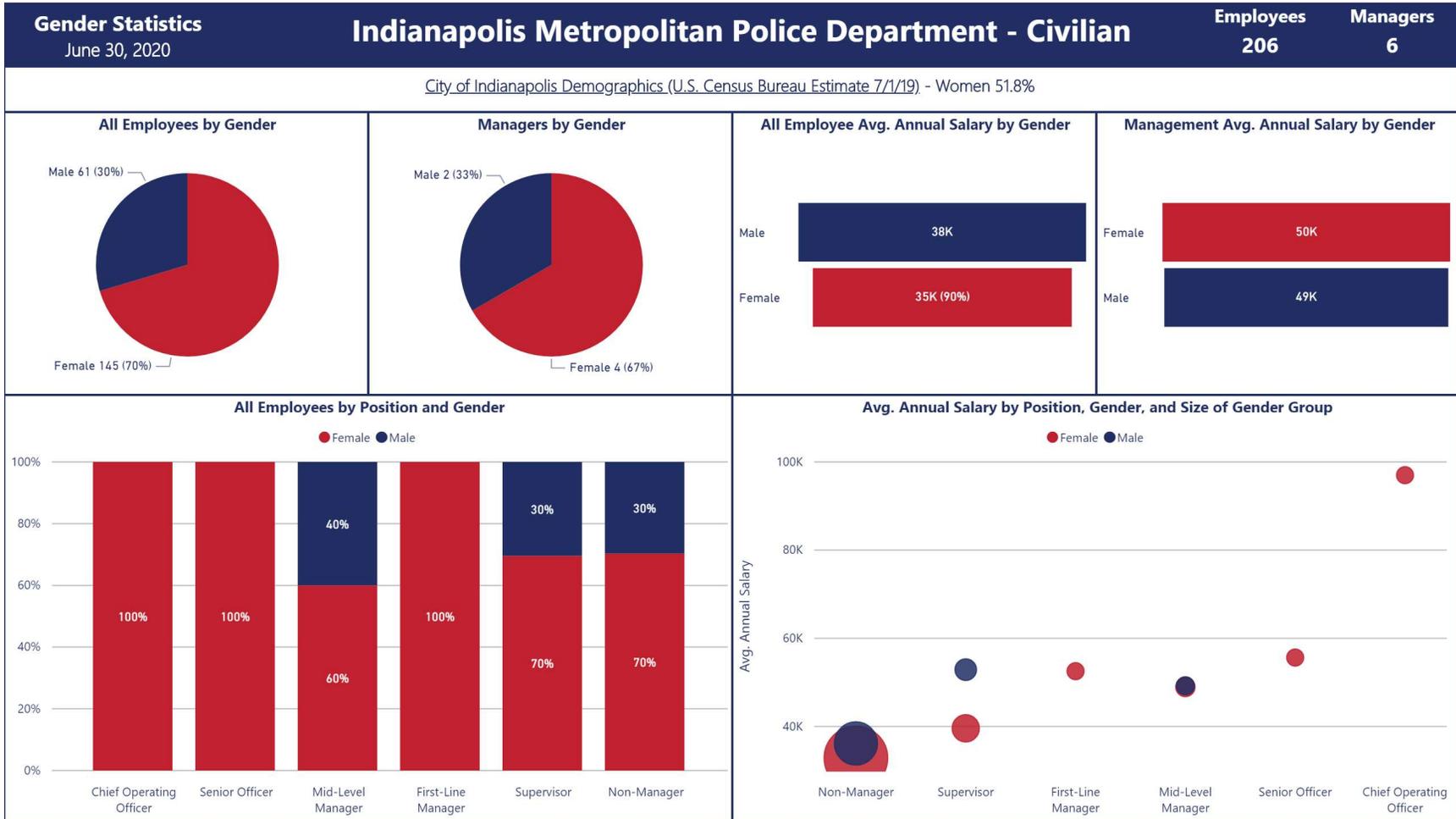
# IMPD Race by Rank

<i>RANK</i>	<i>Rank Total</i>	<i>Black</i>	<i>Black %</i>	<i>White</i>	<i>White %</i>	<i>Hispanic</i>	<i>Hispanic %</i>	<i>Asian</i>	<i>Asian %</i>	<i>Other</i>	<i>Other %</i>
CHIEF	1	1	100.00%								
ASSISTANT CHIEF	1			1	100.00%						
DEPUTY CHIEF	5	1	20.00%	4	80.00%						
COMMANDER	8	3	37.50%	5	62.50%						
MAJOR	4	2	50.00%	2	50.00%						
CAPTAIN	26	3	11.54%	23	88.46%						
LIEUTENANT	63	5	7.94%	58	92.06%						
SERGEANT	216	26	12.04%	185	85.65%	3	1.30%			2	0.93%
PATROL OFFICER	1153	170	14.74%	922	79.97%	42	3.64%	2	0.17%	17	1.47%
PROBATIONARY	110	19	17.27%	85	77.27%	5	4.55%			1	0.91%
RECRUIT TRAINEE	87	9	10.34%	60	68.97%	12	13.70%	3	3.45%	3	3.45%
OTHER	1	1	100.00%								
<b>TOTAL SWORN</b>	<b>1675</b>	<b>240</b>	<b>14.33%</b>	<b>1345</b>	<b>80.30%</b>	<b>62</b>	<b>3.70%</b>	<b>5</b>	<b>0.30%</b>	<b>23</b>	<b>1.37%</b>
CIVILIAN	217	51	23.50%	181	74.19%	3	1.38%			2	0.92%
<b>TOTAL CIVILIAN</b>	<b>217</b>	<b>51</b>	<b>23.50%</b>	<b>181</b>	<b>74.19%</b>	<b>3</b>	<b>1.38%</b>			<b>2</b>	<b>0.92%</b>
<b>TOTALS</b>	<b>1892</b>	<b>291</b>	<b>15.38%</b>	<b>1506</b>	<b>79.60%</b>	<b>65</b>	<b>3.44%</b>	<b>5</b>	<b>0.26%</b>	<b>25</b>	<b>1.32%</b>

# Prepared by OAP and HR



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**Race / Ethnicity Statistics**  
June 30, 2020

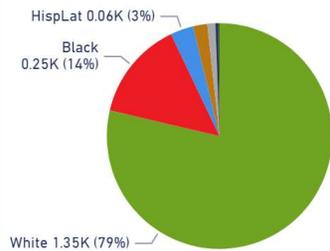
## Indianapolis Metropolitan Police Department - Merit

**Employees**  
1720

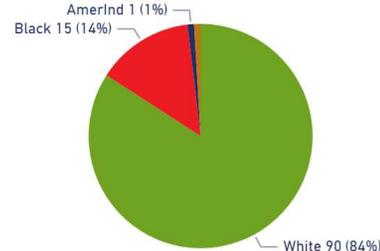
**Managers**  
107

City of Indianapolis Demographics (U.S. Census Bureau Estimate 7/1/19) - White 61.4%; Black 28.3%; Asian 3.2%; American Indian 0.3%; Native Hawaiian/Other 0.1%; Hispanic/Latino 10.2%

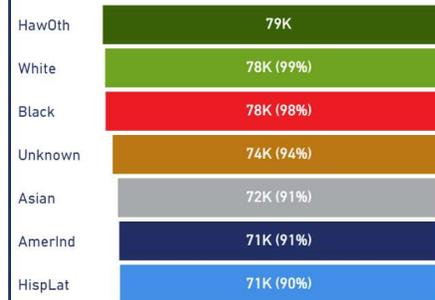
**All Employees by Ethnic Group**



**Managers by Ethnic Group**



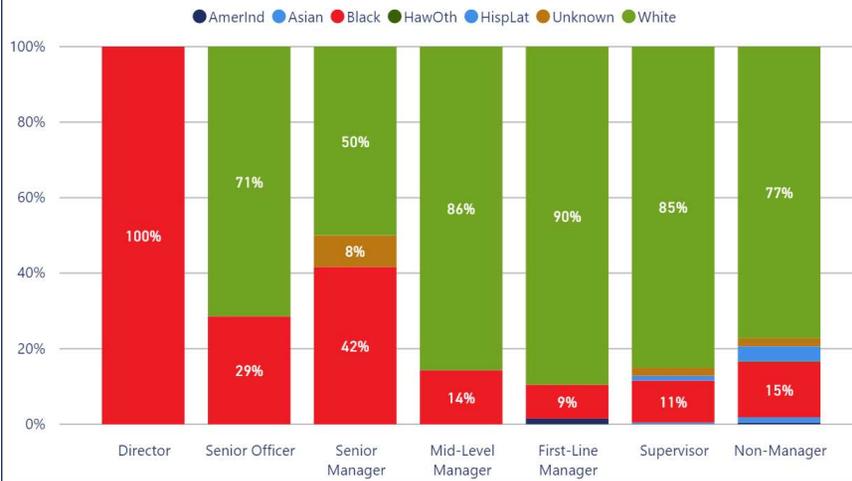
**All Employee Avg. Annual Salary by Ethnic Group**



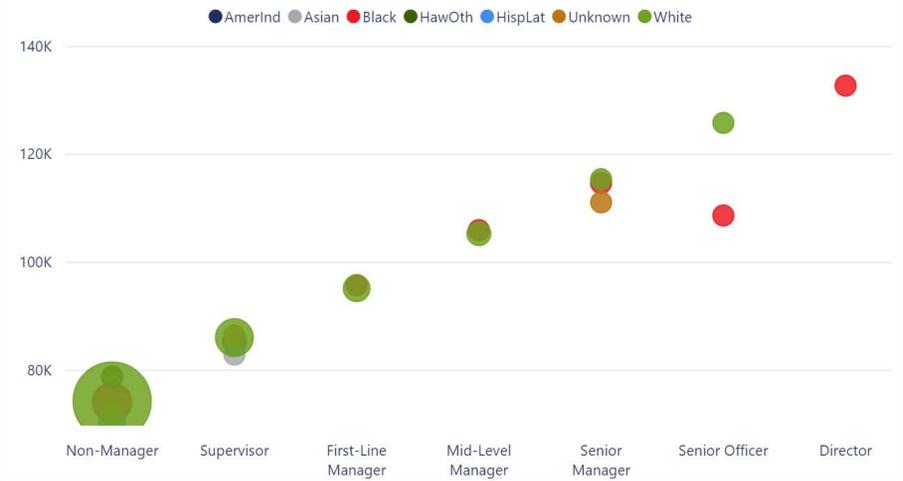
**Management Avg. Annual Salary by Ethnic Group**



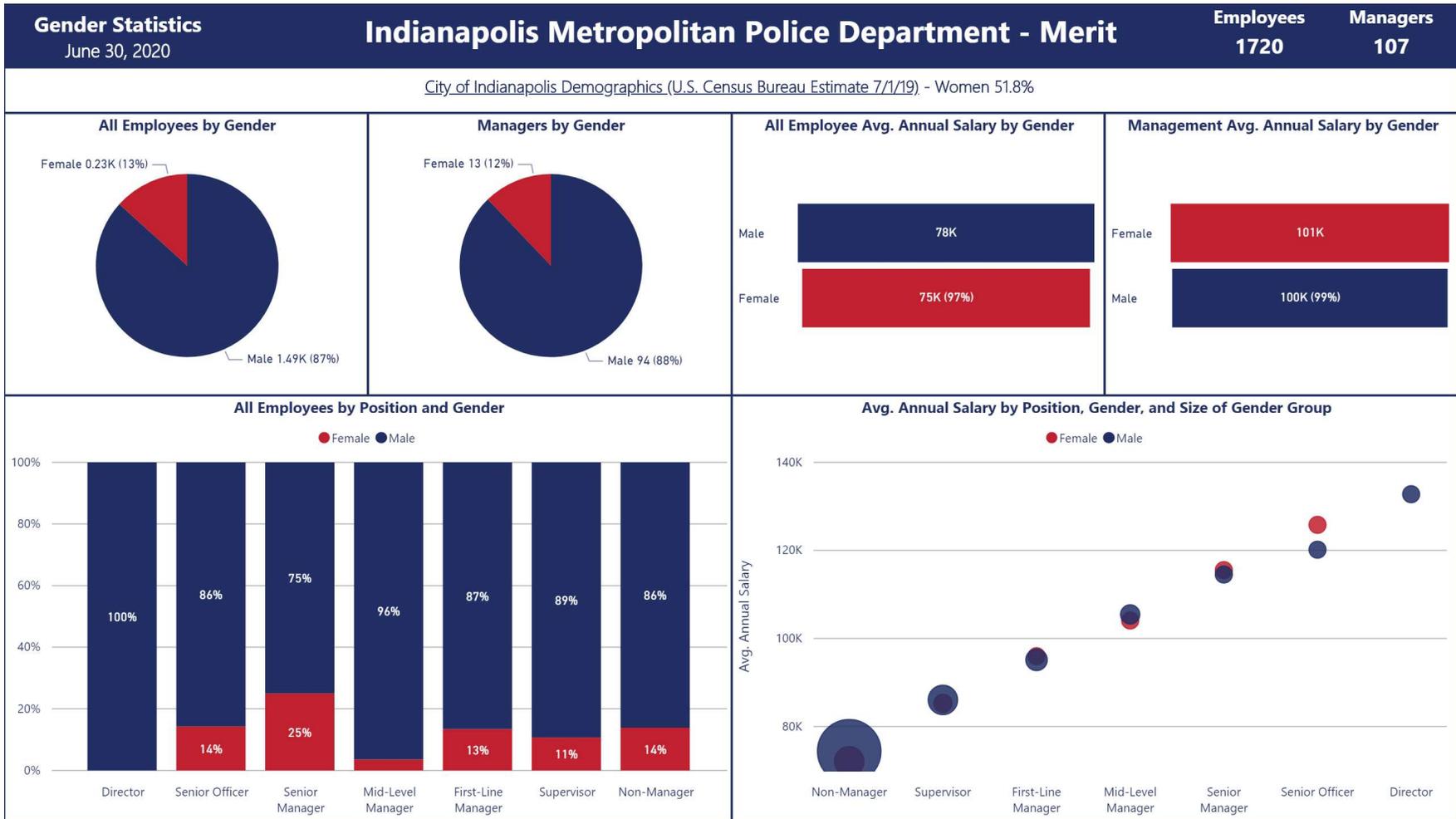
**All Employees by Position and Ethnic Group**



**Avg. Annual Salary by Position, Ethnic Group, and Size of Ethnic Group**



# Prepared by OAP and HR



# Budgeting for Equity—Engagement

- Describe how community members, including communities of color and low-income communities, will be engaged/consulted to identify programming and/or service needs for your Department.
  - Community meetings
  - Use of Force Board
  - General Orders Board
  - City-Council Public Safety Committee
  - Surveys (BWC Trial Community Survey)
  - Collaborating with community stakeholders
  - Citizen’s Academy

# Budgeting for Equity—Using Data

- Specify the disaggregated demographic data will your Department will collect, track, and evaluate to assess equity impacts and inform your future budget decisions
  - Employee demographics
  - Arrest demographics
  - Victim demographics
  - Explore ways to better track traffic stop data
  - Complaints and discipline data
  - Use of force data
- Specify the metrics you will use to measure progress.
  - Improve department diversity
  - Citizen satisfaction
  - Improved officer morale
  - Reduced citizen complaints
  - Reduced uses of force

# BHU and MCAT

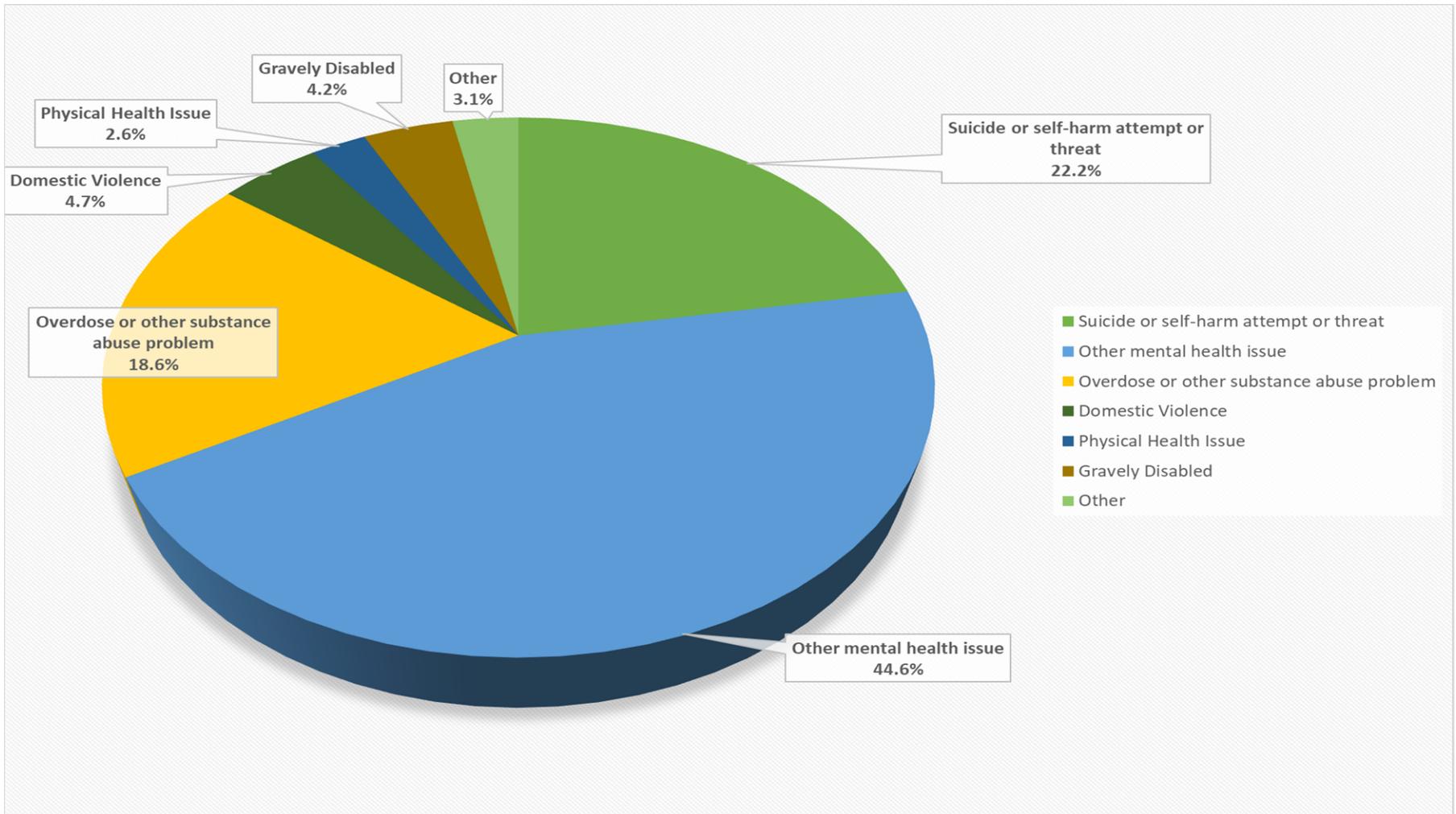
BHU and MCAT continue to partner with researchers to identify evidence based tools and practices to improve our responses to citizens who are struggling with mental illness, homelessness, and addiction.

**MCAT resolves crisis calls without arrest 96.6% of the time** based on YTD stats. 429 incidents without arrest, 1 incident where MCAT officer made arrest, and 14 incidents where another officer made an arrest.

## Statistics for BHU as of 9.2.2020:

Attempted Home Visits	704
Completed Home Visits	794
Immediate Detentions	2531
Active Runs Response	293
Phone Calls (follow up)	2848
Emails (follow up)	2382
Referrals from within IMPD	477
Referrals from outside agencies	228
Community Meetings	63

## Types of crisis response



# MCAT

Statistics as of 09/02/2020

## Race: Counts/frequency:

Black (199) **50.1%**  
White (165) **41.6%**  
Asian (3) **0.8%**  
Hispanic/Latino (9) **2.3%**  
Other (6) **1.5%**  
Unknown (15) **3.8%**

## Gender: Counts/frequency:

Male (219) **55.9%**  
Female (172) **43.9%**  
Other (1) **0.3%**

## Requested By: Counts/frequency:

Request by EMS (6) **1.4%**  
Request by IMPD (220) **49.5%**  
Request by IFD (0) **0.0%**  
Request by Other (8) **1.8%**  
M-CAT self-dispatch (204) **45.9%**  
Follow-up request on new person (not previously recorded in REDCap) (6) **1.4%**

REDCap is a secure web-based data entry tool. Access is granted through partnership with IU|

# Budgeting for Equity—Spending

- How does your current spending reflect efforts to address equity (procurement/contracting/etc.)?
  - The IMPD follows the City’s rules for procurement and contracts
- If you have engaged the Office of Minority & Women’s Business Development to establish and meet contracting goals, please describe that effort and/or your progress.
  - This is a goal for IMPD moving forward, better collaboration with this office is important to the success of the agency and the enterprise
- If applicable, what steps will you take to build capacity of minority-owned firms to participate in procurement or contracting with your Department?
  - Encourage minority-owned firms to become part of cooperative pricing agreements

# Recruiting



**CHANGE STARTS HERE**



## JOIN IMPD PROTECT & SERVE



### Application Minimum Requirements

- US Citizen
- Between the ages of 21 and 36\*
- High School Diploma or GED
- Valid Drivers License
- Meet Residential Requirements\*
- No Felony Convictions
- No Domestic Violence Convictions
- Pass Mandatory Drug Screen

### Benefits & Incentive

- College Incentive Pay
- Equipment Allowance
- Insurance
- Overtime
- Paid Leave
- Pension Plan
- Take Home Vehicle\*
- Deferred Compensation

### Salary:

Starting: \$51K | Third year pay: \$71K & up\*



### CONTACT:

317.327.IMP  
\*ASK A RECRUITER



**CHANGE STARTS HERE**



★  
**THE CITY OF  
INDIANAPOLIS**



# Questions?

