

LAW ENFORCEMENT ACCREDITATION

Zionsville (IN) Police Department

Agency

Zionsville (IN) Police Department
1075 Parkway Drive
Zionsville, IN 46077

Chief Executive Officer

Chief of Police
Michael T. Spears

Methodology Overview

CALEA serves as the premier credentialing association for public safety agencies and provides accreditation services for law enforcement organizations, public safety communication centers, public safety training academies, and campus security agencies. The standards are promulgated by a board of 21 commissioners, representing a full spectrum of public safety leadership. The assessment process includes extensive self-assessment, annual remote web-based assessments, and quadrennial site-based assessments. Additionally candidate agencies are presented to the Commission for final consideration and credentialing.

CALEA Accreditation is a voluntary process and participating public safety agencies, by involvement, have demonstrated a commitment to professionalism. The program is intended to enhance organization service capacities and effectiveness, serve as a tool for policy decisions and management, promote transparency and community trust, and establish a platform for continuous review.

CALEA Accreditation is the Gold Standard for Public Safety Agencies and represents a commitment to excellence.



Law Enforcement Accreditation

CALEA standards reflect the current thinking and experience of Law Enforcement practitioners and researchers. Major Law Enforcement associations, leading educational and training institutions, governmental agencies, as well as Law Enforcement executives internationally, acknowledge CALEA's Standards for Law Enforcement Agencies© and its Accreditation Programs as benchmarks for professional law enforcement agencies.

CALEA's Founding Organizations:

- **International Association of Chiefs of Police (IACP)**
- **Police Executive ResearchForum (PERF)**
- **National Sheriffs Association (NSA)**
- **National Organization of Black Law Enforcement Executives (NOBLE)**

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EXECUTIVE SUMMARY

Overview:

The Zionsville (IN) Police Department is currently commanded by Michael T. Spears. The agency participated in a remote assessment(s), as well as site-based assessment activities as components of the accreditation process. The executive summary serves as a synopsis of key findings, with greater details found in the body of the report.

Compliance Service Review:

CALEA Compliance Services Member(s) Bruce Robertson & Phil Potter remotely reviewed 179 standards for the agency on 1/1/0001 using Law Enforcement Manual 6.13. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

Site-Based Assessment Review:

From 6/6/2022 to 6/7/2022, Chief Jeff Dodson and Chief Shanon Gillette visited the agency following a consultation with the chief executive officer regarding critical issues impacting the organization since the last assessment. These issues were identified as:

- **Training** - The Zionsville Police Department is committed to ensuring that their officers receive the most up to date and relevant training that is available. The department far exceeds state mandated minimums for in-service training required by the Indiana Law Enforcement Academy (ILEA). A common theme from staff during the assessment was that the department places a high value on training and career development. This was evident in speaking with several specialized instructors from within the department. The Town of Zionsville is a very affluent and well-educated community with most of the population having college degrees. This is also reflected in the staff at the Zionsville Police Department with most staff having a college degree as well. Captain Drake Sterling oversees the training function for the agency. Captain Sterling ensures that all state mandated, department mandated, and accreditation specific training is completed for the department. The department has a very robust field training program for newly hired officers and recently transitioned to a digital platform called Agency 360 to better capture field training documentation.
- **Use of Force** - The Zionsville Police Department recognizes that the lawful and proper use of force is critical to maintain trust between the police and the community. The department's use of force written directive reflects the highest professional and ethical standards. The low number of use of force incidents is indicative of their emphasis on de-escalation and supportive of their policy statement which asserts that the department "recognizes and respects the value of all human life." The department has a thorough reporting and review process that includes supervisory review of all use of force incidents, documentation submitted through the chain of command, and review by the Chief of Police. The Zionsville Police Department has also appointed a Civilian Use of Force Board that has authority to review and approve the Chief's findings or return the case to the Chief of Police for further investigation or alternative action.
- **Community Engagement** - Community engagement is a source of great pride for the Zionsville Police Department. Zionsville officers participate in a variety of planned events, conduct outreach activities in the community, and maintain effective partnerships with educators and local businesses. The department has various programs that create opportunities to positively engage with members of their community. The department runs a Teen Academy for youths within the community. The Zionsville Police Department is heavily involved with the Law Enforcement Torch Run and various other events sponsored by Special Olympics. The department also holds an annual public safety day, participates in the drug take back program, holds coffee with a cop, and shop with a cop events. During COVID, the department started assisting with birthday parades for children and this has become a norm for the department now even since the pandemic restrictions have lowered. The department has a very active bike patrol unit, which is visible at many community events that are held within the Town of Zionsville. The department's School Resource Officer (SRO) was noted during the assessment as being very strong and something

that the community stakeholders truly appreciate. Overall, the Zionsville Police Department policing philosophy is heavily based on the principles of service and community-oriented policing. This was evident during the assessment from interviews with staff and other community stakeholders.

- **Response to Mental Health Calls** - The Zionsville Police Department has demonstrated a department-wide commitment to providing exceptional services to individuals in crisis. All Zionsville officers attend a 40-hour Crisis Intervention Training (CIT) to provide them with the tools needed to better handle calls for service involving subjects experiencing a mental health crisis. Additionally, the department has created a REACH (Resources Evaluating Assisting in Community Health) unit. The REACH unit is tasked with following up on mental health-related calls for service and to connect individuals in crisis with community resources. The REACH Unit is an innovative co-responder team that partners police officers with mental health providers in the field to, in part, connect community members with resources, reduce repeat encounters with law enforcement, reduce use of force with people suffering a mental health crisis, minimize arrests where possible, to promote individual responsibility, and to encourage self-sufficiency. Finally, the department takes part in the AWARE initiative. The AWARE initiative is a campaign to raise first responder awareness of individuals with cognitive disabilities and medical-related impairments, such as Autism, Down Syndrome, or Dementia.
- **Multi-jurisdictional Cooperation** - The Zionsville Police Department has established numerous multi-jurisdictional partnerships to ensure that the community has significant resources available to meet all of its public safety needs. Chief Michael Spears recognizes that criminal activity is not restricted to jurisdictional boundaries. Accordingly, Chief Spears maintains positive relationships to further the goals of the organization and to make a meaningful contribution to the greater law enforcement community. The Zionsville Police Department recently expanded the Investigations Section from two in-house, generalist detectives to include three additional detectives to serve in multi-jurisdictional task force operations. As a result of this expansion, the Zionsville Police Department contributes manpower to the Internet Crimes Against Children/Crimes Against Children Task Force (ICAC/CAC), the Drug Task Force, and the Gun Crime Task Force. Task Force officers contribute vital staffing resources while gaining valuable experience to enhance the services provided to the Zionsville community.

During the Site-Based Assessment Review, the assessment team conducted 44 interviews regarding the topical areas previously defined. The interviews were with agency members and members of the community. The approach not only further confirmed standards adherence, but also considered effectiveness measures, process management and intended outcomes.

CHIEF EXECUTIVE OFFICER PROFILE

Michael T. Spears

Chief Michael T. Spears began his police career with the Indianapolis Police Department in 1982 and held every rank while a member of the department, including serving as the Chief of Police from 2005 to 2010. Chief Spears was the last Chief of the Indianapolis Police Department and the first Chief of the consolidated Indianapolis Metropolitan Police Department (IMPD). During his career, Chief Spears attended and completed the FBI's National Academy and National Executive Institute. He is a 1981 graduate of the University of Indianapolis with a B.S. in Criminal Justice. Chief Spears has been awarded several professional awards, including the William French Smith Award for Outstanding Contribution to Cooperative Law Enforcement presented by then Attorney General John Ashcroft. Chief Spears retired from IMPD on March 30, 2020, and was appointed Chief of the Zionsville Police Department on March 31, 2020 where he continues to serve today.

COMMUNITY PROFILE

The Town of Zionsville, Indiana is located approximately 15 miles northwest of Downtown Indianapolis. In 2010, Zionsville annexed 39.5 square miles of land in Eagle and Union townships. This increased the area of the town to 49.7 square miles and added 9,159 residents as of 2013. In 2014, Zionsville gained an additional 3.9 square miles of area as a result of annexing portions of Perry Township, bringing the current area of the town to 53.63 square miles.

Preliminary 2020 census results listed over approximately 29,000 residents in Zionsville.

Located in close proximity to the major metropolitan amenities of Indianapolis, Zionsville enjoys one of the most enviable lifestyles of any town in Indiana. A visit to Zionsville includes shopping at one-of-a-kind boutiques and stores, visiting a variety of art galleries of nationally known artists and dining choices to fit every taste and every budget at one of our locally owned restaurants.

The excellence of our school system, continued value of our homes, community events and government infrastructure attract those families and businesses who seek a small-town atmosphere that's just minutes away from the big city amenities provided by our neighbor to the south, Indianapolis. Equally noteworthy is the fact that Zionsville consistently ranks at or near the top of Indiana's safest cities and towns.

Zionsville is the third largest Town in Indiana. It has utilized a mayor- town council government since 2015. The current mayor, Emily Styron, was elected in 2019.

Zionsville residents take great pride in our continually award-winning Zionsville Community School System. The combination of teachers, parents and the support of the entire community have kept our school system recognized as one of the very best in Indiana.

Zionsville has more than 500 acres of parkland and 20+ parks. Zionsville has more parkland per capita than nearly any other town its size in Indiana. Zionsville's public parks include playgrounds, a splash park, skate park, sledding hill, sports fields, picnic areas, nature trails and a golf course. Zionsville Nature Center is an environmental education facility located in Zionsville.

AGENCY HISTORY

The first recorded Town Marshal of the Zionsville Police Department was Henry Clay Hardy in 1876. For much of its early history, Zionsville's Police force was relatively small. Maynard Moore, Zionsville's Marshal from 1938 to 1967, served double duty as a charter member of Zionsville's volunteer fire department and its Chief. The Zionsville Police Department received its first patrol car during the tenure of Moore's successor, Ray Large. Previous Marshals had used their own personal vehicles. Marshal Large served as Zionsville's Marshal from 1967 - 1975. His son, Stan Large, would later serve as Zionsville Police Department's Town Marshal from 1978 - 1980. By 1980, ZPD's staff had grown to 5 full-time officers and 10 reserve officers.

The agency continued to grow and professionalize under subsequent Marshals including David Effler (1988-2004). Effler passed away unexpectedly during his time as Marshal in 2004. His contributions to the ZPD are memorialized by a plaque at ZPD headquarters and his radio number "901" was retired.

In 2007, ZPD transitioned to a different pension system resulting in the Marshal's position becoming a Chief of Police. Chief Richard Dowden served as ZPD's first Chief of Police. During Dowden's tenure, ZPD assigned its first School Resource Officer and started its annual Teen Academy which continues to this day.

In 2011, Robert Knox became Chief of the Zionsville Police Department. Knox had been with ZPD since 1980 and saw the department's full-time staff grow from 5 to 38 officers. Under Chief Knox, ZPD grew its SRO program to include an officer in every school, expanded its community outreach, started a Citizens Academy and created more opportunities within the agency, including supervisory positions, an additional K9, a part-time Crimes Against Children (CAC) Detective position and a full-time Drug Task Force Detective.

Chief Knox retired in 2020 and was succeeded by Chief Michael Spears, a former Chief of the Indianapolis Metropolitan Police Department. ZPD was restructured shortly thereafter from its previous 3 divisions to 2, the patrol shifts transitioned from an 8-hour to a 12-hour shift schedule and the Investigations staff expanded. In 2021, ZPD committed a Detective to the Indiana Crime Guns Task Force and joined its board of directors. In 2022, a ZPD Detective was added to the Indiana Internet Crimes Against Children (ICAC) Task Force. The department also maintains its commitment of an SRO to each school and a full-time Detective at the Hamilton/Boone County Drug Task Force.

The department continues to expand its capabilities and its outreach. Recently, a large emphasis has been placed on officer benefits and officer wellness with increased salary and opportunity as well as department provided physicals, an incentive-based fitness test and significant investment in improving fitness facilities at ZPD. Training has been and continues to be a high priority at ZPD with its officers receiving over 5,456 hours of training in 2021 and ZPD hosting several nationally recognized training courses in 2022. Recent efforts to increase professionalism also include work toward attaining professional accreditation and engaging citizens for their input on how to improve through collaborations like the use of force board, comprised of both officers and civilian community members.

AGENCY STRUCTURE AND FUNCTION

The Zionsville Police Department is comprised of 38 full-time sworn officers, two (2) Reserve Officers and one (1) civilian staff member. The Department is organized into two (2) divisions, the Uniformed Services Division and the Support Services Division. Each division is commanded by a Captain who reports to the Chief of Police.

The Uniformed Services Division includes the Patrol and School Resource Officer (SRO) sections. Patrol officers work 12-hour shifts on a rotating schedule. Each Patrol squad is supervised by a Lieutenant and a Sergeant. The SROs are supervised by a Lieutenant. An SRO is assigned to each of the five (5) schools within ZPD's jurisdiction. The supervision of the department's two (2) Reserve officers and multiple specialty units also falls under the command of the Uniformed Services Division.

The Support Services Division includes the Administration Section and the Investigations Section. The Administration Section is responsible for many of the support functions of the ZPD including budgeting, purchasing, payroll, fleet maintenance, public information/community outreach, training, performance, planning, recruitment, applicant screening, on-boarding and monthly/annual reporting. There are no full time staff members currently assigned to this section. The responsibilities are managed directly by the SSD Captain and delegated to various agency members depending upon the task and the need. The Investigations Section is commanded by a Detective Sergeant who oversees the section's general and task force investigators as well as the property room and forensic services personnel. The Investigations Section is also responsible for accreditation management, policy maintenance and updates, NIBRS reporting and information security.

The Zionsville Police Department maintains strong connections with its community through various public events including the Citizens Academy, Teen Academy, public education presentations and a community conversation series. Civilian appointees serve with department members on ZPD's use-of-force review board in an effort to foster transparency and collaboration. ZPD enjoys strong partnerships with other Boone County agencies through various multi-jurisdictional teams, groups and task forces. That partnership extends beyond county lines with ZPD's involvement in the Hamilton/Boone County Drug Task Force, the Indiana Crime Guns Task Force and The Indiana Internet Crimes Against Children (ICAC) Task Force.

AGENCY SUCCESSES

The Zionsville Police Department (ZPD) has a relatively low number of use of force incidents. Officers receive extensive training in use of force and de-escalation techniques. ZPD has also implemented a use of force review board with ZPD officers and civilian appointees working together to increase transparency and public understanding.

Officer wellness - ZPD offers extensive physicals paid for by the department to all employees annually. An incentivized employee fitness test was implemented in 2021. In 2021 and 2022, significant investments were made in upgrades to the department's fitness center.

Professional development - Members of the department completed approximately 5,456 hours of training in 2021. A merit promotional process was implemented in 2021 leading to the promotion of six (6) members of ZPD. Newly promoted supervisors were sent to the Indianapolis Metropolitan Police Department (IMPD) Leadership Academy and/or the Northwestern University Supervision of Police Personnel Program. Command staff members attended the Indiana Law Enforcement Academy's Chief Executive Training in 2021 and 2022.

Multi-jurisdictional cooperation - ZPD maintains several strong partnerships with other Boone County agencies including the Boone County Child Advocacy Center, Gun Liaison Program, Special Response Team and Crisis Negotiators, Major Case Task Force and others. ZPD works regularly with other local, state and federal agencies through the Indiana Crime Guns Task Force, Hamilton/Boone County Drug Task Force and the Indiana Internet Crimes Against Children (ICAC) Task Force.

Community outreach - ZPD offers both a Citizen and a Teen Academy each year. Several community groups often visit the police department for tours or presentations from officers or officers go out and visit those groups. In the warmer months, bike patrols have been increased and field roll calls were implemented to encourage public interaction beyond calls for service.. The department regularly updates the public via social media. In 2020 and 2021, ZPD facilitated a series of community conversations on implicit bias and related issues. In 2021, ZPD hosted a community update presentation on the department and its current projects and progress.

FUTURE ISSUES FOR AGENCY

The more than 53 square miles that make up Zionsville are currently divided into two zones, urban and rural. The urban zone is policed by the Zionsville Police Department. The rural zone is primarily policed by the Boone County Sheriff's Office. Periodically, the urban/rural designations are evaluated by Town leadership and areas containing several thousand residents could become urban zones in an instant. This, paired with the overall growth of the area, provides a unique challenge in planning for future staffing, resource and organizational needs.

The Indianapolis Metropolitan area has many quality police departments in close proximity. All are constantly looking for good recruits to fill their ranks and meet the needs of their growing communities. This provides a recruiting challenge for the Zionsville Police Department but also an opportunity to always be working to improve compensation, benefits and working conditions for its employees and recruits.

INITIAL REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Bruce Robertson & Phil Potter

On 7/6/2022, the Initial Remote Web-based Assessment of Zionsville (IN) Police Department was conducted. The review was conducted remotely and included 179 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.1.1 Oath of Office (LE1) (MMMM)	Compliance Verified
1.1.2 Code of Ethics* (LE1) (MMMM)	Compliance Verified
1.2.1 Legal Authority Defined (LE1) (MMMM)	Compliance Verified
1.2.3 Compliance with Constitutional Requirements (LE1) (MMMM)	Compliance Verified
1.2.4 Search and Seizure (LE1) (MMMM)	Compliance Verified
1.2.5 Arrest with/without Warrant (LE1) (MMMM)	Compliance Verified
1.2.8 Strip/Body Cavity Search (LE1) (MMMM)	Compliance Verified
1.2.9 Biased Policing* (LE1) (MMMM)	Compliance Verified
1.2.10 Duty to Intervene (LE1) (MMMM)	Compliance Verified
3 Contractual Agreements for Law Enforcement Services	
3.1.1 Written Agreement for Services Provided (LE1) (MMMM)	Compliance Verified
4 Use of Force	
4.1.1 Use of Reasonable Force (LE1) (MMMM)	Compliance Verified
4.1.2 Use of Deadly Force (LE1) (MMMM)	Compliance Verified
4.1.3 Warning Shots (LE1) (MMMM)	Compliance Verified
4.1.4 Use of Authorized Less Lethal Weapons (LE1) (MMMM)	Compliance Verified
4.1.5 Rendering Medical Aid Following Police Actions (LE1) (MMMM)	Compliance Verified
4.1.6 Vascular Neck Restrictions (LE1) (MMMM)	Not Applicable by Function
4.1.7 Choke Holds (LE1) (MMMM)	Compliance Verified
4.2.1 Reporting Uses of Force* (LE1) (MMMM)	Compliance Verified
4.2.2 Written Use of Force Reports and Administrative Review* (LE1) (MMMM)	Compliance Verified
4.2.3 Removal from Line of Duty Assignment (LE1) (MMMM)	Compliance Verified
4.2.4 Analyze Reports* (LE1) (MMMM)	Compliance Verified
4.3.1 Authorization: Weapons and Ammunition (LE1) (MMMM)	Compliance Verified
4.3.2 Demonstrating Proficiency with Weapons (LE1) (MMMM)	Compliance Verified

Standards	Findings
4.3.3 Annual/Biennial Proficiency Training* (LE1) (MMMM)	Compliance Verified
4.3.4 Prerequisite to Carrying Lethal/Less Lethal Weapons (LE1) (MMMM)	Compliance Verified
11 Organization and Administration	
11.1.1 Description of Organization (LE1) (MMMM)	Compliance Verified
11.3.1 Responsibility/Authority (LE1)	Compliance Verified
11.3.3 Notify CEO of Incident with Liability (LE1)	Compliance Verified
12 Direction	
12.1.1 CEO Authority and Responsibility (LE1)	Compliance Verified
12.1.2 Command Protocol (LE1)	Compliance Verified
12.1.3 Obey Lawful Orders (LE1)	Compliance Verified
12.2.1 The Written Directive System (LE1)	Compliance Verified
12.2.2 Dissemination and Storage (LE1)	Compliance Verified
15 Planning and Research, Goals and Objectives, and Crime Analysis	
15.2.1 Annual Updating/Goals and Objectives* (LE1)	Compliance Verified
17 Fiscal Management and Agency Property	
17.4.2 Cash Fund/Accounts Maintenance* (LE1)	Compliance Verified
17.5.2 Operational Readiness (LE1)	Compliance Verified
21 Classification and Delineation of Duties and Responsibilities	
21.2.2 Job Description Maintenance and Availability* (LE1) (M M M M)	Compliance Verified
22 Personnel Management System	
22.1.3 Benefits Program (LE1)	Compliance Verified
22.1.5 Victim Witness Services/Line of Duty Death (LE1)	Compliance Verified
22.1.8 Employee Identification (LE1)	Compliance Verified
22.1.9 Military Deployment and Reintegration (LE1)	Compliance Verified
22.2.2 General Health and Physical Fitness (LE1)	Compliance Verified
22.2.5 Extra-Duty Employment (LE1)	Compliance Verified
22.4.1 Grievance Procedures (LE1)	Compliance Verified
26 Disciplinary Procedures and Internal Investigations	
26.1.1 Code of Conduct (LE1)	Compliance Verified
26.1.3 Harassment (LE1)	Compliance Verified
26.1.4 Disciplinary System (LE1)	Compliance Verified
26.2.1 Complaint Investigation (LE1)	Compliance Verified

Standards	Findings
26.2.2 Records, Maintenance and Security (LE1)	Compliance Verified
26.2.4 Complaint/Commendation Registering Procedures (LE1)	Compliance Verified
26.3.2 CEO, Notification (LE1)	Compliance Verified
26.3.3 Investigation Time Limits (LE1)	Compliance Verified
26.3.5 Statement of Allegations/Rights (LE1)	Compliance Verified
31 Recruitment and Selection	
31.2.1 Recruitment Plan (LE1)	Compliance Verified
31.4.1 Selection Process Described (LE1)	Compliance Verified
31.4.7 Selection Criteria (LE1) (MMMM)	Compliance Verified
31.5.1 Background Investigations (LE1)	Compliance Verified
31.5.7 Emotional Stability/Psychological Fitness Examinations (LE1)	Compliance Verified
33 Training and Career Development	
33.1.5 Remedial Training (LE1)	Compliance Verified
33.1.6 Employee Training Record Maintenance (LE1)	Compliance Verified
33.4.1 Recruit Training Required (LE1)	Compliance Verified
33.4.2 Recruit Training Program (LE1)	Compliance Verified
33.4.3 Field Training Program (LE1) (M M M M)	Compliance Verified
33.4.4 Limited Function Alternate Training Requirements (LE1) (M M M M)	Not Applicable by Function
33.5.1 Annual In-Service Training Program* (LE1) (M M M M)	Compliance Verified
33.5.3 Accreditation Process Orientation (LE1)	Compliance Verified
33.6.2 Tactical Team Training Program (LE1)	Compliance Verified
34 Promotion	
34.1.1 Agency Role, Authority and Responsibility (LE1)	Compliance Verified
35 Performance Evaluation	
35.1.2 Annual Evaluation* (LE1)	Compliance Verified
35.1.9 Personnel Early Intervention System* (LE1)	Compliance Verified
40 Crime Analysis and Intelligence	
40.2.3 Criminal Intelligence Procedures* (LE1)	Compliance Verified
41 Patrol	
41.1.5 Police Service Canines (LE1)	Compliance Verified
41.2.1 Responding Procedures (LE1)	Compliance Verified
41.2.2 Pursuit of Motor Vehicles* (LE1)	Compliance Verified

Standards	Findings
41.2.3 Roadblocks and Forcible Stopping* (LE1)	Compliance Verified
41.2.4 Notification Procedures (LE1)	Compliance Verified
41.2.5 Missing Persons (LE1)	Compliance Verified
41.2.6 Missing Children (LE1)	Compliance Verified
41.2.7 Mental Health Issues* (LE1)	Compliance Verified
41.3.2 Equipment Specification/Replenishment (LE1)	Compliance Verified
41.3.5 Protective Vests (LE1)	Compliance Verified
41.3.6 Protective Vests/Pre-Planned, High Risk Situations (LE1)	Compliance Verified
41.3.8 In-Car Audio/Video/Body-Worn (LE1)	Compliance Verified
42 Criminal Investigation	
42.1.3 Case File Management (LE1)	Compliance Verified
42.2.1 Preliminary Investigations Steps (LE1)	Compliance Verified
42.2.6 Informants (LE1)	Compliance Verified
42.2.8 Interview Rooms (LE1)	Compliance Verified
43 Vice, Drugs, and Organized Crime	
43.1.1 Complaint Management (LE1)	Compliance Verified
43.1.5 Covert Operations (LE1)	Compliance Verified
44 Juvenile Operations	
44.1.1 Juvenile Operations Policy (LE1)	Compliance Verified
44.2.1 Handling Offenders (LE1)	Compliance Verified
44.2.2 Procedures for Custody (LE1)	Compliance Verified
44.2.3 Custodial Interrogation and Interviews (LE1)	Compliance Verified
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.1 Planning Responsibility (LE1)	Compliance Verified
46.1.2 All Hazard Plan (LE1)	Compliance Verified
46.1.3 Command Function* (LE1)	Compliance Verified
46.1.4 Operations Function (LE1)	Compliance Verified
46.1.5 Planning Function (LE1)	Compliance Verified
46.1.6 Logistics Function (LE1)	Compliance Verified
46.1.7 Finance/Administration Function (LE1)	Compliance Verified
46.1.9 All Hazard Plan Training* (LE1)	Compliance Verified
46.1.10 Active Threats* (LE1)	Compliance Verified

Standards	Findings
46.2.7 Special Events Plan (LE1)	Compliance Verified
46.3.2 Hazmat Awareness (LE1)	Compliance Verified
54 Public Information	
54.1.3 Media Access (LE1)	Compliance Verified
61 Traffic	
61.1.2 Uniform Enforcement Procedures (LE1)	Compliance Verified
61.1.4 Informing The Violator (LE1)	Compliance Verified
61.1.5 Uniform Enforcement Policies (LE1)	Compliance Verified
61.1.7 Stopping/Approaching (LE1)	Compliance Verified
61.1.10 DUI Procedures (LE1)	Compliance Verified
61.3.2 Direction/Control Procedures (LE1)	Compliance Verified
61.3.3 Escorts (LE1)	Compliance Verified
61.4.1 Motorist Assistance (LE1)	Compliance Verified
61.4.2 Hazardous Roadway Conditions (LE1)	Compliance Verified
61.4.3 Towing (LE1)	Compliance Verified
70 Detainee Transportation	
70.1.1 Pre-Transport Prisoner Searches (LE1)	Compliance Verified
70.1.2 Searching Transport Vehicles (LE1)	Compliance Verified
70.1.6 Procedures, Transport Destination (LE1)	Compliance Verified
70.1.7 Procedures, Escape* (LE1)	Compliance Verified
70.1.8 Notify Court of Security Risk (LE1)	Compliance Verified
70.2.1 Detainee Restraint Methods (LE1)	Compliance Verified
70.4.2 Rear Compartment Modifications (LE1)	Compliance Verified
71 Processing and Temporary Detention	
71.1.1 Designate Rooms or Areas (LE1)	Compliance Verified
71.2.1 Training of Personnel* (LE1)	Compliance Verified
71.3.1 Procedures (LE1)	Compliance Verified
71.3.3 Security in Designated Temporary Detention Processing and Testing Rooms/Areas (LE1)	Compliance Verified
71.4.1 Physical Conditions (LE1)	Compliance Verified
71.4.2 Fire Prevention/Suppression (LE1)	Compliance Verified
71.4.3 Inspections* (LE1)	Compliance Verified
72 Holding Facility	

Standards	Findings
72.1.1 Training User Personnel* (LE1)	Not Applicable by Function
72.4.1 Securing Weapons (LE1)	Not Applicable by Function
72.5.3 Sight and Sound Separation (LE1)	Not Applicable by Function
73 Court Security	
73.1.1 Role, Authority, Policies* (LE1)	Compliance Verified
73.3.1 Weapon Lockboxes (LE1)	Not Applicable by Function
73.4.2 External Communications (LE1)	Compliance Verified
73.5.12 Securing Weapons (LE1)	Not Applicable by Function
73.5.18 Designated Control Point (LE1)	Not Applicable by Function
74 Legal Process	
74.1.1 Information, Recording (LE1)	Compliance Verified
81 Communications	
81.2.1 24 Hour, Toll-Free Service (LE1)	Compliance Verified
81.2.2 Continuous, Two-Way Capability (LE1)	Compliance Verified
81.2.3 Recording Information (LE1)	Compliance Verified
81.2.4 Radio Communications Procedures (LE1)	Compliance Verified
81.2.5 Access to Resources (LE1)	Compliance Verified
81.2.6 Calls for Service Information Victim/Witness Calls (LE1)	Compliance Verified
81.2.7 Recording and Playback (LE1)	Compliance Verified
81.2.10 Emergency Messages (LE1)	Compliance Verified
81.2.11 Misdirected Emergency Calls (LE1)	Compliance Verified
81.2.13 First Aid Over Phone (LE1)	Compliance Verified
81.3.1 Communications Center Security (LE1)	Compliance Verified
81.3.2 Alternate Power Source* (LE1)	Compliance Verified
82 Central Records	
82.1.1 Privacy and Security (LE1)	Compliance Verified
82.1.2 Juvenile Records (LE1)	Compliance Verified
82.1.6 Computer File Backup and Storage* (LE1)	Compliance Verified
82.2.1 Field Reporting System (LE1)	Compliance Verified
82.2.2 Reporting Requirements (LE1)	Compliance Verified
82.2.3 Case Numbering System (LE1)	Compliance Verified
82.3.4 Traffic Citation Maintenance (LE1)	Compliance Verified

Standards	Findings
83 Collection and Preservation of Evidence	
83.1.1 24-Hour Availability (LE1)	Compliance Verified
83.2.1 Guidelines and Procedures (LE1)	Compliance Verified
83.2.4 Equipment and Supplies (LE1)	Compliance Verified
83.2.6 Report Preparation (LE1)	Compliance Verified
83.3.2 Evidence, Laboratory Submission (LE1)	Compliance Verified
84 Property and Evidence Control	
84.1.1 Evidence/Property Control System (LE1)	Compliance Verified
84.1.2 Storage and Security (LE1)	Compliance Verified
84.1.3 Temporary Security (LE1)	Compliance Verified
84.1.4 Security of Controlled Substances, Weapons for Training (LE1)	Compliance Verified
84.1.5 Records, Status of Property (LE1)	Compliance Verified
84.1.6 Inspections and Reports* (LE1)	Compliance Verified
91 Campus Law Enforcement	
91.1.1 Risk Assessment and Analysis* (LE1)	Not Applicable by Function
91.1.3 Campus Background Investigation (LE1)	Not Applicable by Function
91.1.4 Campus Security Escort Service (LE1)	Not Applicable by Function
91.1.5 Emergency Notification System (LE1)	Not Applicable by Function
91.1.6 Behavioral Threat Assessment (LE1)	Not Applicable by Function
91.1.7 Security Camera Responsibilities* (LE1)	Not Applicable by Function
91.1.8 Emergency Only Phones and Devices* (LE1)	Not Applicable by Function
91.1.9 Administrative Investigation Procedures (LE1)	Not Applicable by Function
91.2.1 Agency Role and Responsibilities (LE1)	Not Applicable by Function
91.3.1 Agency Role and Responsibilities* (LE1)	Not Applicable by Function
91.4.1 Position Responsible for Clery Act* (LE1)	Not Applicable by Function

Response from Agency Regarding Findings:

CEO Feedback not provided.

SITE-BASED ASSESSMENT

7/6/2022

Planning and Methodology:

Assessors for the Zionsville (Indiana) Police Department conducted a virtual assessment via computer using the Commission's contingency plan for on-site assessments during the COVID 19 pandemic. The assessment team coordinated with agency staff to utilize technology/video conferencing to review agency operations, conduct interviews, allow for public input, and maintain accessibility to any persons or organizations that desired to give input about the agency to the assessment team.

The Zionsville Police Department is a full-service law enforcement agency that offers a wide range of services to their community. The agency has 38 sworn personnel and 1 non-sworn staff member. The department's policing philosophy is strongly rooted on the principles of community-oriented policing, service to the community, and being responsive to the communities needs within Zionsville. Michael Spears was appointed Chief of Police for the Zionsville Police Department on March 31, 2020. It was noticeable during the virtual on-site that Chief Spears has developed a high level of trust and respect from community stakeholders within Zionsville since his arrival in March 2020.

While the assessment team was unable to visit the department in-person and interact with staff/community members; we did speak with enough people to understand that the agency is very much committed to serving their community at the highest levels. The department is apart of their community and seems to always be looking for new ways to positively engagement with the members of their community.

Training

The Zionsville Police Department is committed to ensuring that their officers receive the most up to date and relevant training that is available. The department far exceeds state mandated minimums for in-service training required by the Indiana Law Enforcement Academy (ILEA). A common theme from staff during the assessment was that the department places a high value on training and career development. This was evident in speaking with several specialized instructors from within the department. The Town of Zionsville is a very affluent and well-educated community with most of the population having college degrees. This is also reflected in the staff at the Zionsville Police Department with most staff having a college degree as well.

Captain Drake Sterling oversees the training function for the agency. Captain Sterling ensures that all state mandated, department mandated, and accreditation specific training is completed for the department. Captain Sterling is also responsible for ensuring that instructors are filing the proper lesson plans and documentation for any training courses hosted by the department.

The department has a very robust field training program for newly hired officers and recently transitioned to a digital platform called Agency 360 to better capture field training documentation. Assessors spoke with Officer Brandon Pounds who was a recently hired officer that completed field training. Officer Pounds came to the Zionsville Police Department from another law enforcement agency. Officer Pounds described the field training program at the Zionsville Police Department as being very beneficial and detailed. Officer Pounds explained that the agency required weekly quizzes of trainees to ensure that the material being presented was being understood. Officer Pounds also commented on the Agency 360 program and the constant feedback that he received on his progress during training. Officer Pounds stated that the program and the DORs (daily observation reports) from his field training officer were very important to him developing during the field training program.

The assessment team had the opportunity to speak with Officer Austin Holtz. Officer Holtz has been with the Zionsville

Police Department for 4 years and worked previously with another agency for 2 years. Officer Holtz is also the department's active shooter instructor. Officer Holtz explained that the department is always working with the school district to ensure that emergency plans are continuously reviewed and updated as necessary. Officer Holtz explained that the department was working with the schools to host a department-wide active shooter training at one of the school buildings. Officer Holtz stated that the training would involve the use of SIMS and that they had gotten the involvement from school staff to ensure that the training is realistic as possible for their staff.

The assessment team spoke with Officer Joshua Rupp. Officer Rupp is a defensive tactics and STOPS (Strategic Tactics on Patrol Stops) instructor. Officer Rupp has been with the Zionsville Police Department for 7 years. Officer Rupp stated that the department exceeds what is required by the state related to defensive tactics training. Officer Rupp explained that all new recruits receive STOPS training, which is focused on handling traffic stops occupants that become resistant. This training incorporates vehicle extraction techniques and helps officers to remain safe when these incidents occur during motor vehicle stops. Officer Rupp also explained that in addition to new recruits, he also trains all shifts during roll calls on STOPS periodically to ensure that the officers remain updated on the latest techniques regarding STOPS.

The department conducts training both in house and sends officers to various schools outside of the agency. The department utilizes Moyers Consulting to complete several training topics online. The department partners with the Boone County Sheriff's Office and utilizes their range for all firearms qualifications and training. The department also has various specialized units. These specialized units include Special Response Team, Crisis Negotiation, and K-9. Each of these specialized units receive monthly refresher training to ensure that they are operationally ready.

Standards Issues:

None noted

Suggestions

None

Use of Force

The Zionsville Police Department recognizes that the lawful and proper use of force is critical to maintain trust between the police and the community. The department's use of force written directive reflects the highest professional and ethical standards. The low number of use of force incidents is indicative of their emphasis on de-escalation and supportive of their policy statement which asserts that the department "recognizes and respects the value of all human life." The department has a thorough reporting and review process that includes supervisory review of all use of force incidents, documentation submitted through the chain of command, and review by the Chief of Police. The Zionsville Police Department has also appointed a Civilian Use of Force Board that has authority to review and approve the Chief's findings or return the case to the Chief of Police for further investigation or alternative action.

To demonstrate its commitment to ethical and transparent policing, the department has implemented a Use of Force Board, composed of three Zionsville police officers and two civilian members, one appointed by the mayor, and one appointed by the Board of Police Commissioners. This team member had the privilege of speaking with Use of Force Board member, Monisha Mitchell. Ms. Mitchell is a Licensed Clinical Social Worker, and a diversity, equity, and inclusion subject matter expert. She has been a part of the Zionsville Police Department's Use of Force Board since its inception. Ms. Mitchell praised Chief Spears and Mayor Emily Styron for their innovative and inclusive approach to building trust in the community. Civilian Board members receive training on police use of force, relevant case law, and Zionsville Police Department's written directives. They also have the opportunity to attend use of force training conducted for officers of the department. The Board meets monthly to review use of force incidents and to discuss current events. The Board is provided access to reports and body-worn camera footage during the meetings. Ms. Mitchell appreciates the open communication she has with the department.

Lieutenant Bradley Kiefer serves as a defensive tactics, Taser, and de-escalation instructor for the Zionsville Police

Department. Instructors attend the State of Indiana Law Enforcement Training Academy (ILEA) Instructor Development Course, followed by a certification course in defensive tactics that must be renewed every three years. Instructors may then attend additional specialty training, such as ground control tactics, or close quarter combat skills. Power DMS is utilized to review written directives and Lieutenant Kiefer provides a briefing on relevant use of force case law. Recent developments in physical training include the incorporation of jiu jitsu to enhance officer safety. Chokeholds are prohibited unless deadly force is justified.

The Zionsville Police Department recognizes that the use of deadly force is a critical training issue in the law enforcement profession. As a result, the department has a robust firearms training program. The department conducts three to four range training sessions per year. Officer Christopher Wheeler is one of four certified firearms instructors in the Zionsville Police Department. Firearms instructors must attend the State of Indiana Law Enforcement Training Academy (ILEA) Instructor Development Course, then participate in a 40-hour firearms instructor course, which includes lesson plan development. Instructors are also trained in deficiency recognition and correction. Officer Wheeler shared that the Zionsville firearms training includes basic qualification, fundamentals such as malfunctions and reloads, low light shooting, target acquisition, and dynamic movement. The firearms program also includes realistic, scenario-based training that incorporates use of force decision-making and the application of de-escalation techniques. As a de-escalation instructor, Officer Wheeler finds great value in integrating firearms instruction with de-escalation training at the Zionsville Police Department. Prior to being hired by the Zionsville Police Department, Officer Wheeler served as an officer in a hospital setting, where he learned early in his career the value of de-escalation skills.

The Zionsville Police Department is committed to innovation and continual improvement. The department recently transitioned from .45 caliber to 9mm duty pistols. Officer Christopher Wheeler described an extensive testing and evaluation effort to identify the most beneficial firearm, caliber, and red dot sight to effectively equip each officer in the department. Once the equipment was selected, the firearms instructors worked with the department's Training Coordinator and Chief Firearms Instructor, Captain Drake Sterling, to develop a comprehensive in-house weapon transition training to familiarize personnel with the operation of the new equipment. Officer Wheeler reported that the firearms instructors have observed improvements in performance since the rollout of this equipment in 2021. Officers throughout the department have benefitted from the town's significant investment into this equipment upgrade, and its ongoing commitment to training, continual improvement, and innovation.

Standards Issues:

None noted

Suggestions

None

Community Engagement

Community engagement is a source of great pride for the Zionsville Police Department. Zionsville officers participate in a variety of planned events, conduct outreach activities in the community, and maintain effective partnerships with educators and local businesses. Team member Gillette interviewed a variety of internal and external stakeholders who expressed their appreciation for the department's exceptional efforts to maintain positive relationships with community partners.

The Zionsville Police Department maintains a strong presence on social media to connect with the community in meaningful ways. Facebook provides an effective venue for the department to tell its story. Whether celebrating employee accomplishments, advertising community outreach events, enhancing recruitment, or sharing crime bulletins, the Zionsville Police Department presents itself as a highly professional organization that not only provides law enforcement services, but prides itself on being a part of the community it serves. Recent posts included:

- The Zionsville Police Department's Teen Academy, which was attended by 37 community members.
- The department's participation in the Law Enforcement Torch Run for Special Olympics.
- Sergeant Thomas Lucas and Officer Douglas Gauthier's visit to a neighborhood block party.

- Chief Spears visit to the “Glimpse into the Hindu Civilization” event at the Hussey-Mayfield Public Library.
- Officer Brandon Pounds appearance at the library’s summer reading event.
- A crime alert regarding phone scams.
- An emotionally moving YouTube video message from Chief Spears in the aftermath of a recent mass shooting, reassuring the Zionsville community that every officer in the department is well-trained and equipped to respond appropriately to an active shooter incident.

The department’s extensive community engagement efforts are reflective of a highly professional and progressive law enforcement agency that strives to be a source of great pride for the residents of Zionsville.

The Zionsville Police Department School Resource Officers (SRO’s) are assigned to each of the town’s elementary, middle, and high schools. SRO’s partner with school administrators to create a safe and healthy learning environment for students and faculty. The department currently has one certified SRO assigned to each of the six schools in the jurisdiction. The department and school administrators recognize the value of maintaining a consistent and reassuring presence in Zionsville schools. When the SRO is offsite, the department staffs the school with a substitute officer. Zionsville Community High School Principal Tim East values his partnership with the department. He expressed appreciation for the SRO’s participation in the school’s A.L.I.C.E. Active Shooter and Preparedness training, and for their role in emergency planning and special event security. Principal East has an open line of communication with Chief Spears to discuss any concerns that may arise. Beyond simply maintaining a uniformed officer presence in the school, Principal East described SRO Adrian Martin as a mentor and positive role model for students. Sergeant Elizabeth Frost currently serves as SRO for Zionsville Middle School. She advised that the Zionsville Police Department and community schools have a mutually supportive partnership. She appreciates the opportunity to interact with students in a positive manner. Each Zionsville SRO completes the National School Resource Officer 40-hour Basic SRO Course. This course is nationally certified by the International Association of Directors of Law Enforcement Standards and Training (IADLEST) National Certification Program.

Team member Gillette had the opportunity to speak with several community stakeholders to discuss their interaction and collaboration with the Zionsville Police Department. Jason Plunkett is the Town Council President. President Plunkett shared that Chief Spears has created a transparent relationship between the Town Council and police department. Council members have been invited to attend various training sessions, such as range training and use-of-force training, to better understand police department operations. Chief Spears attends the twice-monthly Town Council meetings, and regularly interacts with the Council regarding budget requests and department needs. President Plunkett often observes Zionsville police officers interact with community members in a positive manner during community events.

Allyson Gutwein, Executive Director of the Zionsville Chamber of Commerce related that she often collaborates with the Zionsville Police Department when planning special events, including “Night on The Bricks” outdoor dining events, “Street Dance 2022,” and various holiday events that can draw thousands of community members to the downtown area. The Zionsville Police Department consults on planning for security, emergency management, and severe weather contingencies. Executive Director Gutwein advised that officers provide security during public events and interact in a manner that makes visitors feel safe and welcomed.

Local business owner Greg Storen of Storen Financial shared his appreciation for the department’s community engagement efforts. Mr. Storen discussed attending the Zionsville Police Department’s annual community meeting, in which Chief Spears provided an overview of the CALEA Accreditation process. Members of the department also presented information on their areas of responsibility. Additionally, Chief Spears sends out a periodic email newsletter to reinforce the department’s mission statement and to provide community updates on department activities. Zionsville Park Board Member John Stehr is a thirty-year resident of Zionsville. He advised that Chief Spears has attended local resident association meetings and is always responsive to questions and community concerns. As a former TV News Anchor and park board member, Mr. Stehr recently collaborated with the police department on a series of Public Service Announcements entitled, “Zionsville Park Safety Tips.”

Standards Issues:

None noted

Suggestions

None

Response to Mental Health Calls

The Zionsville Police Department has demonstrated a department-wide commitment to providing exceptional services to individuals in crisis. All Zionsville police officers attend a 40-hour Crisis Intervention Team (CIT) training. Crisis intervention training provides strategies and resources for officers who respond to mental health-related calls for service. CIT officers are trained in de-escalation techniques, mental health first aid, and empathic communication. Additionally, CIT officers are specialists in connecting individuals in crisis with resources and care providers in the community. Lynette Clark, a local mental healthcare provider, hosts CIT certification training for law enforcement agencies in Boone County. She related that the Zionsville Police Department is the most proactive agency in the region in their efforts to obtain CIT certification for all officers. Ms. Clark hosts monthly CIT meetings with the Zionsville Police Department and other area law enforcement agencies to share strategies and resources.

In 2020, the Zionsville Police Department created its REACH (Resources Evaluating Assisting in Community Health) Unit to follow up on mental health-related calls for service and to connect individuals in crisis with community resources. The REACH Unit is an innovative co-responder team that partners police officers with mental health providers in the field to, in part, connect community members with resources, reduce repeat encounters with law enforcement, reduce use of force with people suffering a mental health crisis, minimize arrests where possible, to promote individual responsibility, and to encourage self-sufficiency. As a mental health professional, Ms. Lynette Clark is a key partner in the REACH initiative. Ms. Clark teams with Sergeant Elizabeth Frost, who serves as the department's REACH Coordinator. Sergeant Frost reviews mental health-related calls with Ms. Clark to strategize a follow-up response. The team then conducts field visits to make contact with individuals who may benefit from additional assistance. Ms. Clark volunteers her valuable services, and related that she is impressed with the Zionsville Police Department's leadership role in proactive mental health-related response strategies.

In 2022, the Zionsville Police Department joined the AWARE initiative. Created in 2021 by the Avon, Indiana Police Department, AWARE is a campaign to raise first responder awareness of individuals with cognitive disabilities and medical-related impairments, such as Autism, Down Syndrome, or Dementia. The AWARE initiative provides participants with a readily identifiable sticker that can be placed on vehicles and residences to signal first responders who may interact with an individual with a cognitive disorder, or who may be unable to communicate with public safety officials. Participation in the AWARE initiative demonstrates the department's commitment to provide the highest levels of service with empathy and compassion.

The Zionsville Police Department contributes officers to the Boone County Crisis Negotiation Team (CNT). Officer Amanda Heitz is a member of the CNT. Officer Heitz advised that upon learning of the CNT position opening, she submitted a letter of intent and participated in an interview process that included the team's commander, Detective Brad Dunn of the Boone County Sheriff's Department. Since being selected to the team, Officer Heitz has attended levels 1, 2, and 3 CNT certification training. As part of the team, Officer Heitz attends a monthly 8-hour team training, and participates in about 12 callouts per year.

The Zionsville Police Department has emphasized the importance of de-escalation in its efforts to reduce use of force. In 2020, the department hosted the nationally recognized Force Science Institute Realistic De-Escalation Instructor Course. Four Zionsville officers were certified to teach de-escalation methods when personal connections can be made to build rapport, and to help people experiencing a mental health crisis. The Zionsville Police Department conducted 152 hours of classroom instruction and realistic, scenario-based de-escalation training in 2021.

Standards Issues:

None noted

Suggestions

None

Multi-jurisdictional Cooperation

The Zionsville Police Department has established numerous multi-jurisdictional partnerships to ensure that the community has significant resources available to meet all of its public safety needs. Chief Michael Spears recognizes that criminal activity is not restricted to jurisdictional boundaries. Accordingly, Chief Spears maintains positive relationships to further the goals of the organization and to make a meaningful contribution to the greater law enforcement community. The Zionsville Police Department recently expanded the Investigations Section from two in-house, generalist detectives to include three additional detectives to serve in multi-jurisdictional task force operations. As a result of this expansion, the Zionsville Police Department contributes manpower to the Internet Crimes Against Children/Crimes Against Children Task Force (ICAC/CAC), the Drug Task Force, and the Gun Crime Task Force. Task Force officers contribute vital staffing resources while gaining valuable experience to enhance the services provided to the Zionsville community.

In early 2022, Detective Thomas Beard was selected to serve on the ICAC/CAC Task Force. Detective Beard divides his time between a general detective caseload and his work on the Task Force. The Task Force initiates cases, in part, from tips generated by the National Center for Missing and Exploited Children (NCMEC) regarding internet dissemination of child pornography. Detective Beard works alongside task force members from the Boone County Sheriff's Office, Lebanon Police Department, and others to investigate NCMEC tips, child exploitation, and abuse cases. He has received specialized training to perform the duties of Child Advocacy Detective.

Detective Jacob Shelburne was selected to the Indiana Crime Guns Task Force (ICGTF) in 2021. The ICGTF is a partnership between the Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF), the Indianapolis Metropolitan Police Department, Indiana State Police and several area municipal police agencies. The goal of the Task Force is to reduce violent, gun-related crimes in Central Indiana. The Task Force investigates gun-related leads from the National Integrated Ballistics Information Network (NIBIN) and follows up on local gun related investigations initiated by Zionsville patrol officers and specially trained "Gun Liaison" officers. Detective Shelburne's salary is funded by the Indiana Crime Guns Task Force. Detective Shelburne related that his previous position as a K9 officer provided valuable training, experience, and networking opportunities to help him succeed in the ICGTF Task Force.

Detective Peyton Stevenson serves as a member of the Hamilton/Boone County Drug Task Force (HBCDTF). This Task Force is a collaboration between local, county, state, and federal agencies to investigate the manufacturing, distribution, possession, and sale of illegal drugs within Hamilton and Boone Counties. Major Charlie Harting of the Carmel, IN Police Department has served as Director of the HBCDTF since 2019. Major Harting praised the contributions of Detective Stevenson and former Zionsville Task Force personnel, Sergeant Josh Samuelson and Sergeant Elizabeth Frost. The Governing Board of the Task Force consists of chief executives from participating agencies who operate under an inter-local agreement. The Task Force is funded through proceeds from asset forfeiture.

In addition to the department's participation in task force operations, the Zionsville Police Department also contributes staffing to a part-time multi-jurisdictional Major Crimes Unit, Crisis Negotiation Team (CNT), and Special Response Team (SRT). Zionsville detectives contribute manpower to neighboring agencies for investigating major crimes. Officer Amanda Heitz was selected to the regional Crisis Negotiation Team in 2020. The Department also contributes three officers to the regional Special Response Team (SRT), including Assistant Team Leader, Captain Drake Sterling. Lieutenant Jason Reynolds of the Boone County Sheriff's Office has served as the SRT Commander for three years. He shared that the Zionsville Police Department has a long history of collaboration and mutual support with the Sheriff's office.

Throughout the virtual on-site, I had the opportunity to speak with other key public safety partners who consistently

praised the Zionsville Police Department for their commitment to teamwork and collaboration. Boone County Prosecutor Kent Eastwood stated, “I wish they all could be like ZPD!” He described maintaining an open-door policy between the agencies to support the charging and prosecution of criminal offenders in Zionsville and added that his office provides legal update training to Zionsville officers. Since beginning his career at the office in 2005 through his election to the office of Prosecutor, he is not aware of any public integrity issues within the Zionsville Police Department.

Chief Randal Taylor of the Indianapolis Metropolitan Police Department shared that he was pleased to see Chief Michael Spears selected to lead the Zionsville Police Department. Chief Taylor appreciates the effort Chief Spears has made to modernize the Zionsville Police Department, promote cooperation between agencies, and increase diversity in the Zionsville workforce. Chief Spears has invited area police leaders to Zionsville to share information and discuss emerging issues that impact their communities. Chief Taylor also related that Chief Spears regularly sends crime data and reports from Zionsville to IDMP for the purpose of sharing intelligence.

James VanGorder has served as the Zionsville Fire Chief for over 25 years, has served as a Zionsville Reserve Officer, and is a resident in the community. As a fellow director, Chief VanGorder related that he has worked with Chief Spears and members of the Zionsville Police Department on many different levels, from Fire Chief to police trainee. He advised that he has tremendous respect for the members of the department. Having firsthand experience attending the Reserve Officer Academy, participating in the Zionsville PD field training program, and serving as a reserve officer has confirmed his belief that the Zionsville Police Department is an excellent organization committed to providing the highest levels of public safety services. Chief VanGorder advised that he and Chief Spears attend a weekly directors meeting, twice-monthly Town Council meetings, and that they talk at least once a week about a variety of issues.

The Zionsville Police Department has established collaborative partnerships with local, state, county, and federal law enforcement agencies. The department has demonstrated a commitment to sharing resources to ensure that the Town of Zionsville and their partner organizations have the public safety resources needed to provide exceptional services.

Standards Issues:

None noted

Suggestions

None

Summary:

Number of Interviews Conducted: 44

Assessors' Names: Chief Jeff Dodson and Chief Shanon Gillette

Site-Based Assessment Start Date: 06/06/2022

Site-Based Assessment End Date: 06/07/2022

Mandatory (M) Compliance	160
Other-Than-Mandatory (O) Compliance	0
Standards Issues	0
Waiver	0
(O) Elect 20%	0
Not Applicable	19
Total:	179

Percentage of applicable other-than-mandatory standards:

0 %

COMMUNITY FEEDBACK AND REVIEW

Public Information Session

Due to the assessment of the Zionsville Police Department being conducted under the contingency plan, the public information session had to be changed from a traditional method. The agency still held a public information session via Zoom and information about accessing this virtual public hearing was released to the public beforehand.

No members of the public, agency personnel, or the media attended the virtual public hearing.

Telephone Contacts

The public call in session was held on Monday, June 6, 2022 from 1:00 PM to 3:00 PM. The assessment team received three (3) phone calls during the public call in session.

The assessment team spoke with Colonel Tony Harris from the Boone County Sheriff's Office. Col. Harris explained that geographically the Town of Zionsville sits within Boone County. Col. Harris stated that he had been employed with the Sheriff's Office for 27 years. Col. Harris described the working relationship with Zionsville Police Department as being excellent. Col. Harris stated that Zionsville Police Department is very active with their community. Col. Harris also spoke about the multi-jurisdictional SWAT team and indicated that Zionsville Police Department is a great partner agency with this arrangement. Overall Col. Harris described Zionsville Police Department as an excellent agency and stated that they are certainly doing great things within the Town.

Assessors also spoke with Chaplain Joni Scott from Boone County Sheriff's Office. Chaplain Scott explained that she is employed by the Boone County Sheriff's Office, but works frequently with staff at the Zionsville Police Department. Chaplain Scott praised Chief Spears and stated that his department is one of the better departments in the area. Chaplain Scott stated that not only does she help with calls within the community, but that she also works with staff within the department who may need her assistance. Chaplain Scott stated that she works closely with peer support, employee assistance, and critical incident stress management teams. Chaplain Scott stated that Zionsville Police Department works well with other departments and is very involved in the community. Chaplain Scott also told a story about a family member being a new resident of Zionsville and his first experience with Zionsville Police Department, which was very positive.

The assessment team spoke with Graig Collings. Mr. Collings is a former police officer (27 years of service) and a member of the Zionsville Police Commission. Mr. Collings stated that he had been on the Police Commission for about a year thus far. Mr. Collings stated that Zionsville Police Department is constantly in the neighborhoods and they are always looking for new ways to engage with the community. Mr. Collings praised their work with the Teen Academy. Mr. Collings described feeling safe in Zionsville and stated that Zionsville Police Department is a great department.

Correspondence

The assessment team did not receive any correspondence pertaining to the Zionsville Police Department during the on-site assessment.

Media Interest

The assessment team was not contacted by any media outlets during the on-site assessment.

Public Information Material

The agency distributed information about the on-site assessment in various ways. The public notice was sent to local media outlets and posted on the department's Facebook page.

Community Outreach Contacts

Josh Garrett is a Zionsville Town Council member and a member of the Board of Police Commissioners. Mr. Garrett explained that the Board of Police Commissioners is comprised of five members, and they are all appointed by Town Council. Mr. Garrett stated that 2 members are Town Council members, and 3 members are community members from Zionsville. Mr. Garrett explained that the police commission handles reviews of department disciplinary actions. Mr. Garrett stated that the police commission also handles public reviews of police department policies. Mr. Garrett stated that he had a lot of confidence in the police department and Chief Spears. Mr. Garrett explained that Chief Spears had really helped to move the department forward and has received very positive remarks from his constituents. Mr. Garrett stated that the officers are very well trained, and he believes that persons having encounters with Zionsville Police officers would be treated fairly. Mr. Garrett stated that he worries about the criminal activity from larger metropolitan areas spilling over into Zionsville. Mr. Garrett stated that the Indianapolis metropolitan area is only about 10 miles away from Zionsville. Mr. Garrett commended the department and stated that they have taken the CALEA accreditation process very seriously over the last couple of years. Mr. Garrett stated that he believes that the department achieving and maintaining CALEA accreditation will be a good thing for everyone involved.

The assessment team spoke with Emily Styron. Mrs. Styron is the Mayor for the Town of Zionsville. Mayor Styron was elected Mayor in 2020 and appointed Chief Spears after her arrival in Zionsville. Mayor Styron stated that Chief Spears is a very community-oriented police chief and stated that he has really helped to move the department forward. Mayor Styron stated that the police department is very committed to serving the community at the highest level. Mayor Styron stated that she really would like to see continued funding to ensure that school resource officers continue to be present at all schools within Zionsville.

Mayor Styron explained that following the death of George Floyd last year in Minneapolis that many communities were experiencing civil unrest. Mayor Styron explained that just 10 miles down the road that this was also the case. However, Mayor Styron described the exact opposite in Zionsville. Mayor Styron explained that Chief Spears and his staff were fully engaged with the community during this critical time facing law enforcement. Mayor Styron stated that the department was engaged in discussions with local clergy and heavily focused on building bridges with the community. Mayor Styron stated that during this time many local businesses were dropping off food and other snacks for the Zionsville Police Department officers.

Mayor Styron stated that she sees growth as being one challenge facing the department over the next few years. Mayor Styron explained that Zionsville is growing quickly and that it will be essential for the department to receive the needed resources to keep up with the demands of a growing community. Mayor Styron described Zionsville as being a very safe place to live, work, and play. However, she explained that Zionsville is not immune from some of the issues that are happening in other larger metropolitan areas. Mayor Styron commended Chief Spears on his approach in giving officers specialized training and partnering with larger agencies to ensure that officers within the department are constantly utilizing their skills despite sometimes having an absence of major crimes in the Zionsville area.

Pete Ward has been a resident of Zionsville since 1987. Mr. Ward is also the Chief Operations Officer (COO) for the Indianapolis Colts. Mr. Ward described the Zionsville Police Department as being very visible within the community and stated that they are very well respected by the community. Mr. Ward stated that officers within the department are very professional and always seem to interact with community members very well. Mr. Ward described Zionsville as being very safe and stated that rapid growth is something that the town officials will need to watch over the next few years.

Scott Shelton is the associate pastor at Zionsville Presbyterian Church and a resident of Zionsville for the last 17 years. Pastor Shelton spoke very positive about the department. Pastor Shelton explained that officers are frequently observed at various community events and that they had previously helped with a community food pantry that was organized by his church. Pastor Shelton stated that he very much appreciated the department's visibility within the neighborhoods. Pastor

Shelton state that one day he forgot to shut his garage door and that a passing officer knocked on his door to advise him about his garage door being open. Pastor Shelton stated that this was just one example of officers being in the neighborhoods and looking for ways to help residents. Pastor Shelton described another incident where police responded to the church. Pastor Shelton stated that the response time from the department was excellent, and that the situation was handled very well by the responding officers. Mr. Shelton stated that he feels very safe in Zionsville and stated that he very much appreciated the level of service from the department.

The assessment team spoke with Rebecca Coffman. Mrs. Coffman is the Associate Superintendent of the Zionsville Community Schools and a resident of the Town of Zionsville. Mrs. Coffman explained that the school district has 8 schools and is planning to open a 9th school in August 2022. Mrs. Coffman explained that the district includes 1 high school, 2 middle schools, and the remainder of the schools are elementary schools. Mrs. Coffman stated that school resource officers (SROs) from Zionsville Police Department are in 6 of the schools that are located within the town of Zionsville. Mrs. Coffman described the interaction between SROs and students as being fantastic. Mrs. Coffman stated that both SROs and other Officers from Zionsville Police Department are frequently visible at school events such as athletic events. Mrs. Coffman stated that the community supports and appreciates the police in Zionsville. Mrs. Coffman stated that the Zionsville Police Department and Town of Zionsville will need to address the growing diversity in the community over the next few years. Mrs. Coffman stated that within the school district they are experiencing a rapid rise in the number of languages being spoken by students and parents. She stated that as the community changes so will the police department and Town to continue delivering a high quality service to the residents of Zionsville.

The assessment team spoke with Dr. Abby Robinson-Armstrong. Dr. Robinson-Armstrong is a resident of Zionsville and an instructor for cultural sensitivity for the department. Dr. Robinson-Armstrong stated that she had lived in Zionsville for approximately 4 years. Dr. Robinson-Armstrong stated that because she is a researcher that she did extensive research on the area prior to relocating. During this research, she stated that she was very impressed with what the police department was doing as it related to community policing. Dr. Robinson-Armstrong stated that Chief Spears had been very engaged on the topic of diversity and cultural sensitivity. She stated that Chief Spears invited her in to conduct training with the department. Dr. Robinson-Armstrong stated that not only did Chief Spears invite her to conduct training with his agency, but that he also participated in the sessions. Dr. Robinson-Armstrong described the department as having good relationships with the community and always looking to have positive interactions with citizens.

STATISTICS AND DATA TABLES

Overview

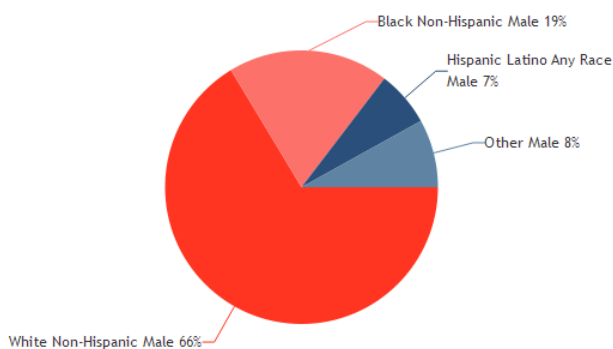
The following information reflects empirical data submitted by the candidate agency specifically related to CALEA Standards. Although the data does not confirm compliance with the respective standards, they are indicators of the impact of the agency’s use of standards to address the standards' intent

Traffic Warnings & Citations - Initial Accreditation

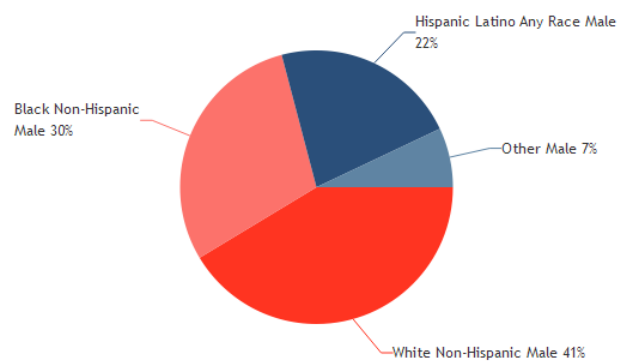
Data Collection Period: 1/1/2021 - 12/31/2021

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	1658	283	1941
Black Non-Hispanic Male	476	202	678
Hispanic Latino Any Race Male	164	151	315
Other Male	201	48	249
White Non-Hispanic Female	1118	126	1244
Black Non-Hispanic Female	272	88	360
Hispanic Latino Any Race Female	71	31	102
Other Female	109	15	124
TOTAL	4069	944	5013

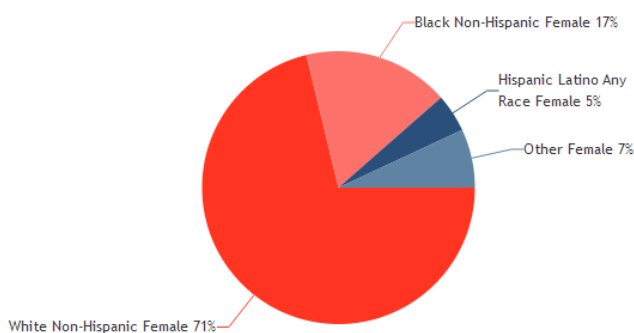
Male Warnings



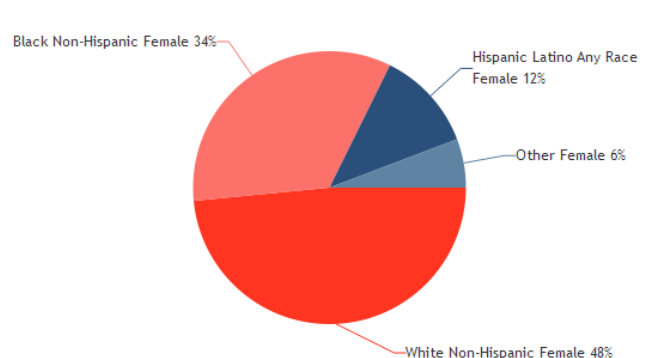
Male Citations



Female Warnings



Female Citations



Legend

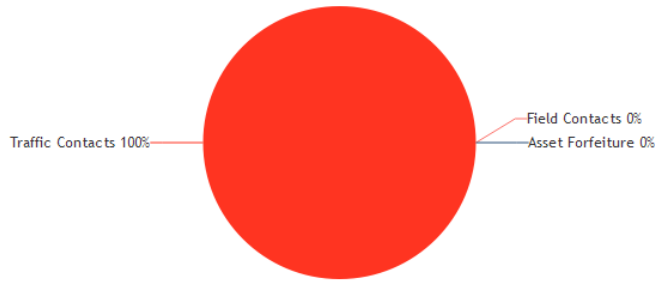
White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

Biased Based Profiling

Initial Data Collection Period: 1/1/2021-12/31/2021

Complaints from:	Initial
Traffic Contacts	1
Field Contacts	0
Asset Forfeiture	0

Complaints



Legend

Traffic Contacts	
Field Contacts	
Asset Forfeiture	

Use Of Force - Initial Accreditation

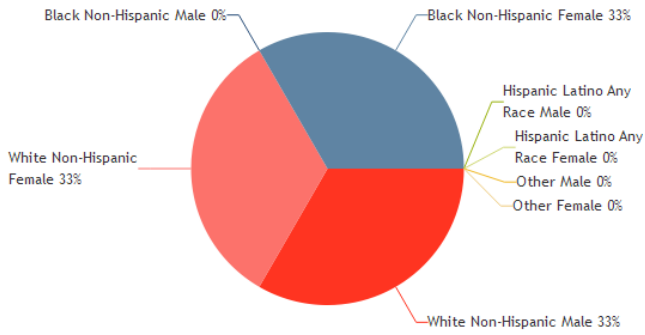
Data Collection Period: 1/1/2021 - 12/31/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									0
Discharge	0	0	0	0	0	0	0	0	0
Display Only									
ECW									0
Discharge Only	0	0	0	0	0	0	0	0	0
Display Only									
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	0	0	0	0	0	0	0	0	0
Weaponless	1	1	0	1	0	0	0	0	3
Canine									0
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	0	0	0	0	0	0	0	0	0
Total Uses of Force	1	1	0	1	0	0	0	0	3
Total Number of Incidents Resulting In Officer Injury or Death	1	0	0	1	0	0	0	0	2
Total Use of Force Arrests	1	1	0	1	0	0	0	0	3
Total Number of Suspects Receiving Non-Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	48	23	25	5	4	0	9	0	114
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

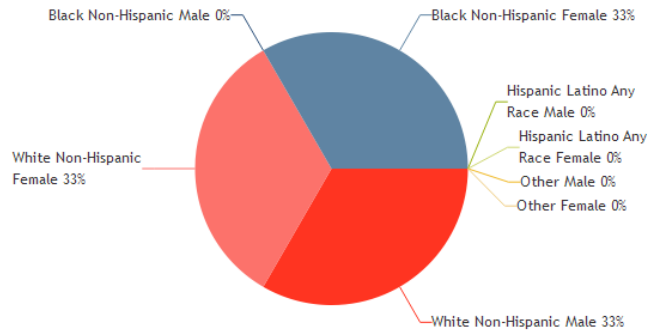
Initial Accreditation Notes:

While it is reported in a case report narrative, ZPD does not track stats on "display only" of firearm and ECW.

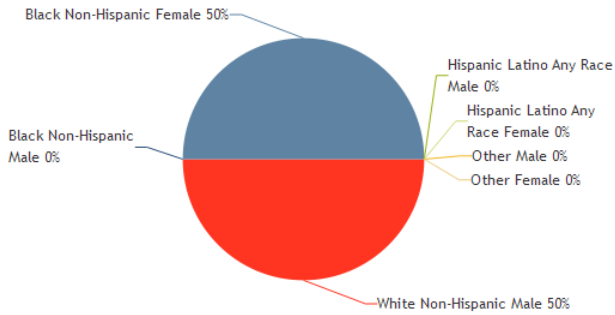
Weaponless



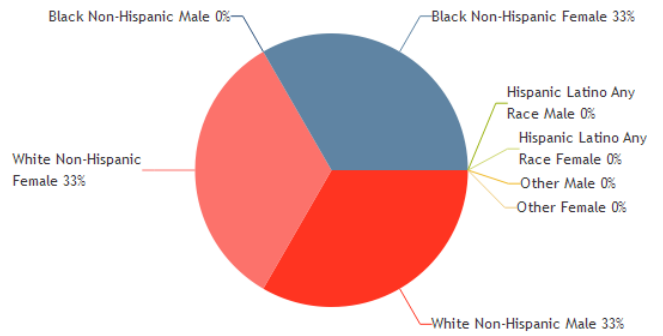
Total Uses of Force



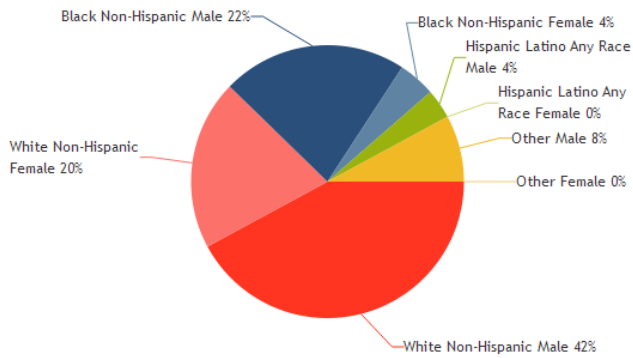
Total Number of Incidents Resulting in Officer Injury or Death



Total Use of Force Arrests



Total Agency Custodial Arrests



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Grievances

Initial Data Collection Period: 1/1/2021-12/31/2021

Grievances	Initial
Number	1

Personnel Actions

Initial Data Collection Period: 1/1/2021-12/31/2021

	Initial
Suspension	1
Demotion	0
Resign In Lieu of Termination	0
Termination	0
Other	0
Total	1
Commendations	13

Complaints and Internal Affairs - Initial Accreditation

Data Collection Period: -

	Initial
External/Citizen Complaint	
Citizen Complaint	4
Sustained	1
Not Sustained	0
Unfounded	3
Exonerated	0
Internal/Directed Complaint	
Directed Complaint	1
Sustained	0
Not Sustained	0
Unfounded	1
Exonerated	0

Calls For Service - Initial Accreditation

Data Collection Period: -

	Initial
Calls for Service	14399
UCR/NIBRS Part 1 Crimes	
Murder	0
Forcible Rape	1
Robbery	2
Aggravated Assault	0
Burglary	6
Larceny-Theft	100
Motor Vehicle Theft	4
Arson	0

Motor Vehicle Pursuit

Initial Data Collection Period: 1/1/2021-12/31/2021

	Initial
Pursuits	
Total Pursuits	6
Forcible stopping techniques used	2
Terminated by Agency	2
Policy Compliant	6
Policy Non-Compliant	0
Collisions	
Injuries	
Total Collisions	1
Officer	0
Suspect	0
ThirdParty	0
Reason Initiated	
Traffic	1
Felony	5
Misdemeanor	0

Initial Accreditation

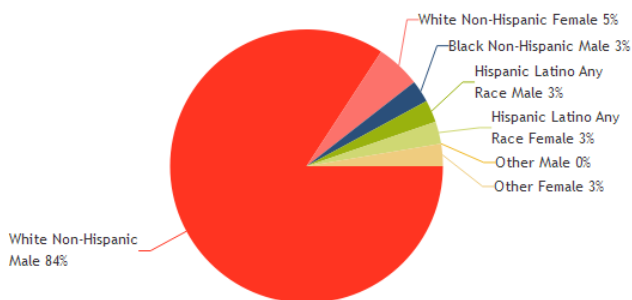
The above noted collision was an involved patrol vehicle's undercarriage making contact with a raised concrete median.

Agency Breakdown Report - Initial Accreditation

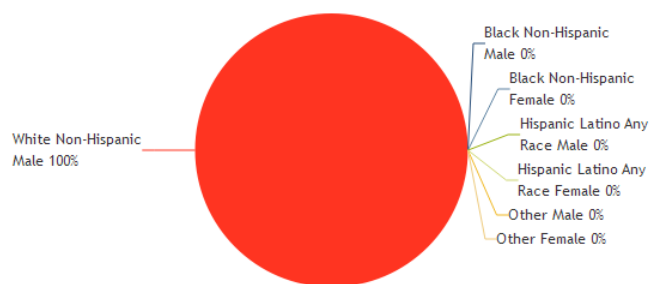
Data Collection Period: 1/1/2021 - 12/31/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	1	0	0	0	0	0	0	0	1
Command	2	0	0	0	0	0	0	0	2
Supervisory Positions	11	1	0	0	1	0	0	1	14
Non-Supervisory Positions	18	1	1	0	0	1	0	0	21
Sub Total									38
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	0	0	0	0	0	0	0	0	0
Supervisory Positions	0	0	0	0	0	0	0	0	0
Non-Supervisory Positions	0	1	0	0	0	0	0	0	1
Sub Total									1
Total									39

Total Sworn Personnel



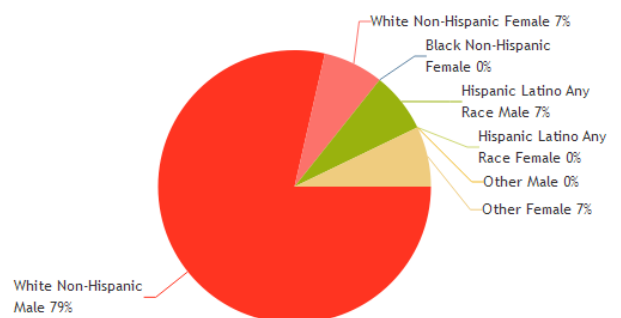
Sworn Personnel: Executive



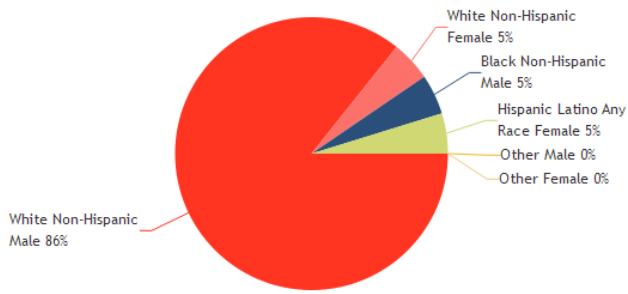
Sworn Personnel: Command



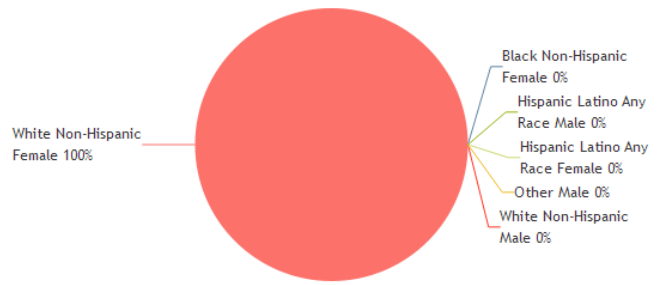
Sworn Personnel: Supervisory Positions



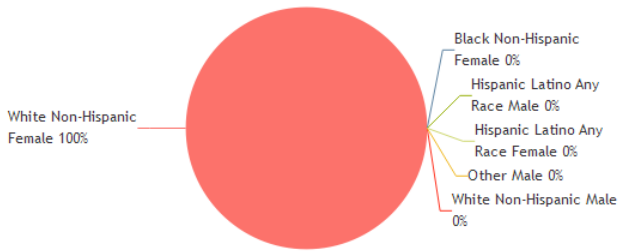
Sworn Personnel: Non-Supervisory Positions



Total Non-Sworn Personnel



Non-Sworn Personnel: Non-Supervisory Positions



Legend

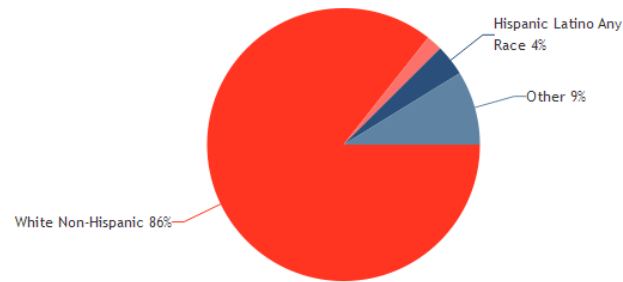
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Demographics Report - Initial Accreditation

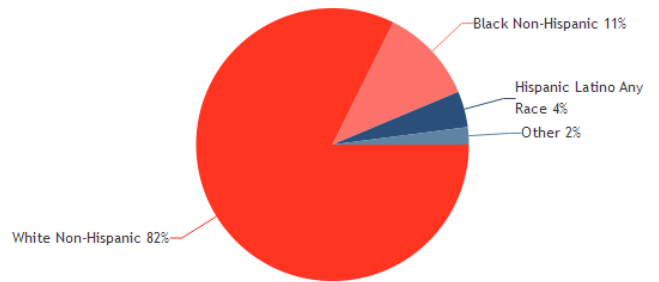
Data Collection Period: 1/1/2021 - 12/31/2021

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	26212	86%	43055	82%	34	89%	2	5%	0	0%	0	0%
Black Non-Hispanic	579	2%	5925	11%	1	3%	0	0%	0	0%	0	0%
Hispanic Latino Any Race	1128	4%	2235	4%	2	5%	1	3%	0	0%	0	0%
Other	2684	9%	1070	2%	1	3%	1	3%	0	0%	0	0%
Total	30603		52285		38		4		0		0	

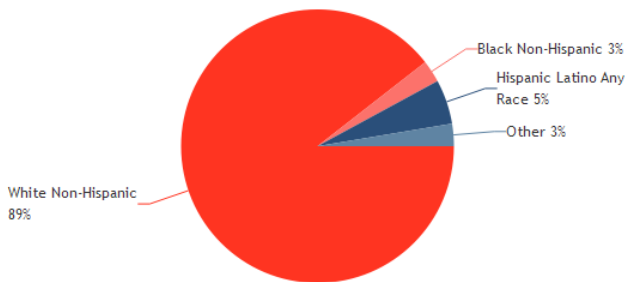
Service Population



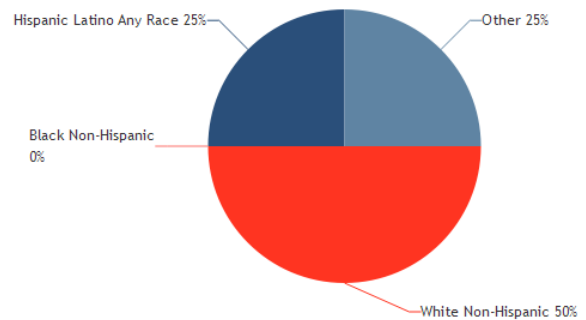
Available Workforce



Current Sworn Officers



Current Sworn Female Officers



Sworn Officer Selection - Initial Accreditation

Data Collection Period: 1/1/2021 - 12/31/2021

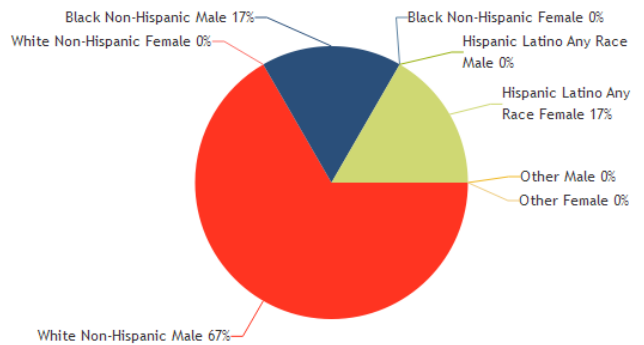
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received									
Applicants Hired	4	0	1	0	0	1	0	0	6
Percent Hired	%	%	%	%	%	%	%	%	N/A
Percent of Workforce Population	11%		3%		3%		0%		N/A

Initial Accreditation Notes:

Our application form did not include a field for entry of applicant race or ethnicity. As a result, we do not have reliable data on applications received with respect to race and/or ethnicity.

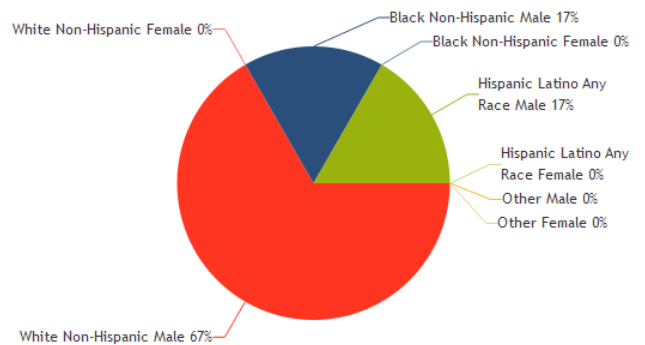
Applications Received

Applicants Hired



Percent Hired

Percent of Workforce Population



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Promotions - Initial Accreditation

Data Collection Period: 1/1/2021 - 12/31/2021

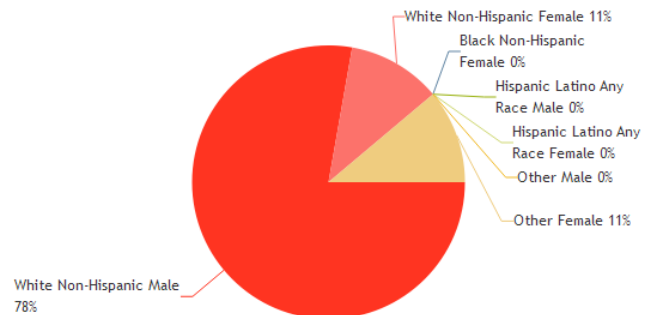
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested									
Eligible After Testing	7	1	0	0	0	0	0	1	9
Promoted	4	1	0	0	0	0	0	1	6
Percent Promoted	%	%	%	%	%	%	%	%	N/A

Initial Accreditation Notes:

Current promotional list valid until first quarter 2023

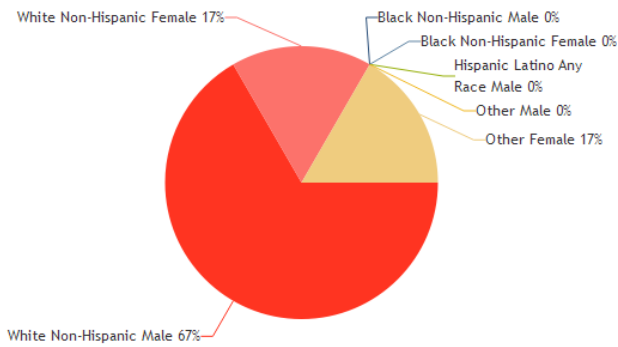
Tested

Eligible After Testing



Promoted

Percent Promoted



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

