

## **Police Department**

*Kenneth Witkowski, Chief*

The Mishawaka Police Department has the responsibility of providing safe and secure environments for the community. The specific duties of the MPD include conservation of public harmony and order, deterrence, detection and solving of crimes, enforcement of state laws and city ordinances, providing non-law enforcement services to the public, assisting in the safe movement of vehicular traffic and providing other emergency services as needed.

The Mishawaka Police Department is budgeted for 106 officers and eight civilian support staff dedicated to the safety of Mishawaka city residents and visitors by enforcing the law, protecting property and reducing civil disorder.

The Department is divided into five divisions that include Uniform, Traffic, Investigative, Services and Training.

### **Uniform Patrol Division**

The Uniform Division is comprised of 71 Uniformed Officers, working six sections of the City and divided into three separate shifts. Each shift is supervised by one Captain, one Lieutenant and three Sergeants.

The Uniform Patrol Officer is the face of the Police Department. Through daily interactions with the community, the Uniform Patrol Officer works to promote a positive working relationship with the public. The Uniform Patrol Officer's job is often tedious and demanding. They are called to fight and prevent crime, arrest violent offenders and render aid to helpless victims. They are required to document violent crash scenes, protect and maintain crime scenes, gather evidence and testify in court.

<b>Department Personnel</b>	
<b>Position</b>	<b>Number</b>
Chief of Police	1
Division Chief	3
Captains	7
Lieutenants	12
Sergeants	17
Patrol Officer First Class	49
Patrol Officer Second Class	10
Probationary Officers	3
Recruits	4

<b>Uniform Crime Report Statistics</b>			
<b>Offense</b>	<b>2015</b>	<b>2016</b>	<b>Change</b>
Homicide	2	2	0
Rape	21	33	+12
Robbery	45	64	+19
Assault	872	832	-40
Burglary	302	276	-26
Larceny-Theft	1878	2065	+187
Auto Theft	132	205	+73
Arson	12	5	-7

The Uniform Division utilizes the Uniform Crime Report (UCR) to report crime statistics. This program was conceived in 1929 by the International Association of Chiefs of Police to meet a need for reliable, uniform national crime statistics. Today, several annual statistical publications are produced from data provided by nearly 17,000 law enforcement agencies across the United States.

## New Officers

Daniel Braniff was hired in February and came to the MPD from the Elkhart City Police Department. In August, Zach DeGeyter returned to the MPD after a 2-year stay with the Bozeman, Montana Police Department. New recruit, Kelli Sells hired in July, finished the Indiana Law Enforcement Academy in October and is finishing up Field Training before taking on her own workload in February of 2017.

Jacob Craft, Dustin Boyd, Brian Lagodzinski and Evan Stahley were all hired in October and are currently at the Indiana Law Enforcement Academy finishing their final portion of law enforcement training.



*Recruit Kelli Sells being sworn in by Mayor Dave Wood*

## Promotions

- Pfc. Robert Wilson, of the Uniform Division, was promoted to Sergeant on January 8, 2016
- Pfc. Glenn Hixenbaugh, of the Uniform Division was promoted to Sergeant on February 1, 2016
- Pfc. Ryan Corbett, of the Special Crimes Unit, was promoted to Sergeant on August 18, 2016
- Probationary Patrol Officers Jeff Grzegorek and Jim Bartlett were promoted to Patrol Officers Second Class on March 17, 2016
- Lt. Russ Haimbaugh was promoted to Services Division Chief on July 8, 2016
- Probationary Patrol Officers Tyler Heckaman and Keith Holzer were promoted to Patrol Officers Second Class on July 14, 2016
- Pfc. Jennifer Wilson was promoted to Sergeant on the Midnight Shift on July 19, 2016
- Sgt. Scott Parker, of the Traffic Division, was promoted to Lieutenant on August 30, 2016
- Sgt. Alex Arendt, of the Metro Homicide Unit, was promoted to Lieutenant on September 6, 2016
- Pfc. Matthew Porter, of the Special Victims Unit, was promoted to Sergeant on September 6, 2016
- Sgt. Craig Nowacki, Training Coordinator, was promoted to Lieutenant on October 4, 2016
- Sgt. Brad Haney, of the Special Victims Unit, was promoted to Lieutenant on October 18, 2016
- Psc. Jonathan Yoder, of the Uniform Division, was promoted to Patrol Officer Second Class on October 22, 2016
- Pfc. Steve Madison, School Resource Officer for MHS, was promoted to Sergeant on Nov. 9th
- Probationary Patrol Officers, Chad Winger, Joshua Biggs, Andrew Sark and Kendy Majors, were promoted to Patrol Officers Second Class on November 10, 2016
- Pfc. Randy Wisler, of the Investigative Division, was promoted to Sergeant on November 22, 2016

## Demotion

- Sgt. Kim Sheldon, of the Uniform Division, took a voluntary demotion to Pfc. on June 14, 2016.

## Retirements

- Capt. Pasquale Rulli, of the Investigative Division, retired on July 15, 2016
- Civilian Becky Kindig, of the Services Division, retired on July 16, 2016
- Lt. Kent Barhydt, of the Investigative Division, retired on August 5, 2016
- Pfc. Ken Kahlenbeck, School Resource Officer for MHS, retired on August 5, 2016
- Services Division Chief, Steve Ravotto, retired on September 12, 2016
- Pfc. Robert McCahill, of the Uniform Division, retired on October 24, 2016

## Recognitions

Sgt. Jennifer Wilson & Detective Sgt. Matthew Porter (SVU) were recognized as Officers of the 1st Quarter.

Sgt. Wilson's investigation into a known felon led to a large-scale prostitution and human trafficking ring throughout northern Indiana. This led to several felony arrests and invaluable training for her assigned trainee.

Sgt. Matthew Porter's exceptional work on a high-profile child molestation case led to the arrest of two suspects. Sgt. Porter and the Special Victims Unit discovered multiple victims that had not come forward. The successful prosecution of these dangerous criminals was only possible with the hard work and dedication of Sgt. Matthew Porter.



*Officers of the 1st Quarter – Sgt. Jennifer Wilson & Sgt. Matt Porter*



*Officer of the 2nd Quarter – Pfc. Jeremy Tyler, Mayor Dave Wood and Police Chief Ken Witkowski*

Patrolman First Class Jeremy Tyler was recognized as Officer of the 2nd Quarter in 2016.

In May, Pfc. Tyler responded to a routine building check of the Battell Center construction site. During his investigation of the area, he located a burglar at the site. He was able to apprehend the suspect and recover multiple stolen items.

Detective Lieutenant Kevin Will & Patrol Officer First Class Donald Siders were recognized as Officers of the 3rd Quarter.



*(l to r) – Police Chief Ken Witkowski, Mayor Dave Wood and Officers of the 3rd Quarter – Pfc. Don Siders and Detective Lt. Kevin Will*

Lt. Will’s investigative led to the arrest of two robbery suspects from Michigan. Working closely with detectives from the Berrien County Sheriff’s Department, Lt. Will was able to identify, arrest and successfully prosecute the suspects.

In early July, Pfc. Donald Siders efforts led to the pursuit and arrest of a dangerous burglary suspect along with the recovery of stolen items. Just days later he located a stolen vehicle that and the thief charged with auto theft.

Pfc. Martin DeGeyter, Sgt. Chad Thomas and his K-9 Partner Rex were recognized as Officers of the 4th Quarter.

In October, Pfc. DeGeyter saved two young citizens from being victimized by a dangerous criminal. Pfc. DeGeyter’s apprehended a suspect who had been soliciting young girls throughout the day. The suspect’s arrest and eventual prosecution of child solicitation saved others from certain victimization.

Sgt. Thomas and K-9 Rex finished up a busy year with several high-profile arrests. From the tracking and apprehension of car thieves, to the discovery of local burglars, the K-9 duo was responsible for several felony arrests throughout the 2016 holiday season.



*Officers of the 4<sup>th</sup> Quarter – Sgt. Chad Thomas, K-9 Rex and Pfc. Marty DeGeyter.*

### **2016 Lifesaving Awards**

Several officers were presented Lifesaving Awards for separate incidents where they performed lifesaving efforts on individuals, all occurring in 2016. In one of the incidents, Officers Kuzmicz and Ruiz had the pleasure of meeting the man they helped revive about one week after the incident.



*(l to r) – Pfc. Dave Ruiz, Pfc. Kyle Miner, Psc. Andrew Sark, Psc. Chad Winger, Sgt. Rich Freeman, Mishawaka Mayor Dave Wood, Pfc. Glen Roach, Sgt. Mark Flemming, Retired Officer Ron Treely, Pfc. Ryan Kuzmicz*

## **K-9 Unit**

The K-9 Unit's mission is to support the Uniform Division, Street Crimes Unit and the Investigative Division. They aid in the search for fugitive felony suspects, armed suspects, lost and missing persons and the recovery of illegal narcotics and evidence.

In addition to these duties, K-9 officers are responsible for training and caring for their K-9 partners.

In 2016, the K-9 Officers, Sgt. Chad Thomas and his partner Rex and PFC. Anthony Stachowiak and his partner Max, continued to assist local agencies such as the South Bend Police Department, the St. Joseph County Police Department, the Indiana State Police and the Elkhart County Sheriff Department. Both K-9 Officers also participate in the local schools with random searches of school grounds and lockers as well as providing demonstrations for local civic groups.



During 2016, the Mishawaka K-9 Unit assisted the Uniform Division with locating and/or appending suspects who were involved in committing various felonious crimes. One of the highlights for the year occurred on July 15, 2016, when Pfc. Stachowiak assisted uniform officers who were engaged in a pursuit of a suspect who was believed to be armed from a previous burglary. The suspect led officers on a lengthy vehicle pursuit. The pursuit ended near US 31 and the bypass, where the suspect crashed his vehicle and fled. He was apprehended shortly after by Pfc. Stachowiak's K-9 partner Max. Pfc. Stachowiak and K-9 Max were able to locate suspects wanted on multiple warrants throughout the year. They also apprehended a suspect who had committed several burglaries and was in the act of committing another when K-9 Max located him.

## **Traffic Division**

Capt. Tim Spencer and Lt. Scott Parker are assigned to this Division and are responsible for the collection, review, correction and transmission of all crash reports. The Division also investigates any traffic related case reports generated by the Department. This includes the review of case reports and all follow-up investigations, the majority of which involve serious injury, fatalities or are hit and run crashes.

As re-constructionists, both officers assigned to the Traffic Investigations Bureau serve as Lead Investigators for serious crashes as well as any other traffic related issues that arise, in an on-call capacity 24 hours per day. Additionally, Lt. Parker serves as a Squad Leader for the countywide Fatal Alcohol Crash Team (F.A.C.T.). This team investigates serious injury and fatal crashes that occur within the boundaries of St. Joseph County that involve drug or alcohol impairment. Other Mishawaka Officers that serve on F.A.C.T. are: Captains Mike Arney and Bryan Fox, Lt. Tim Williams, Sgt. Mark Flemming and Pfc. Bob Ashburn. Capt. Tim Spencer serves as the F.A.C.T. Commander.

There were 1,319 criminal cases assigned to and investigated by the Traffic Bureau in 2016. There were 2,414 crashes reported – 2,054 property damage crashes, 357 injury crashes and three fatal crashes.

### Operation Pull Over and “Click It or Ticket”

The Division received an Operation Pull Over & Big City/Big County “Click It or Ticket” grant from the Governor’s Council on Impaired & Dangerous Driving. This grant, totaling \$143,778, pays overtime for officers to participate in focusing on seatbelt enforcement patrols, sobriety checkpoints and saturation patrols for impaired and dangerous drivers.

Operation Pull Over and “Click It or Ticket”	
Criminal Misdemeanor	108
D.U.I. Arrests	91
Seat Belt Violations	1,803
Driving While Suspended	560
Child Restraint Violations	133
Criminal Felony	22
Speeding	2,288
Warnings	2,913
Other Traffic	1,939
<b>Total Traffic Stops</b>	<b>9,857</b>

### Indiana D.U.I. Taskforce

The Division also received a D.U.I. Taskforce Indiana grant for \$92,500 to pay overtime allowing officers to participate in sobriety checkpoints, saturation and wolfpack patrols targeting impaired and dangerous drivers.

Indiana D.U.I. Taskforce	
Criminal Misdemeanor	73
Misdemeanor D.U.I. Arrests	162
Felony D.U.I. Arrests	14
Driving While Suspended	228
Underage Alcohol	2
Other Alcohol	2
Criminal Felony	14
Speeding	718
Warnings	1,190
Other Traffic	1,421
<b>Total Traffic Stops</b>	<b>3,824</b>

### Investigative Division

The Investigative Division is supervised by Assistant Chief Dan Gebo and is composed of 16 officers that are tasked with the investigation of crimes that occur within the City of Mishawaka and St. Joseph County. The Investigative Division has six sub-divisions: Street Crimes Unit, Community Relations Unit, School Resource Officers, Special Victims Unit, Drug Investigative Unit and the County Metro Homicide Unit.

All criminal cases filed through the Mishawaka Police Department are referred to the Investigations Division and are reviewed and handled on a case by case base. If no solvability factors are present, the case is cancelled and kept on file in case further information becomes available. Among other things, Investigators must obtain evidence from suspects, and prepare and serve search and arrest warrants.

In 2016, the Division handled 7,477 cases, an increase of 2.86% from 2015. The Division also handled and solved numerous of high profile and serious criminal cases along with misdemeanor crimes.

There was a 13% increase of robberies from 2015. Investigators that were assigned robbery cases solved 58% of these cases. The national average for robbery clearance rates is 25% for cities. Some of the high-profile robberies that occurred in the City of Mishawaka in 2016 were committed to businesses, persons and bank institutions.

During the month of January, the Cities of Mishawaka and South Bend were experiencing a rash of armed robberies to several businesses. Investigators suspected these robberies were being committed by one subject or by one group. Investigators got a break in the case after Mishawaka’s Street Crimes Unit followed up on a domestic violence case. The suspect’s girlfriend told investigators that her boyfriend is the person responsible for all the recent robberies. The suspect was questioned and confessed to approximately 13 armed robberies. The suspect was charged and convicted and is now serving 21 years in the Indiana Department of Corrections.

<b>Investigative Division Statistics</b>	
Total cases Direct Referred to Prosecutor, JJC, FVU, etc.	2,714
Total cases assigned to Detectives	1,609
Total cases referred to Street Crimes, Community Relations, SROs	154
Total cases referred to Traffic Division	559
Total cases - No Investigation	1,957
Total warrant arrests (not referred)	213
Total property only cases	258
Total cases w/ information. only (not referred)	13
<b>Total # of Cases Reviewed</b>	<b>7,477</b>

On July 4, 2016, a foreign exchange student was shopping at the Mall when she was robbed in the parking lot inside her car. During the time of the robbery, the victim had her infant child sleeping in the back seat. Lt. Detective Kevin Will was assigned to the case. The victim provided Detective Will the location where her iPhone was pinging using her “Find my Phone” app and the locations where the suspect was using her credit card. Detective Will contacted Berrien County Sherriff Office and received assistance in the investigation. Detectives from the Sherriff’s Office provided surveillance video of the suspects at one of the businesses and conducted a traffic stop on the suspect’s vehicle. They detained the suspect and contacted Detective Will for an interview. The suspect confessed to being part of the robbery that occurred in our city and provided the investigator the other main suspect in this case.

1st Source Bank on Lincolnway East was robbed by several armed subjects with handguns and rifles. Using GPS technology, the money was tracked to an address located in Elkhart County. The MPD, along with multiple law enforcement agencies, worked together in recovering the bank money, evidence and making several arrests. The suspects were charged in U.S. Federal Court.

**Community Relations Unit**

The Community Relations Unit is commanded by Capt. Robert Reppert with assistance from nine officers. The unit is divided into three entities; Community Relations Officers, DARE and School Resource Officers (SROs). The Unit serves as a specialized enforcement unit that handles neighborhood complaints, provides patrol and investigative support utilizing various measures to accomplish their goals and objectives.



*Trunk or Treat at Battell Center - 2016*

The Community Relations Officers handle various public relationship events such as Community Outreach Programs, Neighborhood Watch meetings, National Night Out, MPD tours for boy scouts and schools, reading to children, bike safety rodeos and participating in the TRIAD Senior Citizens

Organization. The Unit worked in partnership with TRIAD in collecting over 1 ton of medication in the TRIAD Pill Drop campaigns.

The Unit also assists Code Enforcement, Park Patrol, the Uniform and Traffic Division, Drug Unit, Investigative Division identifying vacant houses to deter scrapping and assisting outside agencies at the local, state and federal level when requested.

### **D.A.R.E.**

The D.A.R.E. Program operated by Lt. Tim Williams, is an early intervention program that works with young students to encourage a drug free lifestyle. The programs are presented to ten 5th grade classes in public and parochial schools in Mishawaka.

Lt. Williams continues to instruct the middle school program, “Keepin’ it REAL.” Lt. Williams instructed the middle school program at Mishawaka Catholic (St. Monica) and Covenant Christian School in the Spring of 2016.

Lt. Williams awards students from each class for the best essay. The winning essays from each semester compete against each other to be crowned City Champion. Two student’s essays were chosen in 2016. Kennedy Mills from Mishawaka Catholic and Delana Cates from Twin Branch were named City Champions. Delana Cates’ essay was chosen as the State Champion making her the fourth State Champion for the Mishawaka D.A.R.E. program since 2004.

### **Stranger Danger**

The Mishawaka Police Department provides a Stranger Danger program for local schools. Lt. Tim Williams talks about Child Lures, Internet Safety and Bullies. WNDU Channel 16 and United Way helped produce a Stranger Danger video that is used to help educate students and care givers about the lures used to kidnap children. The 15-minute video features Jack Nolan from WNDU, along with local police officers.

### **Kid Print IDs (new program for 2016)**

The D.A.R.E. program received a grant from the Pressure Research Group, along with a donation of \$1000 from Lexus of Mishawaka to purchase the Kid Print ID system that allows the Public Relations Officers to produce photo identification cards with a thumb print on the back at public events such as Summerfest. Since the debut of the new equipment at Summerfest, over 400 identification cards have been made.

### **School Resource**

Sgt. Steve Madison is assigned full-time to John Young Middle and Pfc. Bruce Faltynski is the School Resource Officer assigned full-time to Mishawaka High School. Pfc. Nathan DeVreese is assigned full-time to rotate between all School City of Mishawaka elementary schools. Lt. Tim Williams, a part-time School Resource Officer, serves as a liaison between the school community and the Mishawaka Police Department. These officers conduct short-term educational projects such as speaking to classes, the student body, parents and the school staff. The officer coordinates with the school administration to provide a safe and secure environment. Resource officers initiate

and follow-up on cases that happen on and off school property involving students enrolled in school.

### **Street Crimes Unit**

The Street Crimes Unit consists of three Officers whose duties are to concentrate efforts in high crime areas of the city and work in conjunction with the MPD's Investigative Division to identify criminals and solve crimes. The Unit also seeks input from officers, detectives and crime analysts concerning pertinent data on the type of criminal activity, where the problem is most severe, where crime awareness and prevention activities would be most productive and what type of program would be most effective in combating the problem. The Unit also identifies areas that generate repeat calls for service so problem solving efforts can be initiated.

### **CAP Program**

Civilians in Alliance with Police (CAP) program is a partnership with the Mishawaka Police and Parks Departments and community volunteers to help report on acts of vandalism in the parks and along the Riverwalk. The program is now in its ninth year. The volunteers are given basic training in first aid and on what to do if they encounter a problem. After completing this training, they are named as a member of CAP, equipped with a Mishawaka Police radio and sent out in a golf cart to patrol the downtown parks and Riverwalk.

### **Services Division**

Steve Ravotto, former Services Division Chief, retired in July of 2016. He accepted a position as Athletic Director for Marian High School. Replacing Chief Ravotto was Lt. Russell Haimbaugh who was appointed Services Division Chief in July of 2016.

The Services Division is assisted by 5 Civilian Support Staff and one officer and provides administrative services for the Department. These services include the Department budget, management of the Property Room and administration of the Training Division. The Division is also responsible for the maintenance and upkeep of the Police Department facility along with the Department's inventory of officer equipment, cars and supplies.

Throughout the year, the staff handles numerous requests for copies of reports, criminal background checks, fingerprints, gun permit applications, motor vehicle checks and parking ticket payments. The staff also assists other governmental and police agencies when they request reports and information for their investigations.

The Services Division is responsible for maintaining Department records, processing reports and citations, data entry, updating dispositions on cases in the Records Management System and for the preparation of statistics, including the monthly Department of Justice Uniform Crime Reporting. The Services Division is also responsible for the management of the IT Division.

<b>Services Division Statistics</b>	
Custodial Arrest Reports	1,049
Proxy/Citation Arrests	2,260
Code 1's (Information only)	29,005
Code 2 Reports	5,831
Crime Reports	5,356
Citations: UTT	3,203
Parking Citations	951
Warning Citations	209
Ordinance Citations	100
Red Tags	439

Property and Evidence stores and transacts numerous property and evidence items each year. Each of these items are counted and inventoried as part of a chain of custody. Every transaction of property, whether it is to go to court, lab for testing, returned to the owner or destroyed, is documented with the date, time and reason. In 2016, over a thousand items were processed and transacted.

In 2016, the two Police K-9 vehicles were replaced with new Ford SUVs. The vehicles are built as Police K-9 transports with specific equipment and interiors. These vehicles are equipped with sensors that monitor the environmental conditions in the vehicle. The vehicle can roll down windows and turn on fans should the interior become too hot, while also alerting the handler.

The data and computer network wiring in the police station was modernized and upgraded to support the ever-increasing demands of today's technology. The entire network cabling in the building was removed and replaced with modern cable capable of supporting today's technology. The modernization of the cabling also allowed for the replacement of most of the cameras located in and around the police station. The improved cameras produce better images and require less storage space than the previous system. The Investigative Division interview rooms cameras were also replaced. The new cameras and software allows Detectives to review recorded interviews at their desk.

New software was purchased that monitors and records training for new officers while they progress through field training. The software, Agency 360 Filed Training, was configured and customized by Lt. Craig Nowacki. The software will provide a more consistent, complete record of new officer's training and progression by tracking specific areas of police work and the amount of exposure each officer has.

Lt. Nowacki along with FOP representatives, Sgt. Glen Hixenbaugh, Sgt. Robert Ashburn and Cpt. Tim Spencer have been instrumental in configuring and customizing attendance software from Visual Computing Solutions (VCS). The software, Police Officer Scheduling System (POSS) is uniquely designed to accommodate the City and FOP working agreement rules.

The new system will provide a consistent uniform method for awarding overtime while maintaining officer's schedules and time off banks. During testing, the system has shown the ability to recognize the need for overtime, assemble a list of eligible officers and order them according to working agreement rules. The system can contact the eligible officers and advise of the need for overtime, allowing the officers to accept or deny the offer. It will now be possible for a supervisor to assemble an overtime list, call and award the overtime from the MDT in his/her patrol car.

The consolidation and co-location of dispatchers with St Joseph County and South Bend at the new County 911 Dispatch center opened space in the Police department. This space was repurposed for the City's Information and Technology Department. City IT will be able to leverage the battery and generated power backup the space provides, helping to ensure the city's ability to maintain city services during power outages. The Office of Information and Technology will benefit from a 24/7 building and the location within the Police Department meets future requirements for security.

## **Training Division**

The Mishawaka Police Department's Training Division recognizes the importance for sworn officers to receive real-life training. This training is "scenario-based" and "hands-on." Officers are presented with situations they will encounter on a daily basis and are trained by certified instructors to deal with and react to those situations. The officers are critiqued on how they respond to the situation. This type of training gives the officer confidence and the self-assurance necessary to handle the situation when he or she is faced with it on the street.

In 2016, the MPD continued to exceed Indiana State training standards. The police department met and surpassed the state mandated minimum 24 hours per officer by providing an average of 63.02 hours per officer. 104 Officers received a total of 6,555 hours of Training/Classes in 2016.

The State of Indiana requires 2 hours of firearms training per year. The MPD transitioned to the Smith and Wesson M&P 9mm firearm. The classes to train officers to properly use the new firearm were four hours in length. There were other training classes and opportunities for officers to familiarize themselves with the new firearm including low light shooting conditions, tactical handgun, the shooting competition and additional shooting time offered through rifle qualification times.

The MPD now boasts 5 instructors who are certified to instruct Physical Tactics through the State of Indiana. The yearly requirement of 2 hours of physical tactics was exceeded as numerous officers have attended diversified physical tactics classes that train on a wide variety of situations and conditions. Different physical tactics classes offered involve handcuffing, low light physical tactics encounters, off-duty engagements and countering training to just name a few. Diverse training in physical tactics along with safety are paramount for MPD.

Starting in 2016, Taser and Phazzer recertification classes will be a yearly requirement for officers certified to carry the conducted energy weapons. Committing to the yearly training requirements set forth by Taser and Phazzer ensure that MPD is compliant with using the devices and helps ensure that officers are trained properly to deploy them when necessary.

The MPD hosted two classes of Combat Thinking for Law Enforcement presented by Detective Charles Dahlinger from the Kalamazoo, MI Police Department. Det. Dahlinger has had a long career in law enforcement and the military. He was one of the investigators involved with the UBER driver shooting case that occurred in his jurisdiction in February of 2016. His lecture on officer survival skills is both practical and inspirational. The lecture attracted officers from several different departments around the northern Indiana area.

Louis C. Senese, Vice President of John E. Reid Associates brought the Reid Interview and Interrogation Class to MPD in March of 2016. Senese was impressed with the number of officers from other departments that attended and our hosting environment that he has promised more of our officers may attend free regardless of registration counts for future classes. It will save our training budget a minimum of \$1,800 in 2017. We saved \$1,350 in 2016.

Fair and Impartial Policing is a new federally recognized training initiative gaining ground nationally to help officers recognize bias in various forms of law enforcement. Bias, whether it appears in the form of race, age, gender or sexual preference has to be addressed and will give MPD officers the tools to recognize and combat it. Four MPD instructors, including Lt. Nowacki,

received certification to instruct bias training. The FIP Training will be mandatory for every officer in 2017. Having instructors in-house for this subject will allow us to train on this topic without having to pay instructor fees from outside sources.

Emergency Vehicle Operation is a requirement through the State of Indiana and officers are required to have at least 2 hours in this practical skill yearly. MPD has continued to train at the outdoor track at Tire Rack in South Bend. Officers were able to train for 8 days at Tire Rack in 2016. The size of the venue allows the practical skill to be cultivated by different track setups. In 2016, officers were able to practice skid training, threshold braking and controlled pursuit training.

In 2016, the MPD went online with First Forward. This online training program initiative is endorsed by ILEA and was created by Envisage. FirstForward.com will allow officers to sign up and attend online training. It will greatly help officers gain access to new and fresh online training. Officers will be able to stay abreast of current training trends and law changes. This directly ties into their training records with ILEA and will report the training directly.

In 2016, the MPD acquired a program from software supplier Agency360. This program was designed for Field Training Programs and streamlines training for new officers. Field-Training Officers and Probationary Officers are able to login and have access to the training recording forms online. The field-training program allows for the standardization of training and delivering the newest versions of training forms and lessons direct to the officers. It allows the department to access and maintain the records on new Probationary Officers. This program was instituted with PO Sells' start in the field training program and the program will continue to be used on all Probationary Officers that follow. The program is an important asset to Field Training Officers and Probationary Officers.

The MPD consists of 21 dedicated officers who are instructors as well. These officers have been keeping up to date on the requirements set forth by the State of Indiana (ILEA). Through the diverse knowledge of these officers, we have been able to have training opportunities beyond the normal scope of training topics. In 2016, Lt. Nowacki instituted outlines for recording training material and events. It allows us to be able to show what we are training in terms of curriculum.

## **Memorial Service**

Every year in May the MPD holds a Memorial Service for those officers that have passed. It takes place at the Police Memorial in front the MPD. This Service coincides with the annual National Police Week held in May. In attendance are the families of the deceased officers, Mishawaka's Mayor and Dignitaries, the Chief of Police, MPD officers and honor guard, retirees, support staff, surrounding police agencies and citizens of Mishawaka.



*Mishawaka Police Department's Honor Guard*

*(l to r). – Pfc. Frank “Bo” Ennis, Sgt. Richard Freeman, Sgt. Randy Wisler, Pfc. Steve Egendoerfer, Capt. Robert Reppert and Pfc. Brian Long*

### **National Child Safety Council Program**

The MPD implemented the National Child Safety Program in 2016. This program specifically targets children featuring the character, SafetyPup®. In cooperation with the MPD, citizens and businesses will help the Department provide an assortment of child/senior safety educational materials to our Community. These materials are distributed in our schools, at safety fairs, through public presentations and to children when they visit the MPD. These materials feature vital information, specifically for the age groups, about crime prevention safety for individuals and their families.