

INDIANAPOLIS AIRPORT POLICE DEPARTMENT ANNUAL REPORT

2013



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Indianapolis Airport Police

2013 Annual Report



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Message from the Chief

I want to thank each member of our Police Department for contributing to our outstanding year. Success is a result of vision, hard work, perseverance, and team commitment. In 2013, we were very accomplished on a number of levels. Some of our major achievements were becoming accredited through CALEA, a feat that only ten airport law enforcement agencies currently maintain. We rolled out community-wide Active Shooter or Threat Management discussions in hope of instilling the seeds of pre-planning in the event of a future crisis. We restructured the organization to be more efficient and leaner. This resulted in several positions being eliminated or reduced to part-time. These decisions are never easy but it was the right thing to do.

The challenges faced were embraced with enthusiasm and professionalism. The K-9 team was re-certified by TSA on the unit's first attempt. The attainment was exceptional and the national evaluator gave glowing compliments to the team.

As you reflect upon our success this year, I know many more examples come to mind. A common theme that runs through the accomplished goals is the dedication of our personnel. You continue to set high standards, accomplish new task(s), and then set higher, more complicated goals. This reflection of the core characteristics has become part of the APD culture.

I believe our most significant challenge ahead is one of technology. With Marion County implementing a new case management system, with continued advancement and enhancement of micro cameras and recording devices there are virtually endless possibilities and with that problems. Our abilities to roll out new programs and to properly train our officers will require focus and attention to detail, but I know we will be up for the tasks.

I would be remiss if I did not acknowledge the kindred spirit that our Department consistently displays by volunteering to help others; making things better for others. We had members help build a home for Habitat for Humanity, a fellow officer provided support to the family of a police officer killed in the line-of-duty, we sponsored a less fortunate family during Christmas, we were the lead agency in coordinating the Special Olympics Plane Pull, and yes, there is more but space limits my opportunity to brag on your individual achievements.

I tip my hat to the men and women of the Indianapolis Airport Police Department for a job well done.

Respectfully,

Bill Reardon
Chief of Police
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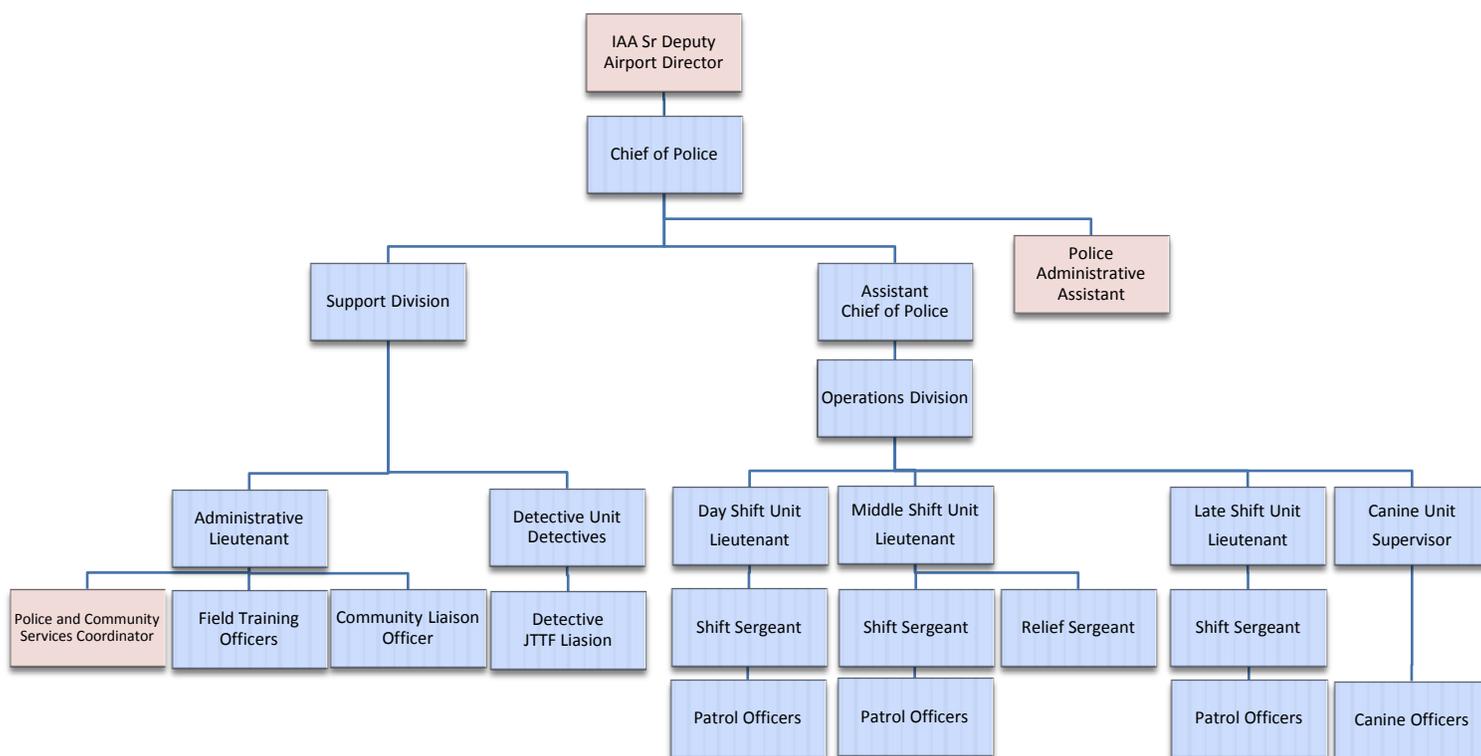
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Mission Statement and Values

Members of the Indianapolis Airport Police Department are dedicated to upholding the highest professional standards while serving the aviation community in which police officers work and live. Officers are committed to the enforcement of laws to protect life and property, while also respecting individual rights, human dignity, and community values. Officers are committed to creating and maintaining active police/community partnerships and assisting citizens in identifying and solving problems to improve the quality of life in the community.

2013 Organizational Chart



■ = Sworn (Police)
■ = Civilian



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Officer Awards

Officer Mark Doodeman	Medal of Merit Life Saving Medal IAA's RITE Award for Respect
Officer Rose Jones	Medal of Merit
Sergeant Angela Lee	Medal of Merit
Officer Brad Engel	Certificate of Commendation
Officer Jeff Carie	IAA's RITE Award for Respect
Officer Theresa Pena	IAA's RITE Award for Unsung Hero
Officer John Pogorov	IAA's RITE Award for Service Excellence
Officer Carrie Godme	IAA's RITE Award for Service Excellence
Officer Rick Seconds	IAA's RITE Award for Service Excellence

Department Awards

Commission on Accreditation for Law Enforcement Agencies – Initial Accreditation
 Transportation Security Administration's National Partnership Award (awarded to IAA)

Longevity Recognition

Chief Bill Reardon – 10 years of Service
 Sergeant Justin Henderson – 5 years of Service
 Officer Michael Grimes – 5 years of Service

Retiring Police Officers

Officer Rose Jones – 20 years of Service
 Major Tom Hanna – 12 years of Service

New Police Officers

Michelle Runyan
 Mark Stephens
 Jeff Carie
 Dayson Smith

Matt Jones
 Andrew Danner
 Tyler Frankel
 Julianna Matthews

New Civilian Employees

Deborah Becan





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Promotions

Justin Henderson – Sergeant
Brad Engel – Sergeant
Angela Lee – Lieutenant

At the beginning of 2013, the Department’s promotion list consisted of three candidates for the rank of Lieutenant and two candidates for the rank of Sergeant. At the end of 2013, the Sergeant’s promotion list was exhausted due to promotions and the Lieutenant’s list has two candidates remaining. The Department intends on conducting a new Sergeant’s promotion process in the first quarter of 2014.

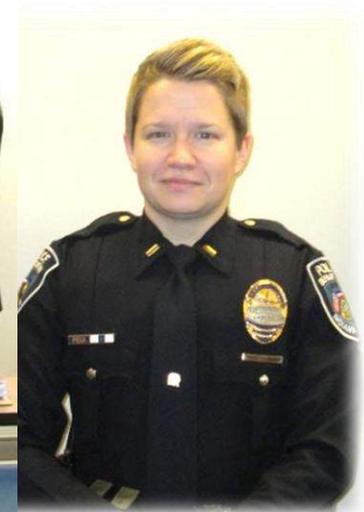
2013 Promotion/Supervisory Demographics						
Ethnicity	Male Candidates	Female Candidates	Current Supervisory Staff		Female Supervisors	
Caucasian	4	1	10	22%	2	4%
African-American	0	0	1	2%	0	0%
Hispanic	0	0	0	0%	0	0%
Other	0	0	0	0%	0	0%



Sergeant Brad Engel



Sergeant Justin Henderson
with Chief Reardon



Lieutenant Angela N Lee

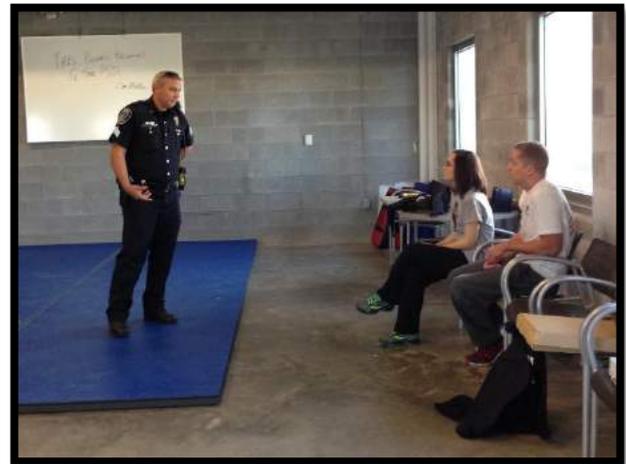


Support Division

Chief Bill Reardon is the Commander of the Support Division consisting of specialty units with responsibilities such as investigations, accreditation, training, recruitment, community involvement and liaison. In 2013, the Support Division was reorganized, eliminating the need for the position of Major that was associated with the responsibilities of the Support Division Commander. This streamlined the Support Division's operation and resulted with the Explosive Detection K-9 unit being assigned to the Operations Division. All Support Division members adjusted their work schedules as necessary to assist the Operations Division consisting of patrol operations in responding to calls for service so that patrol officers are able to attend and participate in training sessions and special events without a reduction staffing or availability for calls.

Division Goals

In 2013, the Support Division's goals were to focus on the integration of new technology which was implemented into patrol vehicles such as the COPTRAX in-car camera system and a smooth transition to the State electronic ticketing program, eCWS. Both of these enhancements have provided the Department with a better level of information and accountability when handling calls for service. The Division created job specific 'how-to' manuals for positions like training coordinator, community liaison officer, detective, accreditation manager, etc., as well as, increased the quality of in-service training provided to Department personnel.



Sgt. Moore instructs new officers on good decision making.

The 2014 Support Division Goals are:

1. Continuing enhancements within the Detective Unit to expand knowledge and experience.
2. Revamping In-Service training to make it more beneficial.
3. Focusing on expanding the frequency of psychomotor skills training with special emphasis on active incidents.
4. Administration of an unbiased, fair Sergeants' promotion examination.



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Investigations

The Detective Unit is responsible for investigating and follow-up on crimes and incidents that have occurred within the Indianapolis Airport Authority's jurisdiction. In addition, the detectives conduct surveillance and other proactive activities which are designed to detect and deter crimes before they occur. Detectives use collected evidence and information obtained from their investigations to make criminal arrests and assist with prosecutions. The Detective Unit consists of three detectives, two assigned to the investigation of Department cases and one assigned to the FBI's Joint Terrorism Task Force.

In 2013, the Detective Unit had 234 cases assigned for investigation. 172 cases were closed as inactive due to the lack of information needed for the investigation to be completed and 16 were closed as unfounded or no crime was evident. The most notable case in 2013 was an undeclared firearm found in luggage which was investigated by Detective Stepancik. After working in conjunction with the Department of Alcohol, Tobacco and Firearms, the investigation resulted in the filing of federal charges through the US District Attorney's Office.



APD Officers taking fingerprints during training

The Detective Unit provided several informative training classes for the Department including the state's annual legal updates and probable cause writing. Detective Scott was tasked with coordinating with the Indiana Coalition Against Domestic

Violence (ICADV) to provide domestic violence training directly to the Department supervisors which was relayed to officers through video technology. The Detective Unit hosted a week long Evidence Technician School instructed by the Indianapolis Marion County Forensics Services Agency. Several outside law enforcement agencies attended this training in conjunction with eight officers from the Department. Additionally, all members of the Detective Unit assisted in conducting thorough background investigations on all eligible candidates involved in the hiring processes.

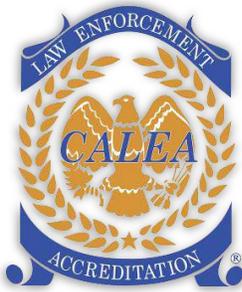


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Commission for Accreditation of Law Enforcement Agencies



The Indianapolis Airport Police Department has become just the fourteenth law enforcement agency in Indiana and one of only ten airport police department nationwide to be currently accredited by the Commission on Accreditation for Law Enforcement Agencies (CALEA). The accreditation process requires a thorough review by outside inspectors of APD policies and procedures, administration, operations, and support services. The CALEA Accreditation Program is today’s leading pathway by which law enforcement agencies can objectively validate their commitment to excellence. Accreditation requirements are based on the

latest law enforcement methodologies and are recognized globally by authorities as standards of excellence in the law enforcement field. “Our CALEA accreditation is a testament to the professionalism of all of the APD staff,” said Chief of Police Bill Reardon. “Thanks to their combined efforts and commitment to improvement over the past four years, we have built our airport police department into a top-tier law enforcement agency.” The CALEA accreditation is valid for three years. Reaccreditation is contingent upon recurring inspections by outside assessors.

In 1979, the Commission on Accreditation of Law Enforcement Agencies (CALEA) was created through the combined efforts of four major law enforcement organizations: The International Association of Chiefs of Police, The National Organization of Black Law Enforcement Executives, The National Sheriffs Association and The Police Executive Research Forum. The goals of CALEA are: (1) strengthen crime prevention; (2) formalize essential management procedures; (3) establish and staff confidence in the agency; (3) fair and nondiscriminatory personnel practices; (4) improve service delivery; (5) solidify interagency cooperation and coordination; and (6) boost citizen confidence in the agency.





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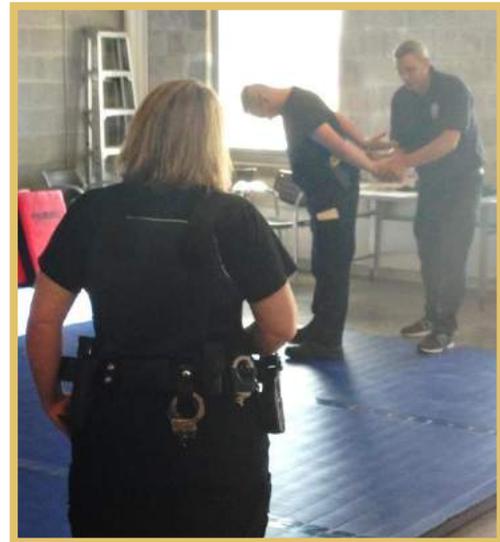


Training

During 2013, Indianapolis Airport police officers received a total of 2988 hours of training. This represents an average of 66 hours of training per officer which is well above the 24 hours of required training as mandated by Indiana state law. The Department retains 11 certified law enforcement instructors, with six instructors possessing a specialty such as physical tactics, firearms, or emergency vehicle operations. Maintaining instructors assists the Department in reducing significant costs for outside training sessions. With this in mind, the Department is selective in making sure that the outside training opportunities our officers receive also benefits the Department, the Airport Authority community and the officers' professional development. This ensures that our officers remain well versed and up to date with the most recent training offered by the State of Indiana and the Federal Government.

An example of some of the areas of training received by officers of the Indianapolis Airport Police Department includes:

- Use of Force
- Legal Updates
- Taser Proficiency
- Standard Field Sobriety Testing
- Pursuit Intervention Techniques
- Evidence Collection
- Ethics
- Active Shooter
- Cultural Diversity
- Drug Investigations
- Leadership and Management
- Scan-X Imaging Equipment
- Use of Trauma Bag
- In-car Camera Operations
- Radar
- Narcotics



Officer Godme watches on as Physical Tactics training is conducted

Officers also received state mandated training in:

- Firearms
- Emergency Vehicle Operations
- Defensive Tactics
- Dealing with the Mentally Ill
- Domestic and Child Abuse
- Sudden Infant Death Syndrome
- Blood borne Pathogens
- Hazardous Materials
- Elderly with Dementia
- Human Trafficking

The Training Unit's goal is to provide our officers with the best possible training practices in order that they may conduct their mission of keeping the airport authority community safe.



Police and Community Liaison

The Indianapolis Airport Police Community Liaison Unit attends airport organization meetings and functions to provide information concerning Department operations and policies, provides structured presentations on topics of interest (i.e., criminal activity, crime prevention, community awareness, crime victimization; police/community interaction; Departmental training programs) in order to support partnerships and proactive problem-solving efforts within the airport community.

In 2013, the Police Community Liaison Officer has organized and participated in several public events such as the FedEx Plane Pull, USO sponsored military “Honor Flights,” Fraternal Order of Police “Shop with a Cop”, American Airlines Snowball Express flight, IUPUI Public Safety Career Day and IMPD Southeast Community Day. In 2014, the Indianapolis Airport Police Community Liaison Unit plans to expand its exposure to the Indianapolis International Airport and broaden its relationship with the external businesses that surround the airport.



Officer Standeford presents an award to a Special Olympics athlete.



Canine Officer Williams and his Partner Dasty perform for a group of children.



Support Division officers assist in traffic control at the FedEx – Special Olympics Plane Pull.



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APD officers attended the IUPUI Public Safety Job Fair and spoke with several students interested in careers in law enforcement.

APD officers attended "Project Blue Light" which celebrates the lives of the officers killed in the line of duty.



The IND Police and Fire Honor Guard



The IND Police and Fire Honor Guard is a joint unit that represents the pride of the Indianapolis Airport Authority and both the Police and Fire Departments. Honor Guard members appear in full service dress, ceremonial uniform and proudly present the colors, rifles, and the firefighter's ceremonial pick axe. In 2013, they have appeared at several events including annual events such as the Special Olympics' Plane Pull, the Snowball Express flight, Patriot Day (9-11) Ceremony and several other formal ceremonies. The IND Police and Fire Honor Guard strive to represent the highest standards of the Indianapolis Airport Authority's core values of respect, integrity, trust and excellence.



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Information Technology Liaison

2013 was spent focusing on two major categories of projects for the Information Technology Unit. During the first half of 2013, Department IT personnel looked for possible ways to enhance efficiency through advancements in technology. This enhancement included the following projects:

- APD entered into a partnership with the IAA contracted towing company, Zore's Towing Co., to share information. This allowed our officers to discontinue completing hardcopy towing paperwork which was duplicating the information that Zore's Towing Co. had already entered into their own database. Now, the Department electronically imports all towed vehicle data from Zore's Towing Co. and is able to release vehicles back to the owner completely paperless.
- Work was done to improve the connectivity of the Department's vehicle based laptops. Previously when cellular connections experienced intermitted failure, the laptop's applications or even the entire laptop would have to be restarted. After the IT modification, vehicle based laptops are able to handle these common disconnections reducing loss of work and increasing availability for service.
- An electronic program was created to keep all interested parties updated with information entered into our reporting system providing them with a daily email. This eliminated much of the paper-based distribution of our reports and enhanced our data sharing inside the Indianapolis Airport Authority.
- The Department updated its software to map out traffic accidents in comparison to the areas where officers perform traffic law enforcement. This allows the Department to ensure it is focusing its enforcement efforts in areas where the highest number of accidents are occurring.

During the second half of 2013, IT personnel focused on preparing for the countywide transition to the Interact Reporting System replacing the aged Tiburon Reporting System. This transition required attendance at steering committee meetings weekly to ensure the Department's needs would be addressed by this new software. Many different databases hosted on other county providers' systems were consolidated into our own to ensure we would always have access to the data regardless of changes in software or providers. The Department installed presentation hardware in our reception area to present a scrolling display of information for our agency's visitors. This hardware displays such information like flight updates, weather conditions, contact numbers, and media from IAA's twitter feed. This creates a more pleasant and informative experience for our citizens and community.

In 2014, the IT Unit will continue to focus on the integration of the Interact Reporting System and improve the connectivity of users Department wide.



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Operations Division

Assistant Chief Jerry Clinger is the Commander of the Operations Division which is responsible for the day-to-day law enforcement and public safety operations of the Department. Assistant Chief Clinger also oversees our K9 Unit and purchasing processes. Officers provide proactive patrol of the main Indianapolis International Airport terminal including the surrounding roadways, as well as all Indianapolis Airport Authority owned properties including five regional airports with an emphasis on effective law enforcement, airport security, and citizen safety. Officers enforce state and local traffic and criminal laws to ensure safe travels for all citizens. Officers respond to a variety of calls similar to those of any other law enforcement agency.



In 2013, there were some significant Department changes. We saw the departure of several officers to retirement and the promotion of a new generation to supervisory positions, as well as support functions. These young officers are the future of the Department and they bring with them new perspectives and ideas. It will be our job to mentor them and watch the results.

Division Goals

In 2013, the Operations Division's primary goals were striving for our formal CALEA accreditation which we accomplished; something every member can be proud of. Additionally, the Operations Division focused on updating the patrol vehicle fleet with three new cars. The Ford Interceptors are fully equipped to include in-car video systems and laptop computers. We were also able to purchase three new LIDAR laser speed detectors to enhance our ability to target speeders on our multi-lane roadways. The Indianapolis Airport Police Department continues to participate in the Department of Justice's Bulletproof Vest Partnership grant, which reimburses the Department 50% of the cost for each vest. This grant requires the Department to mandate the wear of body armor for uniformed patrol officers and must replace each vest every five years. APD continues to refine its efforts to deliver operational excellence beginning with our supervisors and working through to the patrol officer on their beat. Accountability was and continues to be a key objective as every member is responsible for their work product. Overall, the Operations Division has successfully achieved each of its goals for 2013.

The 2014 Operations Division goals are to:

1. Continue our commitment to Department objectives.



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2. Focus on becoming proficient with the new countywide reporting system (INTERACT), accuracy in all documents and reports submitted, continued accountability toward professionalism.
3. Reducing “at fault” police vehicle crashes.
4. Concentrating on the core law enforcement fundamentals.

Explosive Detection Canine Unit

The Indianapolis Airport Police Department currently operates with three explosive detection canine teams with Officer Sims and Banda, Officer Williams and Dasty, and Sergeant Carpenter and Aston. In August, 2013, all canine three teams achieved certification exceeding TSA national standards. Two of the teams earned a 100% detection rate and the third was not far behind. According to the federal evaluator, “It was the best evaluation for a team that I have ever seen in a long time.” Explosive Detection Canine Teams train regularly to maintain the canine’s ability to effectively detect explosives and at least one team is on call 24 hours per day, 7 days per week for call out if needed. On a regular basis, the team search airline cargo and respond to unattended bag calls for service. This year, the Canine Unit reached out to the community by attending law enforcement community days and teamed up with US Customs and Border Patrol by attending their National Bring Your Child to Work Day held at North Wayne Elementary School. The Canine Unit averages approximately 3,000 training minutes every quarter and looks to meet or exceed expectations in 2014. Additionally, canine handlers have increased their patrol productivity by conducting traffic stops and completing police reports to assist patrol officers in day-to-day law enforcement operations.





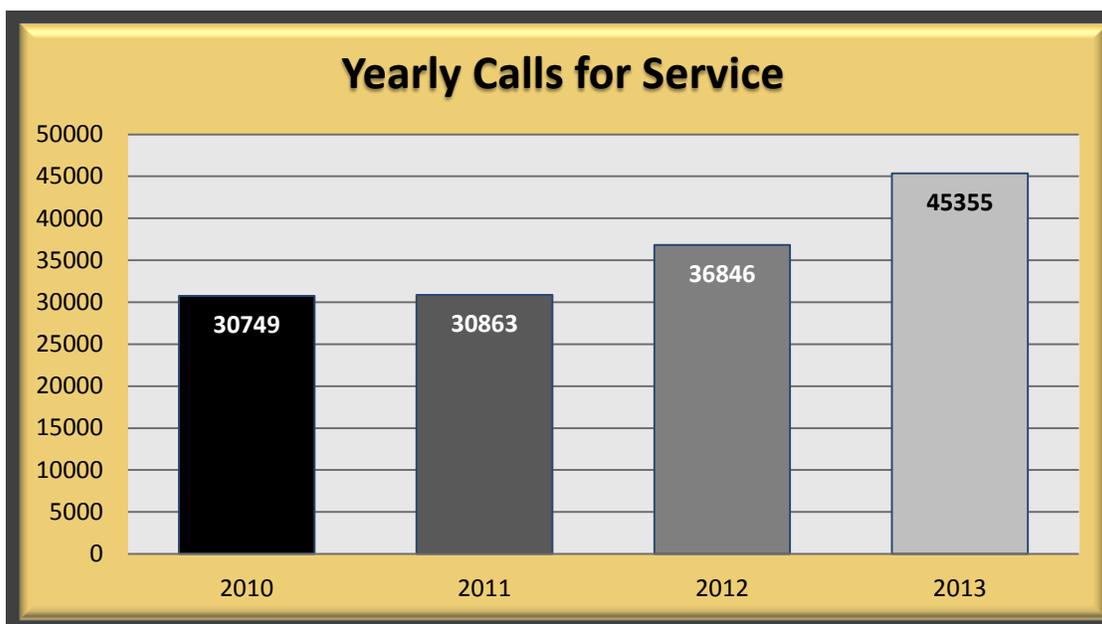
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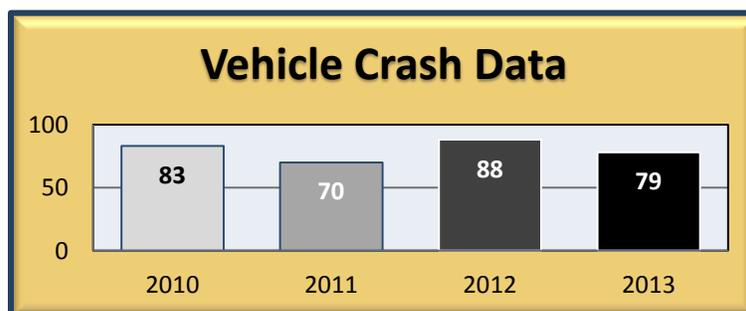


Calls for Service

Our Computer Aided Dispatch (CAD) system is designed to manage basic calls for service information and the distribution of proper resources (like police units) that are sent to each call. The Department had a total of 45,355 calls for service in 2013 which is a substantial increase from 2012. Over the last four years, there has been an average of 3800 calls for service per month and approximately 36,000 calls for service each year.



The Indianapolis Airport Police Department tracks vehicle accidents that occur using the Indiana State Automatic Reporting Information Exchange System (ARIES). In 2013, The Department had 79 total collisions within its jurisdiction with 60 resulting in property damage, 19 resulting in injury, and no fatalities reported.





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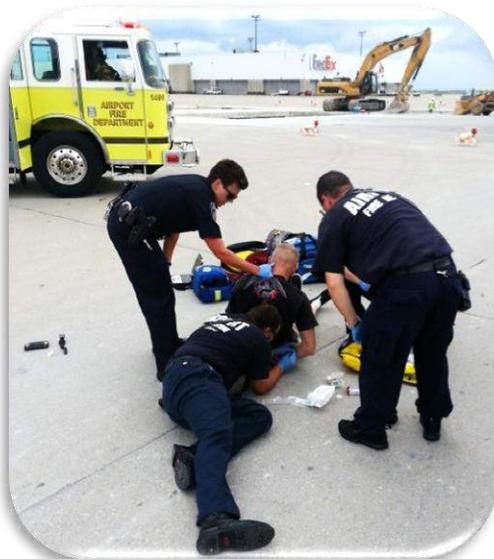
UCR Reportable Offenses

The Federal Bureau of Investigation (FBI) collects, analyzes, and publishes certain crime statistics that it receives on a regular and voluntary basis from law enforcement agencies nationwide. The data is published annually in the Uniform Crime Report (UCR). The Indianapolis Airport Police Department actively participates in this Federal crime statistics program.

The Indianapolis Airport Police Department has submitted statistical data to the Uniform Crime Report electronically every month since 2011. The electronic version is faster, more efficient, and reduces the chance of error compared to the previous paper version.

Crime Types	2010	2011	2012	2013
Homicide	0	0	0	0
Rape	0	0	0	0
Robbery	0	1	0	0
Assaults	7	6	2	2
Burglary	1	1	1	0
Larceny	69	57	64	50
Vehicle Theft	3	6	6	7
Arson	2	0	0	0
Total	82	71	73	59
Dollar Amount Larceny	\$24,281	\$1,150	\$86,124	\$1,947,183
Dollar Amount Recovered	\$1	\$750	\$1,066	\$5,000

In 2013, larceny was the leading type of offense reported by The Indianapolis Airport Police Department. The significant increase in the Larceny amount was due to the large amount of wiring stolen from the previous terminal parking garage. With the transition to the Interact reporting system, the reporting capabilities of the Department will increase as the program is able to track law enforcement data and provide a monthly status report. This capability will reduce time spent on the collection of information for UCR.





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Crimes Analysis

The Indianapolis Airport Police Department collects and analyzes crime statistical information in order to protect and meet the needs of the airport community and partners. Crime analysis allows the Department to determine what is occurring within our jurisdiction by focusing on crimes against persons and property (robbery, burglary, theft, etc.).

2013 Top Criminal Offenses	
89	Driving While License Suspended (Summons Arrest)
50	Warrant Arrest
25	Driving While License Suspended (Custodial Arrest)
21	Operating a Vehicle having Never Received a License (Summons Arrest)
20	Possession of a Weapon (Summons Arrest)
13	Operating a Vehicle While Intoxicated
7	Public Intoxication
7	Operating a Vehicle having Never Received a License (Custodial Arrest)
6	Theft

Crime Analysis is a systematic process of collecting, categorizing/collating, analyzing, and disseminating timely, accurate and useful information that describes crime patterns, crime trends, and potential suspects. Crime Analysis supports the Department's other operations by identifying evolving or existing crime patterns or series; forecasting future crime occurrences; initiating investigative leads; providing support data to community policing and crime prevention programs; and assisting in case clearance processes.

In 2012, the State of Indiana altered the public intoxication law requiring intoxicated individuals to be endangering themselves or others, breaching the peace, or harassing,

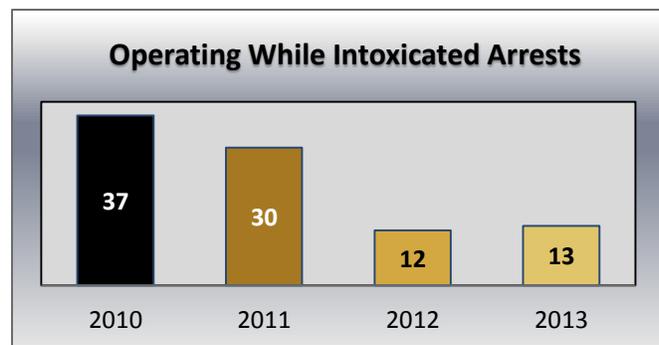
annoying, or alarming others in order to be arrested and charged. This law's alteration resulted in 50% decline in agency public intoxication arrests for 2013 compared to 2012's activity. The Department has seen an increase in arrest activity this year as it focused on improving policing fundamentals and enhancements in enforcement efforts.

Custodial Arrests

Custodial Arrests Totals	2010	2011	2012	2013
	116	199	145	189

Summons Arrests

Summons Arrests Totals	2010	2011	2012	2013
	99	147	138	221





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Traffic Data Analysis

The Indianapolis Airport Police Department regularly conducts traffic enforcement near and around the Indianapolis International Terminal. The Department remains fairly consistent from 2010-2012 in its issuance of State Uniform Traffic Tickets (UTT). However, there was a decline in 2013 due primarily to the increased amount of Ordinance Violations written. Uniform Traffic Tickets are typically slated through the Marion County Traffic Court and range in fine rates depending on the type of infraction and the driver's history. Officers also issue UTTs in Hendricks County which is typically slated through the Plainfield Town Court.

In 2013, the Indianapolis Airport Police Department issued 2248 local ordinance citations for various types of traffic infractions such as speeding and unlawful manner of parking.

Shift UTTs	2010	2011	2012	2013
Day	282	230	272	364
Middle	452	538	583	289
Late	446	547	249	312
Total	1180	1315	1104	965

Service Fees

Fees	2010	2011	2012	2013
Citations	\$27,657	\$24,225	\$15,995	\$43,443
Reports	\$334	\$195	\$220	\$260
Smoking	\$1,300	\$650	\$200	\$150
Total	\$29,291	\$25,070	\$16,415	\$43,853

In 2013, the total fees collected for ticket citations (local ordinances) were \$43,443.00, an increase of approximately \$27,450.00 from 2012's total. This is due to the Department's technological enhancements in its citation payment system which allows citizens to make payments online in addition to mail or in-person. All payments received for citations and reports transfer into the Indianapolis Airport Authority's general fund and the Department receives a small percentage for activities such as training.



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Security Identification Display Area (SIDA) Violations

All individuals permitted to access the sterile and secured areas within an airport are federally required to wear a Security Identification Display Area (SIDA) badge as proper identification and authorization of access. Airport Police Officers have the unique responsibility to cite or rescind permission for the use of any airport access control devices and confiscate any Airport issued ID (such as a SIDA badge) previously issued to any individual for any lawful reason, including but not limited to violations of airport security and violations of airport rules and regulations. Such violations are for failure to display a valid Airport ID indicating that he or she has unescorted access privileges; failure to display a valid approved Air Carrier ID, or in the case of aircraft crewmembers, failure to dress in the full uniform of his/her company, or under the escort of an individual with a valid airport ID and authorized to escort personnel. Citations of this sort are referred to as SIDA violations and generally result in a fine, as well as mandatory retraining on airport regulations and procedures. In 2013 twenty-seven violations were written. Eleven were paid, thirteen were warnings, and three were voided.

SIDA Violation	2010	2011	2012	2013
Totals	29	49	38	27

Internal Affairs Statistical Summary

The Indianapolis Airport Police Department’s mission statement is to upholding the highest professional standards while serving the aviation community in which police officers work and live. Officers are committed to the enforcement of laws to protect life and property, while also respecting individual rights, human dignity, and community values. Officers are committed to creating and maintaining active police/community partnerships and assisting citizens in identifying and solving problems to improve the quality of life in the community. At all times, we will act with the highest ethical standards.

The Chief of Police evaluates the complaints and determines to what extent they should be investigated. Complaints of a minor nature may be referred to the unit supervisor of the officer in question for proper action, or may be investigated by an Internal Affairs Investigator. In 2013, four administrative and no internal affairs complaints were investigated. The results of the administrative investigations resulted in one officer receiving a counseling form, one officer received a written reprimand, two officers were suspended, and one officer was terminated for violations of Department policies and regulations.

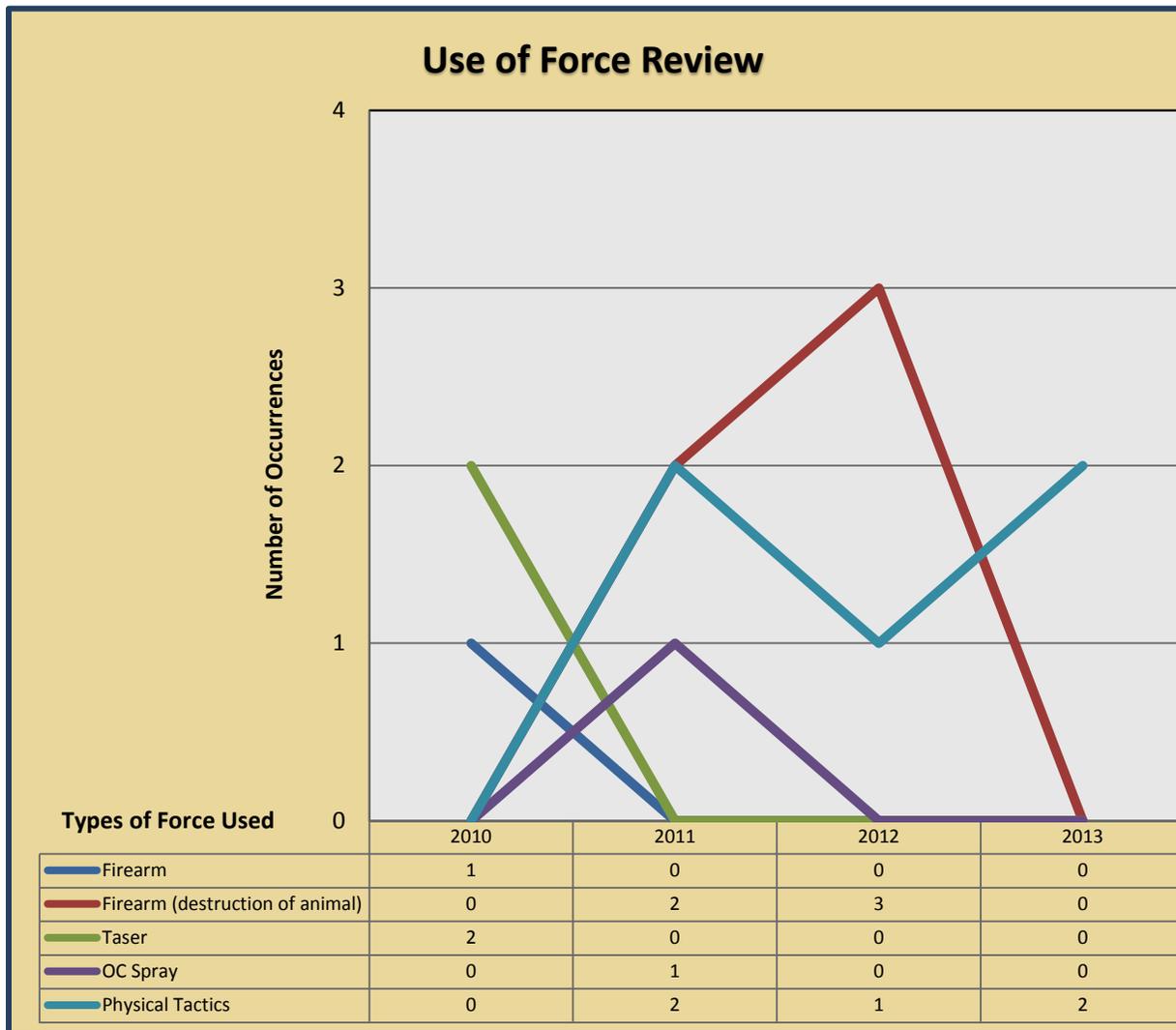


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Annual Use of Force Analysis



In 2013, the Indianapolis Airport Police Department experienced a significant decrease in the use of force by its law enforcement officers as personnel filed only two Use of Force/Firearm Discharge reports. Notably, only two reports indicated that officers used force on a person which is an increase from last year but typical statistically for the Department. The first incident resulted in the use of an arm bar by officers in order to safely escort an individual to Police Headquarters for arrest processing. The second incident occurred in the APD temporary holding cell where an individual became combative while officers were securing the individual; officers used joint locking techniques and physically restrained the individual. No subject was injured during either incident and one officer was sent to the clinic for a laceration to the hand. All administrative reviews of officers' uses of force in 2013 were found to be proper and in compliance with the Department's policies and practices.



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The Department also conducted annual in-service training in Use of Force policies, firearms qualifications and night shooting, less than lethal weapons policies, Taser, OC/CS spray, and physical tactics. The Training Unit increased the frequency of physical tactics training by adding four additional training sessions for the year focusing on handcuffing, escort techniques, take downs, strikes and kicks, ground fighting, and practical scenarios.

This year, the Department has seen a dramatic decrease in the use of firearms on severely injured animals likely due to the lower temperatures and less animal movement around the Indianapolis Airport Authority land. The use of less lethal weapons by Indianapolis Airport Police officers like the Taser and OC/CS spray (mace) has seen a decrease compared to previous years possibly due to the decrease in passenger loads of the airport with less citizens flying nationwide.

For 2014, the Department plans to enhance the level of training officers receive in the use of physical tactics in order to reduce or eliminate injury to both citizens and officers while safely maintaining control over resistive individuals. Six bi-monthly training sessions are scheduled. This training will incorporate a progressive hands-on method in many physical tactics techniques. The Department is committed to reduce death or serious injury during active incidents such as active shooter. As such, we have increased the number of training exercises at firearms training ranges so that officers focus on improving their skills. Quarterly re-familiarization roll call training sessions will also be conducting by firearms instructors to ensure proficiency.





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Annual Recruitment and Agency Demographics

For recruitment efforts in 2013, the Department utilized and maintained hiring lists from the previous year’s hiring process; five “certified” candidates and two “non-certified” candidates were offered positions. The two “non-certified” candidates were required to attend the Indiana Law Enforcement Academy and the “certified” candidates entered into the field training program. The 2012 certified candidate hiring list was exhausted at the end of 2013. The total number of officers was increased by two with 45 sworn personnel by year’s end. The Department maintains a maximum staffing level of 48 sworn positions. The training unit will conduct a certified hiring process in 2014 for any available vacancies.

2013 Recruitment and Department Demographics Review						
Ethnicity	Males Hired	Females Hired	End of Year Sworn Officers		End of Year Female Officers	
Caucasian	6	2	37	82%	8	18%
African-American	0	0	6	14%	0	0%
Hispanic	1	0	1	2%	0	0%
Other	0	0	1	2%	0	0%

2012 Recruitment and Department Demographics Review						
Ethnicity	Males Hired	Females Hired	End of Year Sworn Officers		End of Year Female Officers	
Caucasian	5	1	36	84%	7	16%
African-American	1	0	6	14%	0	0%
Hispanic	0	0	0	0%	0	0%
Other	0	0	1	2%	0	0%

The Department closely monitors personnel’s demographics by tracking ethnicity, gender, and educational trends. Our goal is to normalize the agency’s ethnic percentages with our service area’s workforce demographic. Our service area consists of five counties in Indiana: Marion (Indianapolis International Airport; Eagle Creek Airpark; Indianapolis Downtown Heliport); Hendricks (Gordon Graham Field); Hamilton (Indianapolis Metropolitan Airport); Hancock (Indianapolis Regional Airport); and Morgan (IAA owned lands).

In 2013, the agency’s personnel demographics are equitable to that of the Indianapolis Airport Authority’s service area and available workforce according to population statistics provided by the State of Indiana. In 2014, the Department strives to maintain or increase its minority recruitment efforts.



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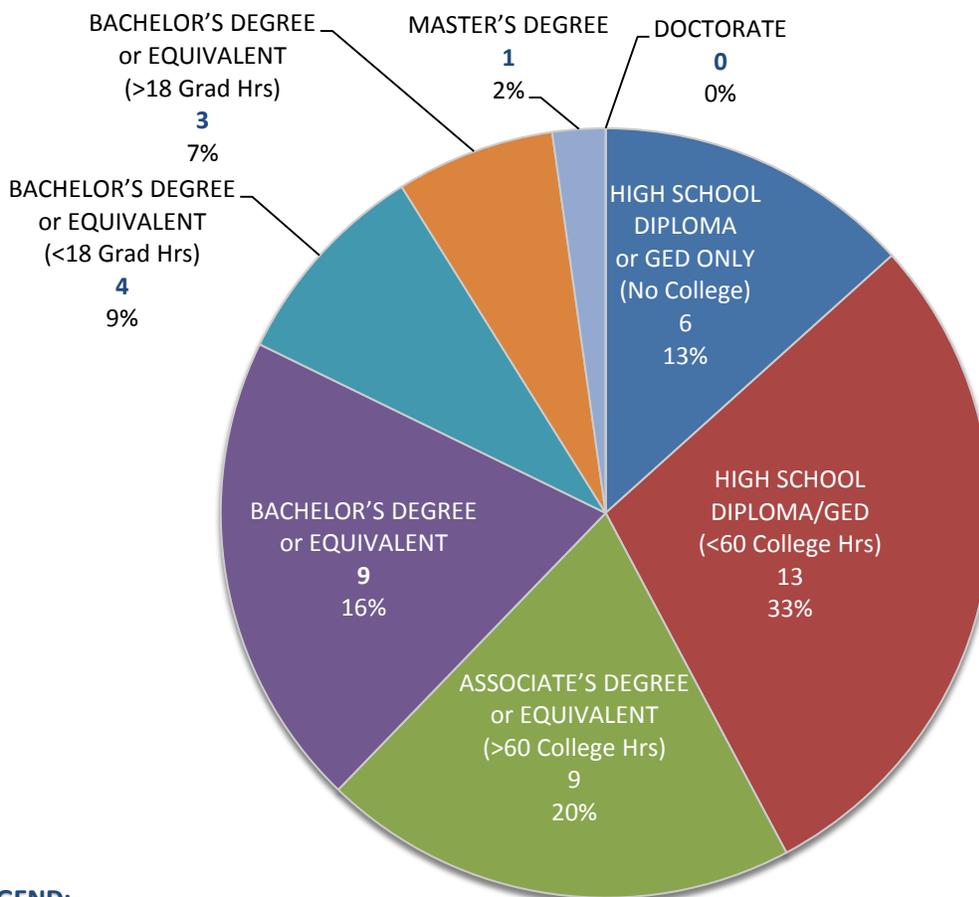


2013 Service Area – Workforce Demographics Comparison						
Ethnicity	Service Population		Available Workforce		Current Sworn Officers	
	Caucasian	1156931	82%	679433	84%	37
African-American	135611	10%	97300	12%	6	14%
Hispanic	63568	5%	20727	2%	1	2%
Other	56505	4%	31985	2%	1	2%
Total	1412614	100%	829445	100%	45	100%

This information was taken from www.hoosierdata.in.gov.

Dept Education Levels

(45 Sworn Personnel)



LEGEND:

TOP LINE = Level of Education Description

BOLD = Number of Officers Classified

% = Dept Percentage



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Annual Pursuit Analysis

The purpose of a motor vehicle pursuit is the apprehension of a suspect who refuses to voluntarily comply with the law requiring him/her to stop. However, the Indianapolis Airport Police Department's primary responsibility is to protect human life, so during every pursuit, due consideration is given to the protection of life and property. In all pursuits, Indianapolis Airport Police officers balance the need for apprehension against the risk of harm to suspects, to themselves, and to the general public.

In 2013, no Indianapolis Airport Police officer was involved in a vehicular pursuit. As there have been no pursuits initiated in the last five years for the Department; there is not sufficient information to establish any current trends from previous pursuits. After the opening of the new Airport Terminal, the Indianapolis Airport Police Department has seen a dramatic decrease in traffic related incidents. This relocation to a highly unpopulated area appears to be the reason for the sudden decline in vehicle pursuits and traffic activity.



With Ford's decommissioning of the Crown Victoria Police Interceptor design, the Department is now transitioning to Ford's Interceptor patrol car model. This addition to the police fleet will now require officers to receive emergency vehicle operations and pursuit training for all-wheel drive vehicles like the Interceptor.

Annual Records Audit

The Indianapolis Airport Authority's system server resets employee passwords every 60 days which controls access to the Department's central records computer system, Tiburon and RMS,



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in order ensure the integrity of all police files and records. On January 27th, 2014, the Indianapolis Department of Public Safety Communications [DPSC] (the agency that controls access to Marion County's Tiburon and ZClient Police Programs) conducted an audit of our records systems and reviewed the active unit identification numbers. This verification of active unit identification numbers assists the DPSC in removing all passwords, access, and logins for employees who are no longer employed with the Indianapolis Airport Police Department.

Annual Evidence/Property Room Audit

In order to maintain a high degree of evidentiary integrity over agency controlled property and evidence, the following inspections, inventories, and audits were completed. The property and evidence custodianship was maintained by Detective Dennis Scott without interruption. The annual audit conducted by a non-evidence controlling supervisor was performed by the middle shift patrol commander, Lt Jeff Silko, on November 5th, 2013. Lt Silko checked all 488 pieces (100% of all evidence including all high risk items) pieces in the evidence/property room and found three discrepancies which were corrected immediately. The computer files were reviewed as well as documentation stored in the evidence/property room regarding their status. A review of the procedures of property storage methods was completed with no recommended changes.

Annual Grievance Analysis

The Indianapolis Airport Police Department's grievance policy is written so that employees will make efforts to resolve management differences informally within the Department whenever possible. An employee, who believes the informal resolution is unfair, remains unresolved, and/or a cause exists for a formal complaint may initiate a grievance under Department General Orders. In 2013, Department personnel made no formal grievances and a review of the grievance policies has found no changes are necessary.

Annual Criminal Intelligence Review

The Chief of Police has reviewed the procedures and processes of the collection, processing, and sharing of suspicious incidents and criminal intelligence relating to criminal and homeland security activities and has found no reason for change. The Indianapolis Airport Police Department will continue to interact and participate with the Indiana Fusion Center, the Transportation Security Administration, and the Airport Law Enforcement Agencies Network (ALEAN) to exchange vital criminal intelligence information. The Department will also continue to establish good working relationships with Federal Intelligence entities to deter acts of terror at the Indianapolis International Airport.



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Bias Based Profiling Review

Bias based profiling is the selection of individuals based solely on a common trait of a group. This includes, but is not limited to race, ethnic background, gender, sexual orientation, religion, economic status, age, cultural group, or any other identifiable groups. Bias based profiling by any member of the Indianapolis Airport Police Department will not be tolerated. Indianapolis Airport Police Officers and administrative personnel received training in ethics, diversity, and bias based profiling. The Department closely monitors the citation and arrest activity of all officers in order to address any possible patterns of bias before an issue occurs. All complaints against Department personnel are taken seriously and are fully investigated and reviewed by the Chief of Police. All Department personnel have access to their enforcement productivity records which provide gender and race statistical information. Supervisors monitor such activities closely to ensure that bias based profiling does not occur.

2013 Airport Police Department Arrest and Citations Statistics					
Arrests by Race			Citations by Race		
Race	Charges	Percent	Race	Charges	Percent
Asian Male	4	1%	Asian Male	22	3%
Asian Female	0	0%	Asian Female	7	1%
Black Male	102	27%	Black Male	121	17%
Black Female	0	0%	Black Female	72	10%
Hispanic Male	36	10%	Hispanic Male	7	1%
Hispanic Female	2	1%	Hispanic Female	1	0%
Indian Male	0	0%	Indian Male	11	2%
Indian Female	0	0%	Indian Female	1	0%
White Male	158	42%	White Male	289	40%
White Female	60	16%	White Female	105	15%
Unknown Male	3	1%	Unknown Male	10	2%
Unknown Female	0	0%	Unknown Female	5	1%
Unknown Sex	5	2%	Unknown Sex	62	8%



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Department Goals and Objectives

The 2013 Department goals were to develop and continue to remain up-to-date with technological developments and advancements; review and update police service beats; focus on enhancements with the hiring process; and to concentrate on forfeiture efforts and developments. By the end of 2013, the Department had upgraded its vehicle computer systems, transitioned to a new in-car e-ticketing program which streamlined the ticketing process, finalized the enhancements to the new police service beat system, and hired eight new officers. 2013 was a fruitful and progressive year for the Department and we look forward to moving forward.

The Chief of Police and Executive Staff have formulated the Department's 2014 goals, which are to:

- Operate efficiently within the established 2014 budget.
- Ensure a seamless transition from Tiburon to InterAct.
- Ensure safety and security compliance and risk management are met with no discrepancies in regulatory audits.
- Provide challenging and interesting training to enhance officers' and supervisors' development.
- Continue the review of General Orders and SOPs to ensure CALEA compliance.

