

Community-Centered Policing Commitment



Lafayette Police Department
City of Lafayette, Indiana

www.lafayette.in.gov

Our Promise to You...

The Community-Centered Policing Commitment is our promise to make the City of Lafayette a safer community by engaging with our citizens to fulfill a quality of life promise. By choosing the ethical path – every time – we will do what is right with integrity and leadership and be responsible and accountable for our actions. We look forward to working with each of you to make you proud to live in Lafayette.'

Tony Roswarski
Mayor
City of Lafayette

Patrick J. Flannelly
Chief of Police
Lafayette Police Department

The Lafayette Police Department's mission is to *efficiently provide quality police service to our community by promoting a safe environment through a police-citizen partnership, with an emphasis on mutual trust, integrity, fairness and professionalism.* As leaders of our community, we will perform our duties with the utmost fairness and respect for all citizens. We will be loyal to our mission and to the community we serve and will protect and defend the rights of all citizens with dignity, honor and compassion. We will have the courage to do what is right and to stand against what is wrong, while always applying common sense to the difficult decisions we must make. This has always been the Lafayette Police Department's commitment to our community and its citizens.

The public is the reason we serve and is vitally connected to our guiding principles. In response to recent requests for clarification on policies and procedures, we submit the following summary. It is our hope that the citizens of Lafayette will recognize our guidelines as being crafted and evolving as a blueprint for providing the best and most effective means of protecting and serving those in our care.

Value-Based Initiatives: The Lafayette Police Department utilizes intelligence-led policing that empowers officers to focus on known challenges and utilize community-oriented policing and value-based policing to address these issues, thereby promoting community values. The LPD utilizes a Crisis Intervention Team to assist citizens with mental illness by de-escalating the situation and then obtaining appropriate medical treatment, rather than arresting and incarcerating for behaviors associated with mental illness. The Lafayette Police Department will continue to enforce the laws of the State of Indiana, and will do so in a fair and impartial manner in order to protect the lives and property of citizens.

Use of Force: In order to preserve life and avoid excessive force, the LPD invests in rigorous and sustained training in appropriate use of force, guided by a Use of Force Continuum that is dictated and regulated by legal standards. Police department personnel are trained in de-escalation techniques, and will do everything in their power to de-escalate situations and use alternatives to deadly force unless absolutely necessary to protect lives. Every use of force, no matter the severity, is documented and reviewed to ensure that all training and policies are followed.

Civilian Oversight: In 1971, the Lafayette City Council created the Lafayette Police Civil Service Commission, commonly referred to as the Police Merit Board. Pursuant to the authority granted by a change in Indiana Code 1971-19-1-14.5, a five-member board is comprised of citizens from Lafayette. The sworn officers of the Police Department elect two (2) members of the commission; two (2) are appointed by the City Council; and the Mayor appoints one (1) member. Members serve staggered four-year terms. Its purpose is to improve the training and career opportunities for the Police Department, to remove the harmful effect of appointments and promotions made to the police department without regard to training, ability, and experience, and to stimulate greater public interest and respect.

All hiring, promoting, demoting, discipline, and firing of officers is overseen by the Police Civil Service Commission. The conduct of a Lafayette police officer is guided by written Rules of Conduct, as well as policy and law. Any discipline of a member of the department is reviewed by the commission. The commission has the authority to accept the recommendation of the Chief of Police, reject the recommendation, or impose further consequences for any discipline.





LPD Hiring Process

- An in-depth and lengthy application
- Written test to determine a candidate's knowledge and ability to learn and apply legal statutes
- Physical testing
- Polygraph screening and interview, including questions relating to implicit bias
- Captains Board interview
- Extensive background investigation and social media profile data review
- Civilian Merit Board interview, after which a decision is made on whether to make a conditional job offer based on a cumulative rating of the above
- INPRS (Indiana Public Retirement System) medical physical exam
- INPRS Psychological exam: a State-certified 3rd party provider conducts a comprehensive psychological exam consisting of interview and a written exam
- Local Pension Board review
- Swearing in ceremony

Community Representation: LPD personnel are representatives of the communities they protect and serve. The Lafayette Police Department is an Equal Opportunity Employer with a robust selection process and does not discriminate based on race, religion, national origin, gender, gender identity, sexual orientation or disability status. The hiring process for LPD is extensive and exhaustive, thereby ensuring the most qualified candidates are selected for a career in policing. The men and women who accept a position in law enforcement must pass a stringent battery of tests designed to ensure that candidates are stable and qualified for policing in our community, and maintain a desire to serve even as the profession faces public constant scrutiny and attack.

Recognizing the need to attract qualified applicants, LPD has engaged in extensive recruiting campaigns for many years. Attendance at high school, university, and community job fairs has been a priority, as has transparency in the application process. Faced with the ever-increasing challenge of attracting suitable candidates, LPD actively employs new initiatives and welcomes suggestions that could assist in increasing the overall diversity of the department.



Body Cameras: The Lafayette Police Department utilizes body-worn and in-car cameras for all uniformed officers. The LPD has been utilizing in-car cameras since 1997, and as technology advanced, the LPD implemented body-worn cameras in 2016. The LPD recently adopted the newest version of body cameras providing commanders the ability to view an officer's body-worn camera live as a situation unfolds. This footage ensures a three-phase review process to identify further training opportunities.

LPD policy requires that cameras shall be activated during any interaction with the public, except for interactions such as in hospital settings where the privacy of the patient is protected. Commanders are required to audit officers body-worn and in-car cameras. All camera footage is downloaded at headquarters. Body camera footage is considered evidence and follows a chain of custody per Indiana State Law.

State Mandated Training

- Emergency Vehicle Operations
- Firearms
- Physical Tactics
- General Training Hours
- Autism, Alzheimer's, Dementia, Endangered Persons
- CPR/Heimlich
- Child Abuse and SIDS
- Domestic Violence
- Hazmat/Blood Borne Pathogens/ Reflective Clothing
- Human Trafficking
- Mental Illness/Addiction & Disabilities

LPD Required Training

- Active Threat/Active Shooter
- Cultural Competency
- Implicit Bias
- Handgun Qualification
- Less Lethal Shotgun
- NARCAN Training
- OC (Pepper) Spray
- Patrol Rifle Qualification
- TASER Recertification



Training: All police officers in the state of Indiana are required to attend 24 hours of training per year. The state requires that all officers attend certain mandatory training topics. The Lafayette Police Department goes above and beyond the state requirement. With the goal of achieving department-wide certification by the National Alliance on Mental Illness (NAMI), the LPD currently has achieved the benchmark of over 80% of its officers having completed Critical Incident Training and endorsed to identify and intervene in cases involving mental illness. The Lafayette Police Department Training Facility affords LPD to provide training on hundreds of topics in addition to the list of traditional categories. All LPD officers attend monthly training for a minimum of 45-50 hours yearly. Training instructors are certified by the Indiana Law Enforcement Academy.

Specialty Units and Equipment: Local police departments are expected to be prepared with an immediate response to domestic terrorism, active shooters, civil unrest, natural disasters, and other incidents. It is imperative that we provide the proper equipment and training to maximize effectiveness and safety for the police officers as well as for the public, innocent bystanders, and offenders. The Lafayette Police Department trains and equips officers to provide safety to our community in situations of escalated risks. Examples are SWAT (Specialized Weapons and Tactical) and MFF (Mobile Field Force) units, whose members have expertise on how to effectively respond and manage critical incidents. Each highly trained and managed member of these units is accountable for their actions and takes great care to maintain public trust.

The LPD uses equipment such as armored vehicles to provide safe passage, rifles that can match the firepower that violent offenders employ, and safety equipment such as ballistic helmets and vests to protect against gunfire. Many of these necessary items are acquired at no local cost through the federal government. LPD recognizes their responsibility to utilize these tools and teams effectively to safeguard the community.

Community Outreach Activities

- Neighborhood meetings and events
- Drug take back initiative
- Eight-week Citizen's Academy – offered twice a year
- Junior Police Academy
- Foot Pursuit 5k Fundraiser for the Hartford House Child Advocacy Center
- On-going partnership with United Way of Greater Lafayette by supporting a variety of local programs including Read To Succeed
- Shop with a Cop
- National Night Out
- DARE
- Fulltime School Resource Officer—Student of the Month Program
- Active Shooter training for schools and businesses
- Diversity Round Table
- RAD-Rape Aggression Defense courses
- RAD-Kids
- LPD Podcast



Department Funding: The Lafayette Police Department is funded by the City of Lafayette's general fund budget, with over 90% of the expenditures dedicated to personnel salaries and benefits. There are no financial incentives related to performance, nor does the department engage in arrest or interaction "quotas." Property seizure laws as an effective deterrent to major crime are in place and any changes to these laws must be championed by state representation.

Fair Police Union Contracts: Employees of the Lafayette Police Department are not members of a police union, nor do they benefit from union protection. Indiana State law forbids collective bargaining for law enforcement. The Lafayette Police Civilian Merit Commission makes all final decisions pertaining to the hiring, promotion, discipline, and termination of officers; salary and benefits are determined by the Mayor and the City Council.

First Amendment Protection: The First Amendment right to peaceably assemble will be protected. In cases where an assembly presents a clear and present danger of violence or disorder posing an immediate threat to public safety or the denial of public rights, the LPD will make a determination on the appropriate method of dispersing the crowd. Numerous warnings will be made asking assemblies to cease unlawful acts and disband prior to enforcement action being taken, including the deployment of tear gas. The public shares a responsibility to maintain control and prevent illegal activity, especially in loud volume situations, in order to remain aware of law enforcement requests to disperse.

Community Outreach: LPD is proud of our community involvement and engagement. Recognizing the need for increased community interaction and relations, the Community Outreach Division was created in 2015. The effort has been warmly received and appreciated, resulting in involvement in over 400 outreach events in 2019. The Lafayette Police Department invites and considers all other opportunities to engage with the community.

Thank you for trusting us with your safety. It is an honor to proudly serve and protect this great community.





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