



Commission on Accreditation for
Law Enforcement Agencies, Inc.
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June 9, 2017

Mr. David Dowling
Chief of Police
Schererville Police Department
25 East Joliet Street
Schererville, IN 46375

Dear Chief Dowling:

CALEA Accreditation represents a commitment to professional excellence. The work of your organization toward attaining this internationally recognized credential is indicative of sound leadership, as well as practitioner support of adherence to standards.

The report accompanying this transmittal is provided only to the chief executive officer and represents observations and findings from the most recent standards-based review of the organization. It is important to review this document in its entirety with specific attention to any matter indicating compliance concerns, required policy/practice adjustments, or outcomes not reflective of the intent of standards. The Commission will use this document as the primary resource in considering your organization for accreditation. To that end, you or a qualified representative(s) should be prepared to address information contained in this report and respond to inquiries by Commissioners

The Schererville Police Department is scheduled for a Review Committee Hearing at the next Commission Conference in Providence, Rhode Island on July 29, 2017. While the Commission does not require your attendance at this hearing, your participation helps ensure a comprehensive understanding of issues impacting your agency's candidacy. An Awards Banquet for successful organizations will occur in the evening following the Review Committee Hearing.

CALEA is *The Gold Standard for Public Safety Agencies* and we are honored to have your organization participate in this highly regarded process.

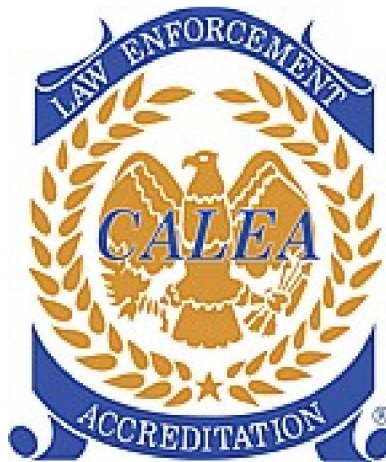
Sincerely,

A handwritten signature in black ink that reads "W. Craig Hartley, Jr." in a cursive script.

W. Craig Hartley, Jr.
Executive Director



Schererville Police Department
Assessment Report



2017

**Schererville (IN) Police Department
Tier – 1 Gold Standard Assessment Report
April 2017**

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A. Agency name, CEO and AM

Schererville Police Department
25 East Joliet Street
Schererville, Indiana 46375

David A. Dowling, Chief of Police
Corporal Timothy Arvanitis, Accreditation Manager

B. Dates of the On-Site Assessment:

April 3 – 5, 2017

C. Assessment Team:

1. Team Leader: Chief James E. CARMODY
Director of Police and Fire Services
Wyoming Department of Public Safety
2300 DeHoop Avenue SW
Wyoming, MI 49509
(616) 530-7309

2. Team Member: Deputy Chief Jacqueline DAUMONT
Alberta Justice and Solicitor General
Commercial Vehicle Enforcement
4920 51 Street
Red Deer, Alberta Canada T4N6K8
(403)588-4700

D. CALEA Program Manager and Type of On-site:

Mr. Dan Shaw is the Schererville (IN) Police Department's (SPD) current regional program manager. This is the SPD's second reaccreditation process. The agency received its initial accreditation Recognition status in 2007 and full accredited status in 2011. The SPD is a B-size agency of 62 full time employees; 49 of whom are sworn officers and 13 non-sworn staff members. The agency uses the Power-DMS software for compliance data collection.

E. Community and Agency Profile:

Community Profile

The Town of Schererville is located in Lake County, Indiana and is considered to be part of the Chicago metropolitan area. According to the most recent U.S. Census updates, the town's population is at 30,085 and growing.

Founded in 1846 by German settlers, the area was long known for being the crossroads for several trails traveled by the local native populations. As the Country's population moved west, these native trails became the routes by which the flood of adventurers, settlers and entrepreneurs moved through the mid-west of what later became the United States. Today the Town of Schererville sits at the crossroads of our motorized society, where U.S. Highways 41 and 30 intersect, adjacent to I-80/94 and I-65. All of these roads are primary transcontinental routes and gives Schererville its slogan: "Crossroads of the Nation."

The Town was named one of the "100 Best Places to Live in the U.S." by Money Magazine in 2007, and has become a destination community for residents from throughout the mid-west region, due to the Town's strategic location, reasonable housing costs, and high level of municipal services. The Town of Schererville is governed by a Town Council of five (5) elected members, one of whom, Mr. Robert Guetzloff, is elected as the Council President. The Town employs a Town Manager, Mr. Robert Volkman, who is selected by the Council. The Council also selects the five-member Board of Safety, which has oversight responsibilities for the Town's public safety services.

Agency Profile

At its earliest beginnings, the Town of Schererville's police presence was limited to just one (1) town marshal, who was appointed in 1911. However, as the community grew so did the Town's public safety needs. This growth eventually forced the Town's political leaders to move from a singular town marshal to a more modern municipal police organization headed by a Chief of Police.

The mission of SPD states the agency is committed to being responsive to residents of Schererville in the delivery of quality public safety service and a commitment to excellence. This level of responsible policing is facilitated through a partnership between the residents and visitors of the Town and the SPD. The agency further commits to serve with dedication, innovation and integrity, the SPD's core values, and to serve all citizens with the highest degrees of professionalism, respect, integrity, and courtesy.

Today, the SPD carries out that mission with a staff of 49 commissioned full-time police officers, eight (8) fulltime and four (4) part-time Emergency Communications Officers (ECO's), four (4) records clerks, one of whom acts as the supervisor for both the records office and the Communications Center, one (1) full-time civilian administrative assistant and two (2) animal control officers. The agency patrols a 15 square mile jurisdiction that is a mix of both residential, retail and industrial areas. The static population is slightly more than 30,000 residents, but the agency also serves a daily population of more than twice that number. On March 17, 2007 the SPD was awarded Recognition status the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA).

Agency and Community Demographics

The Town of Schererville has experienced significant growth over the past few years, and although the community's ethnic demographics remained fairly static for the first two years of this assessment period, the numbers changed dramatically in 2016 with the African American population nearly doubling in just one year. As a result of the increase in the minority populations, the SPD has been working with the Town's Board of Safety to address the diversification of agency staff to better reflect the Town's ethnic make-up. This very same issue was also addressed in the agency's long range planning. However, even before the increase in the minority populations, the SPD had been aggressively recruiting under-represented ethnic and gender groups within the greater Lake County area.

Staffing levels for the SPD have remained at the current numbers for the past few years due to ongoing revenue challenges. The agency was able to replace five (5) positions that had been vacated through attrition, but those additions only brought agency's sworn staff back to a long held maximum staffing base-line. Chief Dowling has requested two additional full-time officers in the next budget year to begin to address the call demands impacted by the growing number of new residents.

The demographic composition of the service area and agency are represented in the following table:

Demographics Report

	Service Population		Available Workforce		Currently Employed				Prior Assessment			
					Sworn Officers		Female		Sworn Officers		Female	
	#	%	#	%	#	%	#	%	#	%	#	%
Caucasian	25,397	84.5	5,105	85	43	88	3	6	45	92	4	8
Afr-Amer	1,590	5.3	302	5	0	0	0	0	0	0	0	0
Hispanic	3,098	10.2	588	10	6	12	0	0	4	8	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Total	30,085	100	5905	100	49	100	3	6	49	100	4	8

Currently, the agency reports that only 6% of the SPD sworn workforce is female. Through hiring analyses, the SPD has found that the number of possible female candidates has remained historically small. Prior to the jump in the African American population, the number of African American officers lined up with the community's average for its available African-American and Latino workforce.

CEO Biography

The SPD is currently under the direction of Chief David A. Dowling. Chief Dowling started his career in law enforcement in 1984 as a patrol officer with the SPD and worked his way up through the ranks to become the agency's chief executive, first in 2004 through to 2007, and then was most recently appointed in 2012.

Chief Dowling attended Perdue University at Calumet as is a graduate of the University of Louisville's Southern Police Institute, Command Officers Development Course. Chief Dowling is involved in several community organizations and civic groups, including the Lake County Urban League, where Chief Dowling has been recognized as a leader in community outreach and community integration collaborative efforts.

Future Issues

The Town of Schererville is currently experiencing tremendous growth in its retail development. In the SPD's north district, Phase two of a new development called "Shops on Main" is almost complete. By the latter part of 2017, this 35,000 square foot complex will house nine (9) large retail establishments, with several restaurants and eateries surrounding the development. In response to this growth within town, Chief David Dowling has asked the Schererville Town Council to hire two (2) additional police officers in 2017.

Another major issue the department is faced with is the growing problem and addiction of Heroin and Opiate drug use and distribution. Chief David A. Dowling improved the current staffing levels by hiring five (5) police officers to fill vacated positions due to recent retirements. With those additional officers, Chief David A. Dowling created a "Crime Reduction and Enforcement Unit (CREU) to serve as an investigative unit to this growing problem of drug cases. The CREU unit is also tasked with the investigation of any other issues related to public safety, i.e. traffic enforcement, suspicious incidents involving follow ups and so on. Chief Dowling has hopes to add additional staffing to this unit in the future.

Aside from the enforcement aspect's to curb drug overdoses, the SPD wants to provide some level of support to addicts to assist them in recovery. Chief Dowling is currently working on developing a relationship with a program known as Heartland Recovery Center. This center gives those who have battled with drug addiction a recovery path that can change their lives for the better.

F. Public Information Activities:

Public notice and input are corner stones of democracy and CALEA accreditation. This section reports on the community's opportunity to comment on their law enforcement agency and to bring matters to the attention of the Commission that otherwise may be overlooked.

1. Public Information Session

On April 4, 2017 the agency held the public meeting in the Schererville Town Hall located at 10 E. Joliet St. The meeting started promptly at 7:00PM. Assessor Carmody read the prepared script at the beginning of the meeting, announcing the purpose of the meeting and its importance to the overall assessment process. There were five (5) SPD staff in attendance and four (4) participants. Initially none of the attendees had indicated a desire to speak; however, one

member of the Board of Safety did speak in favor of the agency receiving reaccredited status. Chief Dowling asked the Team Leader to provide a brief overview of the process for the benefit of two Town Council members who were in attendance. The Team Leader then took a few moments to explain the purpose and process of the onsite assessment. The meeting was concluded at 7:40PM.

2. Telephone Contacts

The agency announced publicly that the assessment team would be available to take telephone calls on Monday, April 03, 2017 between 2:00 and 4:00PM. A dedicated telephone line was trunked into the assessor's work area for the call-in session. Prior to the beginning of the call-in sessions, assessor Carmody tested the line and found it to be operational. During the two (2) hour telephone call-in session the assessors received no telephone calls.

3. Correspondence

The team did not receive any correspondence either during or after the onsite.

4. Media Interest

The Team did not have an opportunity to meet with members of the local news outlets.

5. Public Information Material

The agency posted notices of the upcoming assessment, public hearing and the telephone call-in session with local and regional news organizations well in advance of the onsite team's arrival. The agency announced the onsite visit during a number of community events, also posted the information on the SPD website.

6. Community Outreach Contacts

The assessment team had a number of opportunities to speak with various members of the SPD, Town officials and a few members of the Schererville community. In every contact that the assessors made; those who spoke of the SPD did so in a positive and appreciative manor. The assessors were able to speak to a couple members of the Board of Safety, one of whom was the Board's Chairperson, Mr. Rodney Langel, who praised Chief Dowling and SPD staff on their collective professionalism in seeking out and then maintaining the accreditation process.

Another supporter of the SPD was Linda Perez, Executive director for the local Domestic Violence Prevention Coalition. Ms. Perez applauded the SPD's efforts in endorsing domestic violence education and suppression through a number of local initiatives, including personal protection education and the recognition and reporting of human trafficking activities.

One other community member who recognized the SPD for exceptional community outreach and partnerships was Dr. Vanessa Allen, President and CEO of the Urban League of Northwest Indiana. Dr. Allen complimented Chief Dowling and the SPD's efforts to build partnerships throughout the region with minority groups. The Chief has been a regular participant in a number of Town Hall meetings to discuss the concerns of the communities of color, and to open a dialogue on better police/ community relationships that will be sustainable well into the future.

G. Essential Services

Law Enforcement Role, Responsibilities, and Relationships and Organization, Management, and Administration. (Chapters 1-17)

The agency's policing authority are articulated through State of Indiana statutes and the Town of Schererville's charter and ordinances. The agency's policies addressing constitutional issues such as arrests and search and seizures are based upon long standing criminal court cases as determined through State and Federal Courts. Fair and impartial policing is a hallmark of the SPD service model and is repeatedly demonstrated through the agency's public contacts. Guidance is given to all employees of the SPD regarding basic human rights, and cautions are in place throughout agency policy to not abridge those rights. On an annual basis the agency trains all staff members on these constitutional limitations through in-service legal update training.

All SPD sworn personnel take and abide by an oath of office which is provided by the Town of Schererville and administered when the employee is hired. The agency also administers the International Association of Chiefs of Police (IACP) Code of Ethics to all sworn personnel, while civilian employees are administered an oath of ethics as prescribed by the Town Council. As a further testament to the importance of these oaths, the agency has placed numerous copies of the Code of Ethics and Mission, Vision and Values statement throughout the police facility as a reminder to all agency members of their commitment to professional policing.

Throughout the assessment process, internal and external interviews, and during various site visits, the SPD consistently demonstrated that the agency meets and, at times, even exceeds the requisite standard requirements related to essential professional police services. All time sensitive reports and procedural reviews inspected by the assessors were found to have been completed within the required timelines and distributed to the proper recipients. Analytical reports, such as the agency's annual use of force report, were exceptionally well written and carefully analyzed every detail of all reported force applications. This and other annual analyses provide the agency with a foundation to future training issues or technology changes.

Goals and objectives are reviewed regularly to measure the agency's success in accomplishing these goals. The agency involves all staff members in the formulation and development of the annual goals and objectives, with the final product being made

available to both agency staff and to the community. Woven into the fabric of these goals and objectives is the agency's focus on continuing and expanding community policing efforts, which has been instrumental in maintaining the long held and well-earned trust of the citizens who are served by the officers of the SPD.

Traffic Enforcement

The SPD promotes the safe and expeditious flow of vehicular and pedestrian traffic through effective and efficient planning, organization and selective traffic enforcement. The agency's selective traffic enforcement function includes procedures for analysis of traffic accidents and traffic enforcement activities. Officers are assigned to areas of greatest potential need and/or actual need as identified by an analysis of traffic records. Officers may be assigned to directed patrols or stationary observation to identify hazardous traffic law violations.

Officer safety is a priority of the department during all traffic stops. The SPD utilizes S.T.O.P.S. training (Strategies & Tactics of Patrol Stops) to train all officers on the dynamics of traffic stops and the procedure on how stops are to be conducted. This training is provided to all officers at the Indiana Law Enforcement Academy. Officers hired who are not S.T.O.P.S. certified and do not have to attend the Indiana Law Enforcement Academy, receive basic vehicle stop training as soon as practical.

The SPD works closely with Schererville town authorities responsible for traffic engineering to improve traffic engineering in the community. Traffic and roadway engineering complaints or suggestions are forwarded to the attention of the Patrol Division Commander who will designate a person to investigate the validity of the complaint/suggestion. This may include observation of the area in question, the placement of traffic speed counter equipment, and a study of collision or violation data. If the complaint or suggestion is valid, the Patrol Division Commander forwards the information and a recommendation to the proper agency to correct the deficiency.

Traffic Warnings and Citations 2014

RACE/SEX	Warnings	Citations	Total
Caucasian/Male	2114	2049	4163
Caucasian/Female	1510	1317	2827
Afr-Amer/Male	407	372	779
Afr-Amer/Female	327	336	663
Hispanic/Male	283	328	611
Hispanic/Female	166	161	327
Asian/Male	27	33	60
Asian/Female	14	17	31
OTHER	399	462	861
TOTAL	5247	5075	10322

Traffic Warnings and Citations 2015

RACE/SEX	Warnings	Citations	Total
Caucasian/Male	2228	1873	4101
Caucasian/Female	1815	1419	3234
Afr-Amer/Male	471	416	887
Afr-Amer/Female	373	322	695
Hispanic/Male	285	296	581
Hispanic/Female	164	146	310
Asian/Male	29	24	53
Asian/Female	15	19	34
OTHER	84	85	169
TOTAL	5464	4600	10064

Traffic Warnings and Citations 2016

RACE/SEX	Warnings	Citations	Total
Caucasian/Male	2481	2038	4519
Caucasian/Female	1861	1368	3229
Afr-Amer/Male	520	436	956
Afr-Amer/Female	442	404	846
Hispanic/Male	331	300	631
Hispanic/Female	195	236	431
Asian/Male	31	23	54
Asian/Female	13	19	32
OTHER	179	878	1057
TOTAL	6053	5702	11755

The Uniform Patrol Division Commander is responsible for all traffic analyses, including statistical analyses of accident and enforcement data and program evaluations. The analysis of traffic accidents includes geographic, time and violation factors, and includes a summary for each patrol shift, identification of the high hazard areas, and analysis of the most common times accidents are occurring. Selective enforcement activities are based on the analysis of traffic accident and enforcement statistics. The agency also conducts an annual review and analysis of traffic stop data in order to determine if any racial-bias is being demonstrated by any SPD staff during these encounters.

The department provides high visibility outerwear to officers including reflective vests and high visibility raingear. Officers wear the high visibility outerwear, in addition to the full-prescribed uniform, whenever conducting scheduled manual traffic direction or traffic control, at all crash scenes, roadblocks, road closures, detours, school crossing guard details, and any other situations that places an officer on a public street.

Bias Based Profiling

SPD officers are expected to demonstrate a professional demeanor, be impartial in their interactions with all members of the community, and perform all traffic functions in a professional manner while assisting citizens involved. Aside from traffic enforcement, these functions also include, parking control, and emergency and non-emergency

motorist information, identify and report hazards, check abandoned vehicles, and provide traffic safety information and recommendations.

Annually, the SPD Patrol Division Commander reviews all traffic stops via the Spillman Data Collection and Records System to confirm compliance with agency policy. After the annual review, the Commander is required by policy to forward the results of the review to the community liaison officer. A review of the SPD traffic contact table (page 8) the ethnic breakdown for traffic contacts during the assessment cycle is based on a total of the traffic contacts, 32,141. Of those contacts, 61% are Caucasian drivers, 15% are African American and nine percent are recorded for Hispanic drivers. . The agency reported no biased based policing complaints for the assessment period.

Use of Force

It is the policy of the SPD that officers use only that force necessary to accomplish lawful objectives. The agency subscribes to the reasonableness standard when deadly force is to be applied. The agency trains personnel that the application of lethal force is not left to the unrestrained discretion of the officer involved and not a subjective determination. The use of force, whether it is lethal or less-lethal, is reasonably necessary to effectively bring an incident under control, while protecting the lives of the officer and others, and must therefore be objectively reasonable. That is; the officer must only use that force which a reasonable and prudent officer would employ under the same or similar circumstances.

The standard issue handgun for all Schererville Police Officers is the SIG Sauer .40 caliber semiautomatic pistol. Officers are required to make sure that agency issued firearms are secured while off duty. To facilitate the secure storage of these firearms, the officers are encouraged to secure the firearms in a safe, lockbox or with a department issued trigger guard. Officers are also encouraged to secure their personally owned weapons in a similarly safe manner.

Use of Force

TYPE OF WEAPON/FORCE	2014	2015	2016
Firearm	2	3	1
ECW	1	2	2
Baton	0	0	0
OC	0	1	1
Weaponless	2	1	3
Total Uses of Force	5	7	7
Total Use of Force Arrests	4	5	6
Complaints	0	0	0
Total Agency Custodial Arrests	570	525	540

The agency conducts a detailed analysis at the end of each year to assess the impact of applications of force during police arrest and detainment procedures. Of the more

than 1,600 custodial arrests made during the assessment period, only 15 of those arrests (.009%) required any level of force to be applied by the arresting officers. During the same time period, there were no complaints lodged against the agency regarding inappropriate uses of force. When combined with the more than 13,000 traffic contacts resulting in no citizen complaints, the extremely low level of force arrests is testament to the professionalism demonstrated by the officers in the SPD as they adherer to the agency values of treating all persons with dignity and respect.

In addition to the requisite practical training for firearms qualification, officers also receive agency-authorized training designated to simulate actual shooting situations and conditions. This affords the officers an opportunity to apply discretion and judgment in using lethal and less lethal force under stressful situations, and remain in accordance with the SPD use of force policy.

Vehicle Pursuits

The SPD has a comprehensive vehicle pursuit policy that stands as the foundation for the training provided to officers. Training consists of the practical applications of Emergency Vehicle Operations (EVO) and vehicle handling, but also provides for in depth policy review, and how the policy sets the standard for personnel behavior and expectations. Pursuits, for the most part, are prohibited unless the most extreme situations occur. These prohibitions are driven primarily by the fact that SPD personnel recognize that the fundamental duty of the department is the protection and safety of the Town of Schererville, its citizens and those who travel through the community on a daily basis.

Vehicle Pursuits

PURSUIITS	2014	2015	2016
Total Pursuits	1	0	1
Terminated by agency	1	0	1
Policy Compliant	1	0	1
Policy Non-compliant	0	0	0
Accidents	0	0	0
Injuries: Officer	0	0	0
: Suspects	0	0	0
: Third Party	0	0	0
REASON INITIATED	2014	2015	2016
Traffic offense	0	0	0
Felony	1	0	1
Misdemeanor	0	0	0

SPD personnel were involved in only one vehicle pursuit in 2014, none in 2015, and only one other pursuit for 2016. In 2014, Merrillville Police Department initiated a pursuit that went through the Town of Schererville. SPD units assisted Merrillville in making the arrest. In 2016 the pursuit involved the apprehension of two suspects that fled from a local hardware store after threatening loss prevention personnel with a handgun. No

injuries were reported in either case. The Patrol Commander is responsible for conducting the annual analysis of all pursuits and, based on those analyses, both of the pursuits during the assessment period where policy compliant.

The agency recognizes that the danger presented by a police pursuit can exceed the public safety value of immediate apprehension and pose a significant threat to all parties. When any officer or supervisor is involved in a vehicle pursuit (including pursuits initiated by other agencies) the initiating officer is required to submit a written report of the pursuit, to the supervisor.

Roadblocks may be deployed when necessary, but only if authorized by the shift supervisor. Due to the inherent dangers to the officers and nearby civilians, roadblocks are to be employed only as a last resort; either when a known violent offender's escape would put the public at serious risk, or to stop a fleeing vehicle or a reckless driver whose driving actions pose a significant threat to the safety of other motorists and/or pedestrians. SPD officers receive training on roadblocks as part of the recruit academy curriculum.

The agency allows for the use of Stop-Sticks (controlled tire deflation devices), but only on vehicles with four or more tires. Before being issued these devices, officers are trained in their use and deployment, in accordance with established training and manufacturers recommended use. During this three-year assessment period, there were no occurrences requiring a roadblock or forcible stop.

Internal Affairs/Complaints Against Employees

Any and all citizen, or internally generated, complaints are processed and handled through the organization's chain of command. Complaints alleging excessive force, civil rights violations or criminal acts may be handled internally or referred to an outside agency at the discretion of the Chief or the Board of Safety. However, the Chief has the final authority to determine whether the complaint necessitates an official internal investigation for potential disciplinary action or whether normal supervisory initiated remedial steps have be adequate to resolve the issue. Anonymous complaints are accepted and investigated as any other complaint.

Investigators are assigned to serve as internal investigators by the Chief and are generally at least one rank higher than the individual being investigated. Individuals serving as internal investigators act directly under the authority of the Chief for that purpose only, and have the authority and responsibility to require any employee of the department, regardless of rank, to make a full and complete disclosure pertaining to details of the allegations or complaints.

Investigations must be completed within thirty days unless an extension is given by the Chief. During such delays, the Chief will notify the complainant as to the reasons why there is such a delay. At the conclusion of the investigation the completed investigative

file, consisting of all documents and statements pertaining to the complaint, investigation and disposition are retained by the department in a secure manner.

Complaints and Internal Affairs Investigations

EXTERNAL	2014	2015	2016
Citizen Complaint	1	0	1
Sustained	0	0	0
Not Sustained	1	0	1
Unfounded	0	0	0
Exonerated	0	0	0
INTERNAL	2014	2015	2016
Directed complaint	1	1	0
Sustained	0	0	0
Not Sustained	1	1	0
Unfounded	0	0	0
Exonerated	0	0	0

During the assessment period, the agency recorded and investigated only two (2) external complaints and two internal complaints. Both of the external complaints, as well as the internally directed complaints were not sustained. Again, the low numbers of both internal and external complaints and investigations is a testament to the high level of police professionalism demonstrated by all of the members of the SPD.

Personnel Structure and Personnel Process (Chapters 21-35)

Grievances

The agency provides for a multi-step grievance process that involves specific timelines of ten (10), five (5) and three (3) day limits, by which the grievance can be filed, reviewed and adjudicated. The first step involves the grievant's immediate supervisor and, if not remedied at any of the subsequent steps, may ultimately end up on the Chief's desk for final determination. There are no allowances made for outside representation to act on behalf of the grievant. The grievant must represent themselves during the process.

The agency conducts an annual analysis of the grievances brought forward by staff, along with the relevant policies and protocols regarding personnel issues. As another testament to Chief Dowling's commitment to working closely with SPD staff members in resolving issues or problems by regular communication and daily interactions, no grievances were filed during this assessment period.

Disciplinary Procedures

The SPD maintains a Personnel Early Warning System (EWS) by utilizing the Guardian Tracking software. Such tracking methods gives agency supervisors an opportunity to

identify employees that may be considered “at risk” of disciplinary actions for performance issues, or who might require some type of internal or external professional intervention to correct unsatisfactory behavior and conduct.

The authority to discipline rests solely with the Chief Dowling, who will ultimately determine the degree of discipline after a determination has been made that the alleged actions have been sustained. The disciplinary options that the Chief may apply range from counseling to termination.

The accused officer may appeal the Chief’s disciplinary actions to the Board of Safety for review if those actions involve; a written reprimand, suspension without pay (more than five (5) days), a demotion in rank or grade, or for termination from the department. The Board shall offer the sworn member an opportunity for a hearing if requested, in writing, by the sworn member. Such a hearing will be conducted no later than thirty (30) days after the request is submitted by the officer. If an officer is subject to criminal charges, the Board of Safety may place the officer on administrative leave with or without pay as determined by the Board.

Personnel Actions

YEAR OF OCCURRENCE	2014	2015	2016
Suspension	2	2	0
Demotion	0	0	0
Resign In Lieu of Termination	0	0	0
Termination	0	0	0
Other	1	0	0
Total	3	2	0
Commendations	23	38	35

On an annual basis the Chief of Police will evaluate the personnel Early Warning System to determine if the Guardian Tracking software is properly identifying employees who need intervention, whether the EWS has been successful, or if the system has to be modified because it is not properly identifying the “at risk” employees.

During the assessment period, the agency recorded a total of five (5) personnel actions taken by the Chief. In 2014 and 2015 four (4) employees were suspended for various policy and personnel violations, with one (1) “other” action recorded in 2014. There were no personnel actions taken against SPD personnel in 2016. However, the agency recognized SPD personnel with more than 90 commendations during the same period of time.

Recruiting/Selection

In discussions with Chief Dowling regarding the agency’s recruiting efforts; it was more than apparent that the SPD continues to focus their recruiting efforts towards minority and female candidates. However, the SPD faces the same universal hiring challenges as other Lake County Indiana law enforcement agencies, and that is their proximity to

the greater Chicago area, which is less than a 45 minute drive from Schererville. The SPD and their neighboring departments are in constant competition with the much larger Illinois police departments, which offer a wider range of benefits and career opportunities. The agency routinely assigns female and minority officers to the recruiting efforts, and works closely with community groups and school officials throughout the Town to promote the law enforcement profession.

The agency conducts a selection process that is mostly a blind draw of qualified candidates. The agency starts the selection process by posting and advertising the opening in local and regional media outlets, as well as the area colleges and regional academies. Interested candidates will apply for the position; however, the application process is devoid of indicators of the candidate's ethnicity.

The agency then holds an orientation for all of the applicants, where agency staff outlines the hiring process, job expectations and discussions on wages and benefits. The pool of candidates will then participate in a validated physical agility test, followed by an entry test that measures basic skill sets for reading, writing and comprehension. The testing company provides nationally validated tests, but allows the candidate to voluntarily indicate the candidate's ethnicity. Once the testing process is complete, the agency then selects the top candidates for oral interviews, background investigations, polygraphs and psychological testing.

Sworn Officer Selection Activity in the Past Three Years

Race/Sex*	Candidates Tested	Candidates Hired
Caucasian	7	2
Afr-American	9	0
Hispanic	1	2
Unidentified Race	58	0
TOTAL CANDIDATES	76	4
Male candidates	67	4
Female candidates	9	0

* Selection candidates have the option to self-disclose race/ethnicity

The agency conducted one (1) selection process during the assessment period. From that process, the SPD hired four (4) officers to replace vacated positions. Base on the selection construct, the table reflects the voluntary choices candidates made in the candidate's application and testing regarding race or ethnicity.

Training

The SPD has developed a training program that promotes and enhances the professional expectations of the agency's employees. The agency's in-service training program is exceptional and addresses training topics such as; legal updates, ethics and other specialized training.

Aside from the standard list of commonly used police training exercises, SPD officers also receive training in numerous other fields, such as less-lethal force applications, CPR and Emergency Vehicle Operations (EVO), firearms, defensive tactics and other work related topics. The agency also provides training on de-escalation techniques when responding to calls involving mentally disabled subjects.

In order to keep the SPD's training relevant, the agency evaluates all of the training programs to assure staff that the training they are receiving is current and comports to the SPD's goals and objectives and strategic plan. To carry out this ongoing assessment, the agency has formed a training committee. The Committee was established to assist in developing and evaluating training needs, as well as to serve as a means of receiving input from all segments of the agency. The Committee consists of the Deputy Chief, the agency Training Coordinator, one (10 member of the FTO Team and one other department instructor

The Training Coordinator shall be the Department's liaison with the Northwest Indiana Law Enforcement Academy and attend monthly training coordinators meetings. The Training Coordinator shall also liaison regarding the Field Training Program when necessary. In the event the agency sponsors a new employee to attend the regional police academy, the training will be done through an appropriate state training academy, and in accordance with the laws of the State of Indiana. The agency will maintain a dialogue with the academy pertaining to the training needs of this agency and to assist the academy with training whenever possible.

Promotions

The Schererville Board of Safety Chairman conducts the agency's police supervisory promotional process. When a new supervisory position is recommended, the Board is authorized to fill that position, contingent upon the Schererville Town Council's approval. However, a previously authorized position that has been vacated may be filled by the Board of Safety and Chief of Police, without re-authorization of the Town Council. Although the Board of Safety has the authority and responsibility for the administration of the promotional process, the Chairman may call upon the Chief of Police for support in the promotional process.

The SPD has a comprehensive and competitive promotional process. Candidates are required to have had a number of years of experience before they are eligible for testing. The testing process includes a written exam provided by a professional testing firm, an oral interview process, and also includes seniority point values and time in grade point values. Once the process is completed, the agency posts an eligibility list or candidate register that is viable for the next 24 months. The candidates are ranked by the order of relative excellence.

In 2014, the agency conducted such a promotional process, and tested 19 candidates. All 19 were found to be eligible after the testing process and placed on the register; however, no promotions were made from the register until 2015, when the agency

promoted two (2) males to the rank of Corporal, and one (1) female and one (1) male were promoted to the rank of sergeant. There were no promotions in 2016.

Sworn Officer Promotions			
PROMOTIONS – 2014-2016			
	2014	2015	2016
GENDER / RACE TESTED			
Caucasian/Male	18	0	0
Caucasian/Female	1	0	0
African-American/Male	0	0	0
African-American/Female	0	0	0
Hispanic/Male	0	0	0
Hispanic/Female	0	0	0
GENDER/ RACE ELIGIBLE AFTER TESTING			
Caucasian/Male	18	0	0
Caucasian/Female	1	0	0
African-American/Male	0	0	0
African-American/Female	0	0	0
Hispanic/Male	0	0	0
Hispanic/Female	0	0	0
GENDER/ RACE PROMOTED			
Caucasian/Male	0	2	0
Caucasian/Female	0	1	0
African-American/Male	0	0	0
African-American/Female	0	0	0
Hispanic/Male	0	0	0
Hispanic/Female	0	0	0

Law Enforcement Operations and Operational Support (Chapters 41-61)

Patrol Operations

The Patrol Division consists of 33 officers and shift supervisors, who work under the supervision of the Patrol Commander. The patrol officers work 12-hour shifts and are divided into four (4) alternating squads; two (2) squads work while the other two (2) are on leave days. The officers work alternating shifts of 6:00AM to 6:00PM and 6:00PM to 6:00AM. The officers then will rotate monthly from the day to evening shifts. While on patrol the officers are assigned to one (1) of four (4) patrol districts. The Patrol Division performs the primary police function for the department, including preventive patrol, enforcement of criminal law, traffic enforcement and investigation, response to calls for service, and criminal investigations.

On Monday afternoon (April 3, 2017) the Assessors attended the ongoing shift's roll call briefing. The Sergeant presented from call and case summaries from the previous shifts and informational memos from the Chief. All officers attending the shift briefing were dressed in the Department's duty uniform and had all assigned equipment with them.

Aside from the issued firearms that the officers carried, officers are also issued and are required to wear agency approved body armor while engaged in field activities on or off duty unless exempted by policy.

The agency deploys clearly marked and highly visible patrol units ranging from the standard sedans to patrol SUV's. The patrol cars are well equipped and contain the appropriate safety features to protect both the officers and those whom they may be transporting. Safety screens and door locks are standard equipment, along with highly visible emergency lighting and siren systems.

Agency policy requires that officers must operate these vehicles in a safe and prudent manner, based on varying circumstances. Under normal, non-urgent operating conditions and while responding to routine calls for service, operators of police vehicles must adhere to all traffic laws, with their primary responsibility to the public and their own safety over the emergency response conditions.

The SPD is in the process of updating the department's in-car cameras to accurately document actions, events, conditions and statements made during arrests. A total of 36 new cameras are being installed and personnel will have received training on the cameras and policy by the end of April, 2017. Training on the in-car cameras is the responsibility of the Information Technology Corporal.

Canine Unit

The Operations Division Commander is responsible for recommending canine handlers to the Chief for final approval. New canine handlers complete a department approved canine training course and must successfully complete all course requirements. The SPD utilizes the North American Police Work Dog Association (NAPWDA) and United States Police Canine Association (USPCA) to certify the agency's two (2) canine teams. The SPD canine teams are certified annually and must demonstrate acquired abilities to the Operations Division Commander on a periodic basis. Currently the department has plans to obtain a third canine.

The SPD Canine Unit utilizes certified law enforcement canines as a supplement to police manpower. Canine teams are available on a 24 hour on-call basis to assist in crime prevention and control activities. Personnel assigned to be canine handlers must be hold a 1st Class Patrolman level with satisfactory work performance, disciplinary and medical leave records. Canine unit members care for and house the canine at the officer's residence.

Tactical Operations

The Schererville Police Department participates in the Combined Emergency Response Team, (ERT), under the direction of the Merrillville Police Department. Interested agency staff members must be able to qualify for the team by participating and successfully completing a series of physical, technical and subject matter expertise

before assignment to the team. The number of staff members assigned to the tea is at the discretion of the Chief.

Critical Incidents, Special Operations and Homeland Security

The Chief of Police is responsible for the overall planning of police participation in the Town of Schererville Emergency Operation Plan and is responsible for planning critical incidents. The SPD All Hazard Plan, when implemented, is in conjunction with the Town of Schererville's Emergency Operation Plan and The Lake County Indiana Comprehensive Hazard Analysis. There have been no incidents requiring the activation of the All Hazard Plan during this assessment.

The Criminal Investigations Commander is the department's liaison for Homeland Security related issues and is responsible for the exchange of information related to terrorism and disseminating information to the appropriate levels within the department. Officers receiving intelligence/information concerning possible terrorist activities immediately notify the on-duty supervisor who completes an intelligence report, determines the validity of the information and the appropriate response from the department, including notification of the Operations Commander, notification of other local law enforcement agencies, or the appropriate state and federal agencies.

The SPD makes every effort to keep the public informed, when appropriate, of all critical incidents. The responsibility for the preparation of specific types of written plans is assigned to key departmental staff officers. The Chief annually evaluates all plans and makes appropriate recommendations to the Town Council prior to plan approval. The department may be requested to assist other agencies who have primary responsibility over an unusual occurrence, and regularly participates in planning sessions and mock disaster training sessions conducted by Emergency Management when such sessions are conducted.

During emergencies where the SPD has the primary responsibility, all appropriate resources are applied to the extent necessary to effectively control the incident. This includes maintaining procedures for the mobilization of off-duty personnel to respond to emergency situations. Annual training is conducted on the All Hazard Plan utilizing standard ICS protocols for affected personnel. All officers are also trained in Hazardous Materials Emergencies as a portion of their annual state mandated training. The Chief annually evaluates active threats through a written review of policy and training needs.

Public Information

The SPD disseminates information to the general public through the news media with as much transparency as possible, while conforming to state and local laws on privacy rights and investigation integrity. The department's Public Information Officer (PIO) is assigned by the Chief, who may also appoint an officer as a secondary PIO if required. The Patrol Commander is currently assigned in this capacity. Media access to scenes is coordinated through the PIO with approval by command staff at their discretion.

Criminal Investigations

The SPD Criminal Investigations Unit (CIU) Commander oversees the criminal investigation function. Criminal cases assigned to the CIU are screened for solvability factors so as to ensure that those cases, having the best chance of being resolved are assigned first. The CIU commander determines if a complaint requires additional investigation or if the investigation should be suspended based on these solvability factors. The assignment of cases for follow-up investigation is based on the seriousness of the offense with other solvability factors present; such as, availability of investigators; safety of personnel and civilians; statute of limitations; analysis of financial burden upon the agency; and other community considerations

Detectives assigned to the investigations unit are available twenty-four hours, seven days a week. Detectives are available on-call when they are not on regular duty. A case control system through the agency's Spillman Records System is used to maintain control over all active cases and to provide an immediate resource to investigators with access to all relevant information and records required. Investigators are governed by comprehensive guidelines regarding the use of designated rooms for interviews and interrogations by both uniformed and non-uniformed personnel. The agency has three designated interview rooms which have the ability to record the interviews.

All cases referred to investigations have an administrative designator of open, inactive, or closed to indicate the status of the investigation. The Detective Corporal reviews active follow-up cases assigned to investigators to ensure proper and comprehensive investigations are being conducted. At the conclusion of the investigation it is classified as closed or suspended and the case file is consolidated into the central records system. Records are purged if a determination is made that the information is no longer relevant or has been expunged by court order.

The Chief is advised of complaints through email and weekly meetings with the Commander, as well as, monthly when the Criminal Investigations Commander and Chief meet to review the current case load. The Criminal Investigations Commander annually reviews procedures and processes in regards to criminal intelligence.

Vice and Organized Crime

The agency has established operational procedures for conducting and participating in covert operations involving surveillance, undercover and raid. Schererville Police does not utilize decoy operations. Operations are only conducted with approval of the Investigations Division Commander. Documented operational plans are in place for all operations.

The Criminal Investigations Division Commander handles all informants and assigns a criminal investigation number to each file. Informants less than eighteen years of age

are only utilized upon receipt of written consent of the juvenile's parents or legal guardians, and when adult informants cannot be obtained and when no other reasonable option exists.

Employees receiving criminal intelligence information will first notify the on-duty supervisor, and then complete an incident report to document the situation. The supervisor determines the validity of the information and the appropriate response from the department. Intelligence files are maintained in a secured, locked cabinet in the Criminal Investigations Commander's office.

Juvenile Operations

The SPD's goal in conducting juvenile operations is for the prevention and control of juvenile delinquency with developed programs in place. The CIU is responsible for all juvenile investigations and assigns juvenile cases to investigators. The Deputy Chief of Police designates officers to coordinate the D.A.R.E. program and the Police Explorer Program. Through these programs, officers are actively involved in the lives of local children. All personnel share the responsibility for participating in or supporting the juvenile operations function.

Regular and consistent communication is maintained with various departments and services involved in handling juvenile matters including prosecutors, probation, and child protective services. When dealing with juvenile offenders officers use the least coercive of reasonable alternatives, ensuring the juvenile's constitutional rights are protected.

Court Security

SPD police officers act as court security officers by assisting the bailiff in preserving order for the Schererville Town Court, as required by state law. While acting in the capacity for the Schererville Town Court, officers follow SPD general orders, which supersede any directive or procedure created by the Town Court.

At least one uniformed officer is assigned as court security officer at proceedings held by the Schererville Town Court. Only sworn police officers acting in their official capacity as police officers are allowed to possess a firearm while in the courtroom. Court security officers carry portable radios and the court office and hallway to the courtroom are equipped with closed circuit video monitored in the Dispatch Center to detect an emergency. The police department appoints a liaison officer to coordinate scheduling for transport of prisoners and court security officers.

Missing Persons/Mental Health

The agency requires a report to be generated immediately when investigating adult missing persons. Information on missing persons is entered into NCIC within two hours of receiving the complaint. All agency personnel receive training in dealing with persons

suspected of suffering from mental illness. This training involves the following of certain critical guideline which aid the employee in the process of de-escalation. New officers receive this training while in the academy. The SPD also provides for in-service training updates on interacting with persons with mental illness. This training is mandated by state law for active personnel and civilian personnel training, with retraining occurring at least every three years.

Communications

The Schererville Communications Center provides 24 hour continuous emergency service utilizing radio, telephone, and automated data systems (NCIC & IDACS) to maintain communications between police, fire & EMS personnel on duty, and uses 911 as the single emergency number. All radio communication is conducted in accordance with the Federal Communications Commission (FCC) procedures and requirements. Licenses are kept on file in the Communications Center. Toll free voice and TDD telephone service for access to emergency services is also provided. The communications center maintains and has access to information pertaining to departmental and municipal resources, and limits access to the Center to authorized personnel only.

A unique incident number is assigned by the CAD system to each request for law enforcement service. Officers are assigned to calls for service based upon the location and seriousness of the call. Supervisory personnel at major incidents or crime scenes are required to report; "in command of the scene," and coordinate communications through the Communications Center.

Each officer is equipped with a portable radio. Officers are required to ensure the operational status of their assigned equipment. Upon hearing an emergency request for assistance, or an activated emergency alarm ("man down" alarm) from field personnel, communications personnel immediately relay the information to all available patrol units. Officers are identified in the radio communications through the use of their assigned unit/badge number.

SPD officers have the ability to hear and communicate with other surrounding police agencies. Communications with other police agencies and/or units of other agencies is done in clear language. "Ten codes" and/or signals are not used when communicating with other agencies to avoid confusion or misunderstandings, as codes and signals may vary slightly from department to department.

All radio and telephone conversations are continuously recorded, and communications personnel have immediate playback of radio and telephone including 911. Misdirected calls on the Enhanced 911 system are immediately transferred to the proper agency. All tele-communicators are trained and certified in "Emergency Medical Dispatch" and are required to maintain their certification through the International Academies of Emergency Dispatch. In the event of lost power, the Schererville Police Department communications center relies on a large commercial generator as the alternate source

of electrical power. The generator is tested monthly, and “full load” testing is done at least once a year. The department is currently in the process of finalizing an agreement for communication center service to the Cedar Lake Police Department. The agreement should be in place by summer of 2017.

Crime Statistics and Calls for Service

The SPD reported an average of slightly more than 44,000 calls for service during this assessment period, with marginal decreases reported for the two most recent years. Based on UCR reports, the agency recorded a slight decline in most of the reported Part I and Part II crimes during the same time period.

Calls for Service

2014	2015	2016
15,180	14,331	14,886

Violent crime continues to represent a very small portion of the total crime, with 86% of all offenses being Part – 2 crimes, or crimes against property. During the assessment period the agency recorded only one (1) homicide in 2016, saw a slight increase in the forcible rape category for 2015 and 2016, and a sizable reduction in assaults during the assessment period.

Year End Crime Stats

PART – I CRIMES	2014	2015	2016
Murder	0	0	1
Forcible Rape	1	1	2
Robbery	4	9	10
Aggravated Assault	107	71	63
PART – II CRIMES	2014	2015	2016
Burglary	30	32	38
Larceny-Theft	545	541	595
Motor Vehicle Theft	34	28	31
Total of both Part I and II	721	682	740

Detainee and Court Related Activities; Auxiliary and Technical Services (Chapters 70-84)

Agency Central Records

The central records department of the SPD follows Uniform Crime Reporting (UCR) guidelines for the collections and submission of crime data to the Federal Bureau of Investigation. The UCR reports are created monthly using information in the department’s Spillman Records System. It is the department’s policy to log every incident when a citizen reports of crime, citizen complaints, citizen requests for service, criminal and non-criminal cases initiated by the agency personnel, and incidents

involving arrests, citations and when occurring in the department's jurisdiction. Agency personnel have 24-hour access to records through the Spillman Records Management system. Juvenile records are maintained in a separate partition module of the records system. Disposition and expungement of juvenile records is done upon court order initiated by the juvenile after reaching adult age.

Traffic citations are maintained statewide electronically on a secure website ECWS Central Repository. The officer's copies of citations are forwarded to the Records Office and filed monthly. After 48 hours of issuance, citations cannot be reduced in the statewide system. Prior to 48 hours, the issuing officer may reduce a citation to a warning electronically.

Detainee Transportation

Officers are required to thoroughly search all detainees prior to transport for any weapons, tools of escape or contraband. Outer clothing, purses, backpacks etc. are also searched. If practical, the search is conducted by an officer of the same sex. At the beginning and end of each tour of duty, transport vehicles are inspected for readiness, with the interior searched to ensure nothing was left or hidden in the vehicle. Prior to placing a detainee in the vehicle for transport, officers once again visually inspect the interior, and the vehicle is searched again after the detainee has been removed.

Upon arrival at a secure facility, transporting officers secure their firearm. Detainees exhibiting violent behavior are transported directly to the Lake County Jail with the approval of the shift supervisor. Officers notify the jail or other receiving agency whenever there is a medical condition or the detainee is considered a security hazard (including suicidal behavior or threats) so the receiving agency may take appropriate precautions.

In the event a detainee in the control of SPD personnel escapes, officers follow prescribed procedures to re-capture the escapee. The officers must notify the required persons, and complete a detailed internal memorandum through their supervisor to the Division Commander prior to the end of their shift. There were no incidents of escapes of detainees during the period of this assessment.

Processing and Temporary Detention

The temporary detention facility in the SPD consists of a booking room, three cells, a gender segregation room, and an interview room. Upon arrival at the facility, officers document in the booking room log, the name of the subject in custody, the reason for arrest and the date and time of the arrest. The arresting officer is responsible for processing, searching, and the temporary detention of the detainee unless relieved by a supervisor. Detainees are under constant supervision while in the booking room, and the on-duty shift supervisors ensures that constant supervision is maintained whenever

a detainee is housed in the temporary detention facility. Detainees are kept for a maximum of five hours.

When prisoners are present, access to the temporary detention facility is limited to sworn officers unless approval is given by the duty supervisor. Officers responsible for monitoring temporarily detained individuals in the facility are provided with initial training on the use of the detention rooms and are retrained at least once every three years. Daily inspections of the temporary detention facility are conducted by the midnight shift supervisor. The Patrol Division Commander conducts an administrative review annually of the temporary detention area, policies and procedures to ensure the use of the facility continues to be adequate for the needs of the department.

Collection and Preservation of Evidence

Patrol officers carry-out the basic requirements of the on-scene investigation, for most incidents of crime. The initial officer at the scene is responsible for securing and protecting the scene until relieved by a supervisor. Evidence Technicians are available on a 24-hour basis. Officers assigned to the CIU as Detectives are trained to handle major crime scenes and other duties. In some major crime cases, the Lake County Sheriff's/Indiana State Police Crime Lab may be called to assist with approval of a commander.

The department has approximately twelve trained Evidence Technicians and ensures a technician is available on each shift. Detectives and Evidence Technicians are equipped with the equipment and supplies for the proper protection and packaging of evidence in the field. All evidence sent to an outside laboratory is sent with the appropriate documentation required for that laboratory or appropriate to the case.

Evidence Management

All property seized by the SPD is to be immediately logged into the Spillman computer system and forwarded to the Property/Evidence Manager. An Incident Report is completed with all required information. The chain of custody reflects all persons handling the property as well as the correct time the property changed hands. All evidence and property must be properly packaged and labelled by the submitting officer prior to storage. Certain items of evidence such as; cash, precious metals, jewelry, weapons, narcotics or other dangerous drugs that require added protection are stored in a separate, locked, secured area located within the evidence/property room.

Access to the property room and all other property storage areas is restricted to the Property Manager and Deputy Chief. Department personnel do not enter any property storage area without being in the presence of the Property Manager, and when they do make access, must sign a logbook detailing date, time and reason for entry. Secure facilities are provided for storage of evidence/property at times when the evidence/property room is closed. The SPD does not allow controlled substances, weapons, or explosives out of the property room for investigative purposes.

An inspection of the evidence and property storage facility is conducted semi-annually by the Deputy Chief to ensure adherence to all procedures used. A complete audit of property and evidence in compliance with Appendix I was completed upon reassignment of the property manager in 2015. The bar coding system was used for the first time during this audit. An annual audit of property and evidence is conducted by a supervisor, appointed by the Chief of Police, who is not connected with the property and evidence function. An annual unannounced inspection is conducted and administered by a member of the command staff to insure the integrity of the property control process. All audits occur on a periodic, unannounced basis. Whenever circumstances suggest, an audit is conducted to refute or affirm allegations of impropriety in the management of the property control function and to ensure the integrity of the system.

During the onsite, the assessors viewed the property and evidence room and an interview was conducted with the Property and Evidence Manager. The Evidence Manager has been in the position since 2015. The Evidence Manager reviewed the process for logging of evidence through the Spillman Evidence Management System used by the department, and the procedures for handling of jewelry, money, drugs, and firearms. The Records Management System utilizes bar-coding and indicates the status and location of each piece of property. All inspections, inventories and audits were completed as required.

H. Standards Issues Discussion:

This section provides specific information on standards found to be in compliance after on-site “adjustments” were made. Adjustments may include modifying agency policies and directives, creating documentation, and an alteration of the physical plant.

There were no standards identified in this area.

I. 20 Percent Standards:

This section does not apply for Tier – I assessments.

J. Future Performance / Review Issues

This section does not apply.

K. Table: Standards Summary:

Mandatory (M) Compliance	178
Other-Than-Mandatory Compliance	0
Standards Issues	0
Waiver	0
(O) Elect 20%	0
Not Applicable	11
TOTAL	189

L. Summary:

The SPD should be commended for the exceptional work that the agency's accreditation manager did in preparation for this onsite. The agency has stayed current and compliant with the three applied discretion standards identified in the previous onsite assessment, and all of the agency's files were well documented and were found to be in compliance. Of the time-sensitive reports that were reviewed by the assessors, all were done well within the required time limits.

As the assessors moved through the community and interviewed a number of business owners, school officials and Town employees, it was more than apparent that the agency enjoys strong support from nearly everyone the assessors came in contact with. During these interviews people used words like professional, fair, respectable, caring and compassionate. Most of the interviewees credited Chief Dowling's approachability and involvement in various community groups, as setting the example for the rest of the agency.

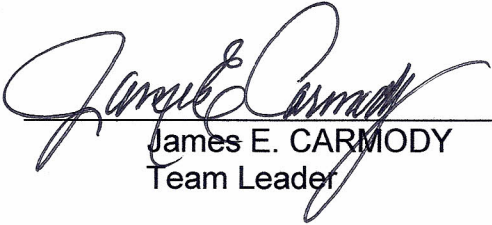
The SPD provides full police services, and has developed a comprehensive community outreach program to address crime and public safety issues facing the Town of Schererville. Patrol officers respond to the initial calls for service, but have the necessary supporting resources to apply, in the event circumstances dictate. Well trained criminal investigators can be brought to the scene to process the needed evidence, complete the follow-up investigation and prepare the case for the subsequent court actions.

The additional support the agency receives comes from the citizen volunteers who work tirelessly in the performance of numerous ancillary duties. These men and women have a passion for what they do, and the agency has been enriched with the multitude of "worldly" talents that are brought to the table by these community spirited volunteers. Of particular note was the agency's Morning Call program where trained volunteers call the homes of senior citizens who might be living alone to check on their well-being. If the resident doesn't answer, a patrol car is sent to further investigate.

The SPD truly excels in all aspects of professional police services. The agency holds itself and its employees to the highest of police standards as they relate to community policing principles. The agency serves a dynamic and increasingly more diverse community, which will continue to challenge the SPD's service delivery model well into the future. However, the community can rest assured that the men and women of the SPD will serve them with dignity and respect, and without biased considerations for their ethnic or cultural backgrounds.

Overall, the SPD has done a remarkable job of integrating the CALEA standards into the agency's everyday operations. Chief Dowling and his command staff lead by example. Not only do they hold the agency's staff to the highest of ethical, moral and

professional standards, they hold themselves to the very same standards as well. Without question, such leadership sends a clear signal to the community that the Schererville Police Department is willing to be transparent and accountable to all whom they serve.



James E. CARMODY
Team Leader