LAW ENFORCEMENT ACCREDITATION

Bloomington (IN) Police Department

Agency

Bloomington (IN) Police Department
220 E 3rd Street
Bloomington, IN 47401

Chief Executive Officer

Chief of Police
Michael Diekhoff

Methodology Overview

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

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

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

Law Enforcement Accreditation

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

CALEA's Founding Organizations:

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

TABLE OF CONTENTS

Executive Summary

Chief Executive Officer Profile

Community Profile

Agency History

Agency Structure and Function

Agency Successes

Future Issues for Agency

First Annual Compliance Service Review

Second Annual Compliance Service Review

Third Annual Compliance Service Review

Fourth Annual Compliance Service Review

Site-Based Assessment Review

Community Feedback and Review

Standards Related Data Tables

EXECUTIVE SUMMARY

Overview:

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

Compliance Service Review:

CALEA Compliance Services Member(s) Nora Ackerley remotely reviewed 66 standards for the agency on 6/25/2019 using Law Enforcement Manual 6.13. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

CALEA Compliance Services Member(s) Steven Heaton remotely reviewed 53 standards for the agency on 6/22/2020 using Law Enforcement Manual 6.13. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

CALEA Compliance Services Member(s) Dorris Certain remotely reviewed 72 standards for the agency on 6/24/2021 using Law Enforcement Manual 6.13. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

- 12.2.2 – Dissemination and Storage (LE1) – ISSUE: - Bullet A of Standard 12.2.2 requires a written directive establishing procedures for the dissemination of agency written directives to all affected personnel. The agency directive provided outlined procedures for dissemination of directive to all sworn personnel, but did not address dissemination to non-sworn members. AGENCY ACTION NEEDED: - It is suggested the agency amend their current directive to address dissemination of written directive to all affected personnel. AGENCY ACTION TAKEN: The agency revised their current directive to include all personnel. It is recommended that this standard be reviewed again in future assessments to verify continued compliance.

- 1.2.10 – Duty to Intervene (LE1) (MMMM) – ISSUE: - Standard 1.2.10 requires employees to intervene within their scope of authority and training and notify appropriate supervisory authority if they observe another agency employee or public safety associate engage in any unreasonable use of force or if they become aware of any violation of departmental policy, state/provincial or federal law, or local ordinance. The directive provided by the agency applied to sworn members, but not non-sworn members. AGENCY ACTION NEEDED: - It is suggested the agency amend the agency directive to include all personnel rather than just sworn members. AGENCY ACTION TAKEN: The agency amended their directive to require all personnel to intervene in some manner when they observe another agency employee or public safety associate engage in any unreasonable use of force or if they become aware of any violation of departmental policy, state/provincial or federal law, or local ordinance. It is recommended that this standard be reviewed again in future assessments to verify continued compliance.

- 4.1.6 – Vascular Neck Restrictions (LE1) (MMMM) – ISSUE: - Standard 4.1.6 states "If the agency allows a vascular neck restriction as a less lethal technique, a written directive defines the conditions for its use, with any specific prohibitions." The agency directive prohibits the use of vascular neck restraints unless the use of lethal force is justified. The agency directive was confusing in that it defined the use of vascular neck restraint as a means of restricting the flow of oxygen in the body rather than restricting the flow of blood. AGENCY ACTION NEEDED: It was suggested the agency rewrite their directive to clarify the term vascular neck restraint. - AGENCY ACTION TAKEN: The agency revised their existing directive to correctly define the use of the term "vascular neck restraint." It is recommended that this standard be reviewed again in future assessments to verify continued compliance.

CALEA Compliance Services Member(s) Karen Ashley remotely reviewed 54 standards for the agency on 1/31/2022 using Law Enforcement Manual 6.13. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

Site-Based Assessment Review:

From 3/7/2022 to 3/8/2022, Chris Connolly and Robert Sanders visited the agency following a consultation with the chief executive officer regarding critical issues impacting the organization since the last assessment. These issues were identified as:

- Community Relations - Community involvement is a cornerstone of the Bloomington Indiana Police Department. The agency's community involvement programs are tailored from community input as well as an analysis of crime trends. In addition, Chief Diekhoff's commitment to community policing shows through in each of the agency's community engagement efforts. The Bloomington Police Department offers traditional, yet effective crime prevention programs and strategies. The agency charges each officer with the responsibility of interacting with the residents and business community of Bloomington. However, the agency does use several specially trained Community Service Specialists to identify specific concerns from various citizens groups from throughout the city. Officers routinely attend neighborhood meetings and address areas of mutual concern. In most cases community outreach assignments emanate from Community Service Specialists and are assigned to the most appropriate division/bureau for action. According to various community contacts, Bloomington officers are quite adept at solving sensitive matters. Community concerns are harvested from the public and are then communicated to the appropriate units for resolution.

- Employee Wellness - The Bloomington Police Department is an "agency that cares" about its employees. The agency has implemented or plans to implement several programs designed to take care, both mentally and physically, of its employees. Additionally, these internal customer service programs are available for family members. The agency has implemented social services and athletic training programs for its employees and their families. The culture of the department is one of family; therefore, if your family is cared for then you can focus on your job. This caring attitude has increased the agency's ability to retain staff.

- Annexation - The City of Bloomington plans to annex 7 adjacent areas to "right size" the city. This annexation is a concern because the agency has a staffing and retention crisis. City officials are discussing the need to increase compensation for agency staff to address staffing shortages, especially sworn personnel. The department is currently short twenty officers, and the annexation will require an increase of up to thirty-five officers. This long-term concern is the agency's number one challenge.

- Mental Health Response - The Bloomington Police Department is exceptionally committed to mental health concerns/response. The city has an unhoused population that often requires the intervention of mental health professionals. To that end, the agency has taken a most progressive step and introduced 3 embedded social workers into the staff of the police department. The agency currently has 3 Master's-level Social Workers who assist officers and community members with mental health crisis calls and long-term case management. Many mental health calls for service are associated with the homeless population. The Police Department has initiated a downtown Resource Officers Unit. These officers, donned in white polo shirts, are specifically tasked with interacting with the Downtown business community as well as with the many unhoused persons who find themselves seeking refuge in the downtown area.

During the Site-Based Assessment Review, the assessment team conducted 28 interviews regarding the topical areas previously defined. The interviews were with agency members and members of the community. The approach not only further confirmed standards adherence, but also considered effectiveness measures, process management and intended outcomes.

CHIEF EXECUTIVE OFFICER PROFILE

Michael Diekhoff

Michael Diekhoff began his law enforcement career by attending the Indiana University Police Academy and working part time for the Indiana University Police Department. He started his career with the Bloomington Police Department in 1987 as a patrol officer. He continued working his way up the ranks, supervising both patrol and investigations, and was appointed Police Chief in January of 2008.

His civic involvement extended outside the police department as well. Prior to being appointed Police Chief, Mike spent nine years on the Bloomington City Council, having been elected three times and serving as President and Vice President.

Chief Diekhoff is active in issues that impact policing today. He has served on various boards and commissions. He was appointed by the Governor to the Governor's Task Force on Drug Enforcement, Treatment and Prevention, and the Integrated Public Safety Commission whose duties include helping coordinate significant public safety events. He is a member of Indiana's National Institute of Corrections Evidence Based Decision Making Team, The Indiana Pretrial Release Pilot Project, and the 2015 Law Enforcement Summit, A Way Forward in the 21st Century.

Chief Diekhoff is an active member of the Indiana Association of Chiefs of Police, having been a past President of that organization and currently serving on the Government Relations Committee and the Foundation Board of Directors. He is also a member of the International Association of Chiefs of Police, serves on the Police Administration Committee, and is a member of the Midsize Agencies Section. Chief Diekhoff is also active in the Police Executive Research Forum (PERF). He was recognized for the agency's efforts in hate crime reporting and has led webinars and presented at training conferences on bias crime reporting.

Chief Diekhoff is always looking for innovative ways policing can help the community. In 2016, the Bloomington Police Department was awarded the Human Rights Award from the Bloomington Human Rights Commission for an innovative program it started called the "Downtown Resource Officers." This program has officers whose daily work focuses solely on helping those people experiencing homelessness and dealing with addictions issues. Chief Diekhoff also created the State's first Police Social Worker program and has grown it to three full time Social Workers.

A native of Bloomington, Indiana, Chief Diekhoff graduated from Indiana University with a degree in Criminal Justice. He is also a graduate of the Southern Police Institute Administrative Officers Course (87th AOC) and the Police Executive Leadership Academy. He has also been bestowed by the Governor of Kentucky the commission of "Kentucky Colonel" and by the Governor of Indiana the "Distinguished Hoosier" award and a "Sagamore of the Wabash," the State's highest distinction.

COMMUNITY PROFILE

Bloomington, the seat of Monroe County, is an attractive progressive community situated 50 miles south of Indianapolis. It is known as the "Gateway to Scenic Southern Indiana". The city was established in 1818 by settlers from Kentucky, Tennessee, the Carolinas and Virginia. The settlers were so impressed with "a haven of blooms" they called it Bloomington. In more recent times Bloomington has been designated as a "Tree City USA".

Bloomington is the home of Indiana University (IU). Founded in 1820, IU is one of the oldest and largest state universities in America. With 49,000 students, IU Bloomington is the flagship of the IU system and the state's largest university.

Today Bloomington is a city of 85,000 residents and a land area of 20 square miles. City government is a strong mayor style, with Mayor John Hamilton holding that office. There are nine City Council members. Six represent districts and three are elected at-large.

Since the 1980s the economy has been moving toward high tech, entrepreneurship, nonprofit, service, and governmental employment. There are many artists and musicians, and quality of life is a valued community asset.

AGENCY HISTORY

Bloomington became an incorporated town in 1847. The first law enforcement officer was the town marshal, elected at the same time as the mayor and the board of trustees. David B. Judah was the first marshal and served from 1847 to 1853. The marshal was the only law enforcement official in the city until 1860.

In 1860 “Night Watchers” began patrolling the city. They were employed to keep watch over the city during the night when the marshal was off duty. Night watchers served the city through the mid 1890’s. The night watchers were probably chosen by the marshal, but there is no record of the exact method of appointment.

In 1876 Bloomington became a city and the board of trustees was replaced by the city council. The city council elected James Slocumb as the first marshal of the City of Bloomington.

On September 18th 1899 the city council approved the formation of the Bloomington Police Department. The rules and regulations for the Department were adopted, the council named the City Engine House as “Police Headquarters,” and named the marshal, Edward M. Johns, chief of police. The Engine House was located on the northeast corner of the Courthouse lawn.

The Police Department was given the responsibility of operating ambulances in 1958. Officers were not trained as medics and were not much more than a speedy taxi service to the hospital. The Department drove the ambulances until 1973 when the Fire Department and later Bloomington Hospital ran the service.

On April 1st, 1967 the Department hired Charles Brown, its first African-American police officer. Brown served as a patrolman and a detective, rising to the rank of Captain. He retired in 1989. On January 1st, 1972, Lois Bruce and Barbara Webb became the first female officers hired by the Department. In June 1998, Janelle Benedict became the Department’s first female supervisor when she was promoted to sergeant.

In 1998 the Department moved to its current location at 220 East Third Street. This building was originally built as Police Headquarters in 1963, but was occupied by City Hall instead. The building was completely remodeled for the Police Department when City Hall moved to 401 North Morton in 1997. The communications room was designed to become Central Dispatch, combining city and county dispatchers for the first time.

In April 2014, the Department implemented the Downtown Resource Officer (DRO) program. This program was designed to place specially trained officers in the downtown district to increase officer presence and respond to homelessness and addiction issues.

In 2019, the Department hired two non-sworn Neighborhood Resource Specialists and a Police Social Worker to extend community resources to residents and further enhance the Department’s community policing initiatives. In 2021, the Neighborhood Resource Specialists were renamed Community Service Specialists. These programs have grown to include eight Community Service Specialists and three Police Social Workers.

AGENCY STRUCTURE AND FUNCTION

The Bloomington Police Department is operated under the command of Chief of Police Michael Diekhoff with the assistance of Deputy Chief of Police Joseph Qualters, Captain of Administration Ryan Pedigo, and Captain of Operations Scott Oldham. Under the command of the Captain of Operations, each patrol shift and the detective division are supervised by one lieutenant and three sergeants.

Chief of Police Diekhoff is appointed by the City of Bloomington Mayor, John Hamilton. The Mayor also appoints a five member Board of Public Safety which oversees functions of the Bloomington Police Department as well as the Bloomington Fire Department.

AGENCY SUCCESSES

The mission of the Bloomington Police Department is to safeguard life and property while respecting diversity, encouraging civility, solving problems, and maintaining a high standard of individual integrity and professionalism.

During the most recent accreditation period, Bloomington Police has worked toward that mission with the addition of non-sworn positions designed to reduce workload on sworn personnel and provide services to residents. Four Community Service Specialists (CSS) and three Police Social Workers (PSW) were implemented between 2019 and 2021, with an additional four CSS positions funded in the 2022 budget. These innovative positions work to solve community problems by extending community resources and providing diversion alternatives to arrest and criminal prosecution.

The Community Service Specialists extend the Department's ability to provide services and support directly to residents and local groups. The Community Service Specialists serve as a point of contact for residents and neighborhood associations and as a liaison to police and other City services. Other responsibilities include responding to minor traffic accidents, addressing conflicts between neighbors, and responding to and reporting on minor vandalism, theft, and code and nuisance violations.

The Police Social Workers provide services such as crisis intervention, mediation, short-term counseling, and referrals, as well as support victims of crime throughout the prosecution process and work to preempt criminal behavior. The Police Social Workers work closely with Downtown Resource Officers to identify the needs of those who may be experiencing homelessness, substance use disorder, or medical or mental health issues, and coordinate with local non-profit and social service providers to work toward solutions.

FUTURE ISSUES FOR AGENCY

Previous reports have listed the challenges that exist in recruiting both quality candidates and minority candidates and then being able to retain them if they are selected as officers for the Bloomington Police Department. This issue is certainly not unique to our agency and is a serious concern for many agencies across the country. Law enforcement agencies are competing against one another for those exceptional candidates with some offering signing bonuses and higher salaries to entice individuals to come work for them. Our agency continues to lose personnel because of the inability to compete with those offering higher salaries, better benefits, a better working environment, fewer calls for service, and greater community support. The challenge is real and will become even more critical if planned annexation is successful which will require hiring additional police personnel to provide services in the expanded boundaries of the City. The current predicament of not being able to fill available positions must be addressed with a strategy that will result in more candidates seeking the opportunity to work for our agency as our need for officers increases significantly over the next few years.

Another potential issue that might create challenges for our agency includes additional oversight by multiple civilian review boards. As more review boards are created, it is expected that the members of the various boards will request to review our General Orders and provide insight and suggestions on modifications. Presumably, some of the suggestions will be outside the scope of what is acceptable by CALEA standards and will have to be vetoed. Further, with more individuals with no law enforcement experience attempting to modify policies and procedures, it will most certainly prove challenging to maintain policies that remain in compliance and allow officers to properly perform their job functions.

The Bloomington Police Department has begun the process of having non-sworn personnel respond to certain calls for service that previously were responded to by a sworn officer. These calls range from certain welfare checks, minor thefts and vandalism reports, and traffic crashes. This appears to be of great benefit in lessening the call volume that sworn officers have to respond to as well as helps keep sworn personnel available for emergent calls, but the need for more officers remains. For any sort of proactive policing to occur again, the Department simply must have more officers available to increase minimum shift staffing.

As previously mentioned, the possibility of the City's boundaries being expanded due to annexation efforts will have a major impact on the agency. Along with the aforementioned challenges of hiring additional police personnel, there will be other challenges that will require planning for the future as well. This will include a determination of when to begin planning for and building a new facility that can accommodate all Department employees. Also, there will be costs associated with the need for more police vehicles, all of the equipment required for those vehicles, the cost of equipping more officers, and for expenses related to hiring more support personnel such as Records Clerks.

The City of Bloomington contracted with Novak Consulting in 2019 to complete a thorough review of the police department and provide suggestions for topics such as proper staffing numbers, personnel assignments, and organizational structure. We received the results in August 2020, which provided several suggestions and recommendations to improve the level of service provided by the Department. Staffing was a main area of concern and the report suggested that 16 patrol officers needed to be added to the current patrol staffing level of 105. However, in 2021, the staffing level of the Department was actually decreased by the Mayor from 105 to 100 sworn personnel. Another suggestion was adding an incentive package to attract diverse applicants, such as a "signing bonus" and the addition of a City recruitment team, but neither of those suggestions have been implemented as of yet. A "housing incentive" program was implemented that pays up to $500 per month for a rental within the City, or provides a one-time $12,000 down payment assistance lump sum towards the purchase of a home within the City. Very few officers have taken advantage of the program. The consultants also suggested that the agency implement a take-home vehicle program. The Department received approval from City Administration to launch a "pilot" program with take-home vehicles assigned to personnel that lived within the City limits as well as some that live within Monroe County that are

a part of a specialty team that may be called to respond to an emergency, such as members of the Critical Incident Response Team. However, it is the belief of the Department Administration that the take-home vehicle program should be expanded to include all sworn members that live within Monroe County. It is believed that this will help with recruitment and retention efforts, as well as provide for increased police visibility as off-duty officers drive their assigned vehicles within the City.

YEAR 1 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Nora Ackerley
On 6/25/2019, the Year 1 Remote Web-based Assessment of Bloomington (IN) Police Department was conducted. The review was conducted remotely and included 66 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.1.2 Code of Ethics* (LE1) (MMMM)	**Compliance Verified**
1.2.5 Arrest with/without Warrant (LE1) (MMMM)	**Compliance Verified**
1.2.9 Biased Policing* (LE1) (MMMM)	**Compliance Verified**
4 Use of Force	
4.1.2 Use of Deadly Force (LE1) (MMMM)	**Compliance Verified**
4.2.1 Reporting Uses of Force* (LE1) (MMMM)	**Compliance Verified**
4.2.2 Written Use of Force Reports and Administrative Review* (LE1) (MMMM)	**Compliance Verified**
4.2.4 Analyze Reports* (LE1) (MMMM)	**Compliance Verified**
4.3.2 Demonstrating Proficiency with Weapons (LE1) (MMMM)	**Compliance Verified**
4.3.3 Annual/Biennial Proficiency Training* (LE1) (MMMM)	**Compliance Verified**
11 Organization and Administration	
11.3.3 Notify CEO of Incident with Liability (LE1)	**Compliance Verified**
12 Direction	
12.1.1 CEO Authority and Responsibility (LE1)	**Compliance Verified**
12.1.3 Obey Lawful Orders (LE1)	**Compliance Verified**
15 Planning and Research, Goals and Objectives, and Crime Analysis	
15.2.1 Annual Updating/Goals and Objectives* (LE1)	**Compliance Verified**
17 Fiscal Management and Agency Property	
17.4.2 Cash Fund/Accounts Maintenance* (LE1)	**Compliance Verified**
22 Personnel Management System	
22.1.8 Employee Identification (LE1)	**Compliance Verified**
26 Disciplinary Procedures and Internal Investigations	
26.1.1 Code of Conduct (LE1)	**Compliance Verified**
26.1.3 Harassment (LE1)	**Compliance Verified**
26.2.1 Complaint Investigation (LE1)	**Compliance Verified**

Standards	Findings
31 Recruitment and Selection	
31.5.7 Emotional Stability/Psychological Fitness Examinations (LE1)	**Compliance Verified**
33 Training and Career Development	
33.5.1 Annual In-Service Training Program* (LE1) (M M M M)	**Compliance Verified**
35 Performance Evaluation	
35.1.2 Annual Evaluation* (LE1)	**Compliance Verified**
35.1.9 Personnel Early Intervention System* (LE1)	**Compliance Verified**
40 Crime Analysis and Intelligence	
40.2.3 Criminal Intelligence Procedures* (LE1)	**Compliance Verified**
41 Patrol	
41.2.2 Pursuit of Motor Vehicles* (LE1)	**Compliance Verified**
41.2.3 Roadblocks and Forcible Stopping* (LE1)	**Compliance Verified**
41.2.4 Notification Procedures (LE1)	**Compliance Verified**
41.2.7 Mental Health Issues* (LE1)	**Compliance Verified**
42 Criminal Investigation	
42.1.3 Case File Management (LE1)	**Compliance Verified**
44 Juvenile Operations	
44.1.1 Juvenile Operations Policy (LE1)	**Compliance Verified**
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.3 Command Function* (LE1)	**Compliance Verified**
46.1.9 All Hazard Plan Training* (LE1)	**Compliance Verified**
46.1.10 Active Threats* (LE1)	**Compliance Verified**
46.3.2 Hazmat Awareness (LE1)	**Compliance Verified**
54 Public Information	
54.1.3 Media Access (LE1)	**Compliance Verified**
61 Traffic	
61.1.10 DUI Procedures (LE1)	**Compliance Verified**
61.3.3 Escorts (LE1)	**Compliance Verified**
71 Processing and Temporary Detention	
71.1.1 Designate Rooms or Areas (LE1)	**Compliance Verified**
71.2.1 Training of Personnel* (LE1)	**Compliance Verified**
72 Holding Facility	

Standards	Findings
72.1.1 Training User Personnel* (LE1)	**Not Applicable by Function**
72.4.1 Securing Weapons (LE1)	**Not Applicable by Function**
72.5.3 Sight and Sound Separation (LE1)	**Not Applicable by Function**
73 Court Security	
73.1.1 Role, Authority, Policies* (LE1)	**Not Applicable by Function**
73.3.1 Weapon Lockboxes (LE1)	**Not Applicable by Function**
73.4.2 External Communications (LE1)	**Not Applicable by Function**
73.5.12 Securing Weapons (LE1)	**Not Applicable by Function**
73.5.18 Designated Control Point (LE1)	**Not Applicable by Function**
81 Communications	
81.2.10 Emergency Messages (LE1)	**Compliance Verified**
81.2.11 Misdirected Emergency Calls (LE1)	**Compliance Verified**
81.3.2 Alternate Power Source* (LE1)	**Compliance Verified**
82 Central Records	
82.1.6 Computer File Backup and Storage* (LE1)	**Compliance Verified**
83 Collection and Preservation of Evidence	
83.1.1 24-Hour Availability (LE1)	**Compliance Verified**
83.3.2 Evidence, Laboratory Submission (LE1)	**Compliance Verified**
84 Property and Evidence Control	
84.1.3 Temporary Security (LE1)	**Compliance Verified**
84.1.6 Inspections and Reports* (LE1)	**Compliance Verified**
91 Campus Law Enforcement	
91.1.1 Risk Assessment and Analysis* (LE1)	**Not Applicable by Function**
91.1.3 Campus Background Investigation (LE1)	**Not Applicable by Function**
91.1.4 Campus Security Escort Service (LE1)	**Not Applicable by Function**
91.1.5 Emergency Notification System (LE1)	**Not Applicable by Function**
91.1.6 Behavioral Threat Assessment (LE1)	**Not Applicable by Function**
91.1.7 Security Camera Responsibilities* (LE1)	**Not Applicable by Function**
91.1.8 Emergency Only Phones and Devices* (LE1)	**Not Applicable by Function**
91.1.9 Administrative Investigation Procedures (LE1)	**Not Applicable by Function**
91.2.1 Agency Role and Responsibilities (LE1)	**Not Applicable by Function**
91.3.1 Agency Role and Responsibilities* (LE1)	**Not Applicable by Function**

Standards	Findings
91.4.1 Position Responsible for Clery Act* (LE1)	**Not Applicable by Function**

Response from Agency Regarding Findings:

No feedback at this time.

YEAR 2 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Steven Heaton
On 6/22/2020, the Year 2 Remote Web-based Assessment of Bloomington (IN) Police Department was conducted. The review was conducted remotely and included 53 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.1.1 Oath of Office (LE1) (MMMM)	**Compliance Verified**
1.2.3 Compliance with Constitutional Requirements (LE1) (MMMM)	**Compliance Verified**
1.2.8 Strip/Body Cavity Search (LE1) (MMMM)	**Compliance Verified**
3 Contractual Agreements for Law Enforcement Services	
3.1.1 Written Agreement for Services Provided (LE1) (MMMM)	**Not Applicable by Function**
4 Use of Force	
4.1.1 Use of Reasonable Force (LE1) (MMMM)	**Compliance Verified**
4.1.3 Warning Shots (LE1) (MMMM)	**Compliance Verified**
11 Organization and Administration	
11.3.1 Responsibility/Authority (LE1)	**Compliance Verified**
12 Direction	
12.1.2 Command Protocol (LE1)	**Compliance Verified**
17 Fiscal Management and Agency Property	
17.5.2 Operational Readiness (LE1)	**Compliance Verified**
21 Classification and Delineation of Duties and Responsibilities	
21.2.2 Job Description Maintenance and Availability* (LE1) (M M M M)	**Compliance Verified**
22 Personnel Management System	
22.2.2 General Health and Physical Fitness (LE1)	**Compliance Verified**
22.2.5 Extra-Duty Employment (LE1)	**Compliance Verified**
26 Disciplinary Procedures and Internal Investigations	
26.3.2 CEO, Notification (LE1)	**Compliance Verified**
26.3.3 Investigation Time Limits (LE1)	**Compliance Verified**
31 Recruitment and Selection	
31.5.1 Background Investigations (LE1)	**Compliance Verified**
33 Training and Career Development	

Standards	Findings
33.1.5 Remedial Training (LE1)	**Compliance Verified**
33.5.3 Accreditation Process Orientation (LE1)	**Compliance Verified**
33.8.2 Skill Development Training Upon Promotion (LE1)	**Compliance Verified**
34 Promotion	
34.1.1 Agency Role, Authority and Responsibility (LE1)	**Compliance Verified**
41 Patrol	
41.1.5 Police Service Canines (LE1)	**Compliance Verified**
41.3.5 Protective Vests (LE1)	**Compliance Verified**
41.3.6 Protective Vests/Pre-Planned, High Risk Situations (LE1)	**Compliance Verified**
42 Criminal Investigation	
42.2.6 Informants (LE1)	**Compliance Verified**
43 Vice, Drugs, and Organized Crime	
43.1.5 Covert Operations (LE1)	**Compliance Verified**
44 Juvenile Operations	
44.2.1 Handling Offenders (LE1)	**Compliance Verified**
44.2.3 Custodial Interrogation and Interviews (LE1)	**Compliance Verified**
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.4 Operations Function (LE1)	**Compliance Verified**
46.1.7 Finance/Administration Function (LE1)	**Compliance Verified**
61 Traffic	
61.1.7 Stopping/Approaching (LE1)	**Compliance Verified**
61.4.2 Hazardous Roadway Conditions (LE1)	**Compliance Verified**
70 Detainee Transportation	
70.1.2 Searching Transport Vehicles (LE1)	**Compliance Verified**
70.1.8 Notify Court of Security Risk (LE1)	**Compliance Verified**
70.4.2 Rear Compartment Modifications (LE1)	**Compliance Verified**
71 Processing and Temporary Detention	
71.1.1 Designate Rooms or Areas (LE1)	**Not Applicable by Function**
71.2.1 Training of Personnel* (LE1)	**Not Applicable by Function**
71.3.1 Procedures (LE1)	**Not Applicable by Function**
71.3.3 Security in Designated Temporary Detention Processing and Testing Rooms/Areas (LE1)	**Not Applicable by Function**

Standards	Findings
71.4.1 Physical Conditions (LE1)	**Not Applicable by Function**
71.4.2 Fire Prevention/Suppression (LE1)	**Not Applicable by Function**
71.4.3 Inspections* (LE1)	**Not Applicable by Function**
73 Court Security	
73.1.1 Role, Authority, Policies* (LE1)	**Not Applicable by Function**
73.3.1 Weapon Lockboxes (LE1)	**Not Applicable by Function**
73.4.2 External Communications (LE1)	**Not Applicable by Function**
73.5.12 Securing Weapons (LE1)	**Not Applicable by Function**
73.5.18 Designated Control Point (LE1)	**Not Applicable by Function**
74 Legal Process	
74.1.1 Information, Recording (LE1)	**Compliance Verified**
81 Communications	
81.2.1 24 Hour, Toll-Free Service (LE1)	**Compliance Verified**
81.2.5 Access to Resources (LE1)	**Compliance Verified**
82 Central Records	
82.1.2 Juvenile Records (LE1)	**Compliance Verified**
83 Collection and Preservation of Evidence	
83.2.4 Equipment and Supplies (LE1)	**Compliance Verified**
84 Property and Evidence Control	
84.1.2 Storage and Security (LE1)	**Compliance Verified**
84.1.4 Security of Controlled Substances, Weapons for Training (LE1)	**Compliance Verified**

Response from Agency Regarding Findings:

CEO Feedback not provided.

YEAR 3 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Dorris Certain
On 6/24/2021, the Year 3 Remote Web-based Assessment of Bloomington (IN) Police Department was conducted. The review was conducted remotely and included 72 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.2.1 Legal Authority Defined (LE1) (MMMM)	**Compliance Verified**
1.2.4 Search and Seizure (LE1) (MMMM)	**Compliance Verified**
1.2.10 Duty to Intervene (LE1) (MMMM)	**Standard Issue**
Notes: ISSUE: - Standard 1.2.10 requires employees to intervene within their scope of authority and training and notify appropriate supervisory authority if they observe another agency employee or public safety associate engage in any unreasonable use of force or if they become aware of any violation of departmental policy, state/provincial or federal law, or local ordinance. The directive provided by the agency applied to sworn members, but not non-sworn members. AGENCY ACTION NEEDED: - It is suggested the agency amend the agency directive to include all personnel rather than just sworn members. AGENCY ACTION TAKEN: The agency amended their directive to require all personnel to intervene in some manner when they observe another agency employee or public safety associate engage in any unreasonable use of force or if they become aware of any violation of departmental policy, state/provincial or federal law, or local ordinance. It is recommended that this standard be reviewed again in future assessments to verify continued compliance.	
3 Contractual Agreements for Law Enforcement Services	
3.1.1 Written Agreement for Services Provided (LE1) (MMMM)	**Not Applicable by Function**
4 Use of Force	
4.1.4 Use of Authorized Less Lethal Weapons (LE1) (MMMM)	**Compliance Verified**
4.1.5 Rendering Medical Aid Following Police Actions (LE1) (MMMM)	**Compliance Verified**
4.1.6 Vascular Neck Restrictions (LE1) (MMMM)	**Standard Issue**
Notes: ISSUE: - Standard 4.1.6 states "If the agency allows a vascular neck restriction as a less lethal technique, a written directive defines the conditions for its use, with any specific prohibitions." The agency directive prohibits the use of vascular neck restraints unless the use of lethal force is justified. The agency directive was confusing in that it defined the use of vascular neck restraint as a means of restricting the flow of oxygen in the body rather than restricting the flow of blood. AGENCY ACTION NEEDED: It was suggested the agency rewrite their directive to clarify the term vascular neck restraint. - AGENCY ACTION TAKEN: The agency revised their existing directive to correctly define the use of the term "vascular neck restraint." It is recommended that this standard be reviewed again in future assessments to verify continued compliance.	
4.1.7 Choke Holds (LE1) (MMMM)	**Compliance Verified**
4.2.3 Removal from Line of Duty Assignment (LE1) (MMMM)	**Compliance Verified**

Standards	Findings
4.3.1 Authorization: Weapons and Ammunition (LE1) (MMMM)	**Compliance Verified**
4.3.4 Prerequisite to Carrying Lethal/Less Lethal Weapons (LE1) (MMMM)	**Compliance Verified**
11 Organization and Administration	
11.1.1 Description of Organization (LE1) (MMMM)	**Compliance Verified**
12 Direction	
12.2.1 The Written Directive System (LE1)	**Compliance Verified**
12.2.2 Dissemination and Storage (LE1) **Notes:** ISSUE: - Bullet A of Standard 12.2.2 requires a written directive establishing procedures for the dissemination of agency written directives to all affected personnel. The agency directive provided outlined procedures for dissemination of directive to all sworn personnel, but did not address dissemination to non-sworn members. AGENCY ACTION NEEDED: - It is suggested the agency amend their current directive to address dissemination of written directive to all affected personnel. AGENCY ACTION TAKEN: The agency revised their current directive to include all personnel. It is recommended that this standard be reviewed again in future assessments to verify continued compliance.	**Standard Issue**
22 Personnel Management System	
22.1.3 Benefits Program (LE1)	**Compliance Verified**
22.1.5 Victim Witness Services/Line of Duty Death (LE1)	**Compliance Verified**
22.1.9 Military Deployment and Reintegration (LE1)	**Compliance Verified**
22.4.1 Grievance Procedures (LE1)	**Compliance Verified**
26 Disciplinary Procedures and Internal Investigations	
26.2.4 Complaint/Commendation Registering Procedures (LE1)	**Compliance Verified**
26.3.5 Statement of Allegations/Rights (LE1)	**Compliance Verified**
31 Recruitment and Selection	
31.2.1 Recruitment Plan (LE1)	**Compliance Verified**
33 Training and Career Development	
33.4.3 Field Training Program (LE1) (M M M M)	**Compliance Verified**
33.6.2 Tactical Team Training Program (LE1)	**Compliance Verified**
41 Patrol	
41.2.2 Pursuit of Motor Vehicles* (LE1)	**Compliance Verified**
41.2.5 Missing Persons (LE1)	**Compliance Verified**
41.2.6 Missing Children (LE1)	**Compliance Verified**
42 Criminal Investigation	
42.2.8 Interview Rooms (LE1)	**Compliance Verified**
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.1 Planning Responsibility (LE1)	**Compliance Verified**

Standards	Findings
46.1.2 All Hazard Plan (LE1)	**Compliance Verified**
46.1.9 All Hazard Plan Training* (LE1)	**Compliance Verified**
46.1.10 Active Threats* (LE1)	**Compliance Verified**
46.2.7 Special Events Plan (LE1)	**Compliance Verified**
61 Traffic	
61.3.2 Direction/Control Procedures (LE1)	**Compliance Verified**
61.4.1 Motorist Assistance (LE1)	**Compliance Verified**
61.4.3 Towing (LE1)	**Compliance Verified**
70 Detainee Transportation	
70.1.1 Pre-Transport Prisoner Searches (LE1)	**Compliance Verified**
70.1.7 Procedures, Escape* (LE1)	**Compliance Verified**
71 Processing and Temporary Detention	
71.1.1 Designate Rooms or Areas (LE1)	**Not Applicable by Function**
71.2.1 Training of Personnel* (LE1)	**Not Applicable by Function**
71.3.1 Procedures (LE1)	**Not Applicable by Function**
71.3.3 Security in Designated Temporary Detention Processing and Testing Rooms/Areas (LE1)	**Not Applicable by Function**
71.4.1 Physical Conditions (LE1)	**Not Applicable by Function**
71.4.2 Fire Prevention/Suppression (LE1)	**Not Applicable by Function**
71.4.3 Inspections* (LE1)	**Not Applicable by Function**
72 Holding Facility	
72.1.1 Training User Personnel* (LE1)	**Not Applicable by Function**
72.4.1 Securing Weapons (LE1)	**Not Applicable by Function**
72.5.3 Sight and Sound Separation (LE1)	**Not Applicable by Function**
73 Court Security	
73.1.1 Role, Authority, Policies* (LE1)	**Not Applicable by Function**
73.3.1 Weapon Lockboxes (LE1)	**Not Applicable by Function**
73.4.2 External Communications (LE1)	**Not Applicable by Function**
73.5.12 Securing Weapons (LE1)	**Not Applicable by Function**
73.5.18 Designated Control Point (LE1)	**Not Applicable by Function**
81 Communications	
81.2.3 Recording Information (LE1)	**Compliance Verified**
81.2.7 Recording and Playback (LE1)	**Compliance Verified**

Standards	Findings
81.2.13 First Aid Over Phone (LE1)	**Compliance Verified**
82 Central Records	
82.2.3 Case Numbering System (LE1)	**Compliance Verified**
82.3.4 Traffic Citation Maintenance (LE1)	**Compliance Verified**
83 Collection and Preservation of Evidence	
83.2.1 Guidelines and Procedures (LE1)	**Compliance Verified**
83.2.6 Report Preparation (LE1)	**Compliance Verified**
84 Property and Evidence Control	
84.1.1 Evidence/Property Control System (LE1)	**Compliance Verified**
84.1.6 Inspections and Reports* (LE1)	**Compliance Verified**
91 Campus Law Enforcement	
91.1.1 Risk Assessment and Analysis* (LE1)	**Not Applicable by Function**
91.1.3 Campus Background Investigation (LE1)	**Not Applicable by Function**
91.1.4 Campus Security Escort Service (LE1)	**Not Applicable by Function**
91.1.5 Emergency Notification System (LE1)	**Not Applicable by Function**
91.1.6 Behavioral Threat Assessment (LE1)	**Not Applicable by Function**
91.1.7 Security Camera Responsibilities* (LE1)	**Not Applicable by Function**
91.1.8 Emergency Only Phones and Devices* (LE1)	**Not Applicable by Function**
91.1.9 Administrative Investigation Procedures (LE1)	**Not Applicable by Function**
91.2.1 Agency Role and Responsibilities (LE1)	**Not Applicable by Function**
91.3.1 Agency Role and Responsibilities* (LE1)	**Not Applicable by Function**
91.4.1 Position Responsible for Clery Act* (LE1)	**Not Applicable by Function**

Response from Agency Regarding Findings:

CEO Feedback not provided.

YEAR 4 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Karen Ashley
On 1/31/2022, the Year 4 Remote Web-based Assessment of Bloomington (IN) Police Department was conducted. The review was conducted remotely and included 54 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.2.10 Duty to Intervene (LE1) (MMMM)	**Compliance Verified**
4 Use of Force	
4.1.2 Use of Deadly Force (LE1) (MMMM)	**Compliance Verified**
4.1.6 Vascular Neck Restrictions (LE1) (MMMM)	**Compliance Verified**
12 Direction	
12.2.2 Dissemination and Storage (LE1)	**Compliance Verified**
22 Personnel Management System	
22.2.2 General Health and Physical Fitness (LE1)	**Compliance Verified**
26 Disciplinary Procedures and Internal Investigations	
26.1.4 Disciplinary System (LE1)	**Compliance Verified**
26.2.2 Records, Maintenance and Security (LE1)	**Compliance Verified**
31 Recruitment and Selection	
31.4.1 Selection Process Described (LE1)	**Compliance Verified**
31.4.7 Selection Criteria (LE1) (MMMM)	**Not Applicable by Function**
33 Training and Career Development	
33.1.6 Employee Training Record Maintenance (LE1)	**Compliance Verified**
33.4.1 Recruit Training Required (LE1)	**Compliance Verified**
33.4.2 Recruit Training Program (LE1)	**Compliance Verified**
33.4.4 Limited Function Alternate Training Requirements (LE1) (M M M M)	**Not Applicable by Function**
41 Patrol	
41.2.1 Responding Procedures (LE1)	**Compliance Verified**
41.3.2 Equipment Specification/Replenishment (LE1)	**Compliance Verified**
41.3.8 In-Car Audio/Video/Body-Worn (LE1)	**Compliance Verified**
42 Criminal Investigation	
42.2.1 Preliminary Investigations Steps (LE1)	**Compliance Verified**

Standards	Findings
43 Vice, Drugs, and Organized Crime	
43.1.1 Complaint Management (LE1)	**Compliance Verified**
44 Juvenile Operations	
44.2.2 Procedures for Custody (LE1)	**Compliance Verified**
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.5 Planning Function (LE1)	**Compliance Verified**
46.1.6 Logistics Function (LE1)	**Compliance Verified**
61 Traffic	
61.1.2 Uniform Enforcement Procedures (LE1)	**Compliance Verified**
61.1.4 Informing The Violator (LE1)	**Compliance Verified**
61.1.5 Uniform Enforcement Policies (LE1)	**Compliance Verified**
70 Detainee Transportation	
70.1.6 Procedures, Transport Destination (LE1)	**Compliance Verified**
70.2.1 Detainee Restraint Methods (LE1)	**Compliance Verified**
72 Holding Facility	
72.1.1 Training User Personnel* (LE1)	**Not Applicable by Function**
72.4.1 Securing Weapons (LE1)	**Not Applicable by Function**
72.5.3 Sight and Sound Separation (LE1)	**Not Applicable by Function**
73 Court Security	
73.1.1 Role, Authority, Policies* (LE1)	**Not Applicable by Function**
73.3.1 Weapon Lockboxes (LE1)	**Not Applicable by Function**
73.4.2 External Communications (LE1)	**Not Applicable by Function**
73.5.12 Securing Weapons (LE1)	**Not Applicable by Function**
73.5.18 Designated Control Point (LE1)	**Not Applicable by Function**
81 Communications	
81.2.2 Continuous, Two-Way Capability (LE1)	**Compliance Verified**
81.2.4 Radio Communications Procedures (LE1)	**Compliance Verified**
81.2.6 Calls for Service Information Victim/Witness Calls (LE1)	**Compliance Verified**
81.3.1 Communications Center Security (LE1)	**Compliance Verified**
82 Central Records	
82.1.1 Privacy and Security (LE1)	**Compliance Verified**
82.2.1 Field Reporting System (LE1)	**Compliance Verified**

Standards	Findings
82.2.2 Reporting Requirements (LE1)	**Compliance Verified**
84 Property and Evidence Control	
84.1.3 Temporary Security (LE1)	**Compliance Verified**
84.1.5 Records, Status of Property (LE1)	**Compliance Verified**
91 Campus Law Enforcement	
91.1.1 Risk Assessment and Analysis* (LE1)	**Not Applicable by Function**
91.1.3 Campus Background Investigation (LE1)	**Not Applicable by Function**
91.1.4 Campus Security Escort Service (LE1)	**Not Applicable by Function**
91.1.5 Emergency Notification System (LE1)	**Not Applicable by Function**
91.1.6 Behavioral Threat Assessment (LE1)	**Not Applicable by Function**
91.1.7 Security Camera Responsibilities* (LE1)	**Not Applicable by Function**
91.1.8 Emergency Only Phones and Devices* (LE1)	**Not Applicable by Function**
91.1.9 Administrative Investigation Procedures (LE1)	**Not Applicable by Function**
91.2.1 Agency Role and Responsibilities (LE1)	**Not Applicable by Function**
91.3.1 Agency Role and Responsibilities* (LE1)	**Not Applicable by Function**
91.4.1 Position Responsible for Clery Act* (LE1)	**Not Applicable by Function**

Response from Agency Regarding Findings:

CEO Feedback not provided.

SITE-BASED ASSESSMENT

7/12/2022

Planning and Methodology:

A quotation from a 2021 Fiscal Plan provides a beneficial understanding of the uniqueness and subsequent challenges the Bloomington Police Department has successfully navigated. "The City of Bloomington is a complex policing environment. It is a sizeable city with a population of over 80,000, a student population of nearly 50,000, and a university staff of almost 10,000. It is the commercial and cultural center of Monroe County and the surrounding area, being the largest municipality within 50 miles. A large part of the City is occupied by Indiana University Bloomington (IU), the flagship of the state's university system, which offers more than 550 academic programs and 200 undergraduate majors."

The Bloomington Police Department (BPD) virtual assessment was conducted on March 7-8, 2022. The agency identified four (4) focus areas for the assessors to address during the assessment. The focus areas consisted of the following: 1) Community Relations; 2) Employee Wellness; 3) Annexation; and 4) Mental Health Response.

As seen nationally in the policing profession, a prevailing concern for the agency is staffing. The staffing challenge is related to hiring and retention because agency compensation appears to lag behind other Indiana departments that are hiring BPD officers. The agency currently has twenty (20) vacant sworn positions, therefore, causing a mostly reactionary police response that was found to be a concern of employees when interviewed. Furthermore, officers are choosing other careers because of higher pay and less societal scrutiny.

The BPD provides professional public safety services to a community of approximately 85,000. Crime in Bloomington decreased 9 percent in 2021. Violent crime dropped 1 percent, but gun violence increased significantly beginning July 2021. In the last five months of 2021, the department responded to 34 incidents involving gunfire.

The leadership team expressed concerns that they do not want BPD to be known as an agency that is a training agency where it serves as a training ground for officers who receive best practice training and then transfer to other Indiana police departments for higher pay. These compensation concerns are being discussed at council budget meetings for the upcoming fiscal year.

The agency has a positive relationship with its community and visitors based on a professional culture. The agency's crime rates have remained constant. The employees are highly committed to the community and each other.

Chief Diekhoff and his command staff, according to community comments, have excelled at collaborating with community leaders along with the Community Advisory on Public Safety Commission (members appointed by the Common City Council) to implement evidence-based alternatives to traditional policing. One such program that has demonstrated engagement with the needs of the community is the Social Work Program that works closely with another program, the Downtown Resource Officer Unit (DRO) to address mental health issues and quality of life issues associated with a large homeless population in the downtown area.

Finally, as the assessment team reviewed agency proofs for background information, the team found some of the best annual CALEA analyses ever seen. These high quality and thorough analyses are proof that the agency has adopted the accreditation culture of continuous process improvement and implementation of best practices associated with the ever changing policing profession.

Community Relations

Community involvement is a cornerstone of the Bloomington Indiana Police Department. The agency's community involvement programs are tailored from community input as well as an analysis of crime trends. In addition, Chief Diekhoff's commitment to community policing shows through in each of the agency's community engagement efforts.

NOTE: The outstanding partnerships and programs overviewed below were conducted on a daily basis prior to the onset of the COVID-19 pandemic. Many have had to be curtailed in the interest of the public health. However, once the pandemic abates, the agency intends to return to the robust personal interactions with those whom they serve.

First and foremost, the agency charges each officer with the responsibility of interacting with the residents and business community of Bloomington. However, the agency does use several specially trained Community Service Specialists to identify specific concerns from various citizens groups from throughout the city. Officers routinely attend neighborhood meetings and address areas of mutual concern. In most cases community outreach assignments emanate from Community Service Specialists and are assigned to the most appropriate division/bureau for action. According to various community contacts, Bloomington officers are quite adept at solving sensitive matters. Community concerns are harvested from the public and are then communicated to the appropriate units for resolution.

The Bloomington Police Department offers traditional, yet effective crime prevention programs and strategies. These include: Home Inspections while residents are away, establishing Neighborhood Watch Groups, conducting Home Security Surveys, participating in National Night Out, conducting both Citizens (Adult) & Teen Police Academies and maintaining a trained group of Police Cadets (formerly known as Explorers).

Assessors spoke with Ms. Lesley Levin who is a clinical social worker and recent participant in the 2021 Citizens Police Academy. Ms. Levin was able to supplement the class instruction regarding social work in policing by describing her experiences and offering her expertise. Ms. Levin indicated that she was most surprised by the caliber of instruction that was offered by department personnel. She said that in addition to excellent content, each presenter was kind and open to other points of view. It was obvious to Ms. Levin that each officer truly cares about the members of the community. Ms. Levin said that she is proud to be part of such a great community and that she feels that the Bloomington Police Department, "rocks."

We also had the occasion to speak with Ms. Sue Sgambelluri, Vice President of the City Council. Ms. Sgambelluri told us that she was very proud of the men & women of the Bloomington Police Department. She said that she has had many opportunities to interact with the officers at "Coffee with a Cop" and "National Night Out." Ms. Sgambelluri said that law enforcement always makes it a point to attend her constituent meetings. She feels that the members of the agency go well beyond that which is expected of them. She is most gratified that the agency participates in "B-Clear." (Bloomington Clear). On a continuous basis, the agency makes available data sets that provide the community with crucial information regarding crime stats and other police department related points of interest. Ms. Sgambelluri is thrilled with the agency's commitment to transparency.

We spoke with Sergeant Dana Cole who was involved in the planning and conducting of the "Teen Police Academy." In addition to fundraising for the Teen Academy, Sgt. Cole served as a presenter of a block of instruction on traffic enforcement. Sgt. Cole told us that the agency sought and received a diverse group of fifty teen participants. This was a weeklong event. Bloomington Police Officers served as "Team Leads" and were assisted by Police Cadets who served as Class Advisors. As a result of this course, several participants have chosen to further their involvement and have sought to become police cadets as well.

We then interviewed Ms. LaSaundra McCoy who serves as one of the three embedded Social Workers at the Bloomington Police Department. Ms. McCoy is excited to be interacting with the community as a representative of the police department. She has witnessed firsthand the benefits that are realized by the high-risk community members through one-on-one contact with law enforcement associated personnel in non-adversarial circumstances. These may include: greeting children at bus stops, holding Halloween parties and/or back-to-school events, and playing tug of war with area children. Ms. McCoy says that although a newly introduced concept, both the officers and the community

have come to embrace the embedded police social workers. Having been a pastor's wife, Ms. McCoy receives great satisfaction in working with all aspects of persons. We are told that all 3 embedded social workers sit on a variety of action committees throughout the Bloomington community. Ms. McCoy said that she never thought she would work in a police department, but now that she does, she feels that she is making a greater contribution to the community.

Police Officer Gaby Esquivel is a shining example of the concept of community policing. Having once hailed from the ranks of the Community Service Specialists, once promoted to police officer, Gaby doubled down on her commitment to serving those in need. She too understood the importance of interacting with area youth in non-enforcement related contacts. Officer Esquivel made it a part of her daily approach to the job to look for such opportunities. On any given day one can find her in parks playing games with area youth and distributing popsicles. Gaby is a former United States Marine and although her time of military service has passed, she continues to experience an overwhelming call to service. For several years, Gaby has organized an internal Christmas gift drive. This has expanded from the squad level to the division level and is now a department wide effort. Throughout the year, officers are asked to make note of needy families with whom they come into contact. At Christmas time, officers pitch in and seek other resources to provide a bit of holiday cheer. This past Christmas, the agency sponsored 6 of the neediest families which brightened the holidays for some 20 children. Officer Esquivel told us that she has chosen to serve and will be there to provide a little sliver of positivity for these kids, where none was there for her. Area officers seek Gaby's consult regarding issues related to Hispanic culture and to use her translating skills. Toward the end of our time together, Gaby said, "If I didn't tell ya, I am very proud to be a Bloomington Police Officer."

We were enlightened to an additional community initiative when we spoke with Ms. Talisha Coppock who serves as the Executive Director of Downtown Bloomington, Inc. Downtown Bloomington, Inc. is an association of downtown business owners that are located in a designated area served by Bloomington P.D.'s "Downtown Resource Officers." These officers, known as "White Shirts" wear white polo style shirts and are tasked with interacting with the downtown businesses and patrons alike. These officers attend monthly breakfast briefings and give status reports on areas of mutual concern. In the past there has been great concern over vagrancy and drug use in the downtown area. Since the inception of the Downtown Resource Officers Program, these concerns have diminished. In addition, these officers were instrumental in controlling recent (BLM) protests and afforded security for the National Police Social Workers Conference that was held in Downtown Bloomington.

We spoke with Mr. John Rose who is a resident of Bloomington since 1976. Mr. Rose is a retired businessman and a recent attendee of the Citizens Police Academy. Mr. Rose is also a Board Member at Congregation Beth Shalom where several officers provide security. Mr. Rose told us that he was extremely impressed with the professionalism of the Citizens Police Academy. He said that in addition to the information that was offered; for the first time he recognized that the Bloomington Police Officers were his actual neighbors who shared his concern for the community. Mr. Rose took advantage of the offer to do a ride-along. He indicated that it was eye-opening for him. He was impressed with the competency of the officer and the degree of alertness that must be maintained. He actually experienced some of the stresses that officers deal with daily. Mr. Rose said that he wished all councilmembers would attend the Citizens Police Academy and then ride along. Mr. Rose told us he is truly a fan of BPD.

Standards Issues:

None

Suggestions

None

Employee Wellness

The agency excels at its ability to provide compassionate services to its employees. This commitment to employees and their families is a cultural aspect not seen in many police departments. The many programs that the agency provides are best practices that address the ever changing mindset of the workforce. The culture of the agency is "take care of the employee and their family" to foster a professional and engaged police department.

Since BPD's initial accreditation in 2018, several new initiatives have been implemented as BPD has focused on supporting employees' mental and physical wellbeing. These initiatives include:
• Police Social Workers who provide free, unlimited, confidential mental health services to employees and their families
• Tactical Athletic Trainer who provides, free, unlimited athletic training to employees and their families for physical concerns and injuries sustained on and off-duty
• Peer Support Program
• Private fitness facility for employees and their families

A unique program the agency utilizes to increase employee wellness is the Tactical Athletic Training Program. This program contracts a certified tactical trainer who provides athletic training services to agency employees. The trainer, Samantha Shruck, has set hours for employees and their family members to receive therapy. Additionally, Ms. Shruck conducts job design reviews for all employees and assesses defensive tactics physiological movements to reduce on-the-job injuries.

Another successful employee wellness program is the Police Social Worker unit of the agency. Social workers provide services to community members along with agency employees and their families. The social worker program's third hire was Mallory Phagan whose original job design was to coordinate services with community members and social services agencies. Ms. Phagan identified a need to provide services to agency employees and their families to increase employee health and wellness. An employee wellness program has been implemented to provide family support, peer support, family support especially during the beginning years of employment (probationary) and how to care for your family while serving in such a stressful occupation. Finally, the intent of the employee wellness program is to "demystify the job" for the employee and the employee's family to increase resiliency.

Standards Issues:

None

Suggestions

None

Annexation

The City of Bloomington is in the process of annexing seven (7) areas adjacent to the current municipal boundaries. "The BPD is focused on scaling operations in a way that maintains a high standard of service to the community and professionalism within the department." The proposed annexation could add up to approximately 14,000 residents spread over 8,100 acres to BPD's service population beginning in January 2024. A study conducted in 2020 determined that the annexation will require the police department to add staffing of 23-35 sworn employees and 5 non-sworn professional support staff. These numbers are derived from the level of service being provided by the sheriff's department.

A concern is that the agency will be unable to provide the current level of professional service because of the current vacancy rate and the increase in workload related to the annexation. The agency's resources are stretched.
Several agency employees expressed concern that as a department they are mostly a response-reactive police department and unable to provide proactive policing to prevent criminal acts. Additionally, employees expressed that at times the shortage of staffing has caused unsafe working condition concerns. Therefore, the annexation without the ability to properly provide sworn staffing is viewed as a detriment to the long term success of the department and will negatively impact the level of service the community currently receives.

The 2020 Novak Study identified staffing shortages and the 2021 Fiscal Plan identified the increased workload and associated staffing needs to address the proposed annexation. The assessment team perceived a sense of anxiety from

both internal employee interviews and external community member interviews concerning the impact of the annexation as related to the quality of services being provided by the agency. City and agency members are highly aware of the challenge.

Standards Issues:

None

Suggestions

None

Mental Health Response

The Bloomington Police Department is exceptionally committed to mental health concerns/response. The city has an unhoused population that often requires the intervention of mental health professionals. To that end, the agency has taken a most progressive step and introduced 3 embedded social workers into the staff of the police department.

Assessors spoke with Ms. Melissa Stone, Senior Police Social Worker for the Bloomington Police Department. Ms. Stone informed us that since the last onsite assessment, the agency has taken strides to enhance the services that are afforded to those who experience behavioral health crisis. The agency currently has 3 Master's-level Social Workers who assist officers with follow-up. Melissa told us that the social workers meet with nearly 105 individuals per month, often at their home but sometimes at the police department as well. Of those 105 clients, 50% are current clients while the other 50% are newly introduced into the system. In most cases, the social worker works alone, but always has the option to have an officer respond with them should the circumstances warrant. The Bloomington Police Department has several professional mental health facilities that support their efforts. These include: The Stride Center, a safe place where unhoused persons can wash their clothes and bathe, Centerstone, which is a daily out patience facility, that affords counseling and resourcing for individuals who require ongoing care, Bloomington Meadows, an in/out patient facility that serves adults and children alike, and Indiana University Health for more emergent needs.

The City of Bloomington experiences a large homeless population from time to time. The police department seeks opportunities to aid those who have immediate needs. The police department has initiated a downtown Resource Officers Unit. These officers, donned in white polo shirts, are specifically tasked with interacting with the Downtown business community as well as with the many unhoused persons who find themselves seeking refuge in the downtown area. The city has obtained grants that help fund transportation for the unhoused to allow them to return to places of origin following social worker intervention with friends and family. Ms. Stone told us that most of the social workers referral emanate from the street officers. Most of their follow-ups are conducted in a mutually satisfying location. Only 25% of their contacts occur in a hospital setting. The agency has recently enhanced its field training program for new officers by introducing social worker protocols.

The agency’s social workers make it a point to be seen in the community. Many are involved with numerous city functions and sit on various committees such as the Suicide Prevention Coalition, Infant Mortality Review, the Mental Health Court Problem Solving Team, as well as the Advisory Board to the Stride Center.

The Bloomington Police Department recently organized a specially trained Peer Support Team. Over the past year some 8 department employees have sought some type of interaction with members of that team.

We had the opportunity to interview Detective Kevin Frank. Detective Frank is a member of the Bloomington Crisis Negotiation Team. Detective Frank was named The Bloomington Police Department's 2020 Officer of the Year for his approach to cases involving violence and sex crimes. In addition to his contact with suspects, Detective Frank made it a point to assure that the victims remained in close contact with the agency’s social workers. Detective Frank told us that although social workers were introduced to policing 3 years ago, the practice of incorporating social workers as members of the police department's staff is ever increasing throughout Indiana.

The Bloomington Police Department recognizes the need for responding officers to be aware of the various approaches for those who are experiencing a behavioral health crisis. To that end, the agency has taken the initiative to train over half of its staff as Crisis Intervention Team Officers. This 40-hour training showcases various deescalating techniques and emphasizes the fact that the family and friends suffer as well and need to have an officer come alongside them for support. In fact, the agency is so committed to CIT, that it hosted a 40-hour training for surrounding police agencies.

The agency has additionally chosen to train its noncommissioned staff, such as police records and police communication personnel, in Mental Health First Aid, a course designed to aid agency staff in communicating with persons in crisis.

Assessors talked with Ms. Tami Giles and Ms. Belaynesh Beyene, who are on staff at Centerstone support center and serve as Street Outreach Workers. In this capacity, these ladies consult with police social workers at least twice weekly to develop ways to problem solve and address the substance use concerns among the unhoused. Ms. Giles and Ms. Beyene were extremely complimentary with regard to the efforts of the Downtown Resource Officers Unit. This unit's approach along with the intervention of the social workers has paid great dividends. Both of these ladies told us that they were impressed with the Bloomington Police Department's commitment to mental health. In fact, they both served as panelists in the first “National Conference on Police Social Work,” that was hosted by the Bloomington Police Department.

We interviewed Detective Lieutenant Lucas Tate who leads the Bloomington Police Departments Crisis Negotiation Team. Lt. Tate also serves as President of the Indiana Association of Hostage-Crisis Negotiators. Lt. Tate was extremely complimentary of the work of Senior Social Worker Melissa Stone. Through her efforts while serving as the agency’s sole social worker, she was able to show the positive effects that a social worker's approach can have on a community. She was so effective that the agency chose to add two additional social workers to the police department's staff.

Lt. Tate was convinced that social workers would be just as effective during times of extreme critical crisis. To that end, Social Worker Stone is now a member of the agency’s “Critical Incident Response Team.” Melissa responds to the critical scenes along with the other members of the team and lends support.

Assessors were very impressed with the level of commitment of the Bloomington Police Department towards those who suffer from mental illness.

Standards Issues:

None

Suggestions

None

Summary:

Number of Interviews Conducted: 28
Assessors' Names: Chris Connolly and Robert Sanders
Site-Based Assessment Start Date: 03/07/2022
Site-Based Assessment End Date: 03/08/2022

Mandatory (M) Compliance	159
Other-Than-Mandatory (O) Compliance	0
Standards Issues	0
Waiver	0
(O) Elect 20%	0
Not Applicable	21
Total:	180

Percentage of applicable other-than-mandatory standards:	0 %

COMMUNITY FEEDBACK AND REVIEW

Public Information Session

The agency provided a public information plan during pre-virtual on-site discussions. The public session was conducted on March 8, 2022 at 1100 hours as a virtual event with the ability for public members to provide comment by a ZOOM meeting. There were not any public speakers. Additionally, no public comments were received by email or by letter by the assessors, the agency or CALEA.

Telephone Contacts

One call was received during the time allotted for the call-in session on March 7, 2022. That caller was Chief Jill Lees, Chief of the Indiana University Police Department, 317-850-0529

Chief Lees indicated that she is quite impressed with the Bloomington Police Departments approach to CALEA. She stated that they, “Hang their hat on CALEA and everyone knows it.” She has been very impressed with the agency’s partnership with the University as it relates to assisting with athletic events and mutual aid during demonstrations on campus.
Chief Lees endorses The Bloomington Police Department for Re-accreditation.

Correspondence

No letters or emails were received by the agency, the assessment team or CALEA

Media Interest

The agency issued a public notice on February 22, 2022. The press release was published by The Bloomingtonian and local television channel, WBIW.com. Neither release received any social media comments

Public Information Material

A public notice was published on the city’s website, posted on social media outlets and physically posted on city facilities. The public notice was found during an on-line search.

Community Outreach Contacts

The assessors interviewed eight community members, including the mayor, two council members, social service providers and residents.

-Tami Giles and Belaynesh Beyene are residents of the community and work as street outreach workers with Centerstone Health Services. Centerstone Health Services provides comprehensive primary care and mental health services for individuals and families. These community workers and outreach specialists work closely with the BPD Downtown Resource Officers, aka white shirts. They both commented that BPD officers are very compassionate and empathetic when working with the city’s homeless population.

This partnership is one of the strengths of BPD and is highly effective in dealing with homeless people, especially those who are challenged with mental health issues. Oftentimes the white shirts provide direct referrals to Centerstone and then participate in the aftercare follow-up to help prevent repeat issues.

-Lesley Levin is a resident of Bloomington for several years. Lesley Levin attended the 2021 Citizens Police Academy. During the class on Police Social Work, Lesley offered BPD her expertise as a social worker herself, and is currently supervising one of BPD's social workers for licensure. Lesley volunteers with CASA as a Court Appointed Special Advocate for local children, works as an assessor for the Commission on Accreditation of Rehabilitation Facilities, and is a member and former president of Congregation Beth Shalom in Bloomington.

Lesley commented that the BPD officers care about their community and demonstrate that they are very kind people. She said that she was "blown away" by the presenters at the academy for their professionalism, their presentation skills and their caring for the community.

Ms. Levin is a behavioral health expert and commended the BPD's implementation of social workers into their public safety plans to address societal issues.

-Sue Sgambelluri is the Vice President of the Bloomington City Council. She commented that the police department receives the "Good Housekeeping Seal of Approval" and that accreditation is highly important to the city. She said that BPD is a very professional police department that provides excellent service. Ms. Sgambelluri attends many community engagement events and believes that the department is very involved and cares about the city's success in dealing with crime and quality of life issues.

Ms. Sgambelluri stated that because of BPD's professionalism, she advocates for staffing and compensation to maintain a high level of service to the community. She commented that she is "Not easily impressed" and that BPD employees are so professional but the current state of staffing challenges are concerning. Finally, she appreciates that BPD is highly transparent and commented that the department posts statistics to the city's website, B-Clear City Data website.

-Talisha Coppock is the executive director of Downtown Bloomington, Inc. Ms. Coppock worked closely with BPD during planning of the first "National Conference on Police Social Work." DBI is an association of downtown business owners located in the primary area where the Downtown Resource Officers respond to issues involving members of Bloomington's transient population. The organization is comprised of downtown businesses who work closely with the department to provide a safe shopping experience while dealing with an increasing homeless population. The downtown business community has over 900 businesses and serves nearly 10,000 residents

Ms. Coppock advised the assessors that the communication between the department and the downtown businesses is excellent. She said that the department has proactively dealt with downtown vagrancy and drug issues by creating the DRO program, working with social service agencies and staffing social workers. She said that the department is very caring about the community needs, including helping homeless groups and those with mental health challenges. The police department is highly respected by the business community for its dedication to serve.

-John Rose is a longtime Bloomington resident. He attended the 2021 BPD Citizens Police Academy, an 11-week program hosted for residents. He's also a retired local business owner and has coordinated with BPD regarding security at Congregation Beth Shalom where he serves as a board member. He has worked closely with the department for more than twenty years and has the utmost respect for the department because of its commitment to the safety of the community. He said that the community is fortunate to have such a dedicated, well-trained and highly accountable police department. Mr. Rose commented that he is "extraordinarily impressed with the competence" of the employees.

John Hamilton has served as the Mayor of Bloomington since 2016. In April 2021, Mayor Hamilton announced that the City would resume an annexation process which began in 2017. This process is still underway, and if implemented as intended, would increase BPD's service area likely beginning in 2024.

Mayor Hamilton commented repeatedly that he is “very proud” of the police department because its members have great public servant attitudes and the culture of the department is very progressive. He provided examples of how the department was an early adopter of the 21st Century Policing tenets. Mayor Hamilton acknowledged that the department is challenged by comparable compensation in the state and the associated hiring of qualified applicants, including retention. He is a strong supporter of the accreditation process.

Mayor Hamilton advised that the members of the department are very effective and efficient. He understands that the chief continually addresses societal changes and expectations including the creation of a diverse agency.

-Susan Sandberg is a resident and president of the city council. She has served as a member of the Bloomington City Council since 2007 and currently serves as Council President. President Sandberg is a former social worker and has taken a special interest in the operations of the Bloomington Police Department, attending BPD community events, doing ride-alongs with officers, and speaking as a panelist for the first ever National Conference on Police Social Work which was organized by BPD in 2021.

Ms. Sandberg described Chief Diekhoff as very professional and competent, as these qualities are entrenched in the culture of the department. She commented that all members of the department display a great calling to serve the public and that the department’s commitment to liaison with social service agencies demonstrates an understanding of societal challenges that many police departments do not understand.

President Sandberg acknowledged the police department’s staffing challenges and the necessary compensation to retain officers and attract new hires is a high priority for the council.

STATISTICS AND DATA TABLES

Overview

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

Traffic Warnings & Citations - Reaccreditation Year 1

Data Collection Period: 1/1/2018 - 12/31/2018

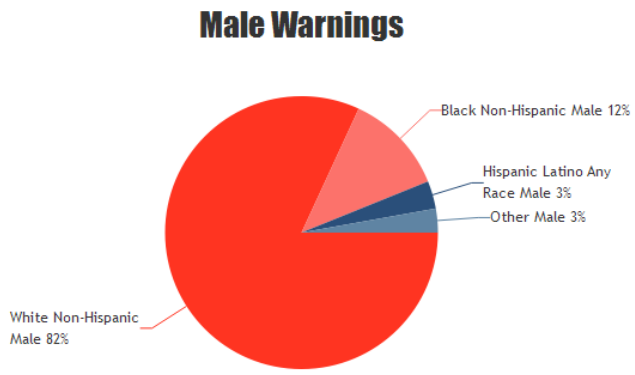
Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	348	523	871
Black Non-Hispanic Male	51	100	151
Hispanic Latino Any Race Male	14	25	39
Other Male	12	48	60
White Non-Hispanic Female	288	321	609
Black Non-Hispanic Female	26	48	74
Hispanic Latino Any Race Female	8	8	16
Other Female	10	19	29
TOTAL	757	1092	1849

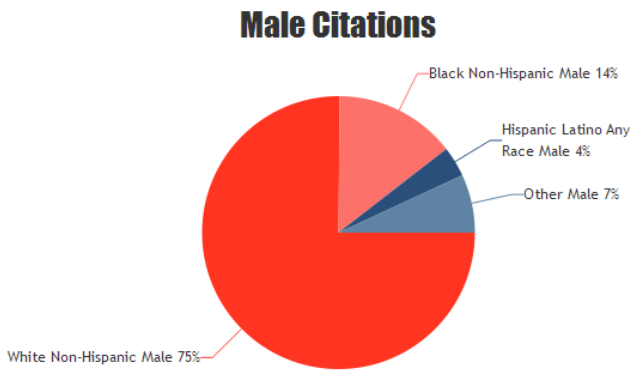
Reaccreditation Year 1 Notes:

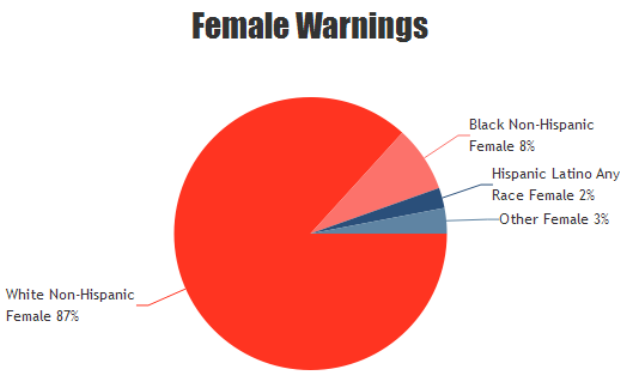
*Traffic and warning data compiled from Spillman RMS system.

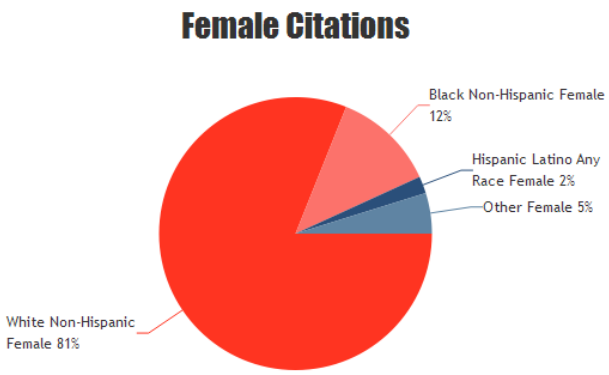
**Traffic warning numbers above do not include 8 subjects of unknown race and sex, 37 males of unknown race, 25 females of unknown race, and 1 white subject of unknown sex. Total traffic warnings including warnings with unknown data factors = 828

***Traffic citation numbers do not include 2 subjects of unknown race and sex, 48 males of unknown race, and 97 females of unknown race. Total traffic citations including citations with unknown data factors = 1239









Legend

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

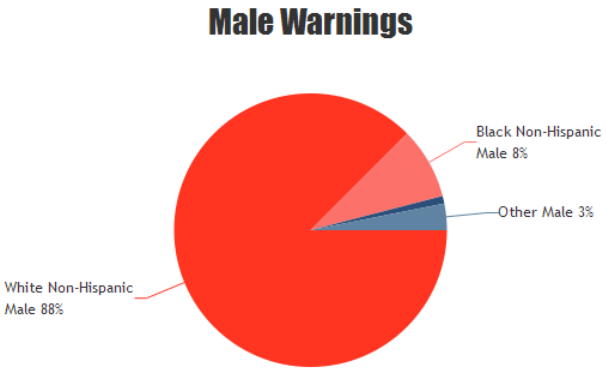
Traffic Warnings & Citations - Reaccreditation Year 2

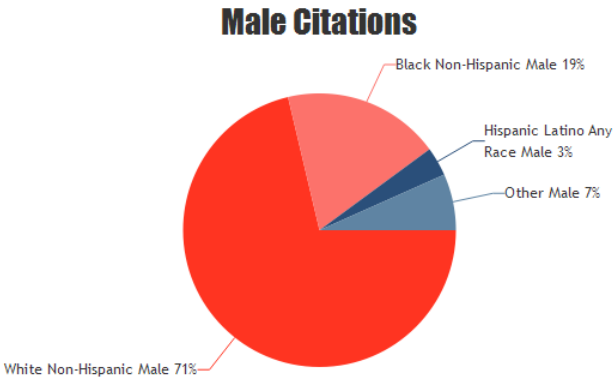
Data Collection Period: 1/1/2019 - 12/31/2019

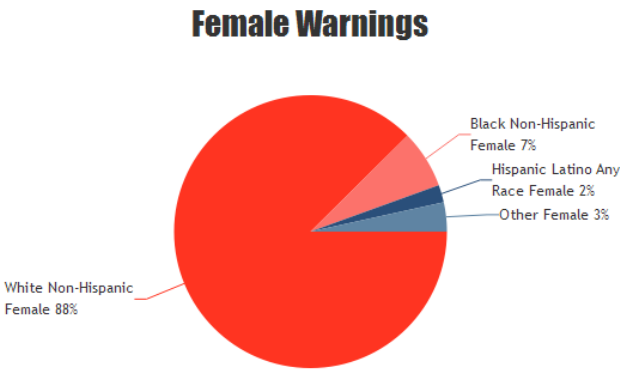
Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	196	375	571
Black Non-Hispanic Male	19	98	117
Hispanic Latino Any Race Male	2	18	20
Other Male	7	35	42
White Non-Hispanic Female	127	287	414
Black Non-Hispanic Female	10	37	47
Hispanic Latino Any Race Female	3	9	12
Other Female	5	9	14
TOTAL	369	868	1237

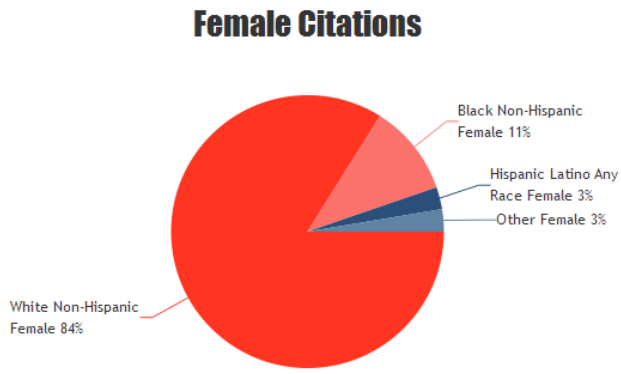
Reaccreditation Year 2 Notes:

Traffic and warning data compiled from Spillman RMS system. This data does not include 15 warnings to females of unknown race, 22 warnings to males of unknown race, 44 citations to females of unknown race, 75 citations to males of unknown race, 1 warning to a person of unreported race and gender, and 1 citation to a person of unreported gender and race.









Legend

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

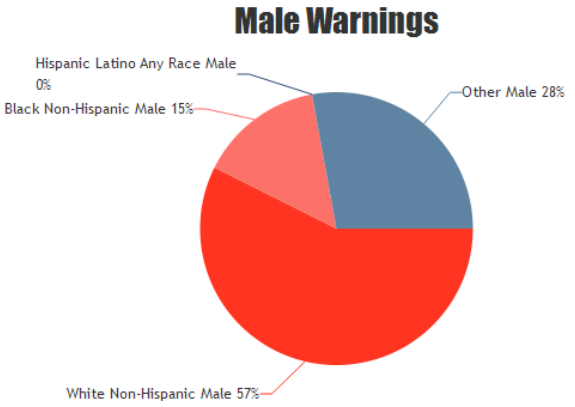
Traffic Warnings & Citations - Reaccreditation Year 3

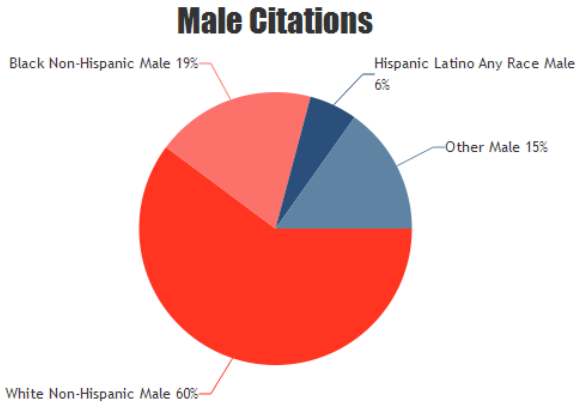
Data Collection Period: 1/1/2020 - 12/31/2020

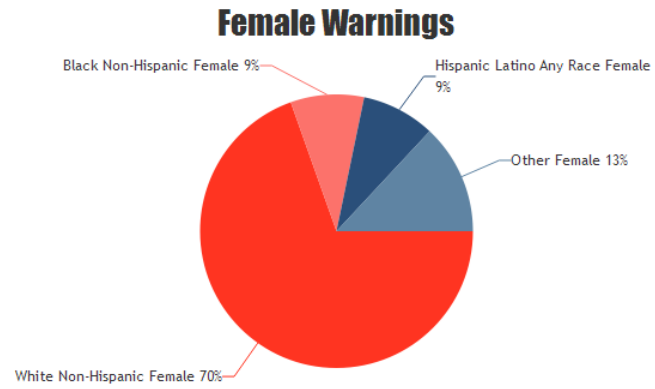
Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	35	127	162
Black Non-Hispanic Male	9	40	49
Hispanic Latino Any Race Male	0	12	12
Other Male	17	32	49
White Non-Hispanic Female	32	79	111
Black Non-Hispanic Female	4	11	15
Hispanic Latino Any Race Female	4	3	7
Other Female	6	14	20
TOTAL	107	318	425

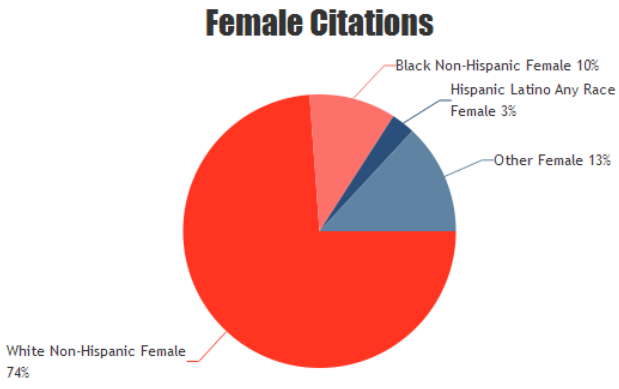
Reaccreditation Year 3 Notes:

Citations Male Other = Information not provided/collected (19), Asian Non-Hispanic (8), Indian/Alaskan Non-Hispanic (2), Unknown (3)
Citations Female Other = Information not provided/collected (11) Asian Non-Hispanic (1), Unknown (2)
Warnings Male Other = Information not provided/collected (14), Asian Non-Hispanic (1), Unknown (2)
Warnings Female Other = Information not provided/collected (5), Unknown (1)









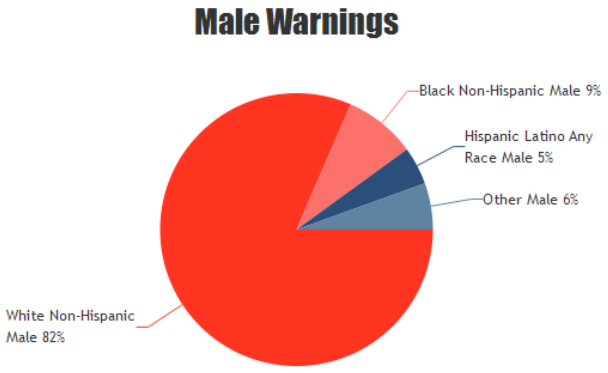
Legend

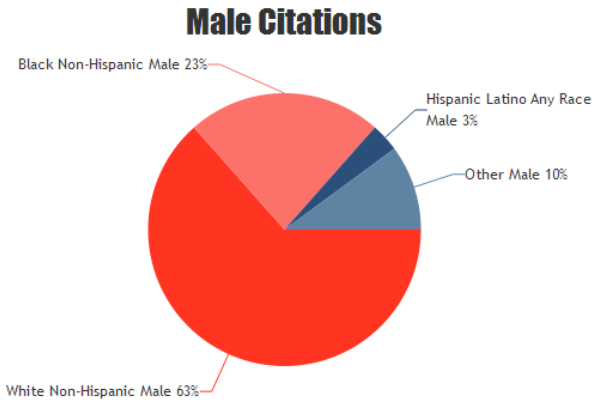
White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

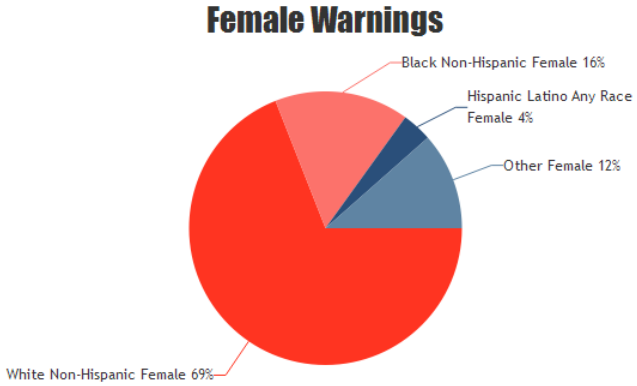
Traffic Warnings & Citations - Reaccreditation Year 4

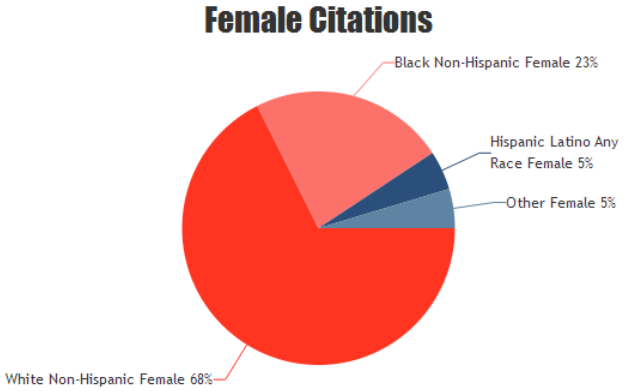
Data Collection Period: 1/1/2021 - 12/31/2021

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	163	132	295
Black Non-Hispanic Male	17	48	65
Hispanic Latino Any Race Male	9	7	16
Other Male	11	21	32
White Non-Hispanic Female	78	73	151
Black Non-Hispanic Female	18	25	43
Hispanic Latino Any Race Female	4	5	9
Other Female	13	5	18
TOTAL	313	316	629









Legend

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

Biased Based Profiling

Year 1 Data Collection Period: 1/1/2018-12/31/2018

Year 2 Data Collection Period: 1/1/2019-12/31/2019

Year 3 Data Collection Period: 1/1/2020-12/31/2020

Year 4 Data Collection Period: 1/1/2021-12/31/2021

Complaints from:	Year 1	Year 2	Year 3	Year 4
Traffic Contacts		0	0	0
Field Contacts	1	0	0	0
Asset Forfeiture		0	0	0

Reaccreditation Year 1 Notes:

The Department received one complaint from a member of the public in 2018 in which the individual claimed that he was unjustly stopped by the police as he walked along the roadway due to his race. A staff member was immediately assigned to investigate the claim. After an extensive investigation, including a review of the call for service that the officers involved were assigned to, and a review of all pertinent body worn camera footage, the complaint was determined to be unfounded and the officers involved were cleared of any wrongdoing. There were no other biased-based complaints filed against any other members of the Department in 2018.

Reaccreditation Year 2 Notes:

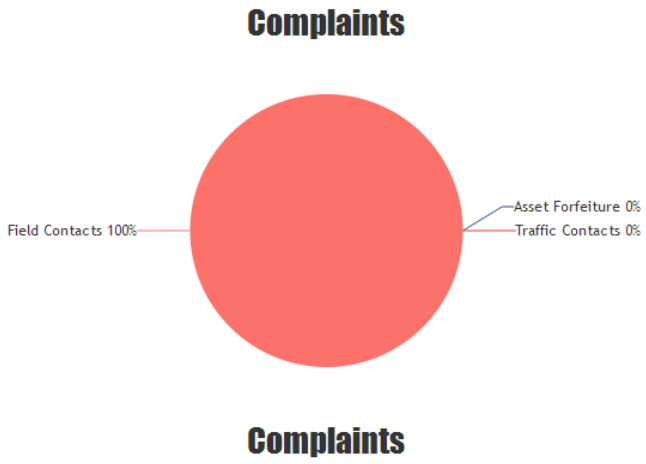
Bloomington Police Department received no complaints regarding biased policing in 2019.

Reaccreditation Year 3 Notes:

No complaints of biased policing received during 2020.

Reaccreditation Year 4 Notes:

No complaints regarding biased policing were received during 2021.



Legend

Traffic Contacts	
Field Contacts	
Asset Forfeiture	

Use Of Force - Reaccreditation Year 1

Data Collection Period: 1/1/2018 - 12/31/2018

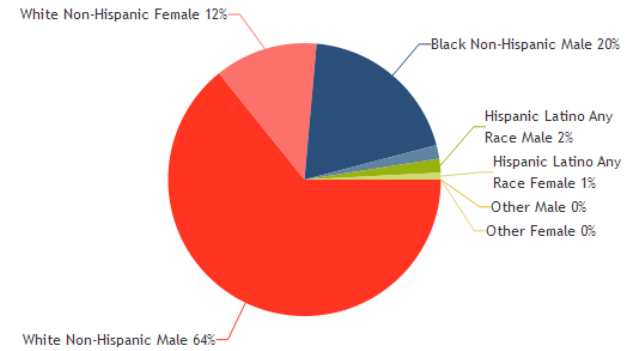
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									123
Discharge	0	0	0	0	0	0	0	0	0
Display Only	79	15	24	2	2	1	0	0	123
ECW									0
Discharge Only	0	0	0	0	0	0	0	0	0
Display Only	0	0	0	0	0	0	0	0	0
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	1	0	2	0	0	0	0	0	3
Weaponless	111	43	29	4	2	1	0	0	190
Canine									1
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	1	0	0	0	0	0	0	0	1
Total Uses of Force	192	58	55	6	4	2	0	0	317
Total Number of Incidents Resulting In Officer Injury or Death	8	2	6	1	0	0	0	0	17
Total Use of Force Arrests	135	37	41	1	4	1	0	0	219
Total Number of Suspects Receiving Non-Fatal Injuries	29	1	4	0	0	0	0	0	34
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	1329	579	366	86	50	12	17	6	2445
Total Use of Force Complaints		1							1

Reaccreditation Year 1 Notes:

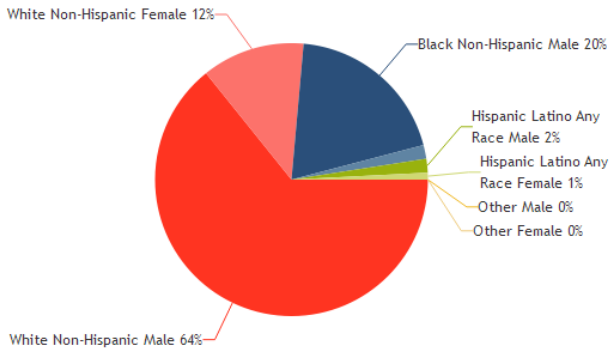
Total Number of Suspects Receiving Non-Fatal Injuries: Data includes all suspects who sustained injuries during apprehension, not exclusively those who were injured as a result of an officer's use of force.

Total Agency Custodial Arrests: Data does not include 1 subject of unknown sex and race, 28 males of unknown race, and 17 felmales of unknown race. Total custodial arrests for 2018 including unknown data points is 2491.

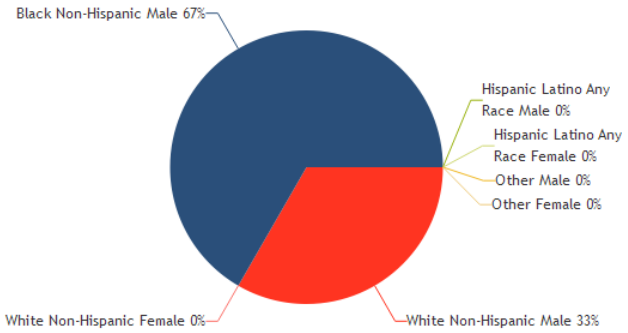
Total Firearm



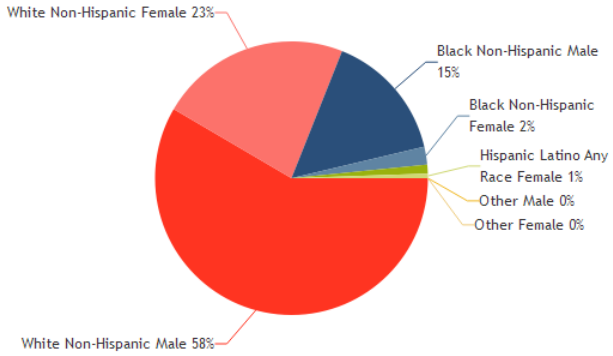
Firearm Display



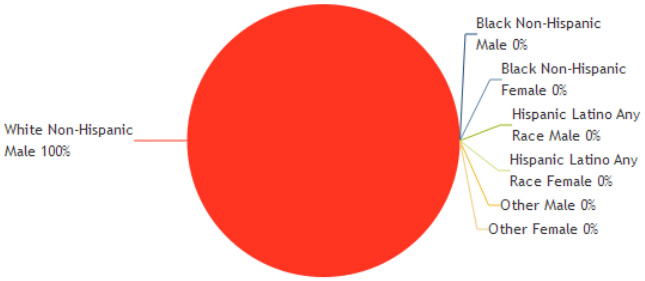
Chemical/OC



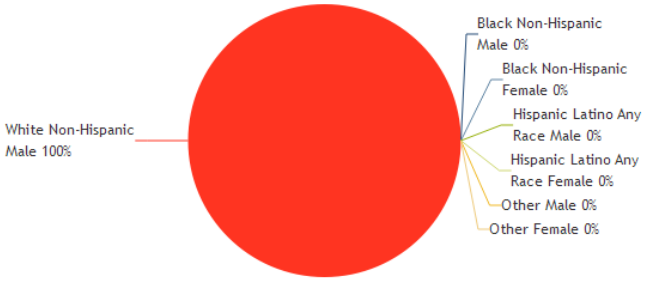
Weaponless



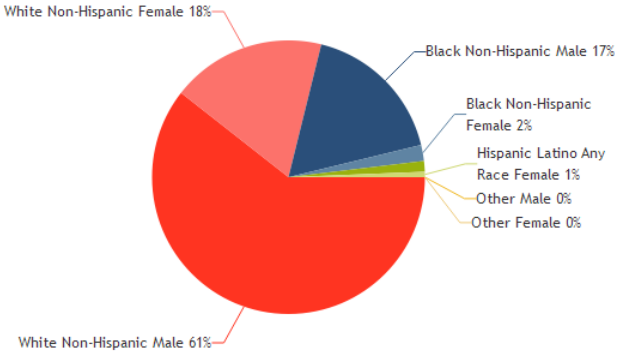
Total Canine



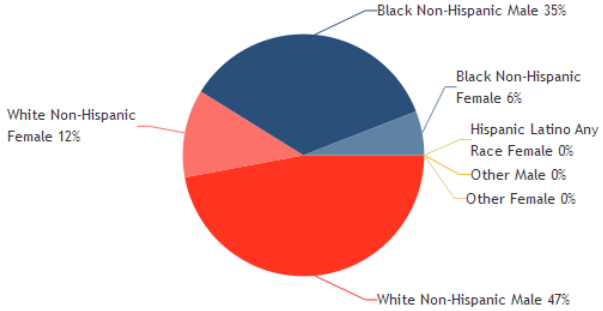
Canine: Release and Bite



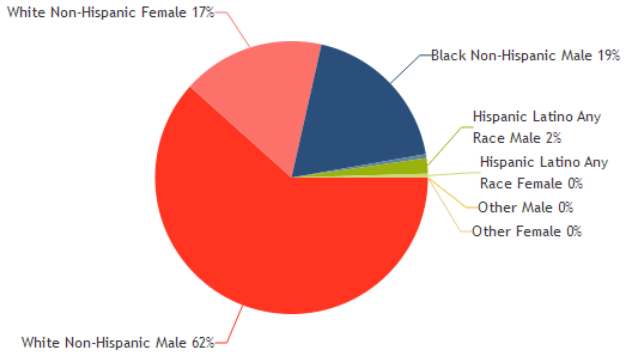
Total Uses of Force



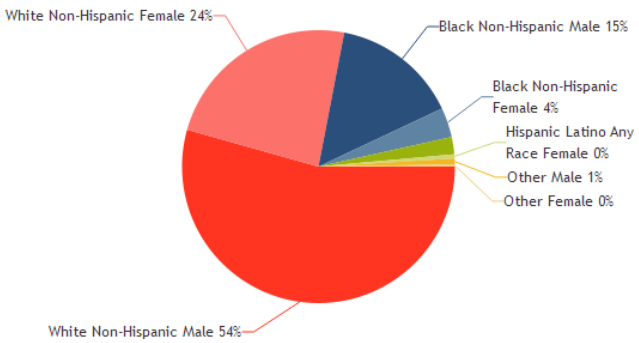
Total Number of Incidents Resulting in Officer Injury or Death



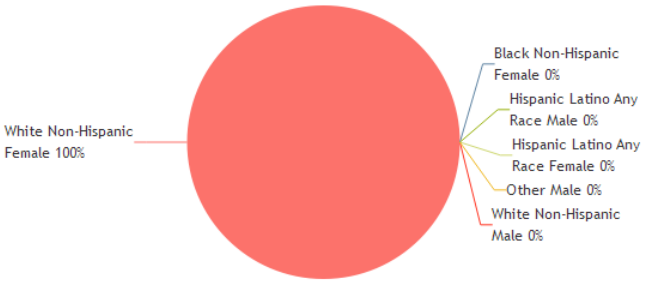
Total Use of Force Arrests



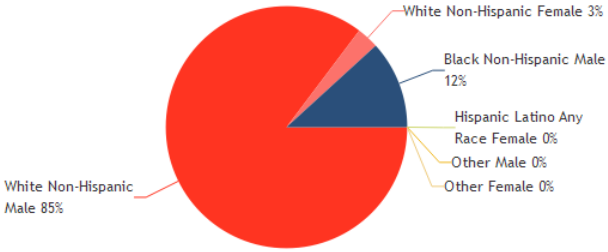
Total Agency Custodial Arrests



Total Use of Force Complaints



Total Number of Suspects Receiving Non-Fatal Injuries



Legend

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

Use Of Force - Reaccreditation Year 2

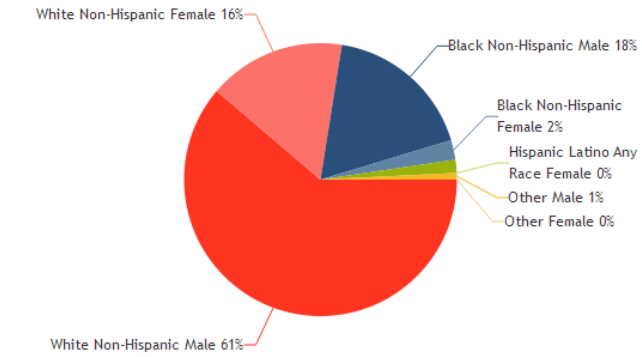
Data Collection Period: 1/1/2019 - 12/31/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									129
Discharge	0	0	0	0	0	0	0	0	0
Display Only	79	21	23	3	2	0	1	0	129
ECW									0
Discharge Only	0	0	0	0	0	0	0	0	0
Display Only	0	0	0	0	0	0	0	0	0
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	0	0	0	0	0	0	0	0	0
Weaponless	112	24	43	10	3	0	3	1	196
Canine									1
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	1	0	0	0	0	0	0	0	1
Total Uses of Force	192	45	66	13	5	0	4	1	326
Total Number of Incidents Resulting In Officer Injury or Death	2	1	4	1	0	0	0	0	8
Total Use of Force Arrests	133	29	48	9	4	0	4	1	228
Total Number of Suspects Receiving Non-Fatal Injuries	8	1	3	0	0	0	0	0	12
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	1319	491	387	73	51	9	27	9	2366
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

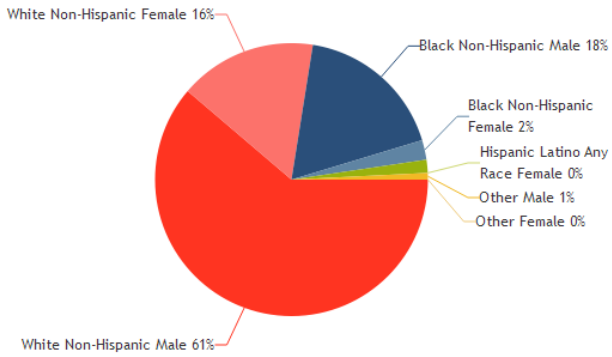
Reaccreditation Year 2 Notes:

Bloomington Police Department does not issue electronically controlled weapons. This data reflects the number of times a type of tactic was used by an officer in regard to an individual. The totals per tactic do not reflect unique individuals, as an incident including one individual may be counted in this table multiple times if more than one officer responded or more than one tactic was used.

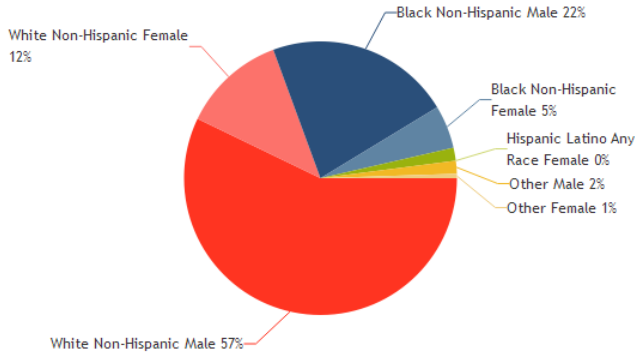
Total Firearm



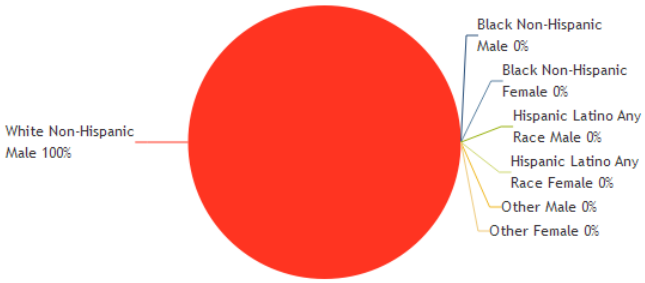
Firearm Display



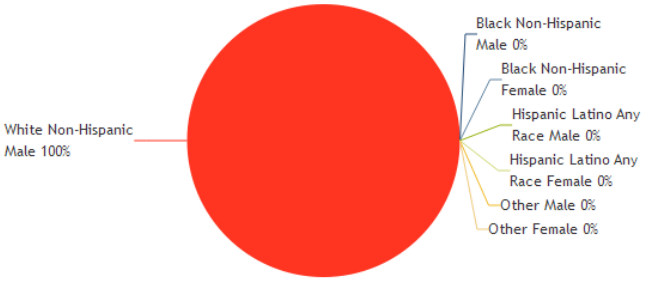
Weaponless



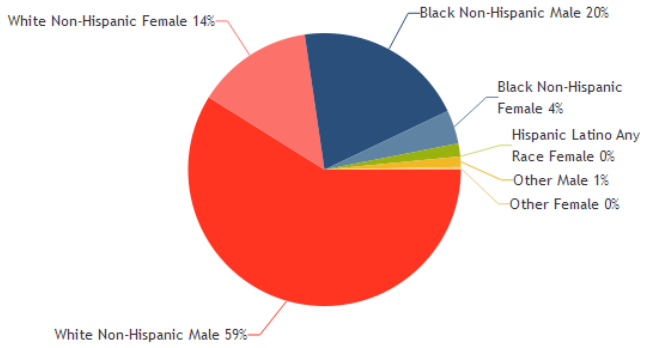
Total Canine



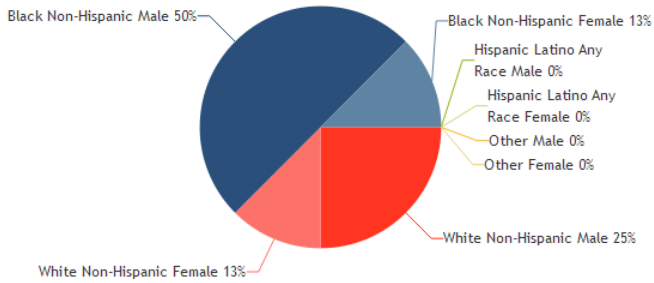
Canine: Release and Bite



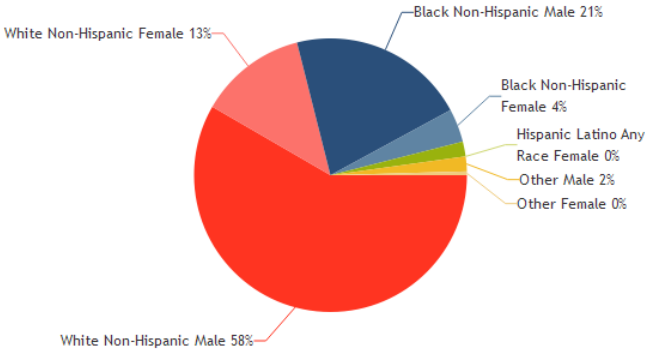
Total Uses of Force



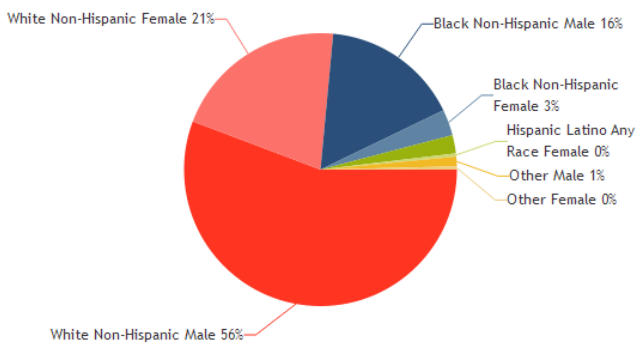
Total Number of Incidents Resulting in Officer Injury or Death



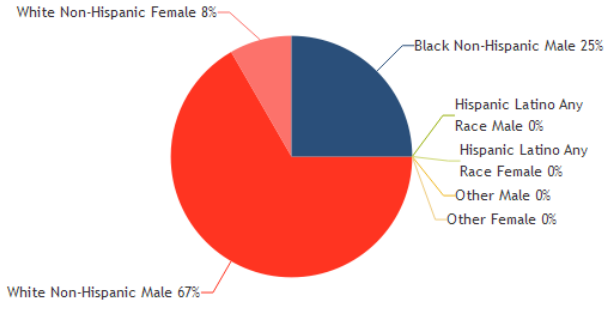
Total Use of Force Arrests



Total Agency Custodial Arrests



Total Number of Suspects Receiving Non-Fatal Injuries



Legend

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

Use Of Force - Reaccreditation Year 3

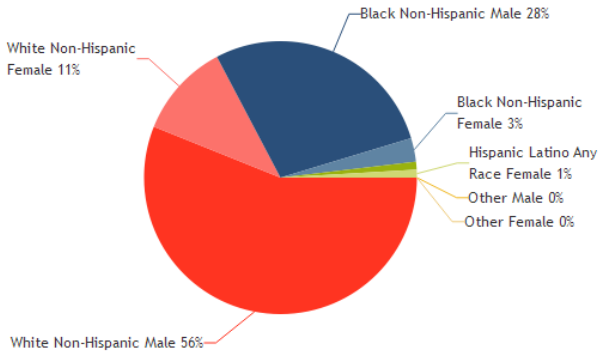
Data Collection Period: 1/1/2020 - 12/31/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									107
Discharge	0	0	0	0	0	0	0	0	0
Display Only	60	12	30	3	1	1	0	0	107
ECW									0
Discharge Only	0	0	0	0	0	0	0	0	0
Display Only	0	0	0	0	0	0	0	0	0
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	0	1	1	0	0	0	0	0	2
Weaponless	84	37	38	4	6	0	1	0	170
Canine									3
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	2	0	1	0	0	0	0	0	3
Total Uses of Force	146	50	70	7	7	1	1	0	282
Total Number of Incidents Resulting In Officer Injury or Death	6	2	4	0	0	0	0	0	12
Total Use of Force Arrests	90	32	45	4	5	0	1	1	178
Total Number of Suspects Receiving Non-Fatal Injuries	16	1	4	0	0	0	0	0	21
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	796	344	313	41	41	4	29	5	1573
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

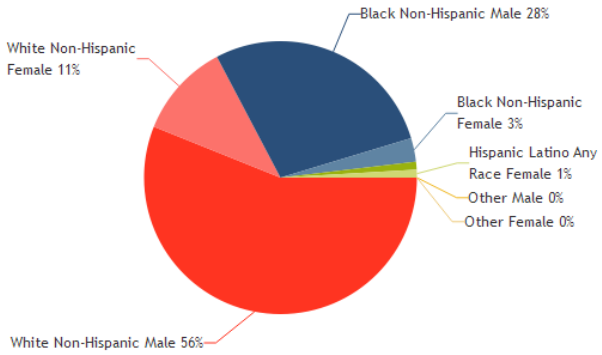
Reaccreditation Year 3 Notes:

Bloomington Police Department does not carry ECWs.

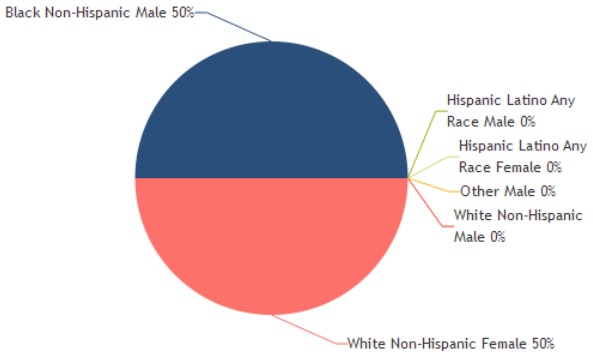
Total Firearm



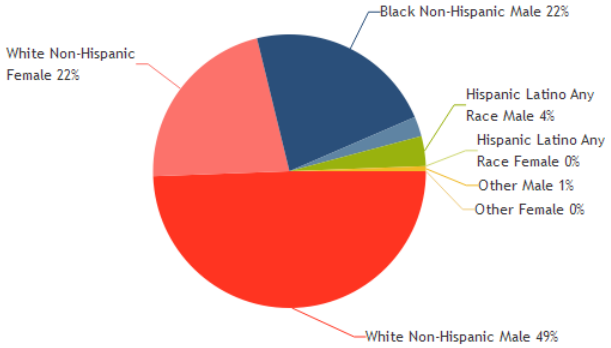
Firearm Display



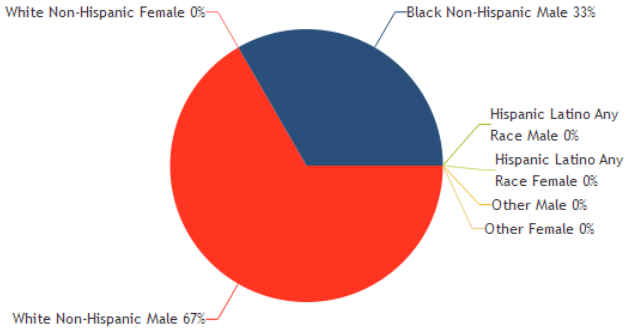
Chemical/OC



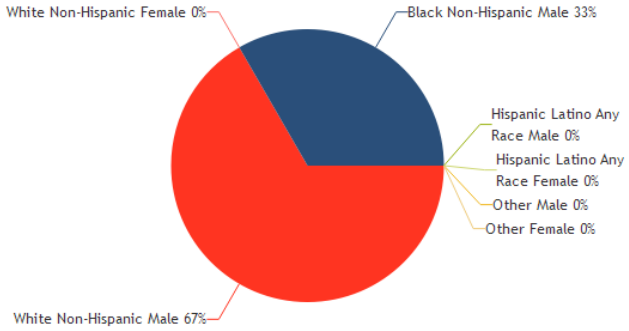
Weaponless



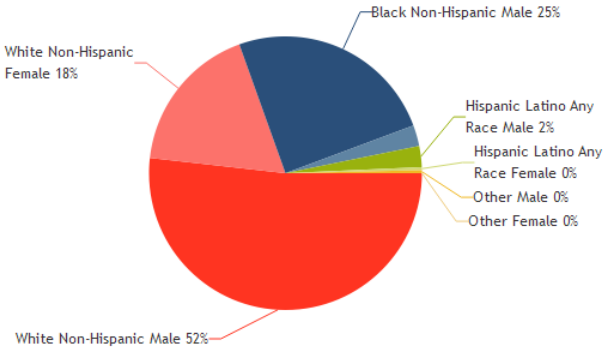
Total Canine



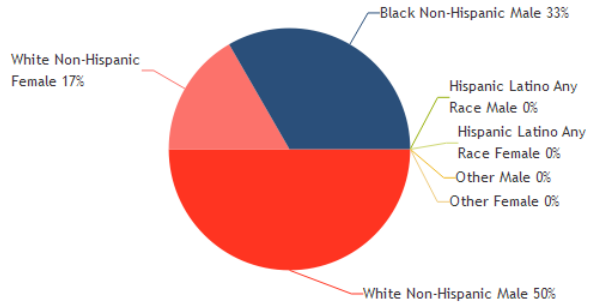
Canine: Release and Bite



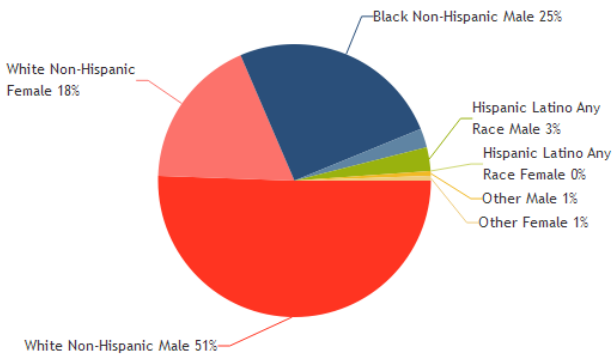
Total Uses of Force



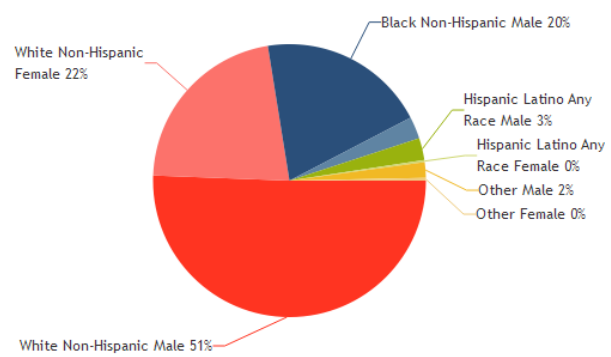
Total Number of Incidents Resulting in Officer Injury or Death

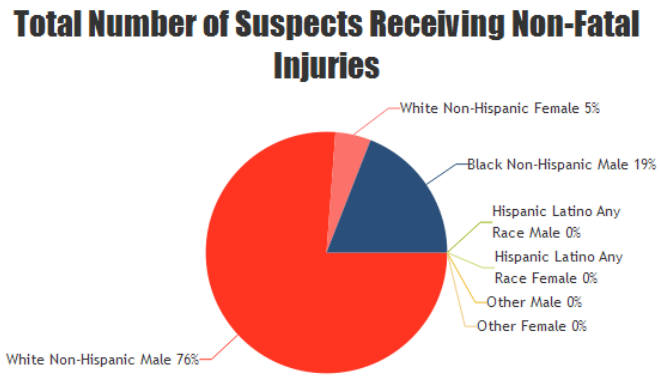


Total Use of Force Arrests



Total Agency Custodial Arrests





Legend

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

Use Of Force - Reaccreditation Year 4

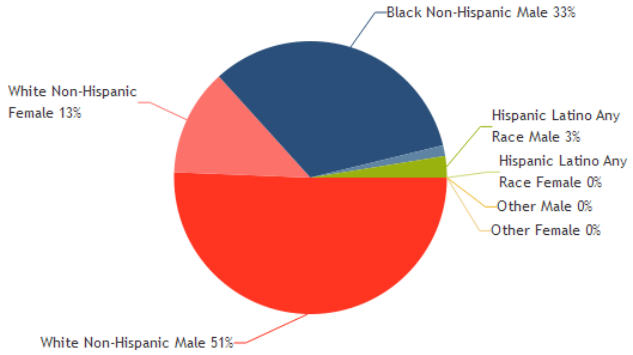
Data Collection Period: 1/1/2021 - 12/31/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									79
Discharge	0	0	0	0	0	0	0	0	0
Display Only	40	10	26	1	2	0	0	0	79
ECW									0
Discharge Only	0	0	0	0	0	0	0	0	0
Display Only	0	0	0	0	0	0	0	0	0
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	0	0	0	0	0	0	0	0	0
Weaponless	110	34	34	7	0	1	1	0	187
Canine									1
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	0	0	1	0	0	0	0	0	1
Total Uses of Force	150	44	61	8	2	1	1	0	267
Total Number of Incidents Resulting In Officer Injury or Death	11	1	1	0	0	0	0	0	13
Total Use of Force Arrests	104	30	31	6	1	1	1	0	174
Total Number of Suspects Receiving Non-Fatal Injuries	13	0	4	1	0	0	0	0	18
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	836	309	260	45	23	1	40	6	1520
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

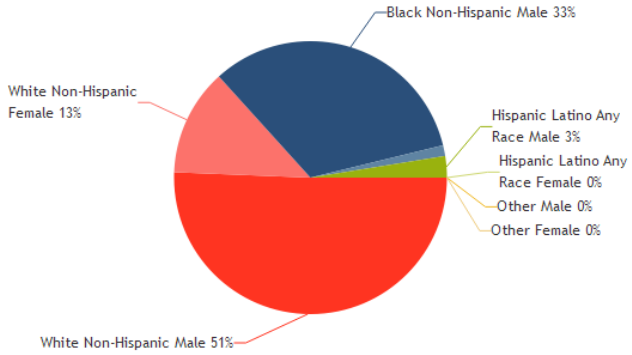
Reaccreditation Year 4 Notes:

Bloomington Police Department does not issue electronically controlled weapons. This data reflects the number of times a type of tactic was used by an officer in regard to an individual. The totals per tactic do not reflect unique individuals, as an incident including one individual may be counted in this table multiple times if more than one tactic was used.

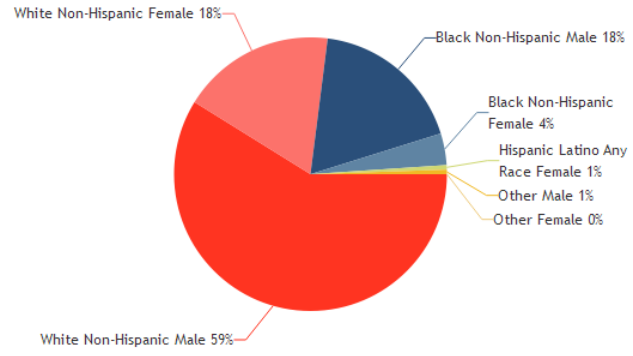
Total Firearm



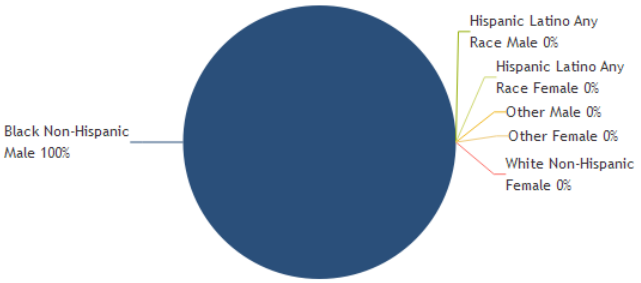
Firearm Display



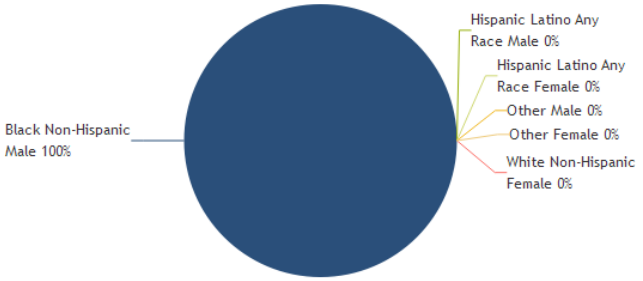
Weaponless



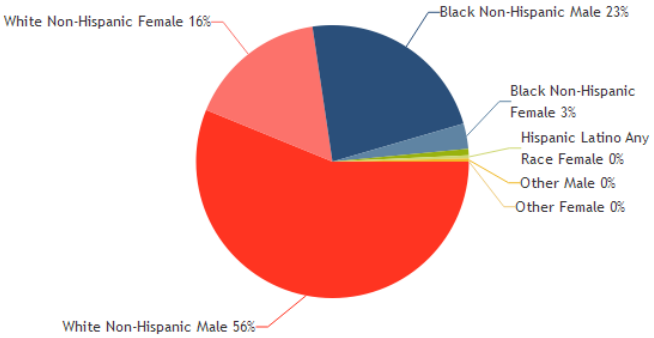
Total Canine



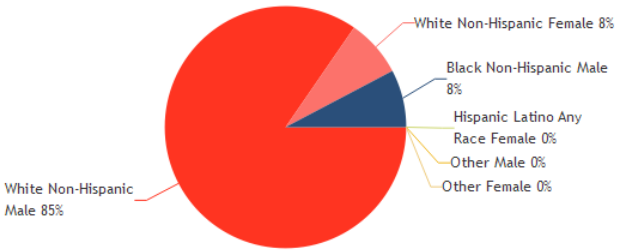
Canine: Release and Bite



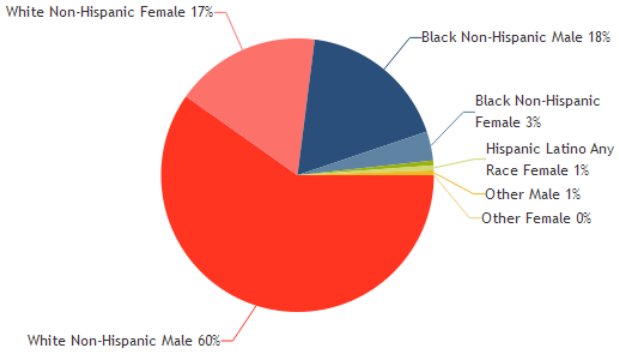
Total Uses of Force



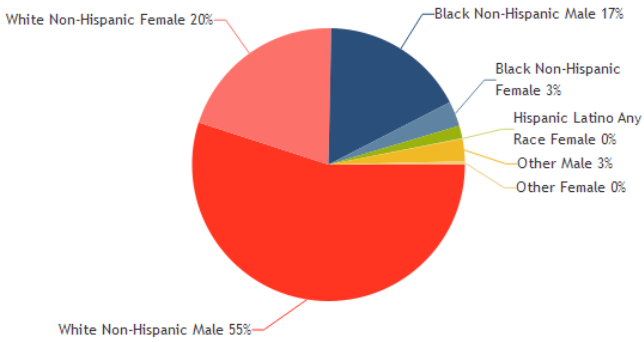
Total Number of Incidents Resulting in Officer Injury or Death



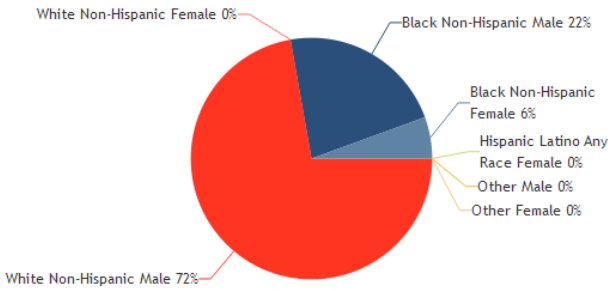
Total Use of Force Arrests



Total Agency Custodial Arrests



Total Number of Suspects Receiving Non-Fatal Injuries



Legend

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

Grievances

Year 1 Data Collection Period: 1/1/2018-12/31/2018

Year 2 Data Collection Period: 1/1/2019-12/31/2019

Year 3 Data Collection Period: 1/1/2020-12/31/2020

Year 4 Data Collection Period: 1/1/2021-12/31/2021

Grievances	Year 1	Year 2	Year 3	Year 4
Number	0	0	0	0

Reaccreditation Year 1 Notes:

No grievance was filed by a member of the Bloomington Police Department during 2018.

Reaccreditation Year 3 Notes:

No grievances filed during 2020.

Reaccreditation Year 4 Notes:

No grievances were filed during 2021.

Personnel Actions

Year 1 Data Collection Period: 1/1/2018-12/31/2018

Year 2 Data Collection Period: 1/1/2019-12/31/2019

Year 3 Data Collection Period: 1/1/2020-12/31/2020

Year 4 Data Collection Period: 1/1/2021-12/31/2021

	Year 1	Year 2	Year 3	Year 4
Suspension	6	1	5	2
Demotion	0	0		0
Resign In Lieu of Termination	1	0		0
Termination	0	1		0
Other	0	0	3	0
Total	7	2	8	2
Commendations	53	86	49	

Reaccreditation Year 1 Notes:

Resignation in Lieu of Termination: One employee resigned in lieu of termination due to unsuccessful completion of the field training program during the first probationary year of employment.

Reaccreditation Year 2 Notes:

Commendations listed are Department issued awards for actions taken during 2019.

Reaccreditation Year 3 Notes:

Note: The three actions listed under "other" were retraining on BPD general orders. These three actions were issued along with suspensions. The total of eight actions listed resulted from only five incidents of discipline.

Note: Commendations listed refer to Department awards. 49 awards for 2020 actions are under consideration at this time but have not yet been awarded to employees.

Reaccreditation Year 4 Notes:

Commendations are issued annually for the previous calendar year. Commendations for the 2021 calendar year have not yet been determined.

Complaints and Internal Affairs - Reaccreditation Year 4

Data Collection Period: -

	Year 1	Year 2	Year 3	Year 4
External/Citizen Complaint				
Citizen Complaint	8	1	2	3
Sustained	0	1		1
Not Sustained	2	0	1	2
Unfounded	6	0	1	0
Exonerated	0	0		0
Internal/Directed Complaint				
Directed Complaint	0	4	6	1
Sustained	0	3	5	1
Not Sustained	0	1	1	0
Unfounded	0	0		0
Exonerated	0	0		0

Calls For Service - Reaccreditation Year 4

Data Collection Period: -

	Year 1	Year 2	Year 3	Year 4
Calls for Service	52870	54118	45947	46729
UCR/NIBRS Part 1 Crimes				
Murder	2	2	5	3
Forcible Rape	47	73	106	111
Robbery	76	85	74	74
Aggravated Assault	338	429	308	298
Burglary	465	338	391	275
Larceny-Theft	1680	1575	1718	1577
Motor Vehicle Theft	132	109	154	145
Arson	15	11	10	22

Reaccreditation Year 4 Notes:

Note: 2021 crime data calculated using NIBRS. This data does not include reports determined to be unfounded.

Note regarding Forcible Rape: NIBRS does not include a category for forcible rape, but has expanded the definition traditionally understood as rape to include additional acts that are not dependent on male on female involvement. Our data provided for "Forcible Rape" in this table is derived from the NIBRS "Sexual Offenses" category.

Motor Vehicle Pursuit

Year 1 Data Collection Period: 1/1/2018-12/31/2018

Year 2 Data Collection Period: 1/1/2019-12/31/2019

Year 3 Data Collection Period: 1/1/2020-12/31/2020

Year 4 Data Collection Period: 1/1/2021-12/31/2021

	Year 1	Year 2	Year 3	Year 4
Pursuits				
Total Pursuits	19	23	16	30
Forcible stopping techniques used	2	3	1	3
Terminated by Agency	1	3	4	6
Policy Compliant	19	23	16	30
Policy Non-Compliant	0	0	0	0
Collisions				
Injuries				
Total Collisions	3	4	4	10
Officer	0	0	0	1
Suspect	1	2	1	2
ThirdParty	0	2	0	0
Reason Initiated				
Traffic	10	8	2	15
Felony	3	3	8	11
Misdemeanor	6	5	4	1

Reaccreditation Year 2

Note regarding Reason Initiated: Seven pursuits were initiated by a BPD member in response to a request from another agency to assist in a pursuit already underway.

Reaccreditation Year 3

Note for Reason Initiated: Two pursuits were initiated at the request for assistance by another agency.

Reaccreditation Year 4

Note regarding forcible stopping techniques: This total of 3 includes one PIT maneuver and two uses of stop sticks.

Note regarding Reason Initiated: BPD's involvement in three pursuits during 2021 was the result of an assist to another agency already pursuing a vehicle.

Agency Breakdown Report - Reaccreditation Year 1

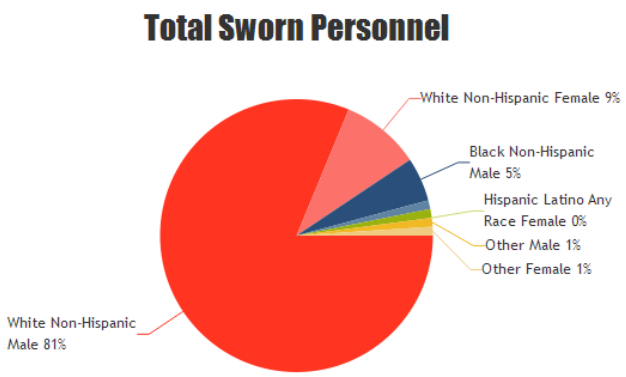
Data Collection Period: 1/1/2018 - 12/31/2018

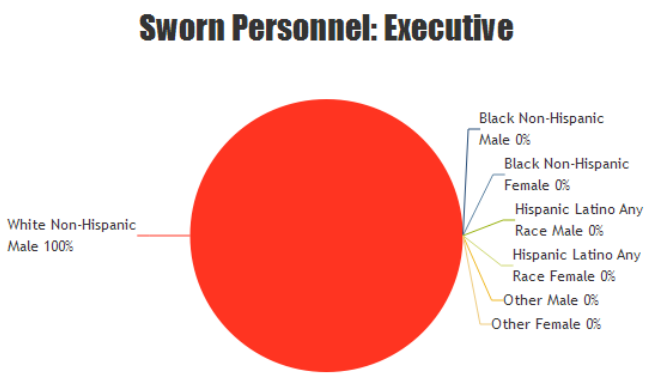
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	1	0	0	0	0	0	0	0	1
Command	3	0	0	0	0	0	0	0	3
Supervisory Positions	14	1	0	0	0	0	0	0	15
Non-Supervisory Positions	60	8	5	1	1	0	1	1	77
Sub Total									96
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	1	2	0	0	0	0	0	0	3
Supervisory Positions	0	6	0	0	0	0	0	0	6
Non-Supervisory Positions	21	34	3	1	1	1	0	2	63
Sub Total									72
Total									168

Reaccreditation Year 1 Notes:

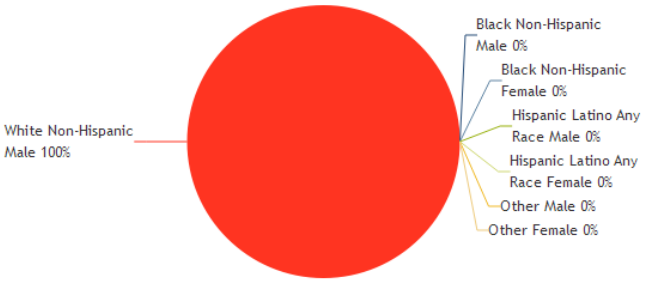
Sworn: Executive- Chief of Police; Command- Deputy Chief of Police, Captain; Supervisory Positions- Lieutenant, Sergeant; Non-Supervisory Positions- Officer

Non-Sworn: Managerial: Dispatch Manager, Parking Manager, Records Supervisor; Supervisory Positions: Office Manager, Dispatch Supervisor, Executive Assistant, Records Assistant Supervisor; Non-Supervisory: RMS Coordinator, CALEA Coordinator, Crime Analyst, Crossing Guard, Custodian, Dispatcher, Dispatch Training Coordinator, Evidence Clerk, Evidence Tech, Parking Enforcement Officer, Records Clerk.

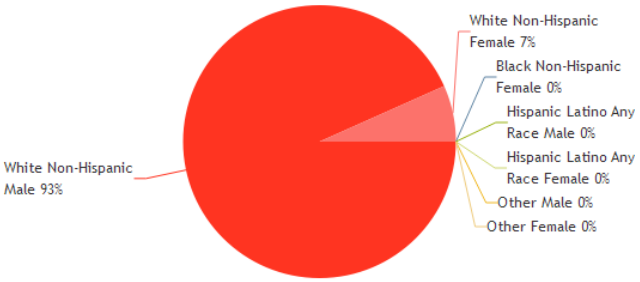




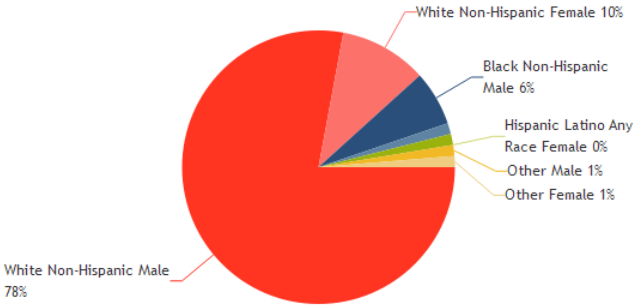
Sworn Personnel: Command



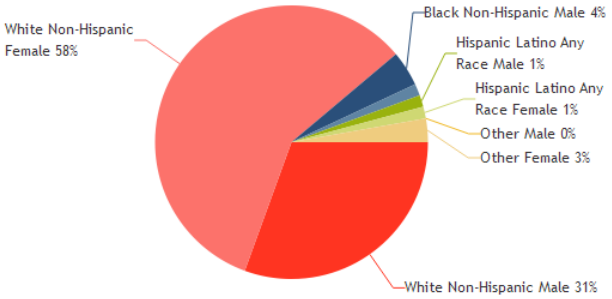
Sworn Personnel: Supervisory Positions



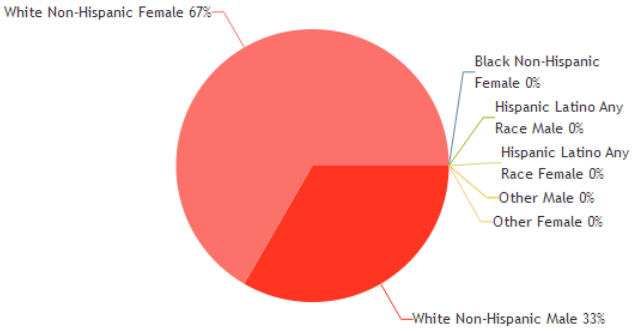
Sworn Personnel: Non-Supervisory Positions



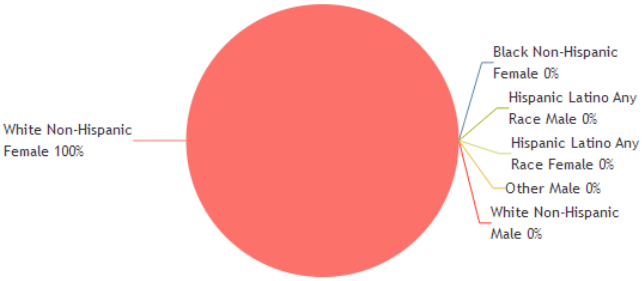
Total Non-Sworn Personnel



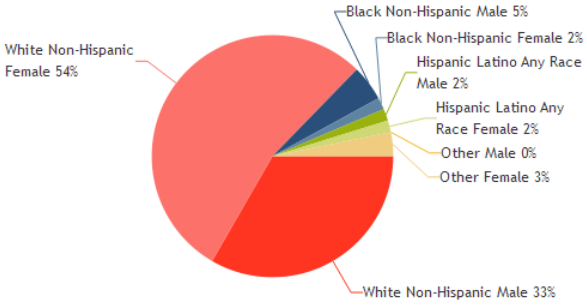
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



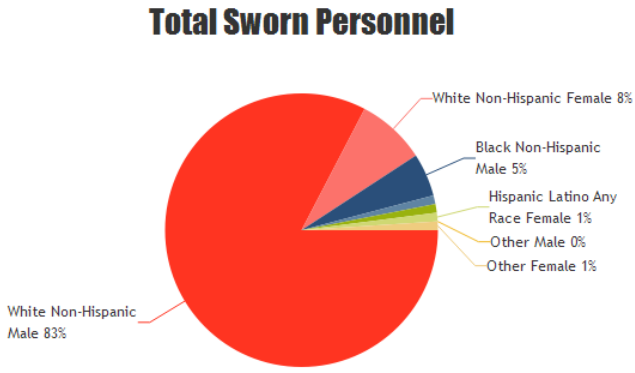
Legend

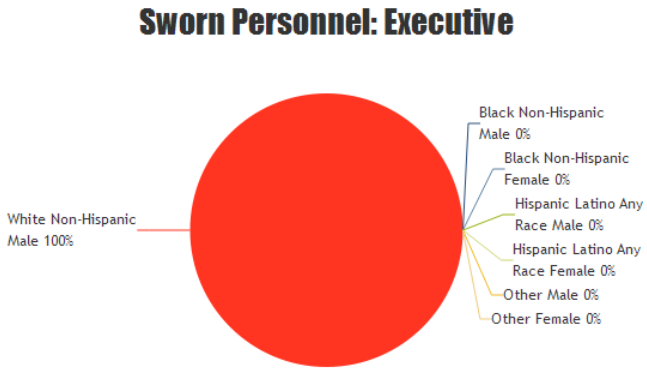
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

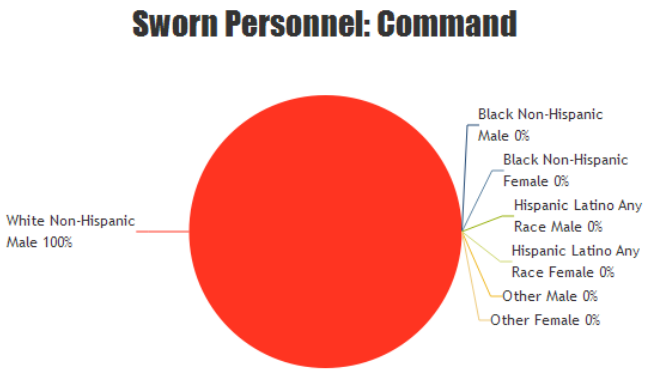
Agency Breakdown Report - Reaccreditation Year 2

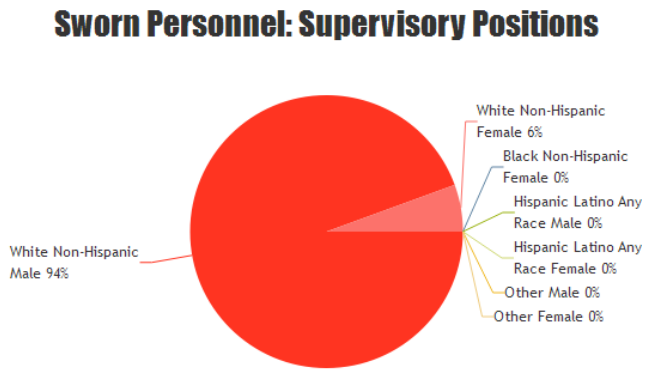
Data Collection Period: 1/1/2019 - 12/31/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	1	0	0	0	0	0	0	0	1
Command	3	0	0	0	0	0	0	0	3
Supervisory Positions	17	1	0	0	0	0	0	0	18
Non-Supervisory Positions	60	7	5	1	1	1	0	1	76
Sub Total									98
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	0	3	0	0	0	0	0	0	3
Supervisory Positions	0	5	0	0	0	0	0	0	5
Non-Supervisory Positions	21	41	1	1	1	1	0	2	68
Sub Total									76
Total									174

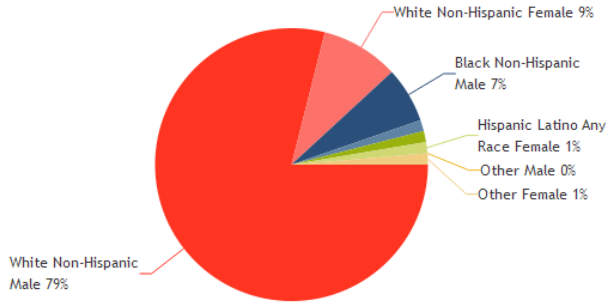




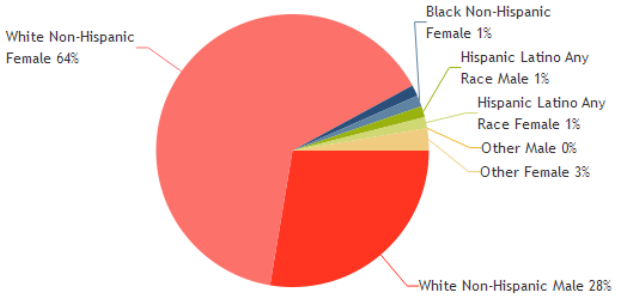




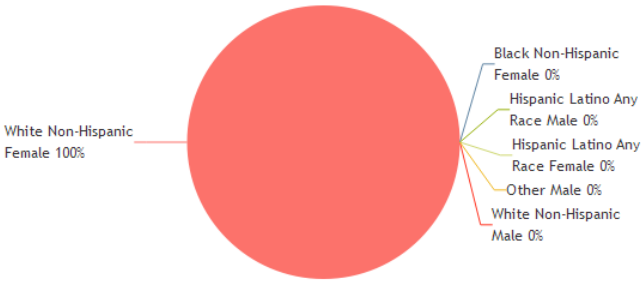
Sworn Personnel: Non-Supervisory Positions



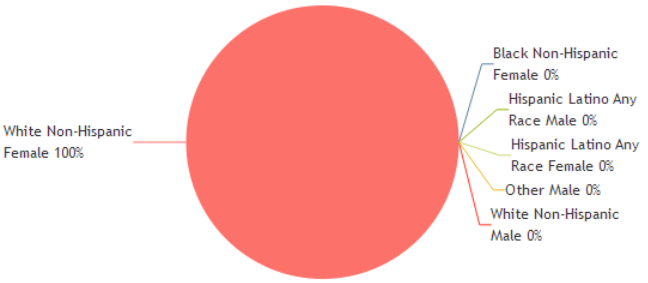
Total Non-Sworn Personnel



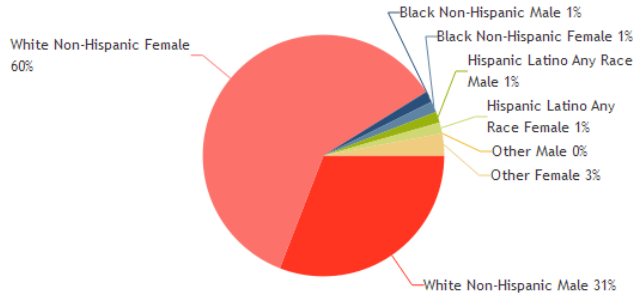
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



Legend

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

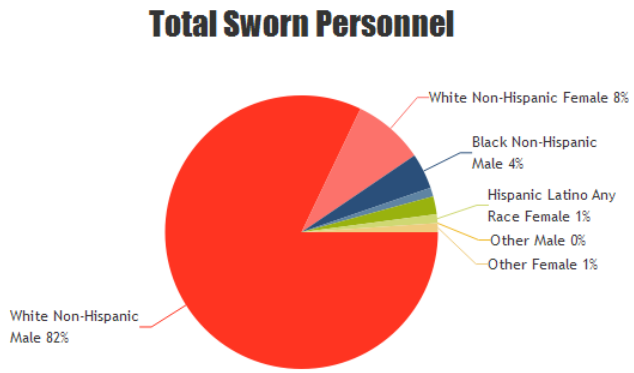
Agency Breakdown Report - Reaccreditation Year 3

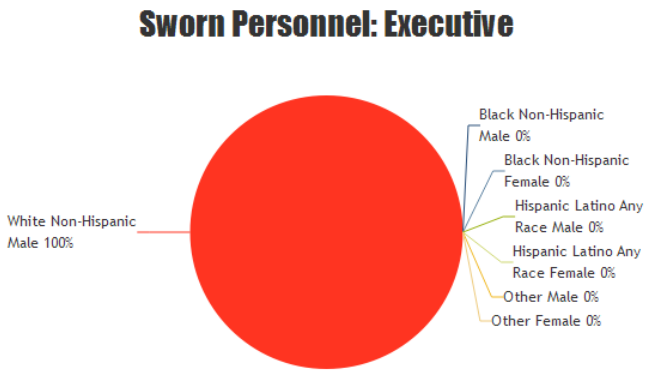
Data Collection Period: 1/1/2020 - 12/31/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	1								1
Command	3								3
Supervisory Positions	17	1							18
Non-Supervisory Positions	57	7	4	1	2	1		1	73
Sub Total									95
Non Sworn Personnel									
Executive									
Managerial		3							3
Supervisory Positions		8							8
Non-Supervisory Positions	21	41	1	1	1			3	68
Sub Total									79
Total									174

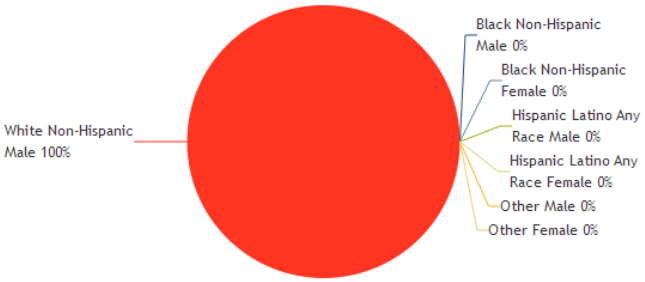
Reaccreditation Year 3 Notes:

This data reflects staffing levels as of 12/31/2020 and includes Parking Enforcement employees which were removed from BPD on 1/1/2021.

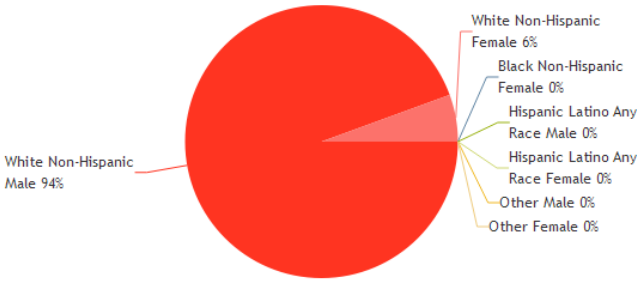




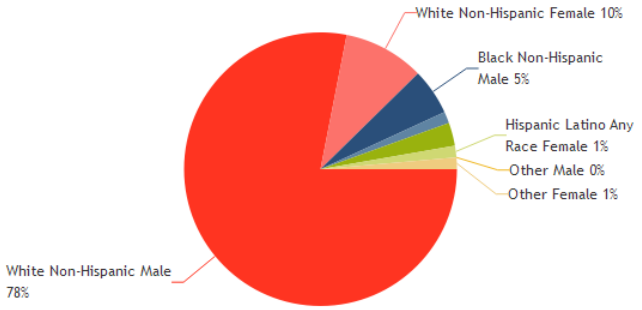
Sworn Personnel: Command



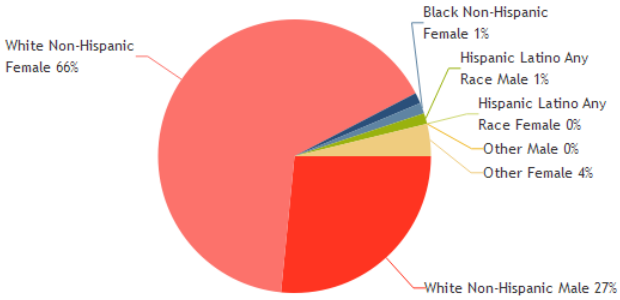
Sworn Personnel: Supervisory Positions



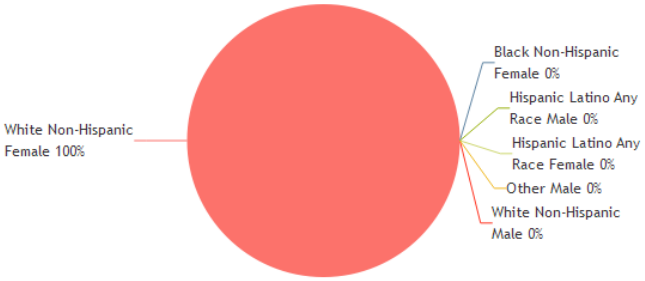
Sworn Personnel: Non-Supervisory Positions



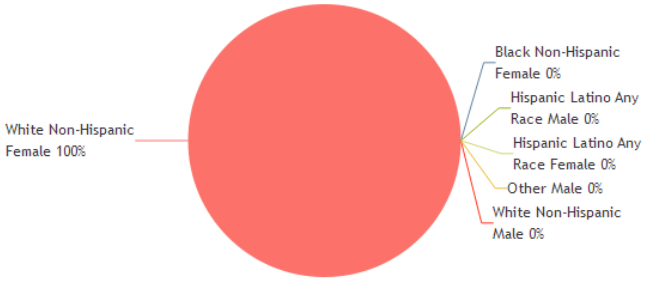
Total Non-Sworn Personnel



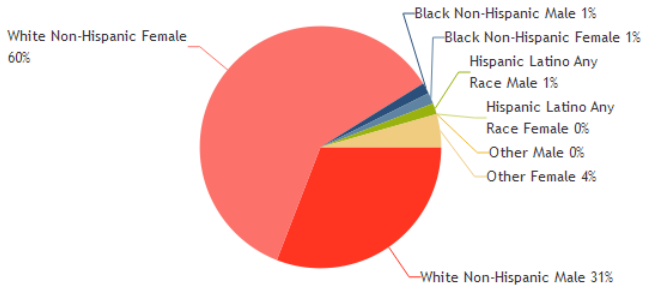
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



Legend

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

Agency Breakdown Report - Reaccreditation Year 4

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

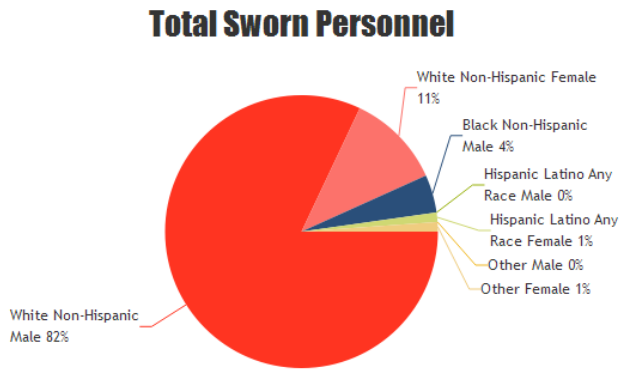
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	1								1
Command	3								3
Supervisory Positions	14	1							15
Non-Supervisory Positions	55	9	4	0	0	1	0	1	70
Sub Total									89
Non Sworn Personnel									
Executive									
Managerial		2							2
Supervisory Positions	1	6							7
Non-Supervisory Positions	9	30	1	1		1		3	45
Sub Total									54
Total									143

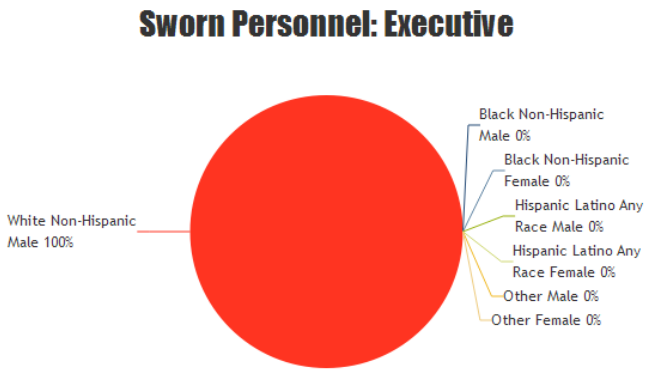
Reaccreditation Year 4 Notes:

This data reflects staffing levels as of 12/31/21.

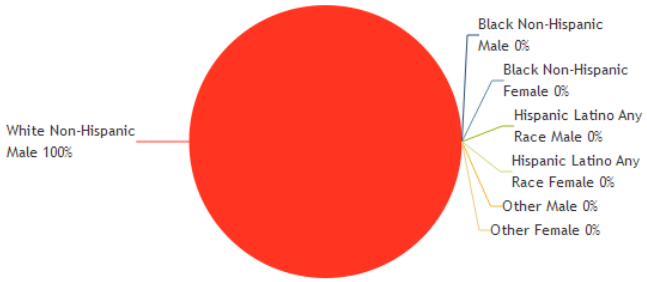
Sworn: Executive- Chief of Police; Command- Deputy Chief of Police, Captain; Supervisory Positions- Lieutenant, Sergeant; Non-Supervisory Positions- Officer

Non-Sworn: Managerial: Dispatch Manager, Parking Manager, Records Supervisor; Supervisory Positions: Office Manager, Dispatch Supervisor, Dispatch Assistant Supervisor, Executive Assistant, Records Assistant Supervisor; Non-Supervisory: RMS Coordinator, CALEA Coordinator, Crime Analyst, Custodian, Dispatcher, Evidence Clerk, Evidence Tech, Social Worker, Community Service Specialist, Records Clerk.

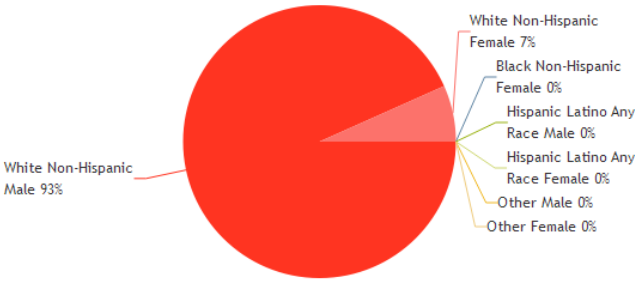




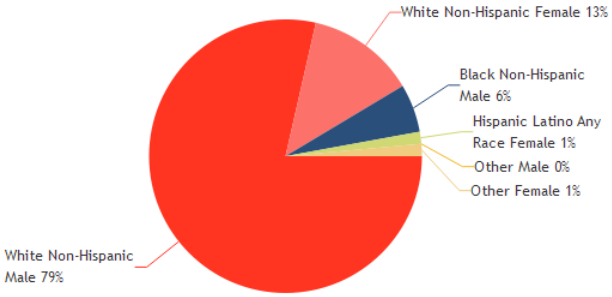
Sworn Personnel: Command



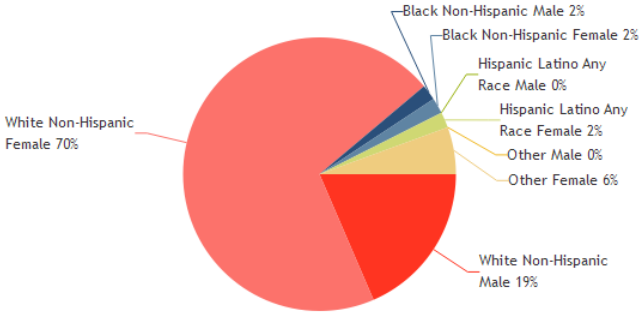
Sworn Personnel: Supervisory Positions



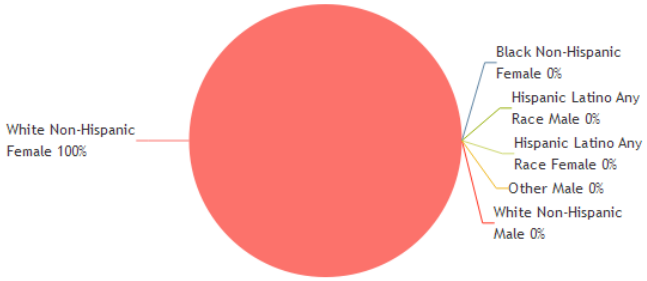
Sworn Personnel: Non-Supervisory Positions



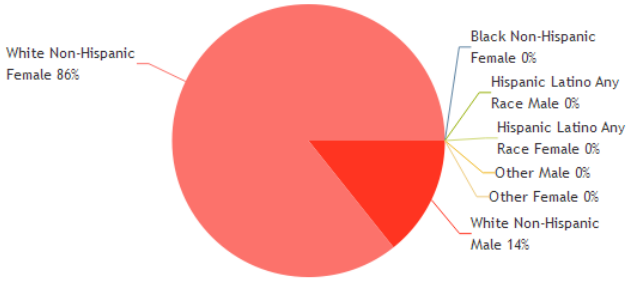
Total Non-Sworn Personnel



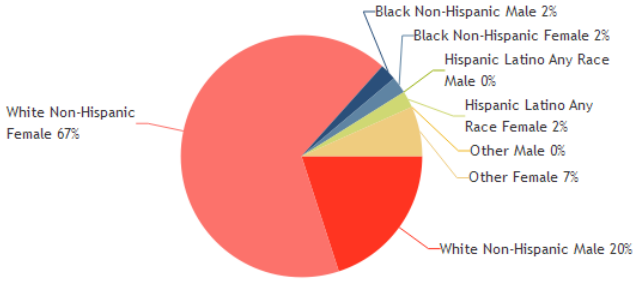
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



Legend

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

Agency Demographics Report - Reaccreditation Year 1

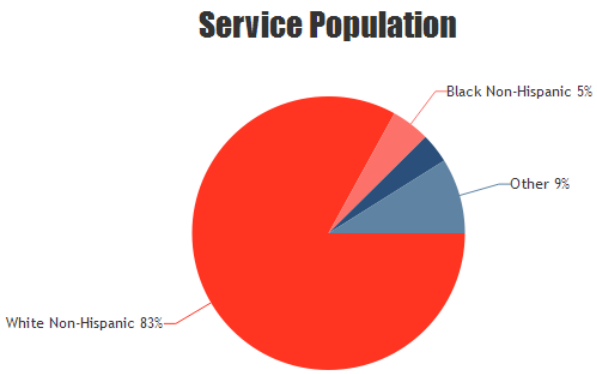
Data Collection Period: 1/1/2018 - 12/31/2018

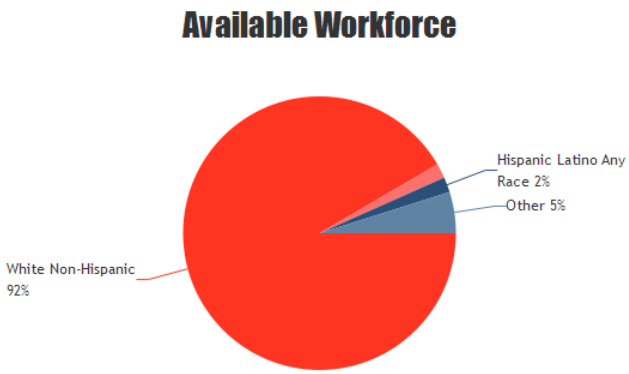
	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	66751	83%	197866	92 %	87	91%	9	9%	89	93%	11	11%
Black Non-Hispanic	3671	5%	3754	2 %	6	6%	1	1%	4	4%	0	0%
Hispanic Latino Any Race	2823	4%	3869	2 %	1	1%	0	0%	1	1%	0	0%
Other	7160	9%	10493	5 %	2	2%	1	1%	2	2%	1	1%
Total	80405		215982		96		11		96		12	

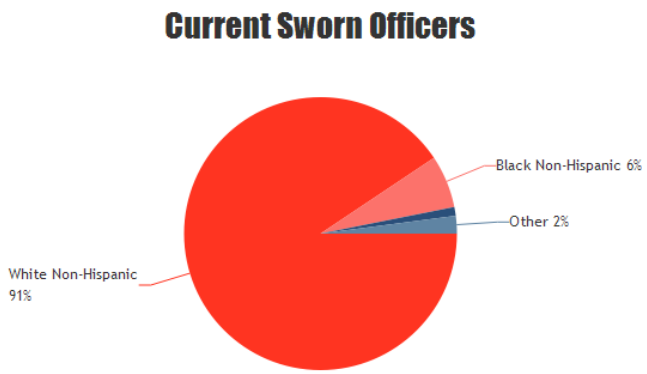
Reaccreditation Year 1 Notes:

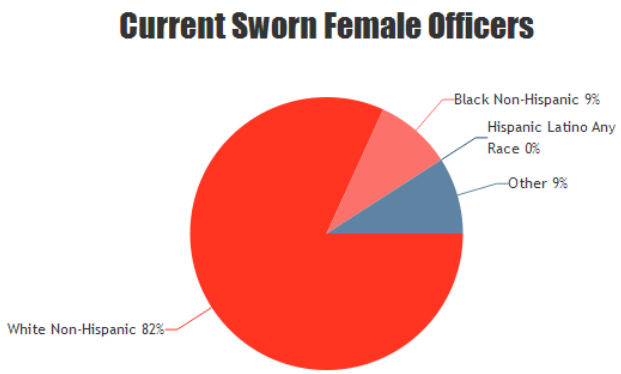
Data shown reflects employee demographics collected on 12/31/2018.

*Available Workforce is defined as persons residing in Monroe and surrounding counties between the ages of 18-64 reported in the 2010 US Census American Community Survey as provided at http://factfinder.census.gov

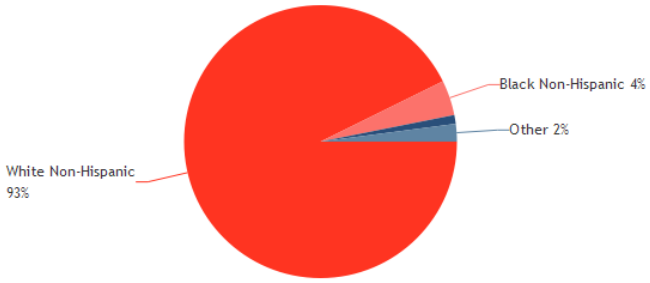




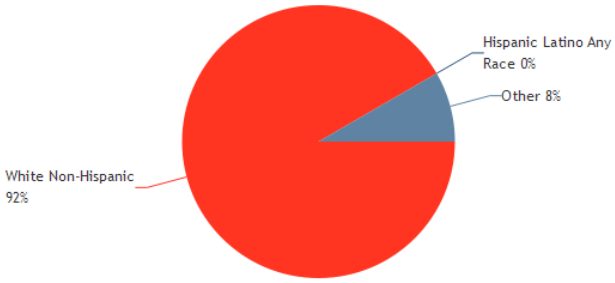




Prior Sworn Officers



Prior Sworn Female Officers



Agency Demographics Report - Reaccreditation Year 2

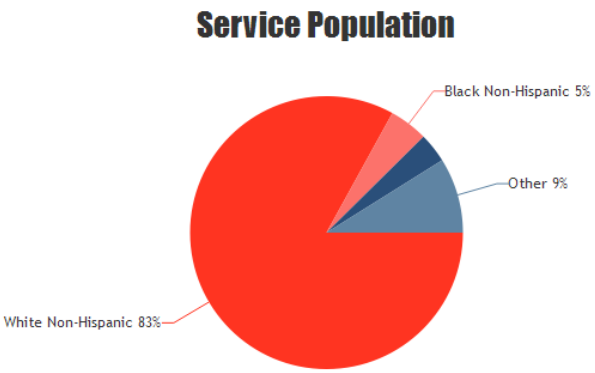
Data Collection Period: 1/1/2019 - 12/31/2019

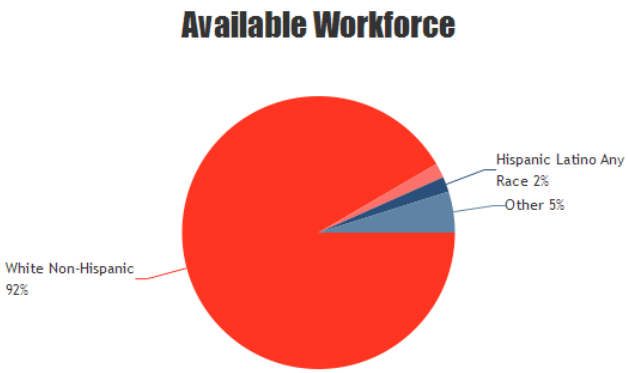
	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	66751	83%	197866	92 %	89	91%	8	8%	87	91%	9	9%
Black Non-Hispanic	3671	5%	3754	2 %	6	6%	1	1%	6	6%	1	1%
Hispanic Latino Any Race	2823	4%	3869	2 %	2	2%	1	1%	1	1%	0	0%
Other	7160	9%	10493	5 %	1	1%	1	1%	2	2%	1	1%
Total	80405		215982		98		11		96		11	

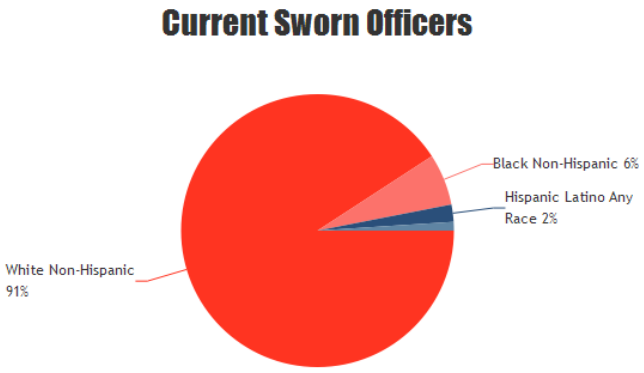
Reaccreditation Year 2 Notes:

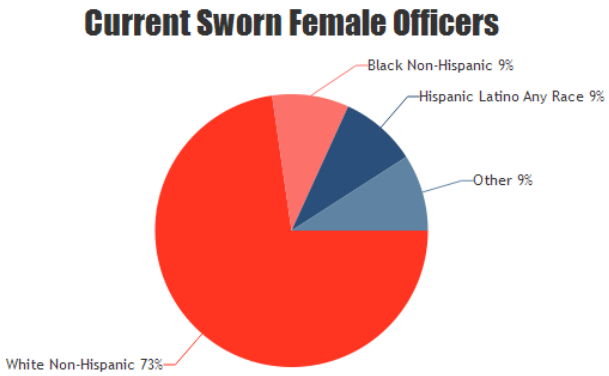
Data shown reflects employee demographics collected on 12/31/2019.

Available Workforce is defined as persons residing in Monroe and surrounding counties between the ages of 18-64 reported in the 2010 US Census American Community Survey as provided at http://factfinder.census.gov

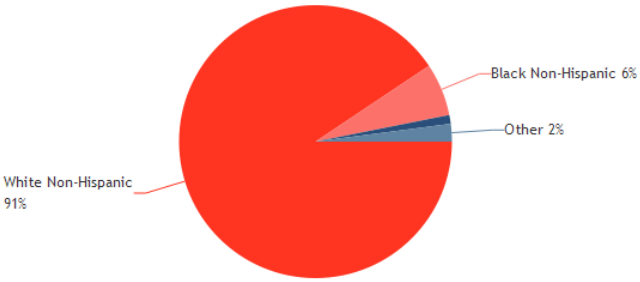




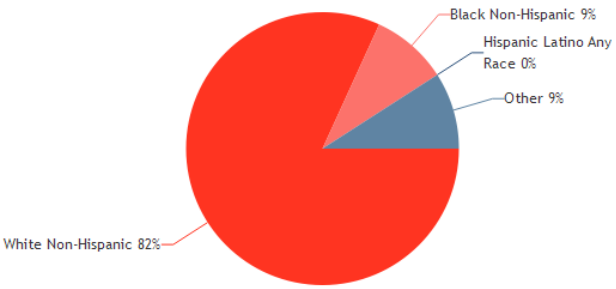




Prior Sworn Officers



Prior Sworn Female Officers



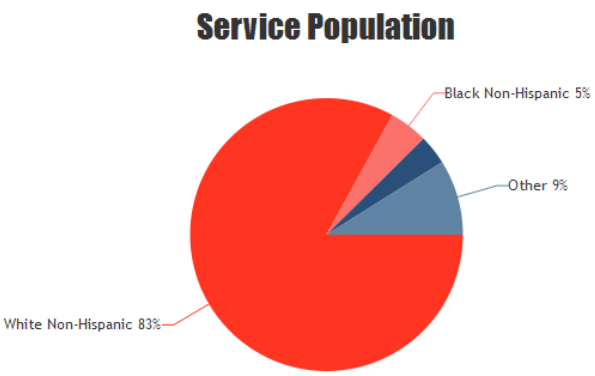
Agency Demographics Report - Reaccreditation Year 3

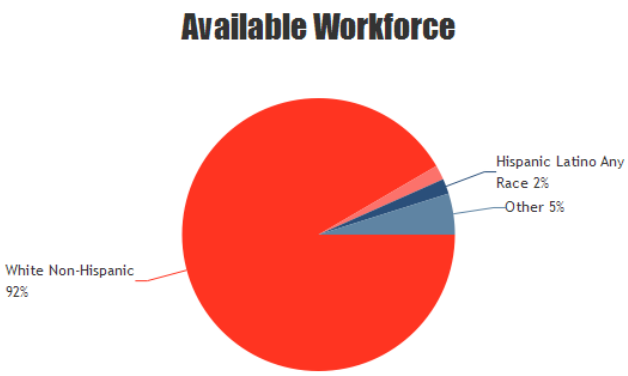
Data Collection Period: 1/1/2020 - 12/31/2020

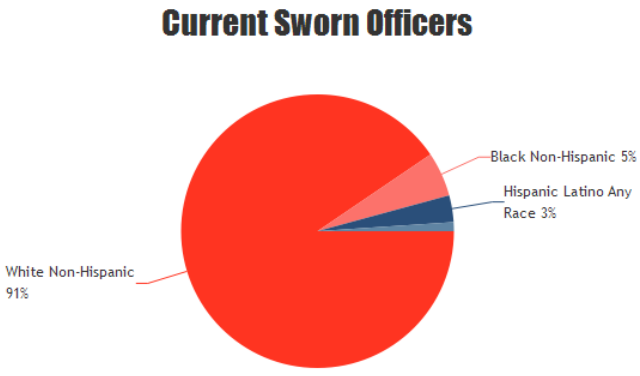
	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	66751	83%	197866	92 %	86	91%	8	8%	89	91%	8	8%
Black Non-Hispanic	3671	5%	3754	2 %	5	5%	1	1%	6	6%	1	1%
Hispanic Latino Any Race	2823	4%	3869	2 %	3	3%	1	1%	2	2%	1	1%
Other	7160	9%	10493	5 %	1	1%	1	1%	1	1%	1	1%
Total	80405		215982		95		11		98		11	

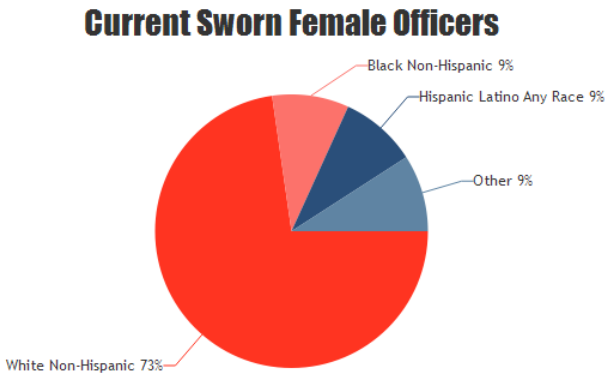
Reaccreditation Year 3 Notes:

Data shown reflects employee demographics collected on 12/31/2020. Available Workforce is defined as persons residing in Monroe and surrounding counties between the ages of 18-64 reported in the 2010 US Census American Community Survey as provided at http://factfinder.census.gov

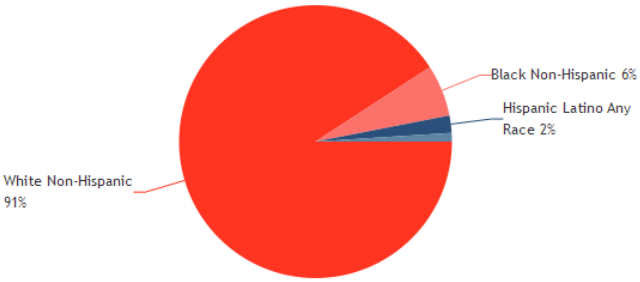




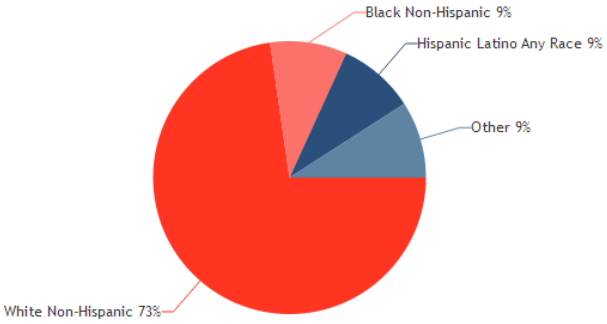




Prior Sworn Officers



Prior Sworn Female Officers



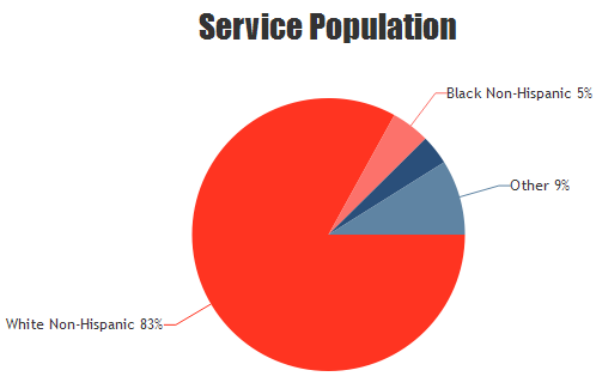
Agency Demographics Report - Reaccreditation Year 4

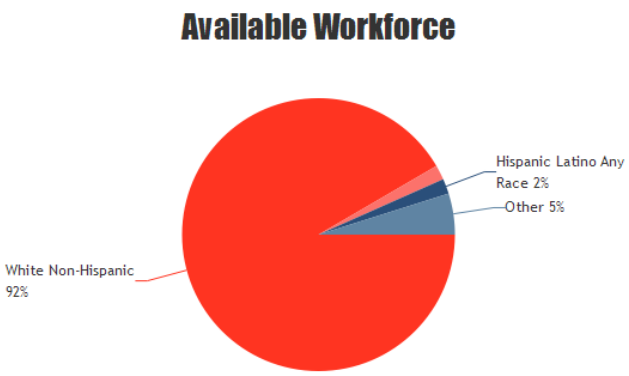
Data Collection Period: 1/1/2021 - 12/31/2021

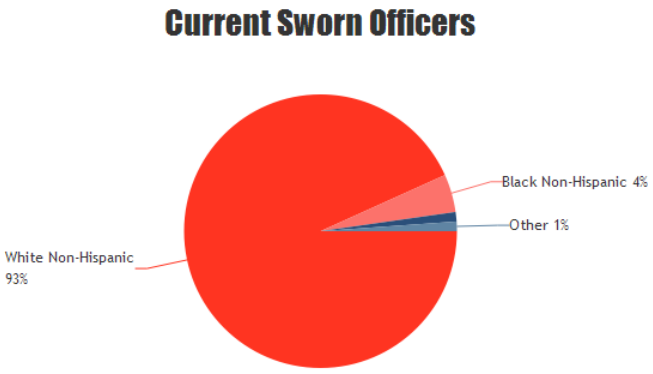
	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	66751	83%	197866	92 %	83	93%	10	11%	86	91%	8	8%
Black Non-Hispanic	3671	5%	3754	2 %	4	4%	0	0%	5	5%	1	1%
Hispanic Latino Any Race	2823	4%	3869	2 %	1	1%	1	1%	3	3%	1	1%
Other	7160	9%	10493	5 %	1	1%	1	1%	1	1%	1	1%
Total	80405		215982		89		12		95		11	

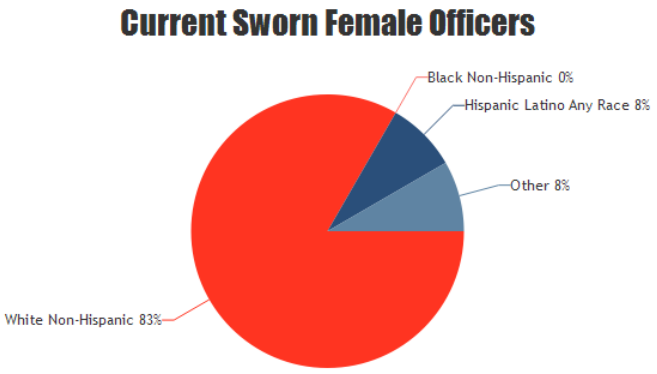
Reaccreditation Year 4 Notes:

Data shown reflects employee demographics collected on 12/31/2021. Available Workforce is defined as persons residing in Monroe and surrounding counties between the ages of 18-64 reported in the 2010 US Census American Community Survey as provided at http://factfinder.census.gov

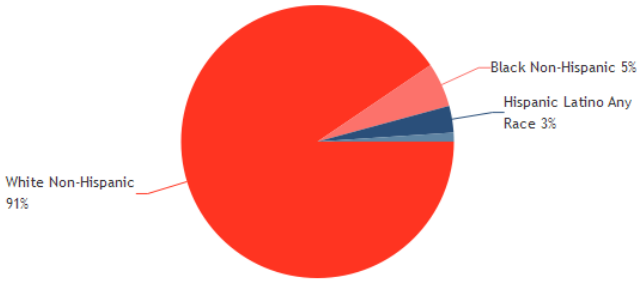




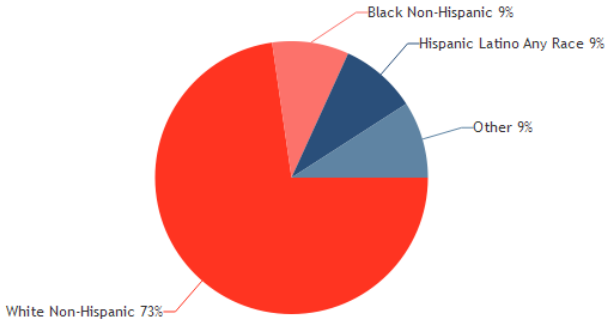




Prior Sworn Officers



Prior Sworn Female Officers



Sworn Officer Selection - Reaccreditation Year 1

Data Collection Period: 1/1/2018 - 12/31/2018

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received									
Applicants Hired	9	1	1	1	0	0	0	0	12
Percent Hired	%	%	%	%	%	%	%	%	N/A
Percent of Workforce Population	10%		2%		0%		0%		N/A

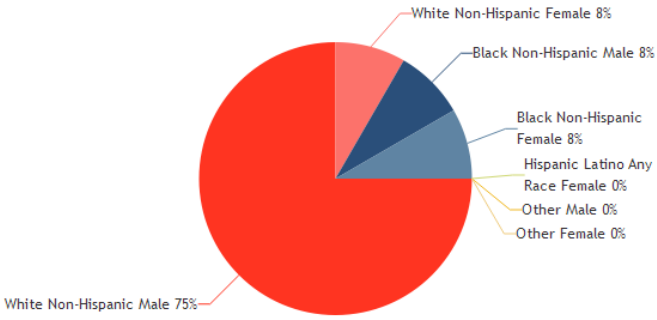
Reaccreditation Year 1 Notes:

*Applications received: 5 males and 1 female chose not to disclose race when submitting their application. Total applications received was 245.

** Applications received: BPD began accepting applications year-round during 2018. Some applications received during 2018 were not considered for employment during 2018.

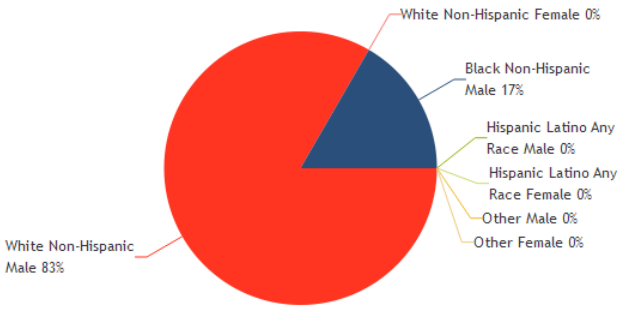
Applications Received

Applicants Hired



Percent Hired

Percent of Workforce Population



Legend

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

Sworn Officer Selection - Reaccreditation Year 2

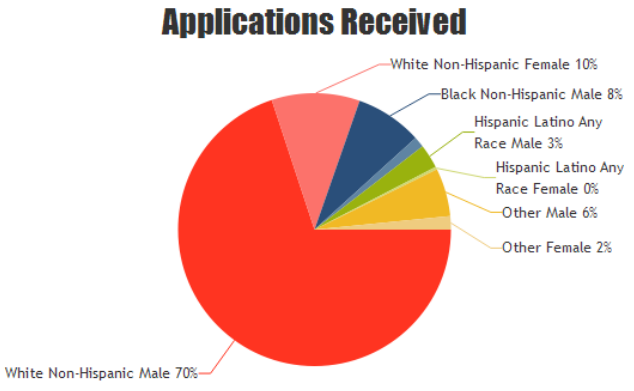
Data Collection Period: 1/1/2019 - 12/31/2019

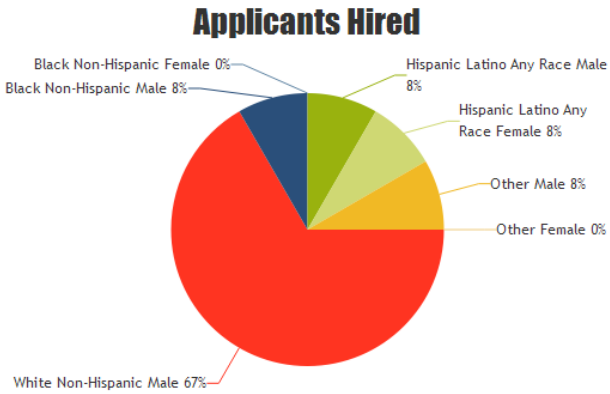
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	221	33	25	4	9	1	18	5	316
Applicants Hired	8	0	1	0	1	1	1	0	12
Percent Hired	4%	0%	4%	0%	11%	100%	6%	0%	N/A
Percent of Workforce Population	8%		1%		2%		1%		N/A

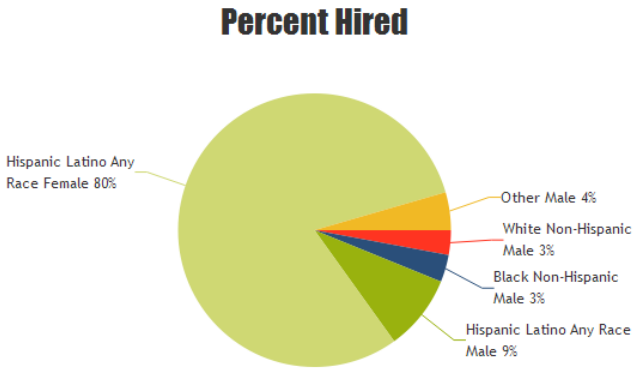
Reaccreditation Year 2 Notes:

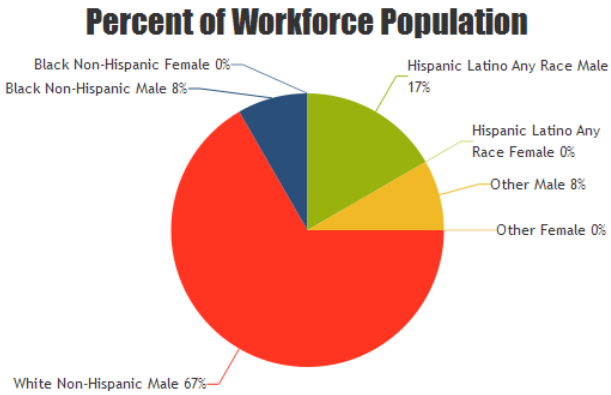
Two White Non-Hispanic male officers included in this data were selected from a 2019 hiring process but began employment during 2020.

Internal note: This data accounts for Department sworn badge numbers 1675, 1676, 1668, 1669, 1686, 1688, 1687, 1689, 1697, 1696, 1698, 1700.









Legend

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

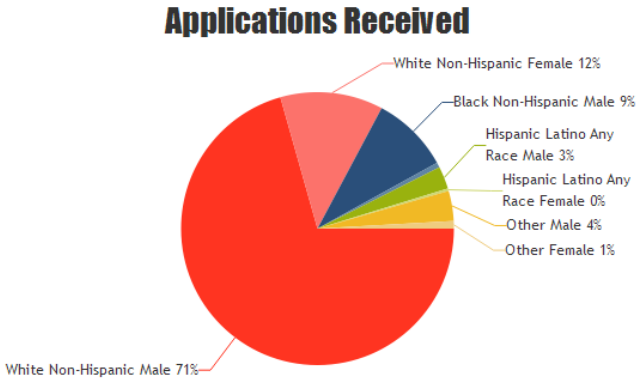
Sworn Officer Selection - Reaccreditation Year 3

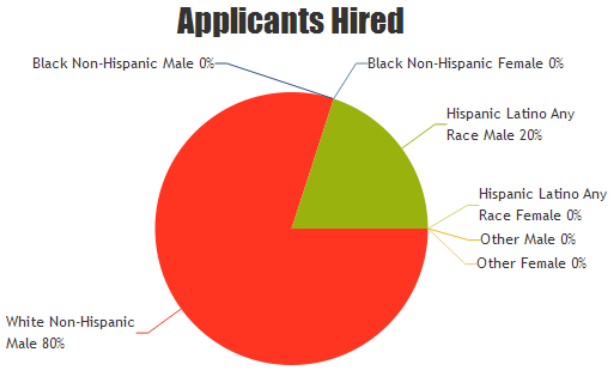
Data Collection Period: 1/1/2020 - 12/31/2020

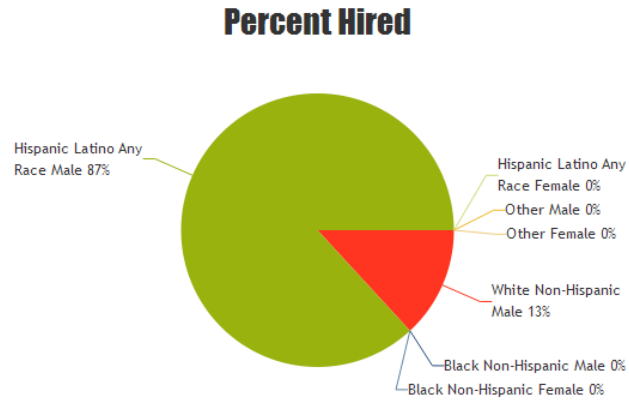
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	238	41	31	2	9	1	12	3	337
Applicants Hired	4				1				5
Percent Hired	2%	0%	0%	0%	11%	0%	0%	0%	N/A
Percent of Workforce Population	0%		0%		0%		0%		N/A

Reaccreditation Year 3 Notes:

Two individuals who submitted applications did not specify their race or sex. Total applications received = 339.
Internal note: This data accounts for Department sworn badge numbers 1706, 1707, 1708, 1712, 1713.







Legend

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

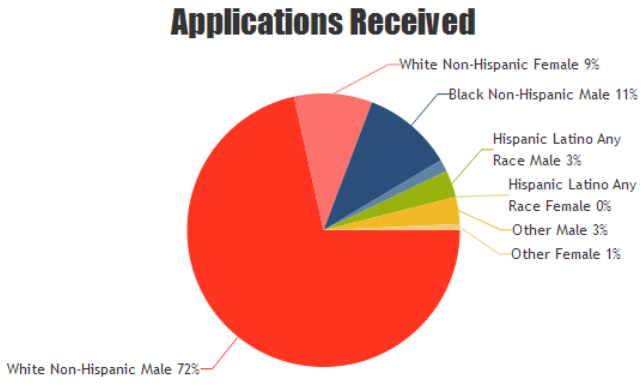
Sworn Officer Selection - Reaccreditation Year 4

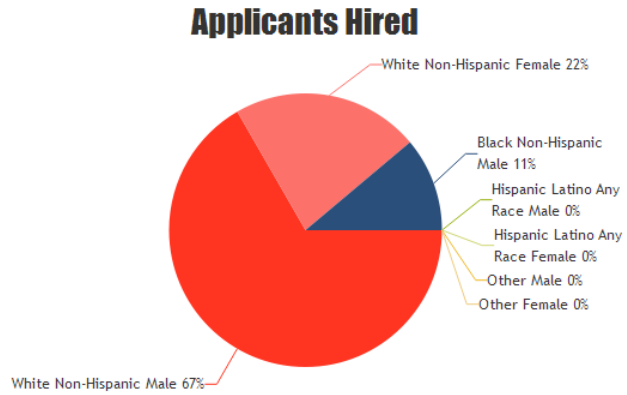
Data Collection Period: 1/1/2021 - 12/31/2021

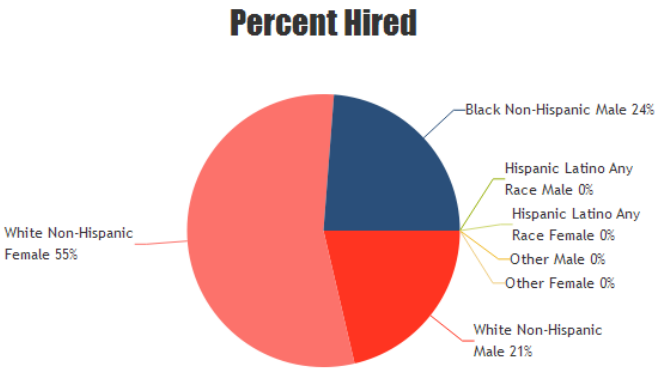
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	201	26	30	4	9	0	9	2	281
Applicants Hired	6	2	1						9
Percent Hired	3%	8%	3%	0%	0%	%	0%	0%	N/A
Percent of Workforce Population	9%		0%		0%		0%		N/A

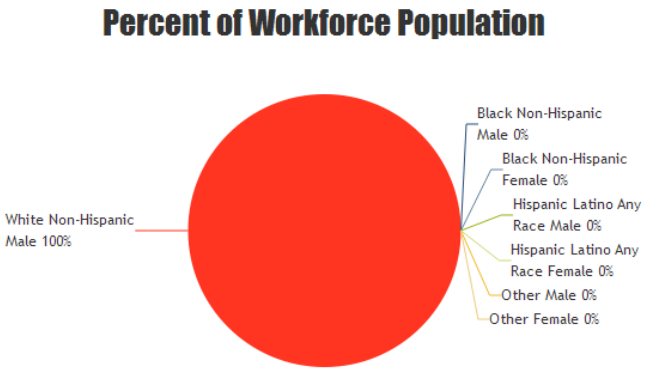
Reaccreditation Year 4 Notes:

Note: Bloomington Police Department accepts applications year-round. 62 applications were received after the last hiring process was conducted during 2021. Those individuals have not yet been considered for employment. The nine applicants hired account for sworn badge numbers 1725, 1726, 1727, 1728, 1729, 1730, 1732, 1738, 1740. Some applicants hired in 2021 submitted their applications in 2020 and participated in 2020 hiring processes.









Legend

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

Sworn Officer Promotions - Reaccreditation Year 1

Data Collection Period: 1/1/2018 - 12/31/2018

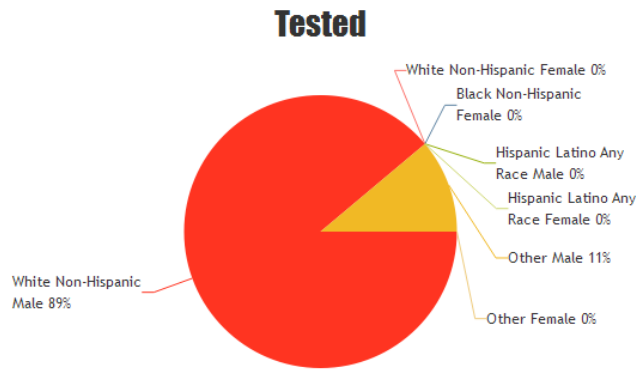
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	8						1		9
Eligible After Testing	4								4
Promoted	2								2
Percent Promoted	25 %	%	%	%	%	%	0 %	%	N/A

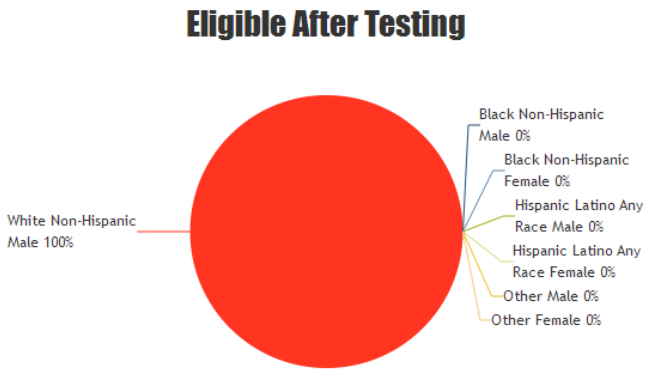
Reaccreditation Year 1 Notes:

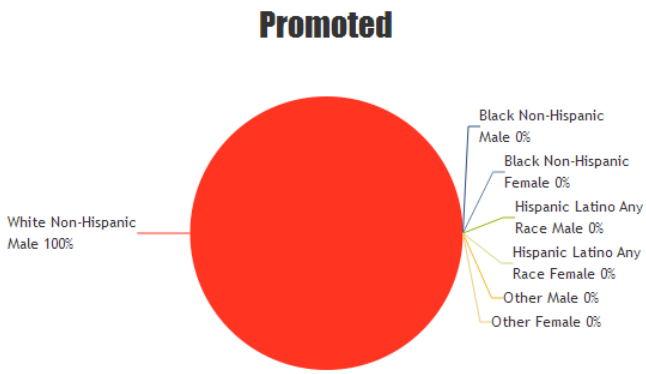
This data accounts for two promotional processes- one for lieutenant and one for sergeant.

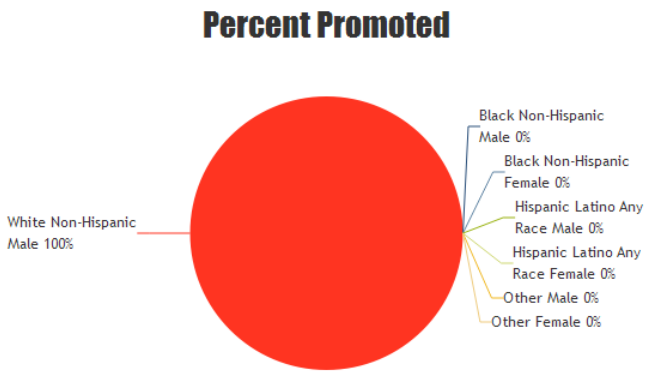
The lieutenant process interviewed four white males and promoted one white male.

The sergeant process tested five males (four white males and one asian male) at the end of 2017. Two white males were promoted from that process during 2017, and one additional white male was promoted from that process during 2018.









Legend

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

Sworn Officer Promotions - Reaccreditation Year 2

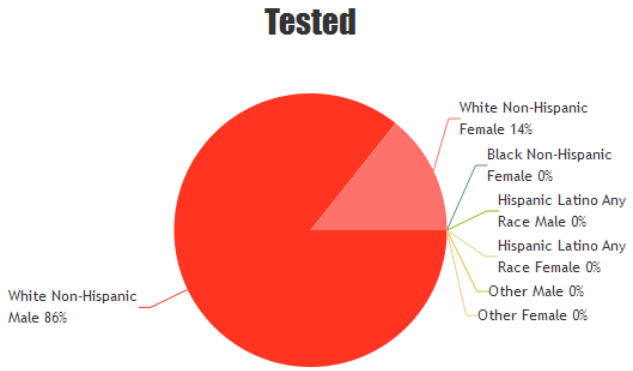
Data Collection Period: 1/1/2019 - 12/31/2019

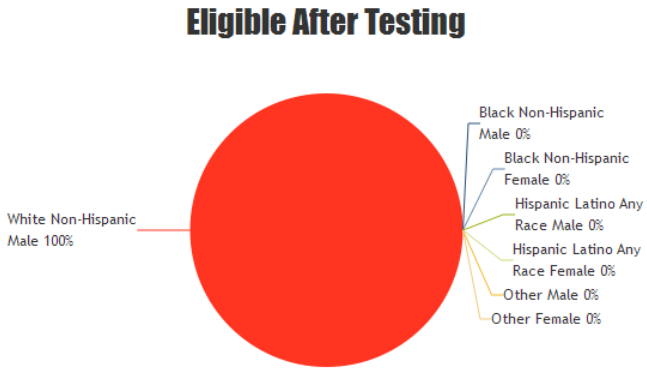
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	6	1							7
Eligible After Testing	4								4
Promoted	4								4
Percent Promoted	67 %	0 %	%	%	%	%	%	%	N/A

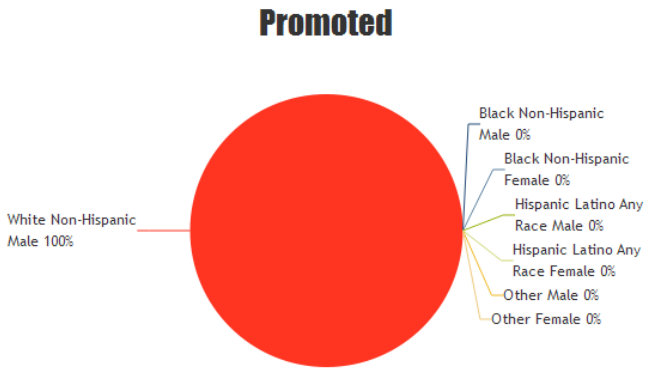
Reaccreditation Year 2 Notes:

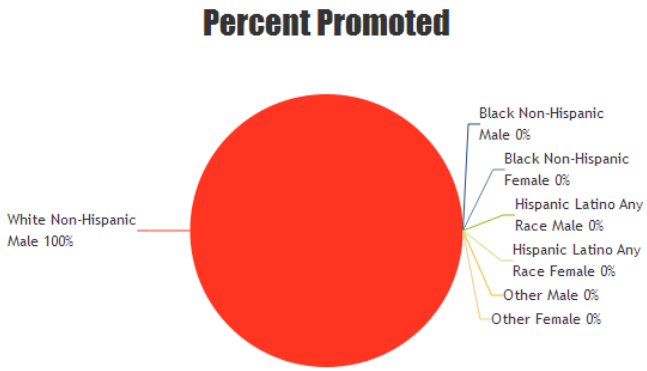
These statistics include one hiring process for position of Sergeant.

Note regarding Eligible After Testing: BPD promotion process uses a cumulative score involving two tests, an interview, and the results of a scoring sheet completed by the Board of Lieutenants. Four applicants were promoted to Sergeant as a result of the highest cumulative scores. The two remaining are no longer eligible for promotion due to the closing of a 180 day eligibility window and would be required to reapply when the next position becomes open.









Legend

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

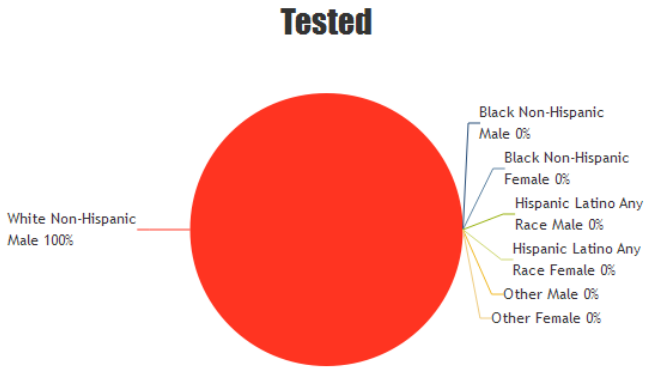
Sworn Officer Promotions - Reaccreditation Year 3

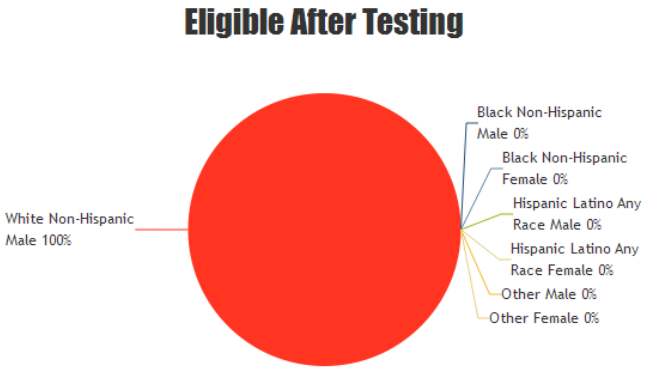
Data Collection Period: 1/1/2020 - 12/31/2020

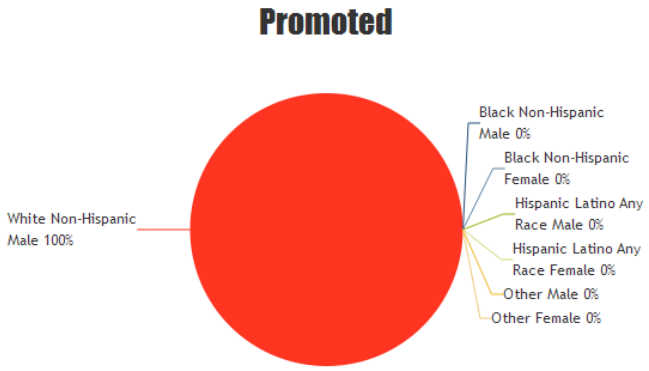
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	3								3
Eligible After Testing	3								3
Promoted	2								2
Percent Promoted	67 %	%	%	%	%	%	%	%	N/A

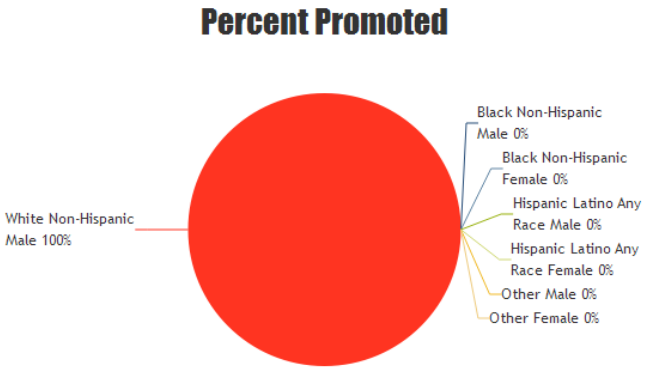
Reaccreditation Year 3 Notes:

These statistics include one promotion process for position of Sergeant. Note regarding Eligible After Testing: BPD promotion process uses a cumulative score involving two tests, an interview, and the results of a scoring sheet completed by the Board of Lieutenants. Two applicants were promoted to Sergeant as a result of the highest cumulative scores. The one remaining is still eligible for promotion during a 180 day window. After the closing of the 180 day eligibility window, the applicant would be required to reapply when the next position becomes open.









Legend

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

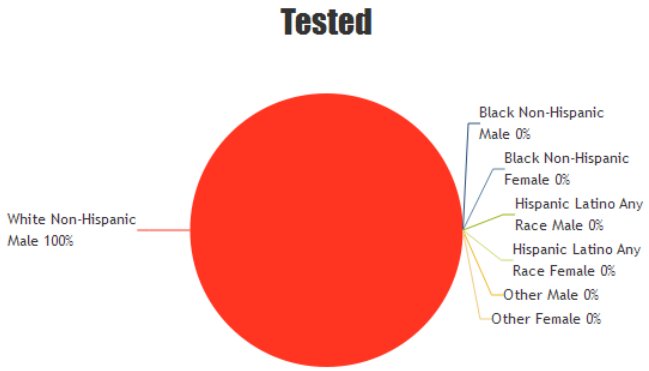
Sworn Officer Promotions - Reaccreditation Year 4

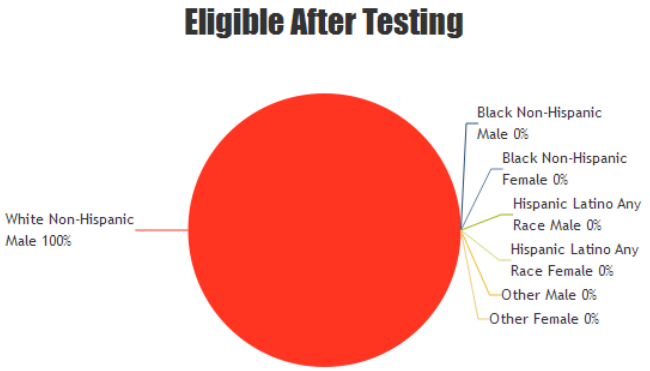
Data Collection Period: 1/1/2021 - 12/31/2021

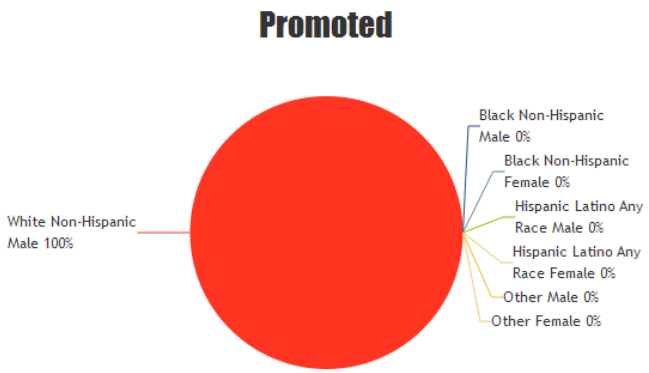
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	3								3
Eligible After Testing	3								3
Promoted	2								2
Percent Promoted	67 %	%	%	%	%	%	%	%	N/A

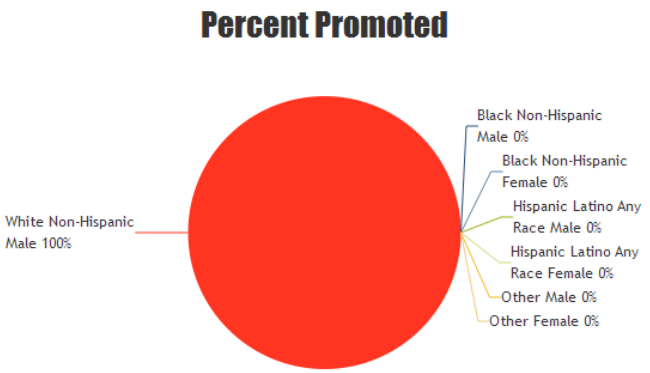
Reaccreditation Year 4 Notes:

These statistics include one promotion process for position of Sergeant. Note regarding Eligible After Testing: BPD promotion process uses a cumulative score involving two tests, an interview, and the results of a scoring sheet completed by the Board of Lieutenants. Two applicants were promoted to Sergeant as a result of the highest cumulative scores. The officer remaining was eligible for promotion during a 180 day window following the process. Since the closing of the 180 day eligibility window, the applicant would be required to reapply when the next position becomes open.









Legend

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