

Lafayette (IN) Police Department 2023 General Officer Safety Summary

The City of Lafayette, Indiana, is a community located in Tippecanoe County and has an estimated population of 74,545 residents. Lafayette is also home to Purdue University, a world-renowned institution of higher learning. Adjacent to Lafayette is the City of West Lafayette, also in Tippecanoe County. West Lafayette has a population of approximately 47,000 people not including the recorded record enrollments of 50,000 students and growing. The police department, established in 1825, has grown from a handful of men on horseback to 152 Sworn Officers and nearly 50 civilian employees.

New Lafayette police Department officers must participate in an 8-week in-house new officer training program. This is done in preparation for phase one of their field training officer program. In this training regiment, the department sets the foundation for expectations for their career. This includes training in policy, law, and standard operating procedures and psychomotor skills such as firearms training, defensive tactics and ground fighting, E.V.O.C. Driving, and others. At the foundation of all of these skills is physical fitness. During this first year, all recruit officers must complete the Indiana Law Enforcement Academy and all four phases of the field training officer program before they are released for solo patrol.

It is the goal of the LPD to have everyone certified as a *Crisis Intervention Team officer*. The agency is a partner with N.A.M.I. and has staff participating as instructors. Turnover and staff availability during COVID have limited availability, but historically we have averaged over 80% of our officers as C.I.T. certified.

Police officers at the Lafayette Police Department are outfitted with three uniforms, a Class A, a Class B, and a Class C. The Class B uniform is the standard patrol police uniform with a leather duty belt, handcuff case, radio pouch, collapsible baton, and pepper spray. This uniform is to be worn in semi-formal circumstances, including court appearances. In 2004 the Lafayette Police Department convened a uniform committee to study the effects of the standard duty belt on officer health and well-being. Data at the time suggested that officers had higher levels of lower back injuries and knee and joint injuries than the general population. Speculation was these injuries were caused in part by inflexible and heavy leather equipment, and the load isolated across the lower back and hip areas. In 2012 LPD authorized external vest carriers, more commonly called Molle systems, to be worn as part of the Class C uniform. The Department participates in the Patrick Leahy bulletproof vest partnership grant program administered by the Bureau of Justice Assistance and last year was granted \$7000 for new and replacement vests. Vests are replaced every five years. *The Lafayette Police Department has a policy that requires vest wear at all times while in uniform. Officers receive a custom fitting when being issued a new or replacement vest.* This ensures proper fit for comfort, coverage, and safety.

Below is a list of standard duty equipment every officer is issued and trained to utilize.

- Glock Handgun (Model 17/19/34 – Depending on officer preference and assignment) with (2) Extra Magazines
- Collapsible baton (A.S.P.)
- O.C. Spray
- Motorola portable radio
- Earpiece and Microphone
- Apple iPhone
- Taser 7
- Portable Tactical Flashlight
- Handcuffs and case
- Axon body camera (Gen 3 – With Live Stream)
- Tactical Medical Kit
- Tourniquet/Quick Clot/Chest Seal

In addition to the equipment the officers wear on their person, here is the gear carried in their vehicles.

- Patrol rifle (5.56) with five spare magazines (Rifles are anchored in locked, quick release

- storage racks to prevent theft or unauthorized access.)
- Red Dot Optics
- High visibility vest for traffic control and other OSHA-mandated activities
- Axon Fleet 3 dashcam video
- Mobile Computer Terminal
- Outfitted with Scanner/Printer for efficiency and safety
- Narcan/Naloxone kit
- Less Lethal Shotgun (Bean Bag Munitions) *

All Officers are trained in 12-gauge bean bag munitions and 40mm foam munitions. However, not every vehicle is equipped with a Less Lethal Firearm. The Shift Commanders assign officers to each shift to ensure adequate geographical coverage should this resource be necessary for deployment. Each officer, as listed above, is issued a patrol rifle outfitted with a red-dot optics system. While qualifications occur annually, officers attend range training monthly, where integrated training occurs throughout the year with all weapon systems, including handguns, patrol rifles, less lethal firearms, and tasers. Patrol officers have access to a *Tactical Ballistic blanket*.

LPD trains annually on the "stop the bleed" and tactical medicine for patrol officers. *Each officer is issued and carries a tourniquet, chest seat, and quick clot on their person.* The department has never had to use this equipment on one of their own but has numerous officers who have received life-saving awards for utilizing this training and equipment to save the lives of citizens. *Every officer is also issued Narcan.* Officers receive annual updated training from local emergency medical providers. Narcan is used frequently by our patrol officers and has saved numerous lives, resulting in life-saving awards.

The Lafayette Police Department moved from a 5-on 2-off, 8-hour work shift to a 3-on 3-off, 2-on 2-off, 12-hour shift. This change occurred in 2008 after a comprehensive patrol allocation study was completed. This change benefited operational capacity, but the primary driver was improving officer wellness by providing more continuous time off and building training time into their monthly work schedule.

In 2014 the department adopted Axon (Formally Taser) Body Cameras and In-Car Cameras. The L.P.D. had been utilizing dash cameras since 1998 and had been through several different vendors. Immediately upon deployment, supervisors were tasked with capturing two videos each month to be analyzed and discussed in department administrative staff meetings. One video depicts officers doing excellent work, and the other a learning opportunity. Supervisors across shifts noticed officers utilizing different handcuffing techniques in the first three months of deploying body cameras. In a few cases, use-of-force incidents occurred when subjects became combative during handcuffing. Their use of force and defensive tactics subject matter experts were tasked to evaluate LPD handcuffing training. This resulted in a comprehensive overhaul and re-training of the police department on handcuffing.

The Lafayette Police Department invests significant time and training in driving and traffic-related safety. They have a cadre of officers certified as Emergency Vehicle Operations Course driving instructors. LPD mandates a minimum of four hours of E.V.O.C. training, but some years exceed that number. The department is fortunate to have Subaru Isuzu of Indiana in the city. They have a 2.5-mile test track, and once per year, they close the track for the police department to allow officers to complete emergency driving training. LPD has anywhere from two to four vehicles specifically dedicated to E.V.O.C. training.

The L.P.D. Patrol Vehicles have been outfitted with extra-side and rear strobes to create a 360-degree safety illumination bubble for traffic-stops, crashes, and incident scene safety. *Every officer is issued an OSHA-approved high visibility vest* required for wear when directing traffic or conducting activities in darkness. They are also given attachments for their portable flashlights for traffic direction activities.

The Lafayette Police Department Special Weapons and Tactics (SWAT) team comprises 16 operators and two alternate officers for 18 operators. They are officers, detectives, and commanders trained and equipped to resolve complex and critical situations. The LPD SWAT team is a part-time team that trains 12 to 16 hours per month on average to maintain the N.T.O.A.'s (National Training Officer's Association) recommended 192 hours per year for a part-time team.

The team utilizes an extensive qualification process that requires mandatory fitness and firearms qualification scores. These are re-tested bi-annually. All team members are outfitted with level III full-coverage kit, including throat, groin, bicep, and more with rifle plates, in addition to ballistic helmets. They also issued chemical masks and gear. The Lafayette SWAT team assists with training other officers and recruits at LPD. Team members are certified instructors in firearms (handgun and rifle), active shooter response, defensive tactics, building searches, and response to critical situations. Recruit officers and interns attend SWAT practice on several occasions, so they are exposed to SWAT operations and used as role players during training scenarios. The SWAT team trains with other specialty units in the department, including the Drone team, K9 (Metro K9), and C.N.T. (Crisis Negotiations Team).

In 2021, the team had thirteen activations to handle high-risk situations. The team also participated in the Indiana SWAT Challenge in 2021. The event occurred in Muncie, Indiana, and was hosted by the Delaware County Sheriff's Office. The 6-person team was selected from the SWAT team. The challenge team placed first overall and first in 4 of the 7 events. This is the Lafayette SWAT team's 4th consecutive Indiana SWAT Challenge championship.

The mission of the Crisis Negotiation Team (C.N.T.) is preserving life during critical incidents such as hostage situations, barricaded gunmen, and suicidal persons through negotiation. All new members attend the F.B.I.'s Basic Crisis Negotiation Course Indiana Association of Hostage-Crisis Negotiators (I.A.H.C.N.) conference. The C.N.T. completed 16 hours of training in 2021. This training consisted of classroom training, scenario-based training in the field, and joint training with the Lafayette Police Department SWAT team. The team, by policy, is deployed on every SWAT callout in addition to their regular activations. In 2021 they deployed twenty-five times.

The Lafayette Police Department created a Drone Response Team in 2019. The team is outfitted with (4) drones. Two DJI Inspire drones, equipped with FLIR Optical Zoom cameras and (2) Mavics drones. All drone pilots are F.A.A. certified. The Drone Program also utilizes Axon Air, a live-stream capability integrating our drone program into our Axon Respond network. The drone team members can operate out of a take-home vehicle or respond as part of our critical incident response protocol with the specialty van/command vehicle. This technology enhances officer safety by providing aerial views, low-light, and thermal imaging capabilities when required.

Each year the Lafayette Police Department conducts Active Shooter Response Training. They utilize different methodologies and have SWAT officers trained in active shooter response protocols. Additionally, S.R.O. s attend A.L.I.C.E. Training, and we use both during our all-day training session blocks allocated to Active Shooters.

In 2021 the Lafayette Police Department was the first department in Indiana, and one of the first in the country, to pilot a peak performance program developed by Performance Protocol. This training company is based in Arizona and is bringing the concept of Executive Coaching to Law Enforcement. It is a digital coaching platform that takes experienced law enforcement officers, trainers, and executives and trains them to work with law enforcement officers. All Performance Protocol Coaches are proven subject matter experts who have demonstrated success in their own lives. They are law enforcement professionals, Fortune 500 executives, and certified health & wellness experts. Most importantly, they are passionate about helping their brothers and sisters in law enforcement. Performance Protocol's Training Directors are former FBI National Academy Instructors, International Coaching Federation (ICF) Certified, and have real-world police experience.

This summary is only a brief overview of many of the agency's programs. In the actual submission you will see that the agency has other programs and incentives to benefit its members. Please review their entire submission and its associated documents to gain a complete understanding of their program.