
REORGANIZATION OF THE SOUTH BEND POLICE DEPARTMENT

The South Bend Police Department (SBPD) is updating organization and practices to make sure we have the most effective possible policing in our community. SBPD collaborated with The Rising Group LLC (TRG), a top law enforcement consulting firm, over several months in 2016 to develop recommended changes. During this process, TRG reviewed policies, interviewed personnel, held several listening sessions in South Bend, and made recommendations in a number of areas.

Leadership Structure

Division Chiefs: The former Division Chiefs for Investigation and Support Services are now one Division Chief for Support Services. The former Uniform Division Chief is now the Patrol Division Chief. A new Division Chief of Operations is second in command, also acting as an assistant Chief of Police.

Captains: The number of Captains has been reduced from 12 to 9 to maintain clear lines of authority and a more streamlined reporting structure.

Office of the Chief: SBPD and the South Bend Fire Department share a city attorney, senior HR generalist, and business analyst. The Public Information Officer will become a civilian position.

Strategic Initiatives

Strategic Plan: SBPD is currently in the process of developing and implementing a strategic plan. Priorities include operational efficiency, training, recruitment and retention, technology integration, and furthering community trust and connection.

Shift Adjustments: Investigation bureau hours were adjusted to 8AM-4PM, 9AM-5PM, and 3PM-11PM. Currently working to increase number of officers

from 6PM to 2AM when more violent incidents occur, once staffing levels make this feasible.

Strategic Focus Unit: To place a greater emphasis on crime prevention, analysis, and problem solving a new Strategic Focus Unit (SFU) was established. Reporting to the Operations Division Chief, it incorporates relevant functions previously spread across the organization. SFU will also enhance South Bend's efforts to address gun violence and be the central operations point for the Group Violence Intervention (GVI).

Training: An enhanced Training Bureau reports to the Operations Division Chief and is currently identifying additional training needs and opportunities. A career path development plan will be established in 2017 to provide specialized training to advance employee career goals.

Community Outreach: The Community Outreach Coordinator reports to the Operations Division Chief and leads on community programs, such as the Police Athletic League.

Collaborations

The City continues to collaborate with the Prosecutor's Office and other partners to revise and update the memorandum of understanding (MOU) for each of the county specialty units. There are active discussions underway to determine the best way to implement recommendations related to updating the focus of the Metro Homicide Unit.

Civilian Staff

The adopted 2017 budget includes substantial pay increases for the civilian staff that previously had uncompetitive salaries. Also, IT staff have been integrated with the city's new Innovation and Technology Department, while onsite IT service delivery will continue to be evaluated.