MULTI – YEAR
STRATEGIC PLAN

Updated for 2022
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MESSAGE FROM THE CHIEF

The Baton Rouge Police Department’s Multi-Year Strategic Plan details the commitment to building and maintaining partnerships throughout the city of Baton Rouge including the private, nonprofit, and public sectors of our community. It includes long-term goals along with measurable objectives to anticipate population trends and anticipated personnel levels as they relate to manpower allocation. The police department strives to create an environment of effective and efficient management of police services while operating as an ethical and professional local law enforcement agency.

My goals and objectives are set forth in this document to include new initiatives to be implemented and existing strategies to be expanded to better serve the community. I also encourage our citizens and officers to engage one another through civic involvement and volunteerism to create stronger relationships in our community. Overcoming the adversities and challenges we face in the city of Baton Rouge will be done as an ongoing partnership with our citizens, working together as a team.

I serve this community alongside the men and women of the Baton Rouge Police Department with great pride, honor, and integrity, and look forward to ensuring the safety and security of those families within our great city.

Murphy Paul Jr.
Chief of Police
The Baton Rouge Police Department has adopted a *Vision, Mission*, and the *Law Enforcement Code of Ethics* as the standards by which all members shall conduct themselves at all times. The following Code of Ethics shall serve as a constant reminder of the responsibilities that accompany police powers and as a guide to daily actions.

**Our Vision**

Our vision for the Baton Rouge Police Department is that it be one with the community, single-minded in purpose, principle, and resolve in the advancement of public safety. We will continue to be the leader in law enforcement for the Greater Baton Rouge Area.

**Our Mission**

To serve with the Baton Rouge community to prevent crime and to promote the safety and well-being of all.

**Values of the Department**

As Baton Rouge police officers, we embrace these values.

- *Honesty, Integrity,* and *Fairness*, as these foster public support and confidence.
- Commitment to *Service*, as it is our calling.
- *Courtesy* and *Respect*, as these enhance our stature.
- *Professionalism*, as it reflects our pride.
Our Code of Ethics

“As a Law Enforcement Officer, my fundamental duty is to serve mankind; to safeguard lives and property; to protect the innocent against deception; the weak against oppression or intimidation, and the peaceful against violence or disorder; and to respect the constitutional rights of all men to liberty, equality, and justice.

I will keep my private life unsullied as an example to all; maintain courageous calm in the face of danger, scorn, or ridicule; develop self-restraint, and be constantly mindful of the welfare of others. Honest in thought and deed in both my personal and official life, I will be exemplary in obeying the laws of the land and the regulations of my department. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept secret unless revelation is necessary in the performance of my duty.

I will never act officiously or permit personal feelings, prejudices, animosities, or friendships to influence my decisions. With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice or ill will, never employing unnecessary force or violence, and never accepting gratuities.

I recognize the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of the police service. I will constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession—law enforcement.”
EXECUTIVE SUMMARY

The Baton Rouge Police Department faces many challenges both internally and externally in regard to its mission of service and dedication to the community. This multi-year plan will allow planning for long-term goals and operational objectives to provide efficient and effective services. The multi-year plan has taken anticipated workload allocations and population trends into consideration. Personnel within the Administrative Bureau, Uniform Patrol Bureau, Criminal Bureau, and Operational Services Bureau are always adapting to manage a diverse and robust allocation of manpower and needs for services during the year. Maintaining a fiscally responsible budget with capital improvements and equipment needs is also part of the planning process when forecasting future requests for budget increases. This type of process allows provisions for review and revision as needs assessments are conducted throughout each year.

An ongoing collection of data and resource management in regard to such a large department is carefully calculated to monitor expenditures when estimating the expansion of divisions or equipment procurements. The following planning and procedures will focus on the city of Baton Rouge’s plan of government and a brief history of the department. The sectional breakdowns will analyze the needs assessments from all of the bureaus and specific divisions within the department. These breakdowns will include statistical analysis of population trends
and micro areas of persistent crime in response to selective enforcement trends and various enforcement strategies.

The multi-year planning report will conclude with the planning process utilized to complete the overall forecasting assessments and recommended strategies to be part of the goals and measurable objectives set forth in the plan. The Baton Rouge Police Department has been part of the community policing era for many years and will continue to strive towards an ever-expanding cooperative relationship with the community in which we serve with honor and integrity. Efforts will continue to progress with a number of new initiatives towards the efforts to reduce and prevent crime in a fiscally responsible manner as good stewards of the taxpayers’ dollars and current allotment of positions for the Baton Rouge Police Department.
The City of Baton Rouge and Parish of East Baton Rouge is managed by a single, consolidated form of government. By having a consolidated government duplication of government services is eliminated, government efficiency is increased and the cost is reduced. Basically, a consolidated government is regarded as a more efficient way of running a metropolitan area. This form of government stems from 1947 when the people of the parish voted to consolidate the functions of local government so that the City of Baton Rouge and the rural, unincorporated areas of East Baton Rouge Parish would be served by a single government. The local government was further consolidated in 1982 when citizens voted to join the City and Parish Councils into a single governing body called the Metropolitan Council.

As the name implies, the Mayor-President is the Mayor of the City of Baton Rouge and the Parish President for the Parish of East Baton Rouge. The Mayor-President sets the government's agenda, and vision and manages its day-to-day functions. She appoints the department heads and supervises the services of those departments. While she does not set the city's public policy (that is the job of the Metropolitan Council) the Mayor-President influences policy through her relationships and her appointees. The Mayor-President appoints the Chief of Police for the City of Baton Rouge.

The East Baton Rouge Parish Metropolitan Council is responsible for setting the policy of the City-Parish government. The Metro Council is responsible for passing new legislation and approving how the city spends money. When it comes to passing new legislation, many of the
items members introduce come first from their constituents. There are currently 12 Council Districts for East Baton Rouge Parish.

The plan of government can be considered the City-Parish's "Home Rule Charter" or constitution. It was approved by the voters of the parish in 1947 and has been amended several times over the years. It details the composition and powers and duties of the Metropolitan Council, Mayor, and City Court, as well as several other essential functions of government. It can only be amended by a vote of the people.

The Metropolitan Council has all the powers and duties relating to the organization and activities of the Police Department conferred or imposed on the City of Baton Rouge by its charter and the general laws of the state. The Chief of Police is in direct command of the department and, subject to the provisions of Chapter 9 of the Plan of Government and has the power to appoint and remove all other officers and employees of the department. He assigns all members of the department to their respective posts, shifts, details, and duties. He makes rules and regulations consistent with the Plan of Government, the ordinances of the Council, and the laws of the state concerning the operation of the Police Department and the conduct of its officers and employees.
THE CONSOLIDATED GOVERNMENT
OF THE CITY OF BATON ROUGE
AND THE PARISH OF EAST BATON ROUGE LOUISIANA

The Honorable Sharon Weston Broome
MAYOR-PRESIDENT

Lamont Cole
METROPOLITAN COUNCIL MAYOR PRO-TEM
METROPOLITAN COUNCIL MEMBERS

Brandon Noel (District 01), Chauna Banks (District 02), Rowdy Gaudet (District 03),

Aaron Moak (District 04), Erika L. Green (District 05), Cleve Dunn Jr. (District 6),

LaMont Cole (District 07), Denise Amoroso (District 08), Dwight Hudson (District 09),

Carolyn Coleman (District 10), Laurie Adams (District 11), Jennifer Racca (District 12)
# Demographics by City-Parish Council District

**2010 CENSUS DATA**

Updated January 15, 2021

<table>
<thead>
<tr>
<th>District</th>
<th>Members</th>
<th>White</th>
<th>Black</th>
<th>Other</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>District 1</td>
<td>Brandon Noel</td>
<td>60.97%</td>
<td>36.71%</td>
<td>2.32%</td>
<td>35,569</td>
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<tr>
<td>District 2</td>
<td>Chauna Banks</td>
<td>14.53%</td>
<td>83.68%</td>
<td>1.80%</td>
<td>34,974</td>
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<tr>
<td>District 3</td>
<td>Rowdy Gaudet</td>
<td>65.23%</td>
<td>26.23%</td>
<td>8.54%</td>
<td>37,112</td>
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<tr>
<td>District 4</td>
<td>Aaron Moak</td>
<td>73.42%</td>
<td>20.04%</td>
<td>6.53%</td>
<td>36,036</td>
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<tr>
<td>District 5</td>
<td>Erika L. Green</td>
<td>8.75%</td>
<td>87.83%</td>
<td>3.42%</td>
<td>36,233</td>
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<tr>
<td>District 6</td>
<td>Cleve Dunn Jr.</td>
<td>28.51%</td>
<td>62.66%</td>
<td>8.84%</td>
<td>36,002</td>
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<tr>
<td>District 7</td>
<td>LaMont Cole</td>
<td>21.86%</td>
<td>75.52%</td>
<td>2.62%</td>
<td>37,660</td>
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<tr>
<td>District 8</td>
<td>Denise Amoroso</td>
<td>60.37%</td>
<td>31.30%</td>
<td>8.33%</td>
<td>36,045</td>
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<tr>
<td>District 9</td>
<td>Dwight Hudson</td>
<td>73.28%</td>
<td>19.70%</td>
<td>7.01%</td>
<td>38,080</td>
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<tr>
<td>District 10</td>
<td>Carolyn Coleman</td>
<td>29.73%</td>
<td>62.86%</td>
<td>7.41%</td>
<td>36,254</td>
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<tr>
<td>District 11</td>
<td>Laurie Adams</td>
<td>73.46%</td>
<td>20.06%</td>
<td>6.48%</td>
<td>38,052</td>
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<tr>
<td>District 12</td>
<td>Jennifer Racca</td>
<td>71.89%</td>
<td>21.48%</td>
<td>6.63%</td>
<td>38,154</td>
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<td><strong>Total</strong></td>
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<td><strong>N/A</strong></td>
<td><strong>N/A</strong></td>
<td><strong>N/A</strong></td>
<td><strong>440,171</strong></td>
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</tbody>
</table>
Incorporated in 1817, the city is located in East Baton Rouge Parish and is the second-largest city in the state. The metropolitan area serves a population of approximately 746,000 people and a large portion of those commute to the city each day. According to the United States Census Bureau, the city limits of Baton Rouge encompass approximately 79 square miles. Our riverfront is home to Louisiana’s governing bodies, museums, casinos, tourist attractions, and annual events that bring thousands of tourists.

Along the Mississippi River just south and north of the heart of the city, are the campuses of Louisiana State University and Southern University, with a combined population of approximately 36,311 students. The athletic programs of both universities provide year-round entertainment opportunities, especially during football season. LSU home football games
frequently draw crowds in excess of 100,000 fans, with tens of thousands more tailgating and camping outside the arena, making Tiger Stadium Louisiana’s sixth largest city on many fall Saturday nights. The LSU Tigers have also achieved several national championship titles in various sports, including football and baseball.

Baton Rouge is situated 230 miles from the Gulf of Mexico and has emerged to rank as the 66th largest Metropolitan Statistical Area in the nation. Baton Rouge's largest industry is petrochemical production and manufacturing. The ExxonMobil facility in Baton Rouge is the second-largest oil refinery in the country; and among the world's ten largest. Baton Rouge also has rail, highway, pipeline, and deep water access. The Port of Greater Baton Rouge ranks ninth in the nation in waterborne commerce. The I-10 Mississippi River Bridge and Interstates 10, 12, and 110 pass through the city, which is also served by a class 1 railroad. Located 10 minutes north of downtown, Baton Rouge Metropolitan Airport connects the area with the four major airline hubs serving the southern United States. Capital Area Transit System (CATS) provides urban transportation throughout Baton Rouge, including service to Southern University, Baton Rouge Community College, and Louisiana State University. Many CATS buses are equipped with bike racks for commuters to easily combine biking with bus transit. Greyhound Bus Lines, offering passenger and cargo service throughout the United States, has a downtown terminal on Florida Boulevard. LA Swift provides transportation via charter bus from Baton Rouge to New Orleans.

Baton Rouge represents the very best of Louisiana's vibrant culture. Known for its great people, unique food, and lively music, “Red Stick” has something for everyone - including a local government that cares. The city has a vibrant mix of the cultures found throughout Louisiana, from which it developed its motto: "Authentic Louisiana at Every Turn."
The Baton Rouge Police Department was formally established in 1865, just after the end of the Civil War, with the appointment of the first Chief of Police, and is responsible for the enforcement of city ordinances and state laws within the city limits of Baton Rouge.

The department is authorized to employ 696 sworn officers, 100 specialists and civilians (including communications officers, intelligence analysts, fingerprint technicians, forensic scientists, administrative and clerical personnel), and 110 part-time school crossing guards. All allotments, budgets, and salaries are set by the East Baton Rouge Parish Metropolitan Council. In 2021, the police department’s budget was approximately $93,530,380. The department is organized into four major bureaus and approximately 50 divisions and offices.
The Chief of Police is appointed by, and reports to, the Mayor. All other police positions are promotional and based on seniority, as mandated by state civil service law.

The Baton Rouge Police Department is broken down into an Administrative Bureau, Uniform Patrol Bureau, Criminal Investigation Bureau, and Operations Bureau. There are approximately 50 divisions that are managed within these four bureaus.
The mission of the Administrative Services Bureau is to ensure all organizational decisions are made in accordance with established department and operational priorities, allocation of police personnel and resources within the context of the department’s mission, and reflect a commitment to the effective and efficient use of public resources.

<table>
<thead>
<tr>
<th>BUDGET SUMMARY:</th>
<th>2019 Actual</th>
<th>2020 Actual</th>
<th>2021 Final</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administration</td>
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<td>8,462,560</td>
<td>9,906,560</td>
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<tr>
<td>Total Appropriation:</td>
<td>8,571,670</td>
<td>8,462,560</td>
<td>9,906,560</td>
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</table>
Chief’s Office

The Chief’s Office is responsible for the overall management of the police department including the major areas of personnel administration, training, and policy formulation. As an administrator, the Chief of Police is responsible for the professional direction, management and administration for the city’s police services.

Health and Safety

The Health and Safety division is responsible for recording information concerning employee injuries, fleet accidents, abusive sick leave and other health and safety related data.

Homeland Security and Grants Management

The Homeland Security and Grants Management division serves as the liaison for the Chief of Police during critical incidents where the Emergency Operation Center for East Baton Rouge Parish is activated and also handles federal and state grant funding opportunities.

Internal Affairs

The Internal Affairs division investigates complaints concerning the performance or conduct of officers and civilian employees of the department.

Mayor-President’s Security Detail

The Mayor-Presidents Security Detail provides security and dignitary protection for the Mayor-President of the City of Baton Rouge and Parish of East Baton Rouge.
Court Support

Responsible for processing subpoenas for police personnel, liaison activities between the police department and district court, and providing the necessary functions required of the Baton Rouge Police Department for the arraignment process of city police prisoners.

Media Relations

Media Relations serves as a central point of contact and coordinator of information releases for local news media and others.

Accounting Office

The Accounting Office manages payroll and purchasing responsibilities for the police department and prepares the annual budget.

Professional Standards

The Professional Standards division monitors and collects documentation relative to compliance with standards as published by the Commission on Accreditation for Law Enforcement Agencies (CALEA) and coordinates all policies and procedures, personnel evaluations, and staff inspections.

Extra Duty Office

The Extra Duty office coordinates all extra duty details and secondary employment performed by officers of the department.
Operational Management

The Operational Management division handles facilities planning and maintenance, evaluation and oversight of certain special projects, and the distribution of department cell phones, air cards, and portable radios. The division also handles all travel arrangements for outside schools and training and manages the inventory of departmental property.

Real-Time Crime Center

The Real-Time Crime Center was created to be able to assist Officers in a real-time application, regarding information and intelligence as they conduct calls for service. They also assist CIB in gathering information on suspects, determining areas of concern within the city that are considered “hot spots”, and utilizing data to determine where Operations are to be conducted for violent crime reduction.

Crime Information Unit (CIU)

CIU is responsible for entering crime information into the National Crime Information Center (N.C.I.C.) and is staffed 24 hours a day to respond to inquiries for information from officers and other law enforcement agencies.
The Uniform Patrol Bureau, consisting of five (5) Districts and three Support Units (Traffic, K9, and TRU) will work in a collaborative effort to enforce the laws of the state of Louisiana and the laws of the City of Baton Rouge, Parish of East Baton Rouge. This will be accomplished by utilizing data-driven policing methods through technological platforms and a partnership with the community we serve. More importantly, the Uniform Patrol Bureau utilizes the principles of “Community Policing” through ongoing meetings with representatives of the community to address their concerns, build trust in the department, and improve the quality of life for all of the citizens of this community. Uniform Patrol will remain as first responders to any and all calls for service regardless of the current state of the city.

<table>
<thead>
<tr>
<th>BUDGET SUMMARY:</th>
<th>2019 Actual</th>
<th>2020 Actual</th>
<th>2021 Final</th>
</tr>
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<td>39,029,060</td>
<td>39,671,670</td>
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<td>Total Appropriation:</td>
<td>38,060,830</td>
<td>39,029,060</td>
<td>39,671,670</td>
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</table>

The city is divided into five (5) patrol districts, each of which is then further broken down by zones and sub-zones.
BRPD Districts - Approximate Boundaries

The 1st District precinct is located at 4445 Plank Road. 1st District serves what is traditionally known as North Baton Rouge. It is bordered roughly by Winbourne Ave. (north), Government St. (south), the Mississippi River (west), and Airline Highway (east).
The 2nd District precinct is located at 2265 Highland Road. 2nd District serves what is traditionally known as South Baton Rouge. It is bordered roughly by Government St. (north), the Mississippi River (south), the Mississippi River (west), and city limits(east).
The 3rd District precinct is located at 9000 Airline Hwy. 3rd District serves the eastern part of the city. It is bordered roughly by Jefferson Hwy. and Airline Hwy. (west), Greenwell Springs Road (north), and stretches to the city limits (east and south).
The 4th District precinct is located at 8827 Scenic Hwy. 4th District serves the extreme northern part of the city, including the area traditionally known as Scotlandville. It is bordered roughly by Thomas Road (north), Winbourne Ave. (south), the Mississippi River (west), and city limits (east).
The 5th District precinct is located at 201 North 3rd Street serves the Downtown Development District of Baton Rouge. The officers assigned to the 5th District are also certified to patrol on bicycles. Their responsibilities include patrolling the downtown area on bicycles assisting local businesses, employees, as well as daily visitors to the downtown area.
**Traffic Division**

The Traffic division is responsible for the enforcement of all traffic ordinances and parking regulations, working traffic accidents, managing traffic for special events, speed enforcement, DWI enforcement, escorts, funeral processions, dignitary motorcades, and coordinating the placement of school crossing guards.

**Traffic Investigations Unit**

Serves as the investigative branch of the Traffic Division. The responsibilities of the unit include the investigation and reconstruction of all traffic collisions involving fatal and life-threatening injuries, as well as serious fleet collisions and hit-and-runs.

**K-9 Unit**

Utilizes trained police canines that greatly supplement and assist the uniformed patrol officer’s ability to track and apprehend suspects as well as affording protection to the K-9 officer and other officers.

**Telephone Reporting Unit (TRU)**

The Telephone Reporting Unit’s main focus is to handle calls that do not necessarily require face-to-face contact between a police officer and the general public; thus, reducing field officers’ workload and allowing them to focus on higher-priority calls.
The Criminal Investigations Bureau is divided into sections responsible for Property Crimes, Violent Crimes and an Investigative Support Unit.

The mission of the Criminal Investigations Bureau is to conduct investigations of unsolved felony crimes, apprehend the perpetrators, and aid in their prosecution.

<table>
<thead>
<tr>
<th>BUDGET SUMMARY:</th>
<th>2019 Actual</th>
<th>2020 Actual</th>
<th>2021 Final</th>
</tr>
</thead>
<tbody>
<tr>
<td>Criminal Investigations</td>
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<td>9,683,800</td>
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<tr>
<td><strong>Total Appropriation:</strong></td>
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<td><strong>10,287,140</strong></td>
<td><strong>9,683,800</strong></td>
</tr>
</tbody>
</table>
**Violent Crimes Unit**

The Violent Crimes Unit is responsible for investigating violent crime in the City of Baton Rouge. The Violent Crimes division was relocated to the State Police headquarters to create a multi-agency (Louisiana State Police, East Baton Rouge Sheriff’s Office, ATF, East Baton Rouge District Attorney, and Baton Rouge Police) partnership that fosters intelligence sharing and cooperation among local and state agencies investigating these violent offenders.

**Armed Robbery**

The Armed Robbery division investigates all robberies of businesses or individuals, whether armed or unarmed, purse snatchings, and carjacking crimes.

**Evidence**

The Evidence Division houses and stores evidence for criminal investigations and provides an avenue for testing requests for additional laboratory work outside the police department, while maintaining the integrity of the chain of evidence.

**Street Crimes**

The Street Crimes Unit is a specialized unit within the Baton Rouge Police Department designed to reduce overall crime and eliminate violent crime in targeted areas known as “Hot Spots” or “Hot Zones”. In addition, this unit also increases and heightens community involvement in crime reduction areas. This dual-purpose role allows us to not only reduce crime but also to serve as a positive buffer between the community and the police department. The Street Crimes Unit will continue to work closely with community-based programs such as TRUCE and Place Network Investigations.
Crime Scene

The Crime Scene division is responsible for documentation of crime scenes through photography and other means, as well as locating, collecting and preserving evidence for criminal investigations and subsequent prosecutions.

Forensic Scientists

The department employs Forensic Scientists to conduct DNA testing for BRPD cases under the direction of the State Police lab officials.

Crime Analysts

Crime Analysts conduct crime analysis concerning violent offenders, criminal activity, sexual assaults, robberies and numerous other criminal activity investigations as requested from the Criminal Investigation Bureau.

Crime Stoppers

The Crime Stoppers Division coordinates with other law enforcement agencies and certain media partners to assist in solving crimes. The division maintains a hotline that allows citizens to anonymously provide information on ongoing criminal investigations and wanted fugitives.

Crime Gun Intelligence (CGIC) Task Force

The objective of the CGIC Division is to reduce shooting incidents by identifying and bringing cases against identified “trigger pullers” in the Baton Rouge area. CGIC utilizes Informants, NIBIN analysis, Surveillance, search warrants, arrest warrants, and other investigative tools and
tactics to accomplish its mission. CGIC also confers with and assists Homicide, Major assaults, and Armed Robbery with open and currently active cases by gathering intelligence relative to their cases. CGIC furthermore works with the DA’s Office and the US Attorney’s office by keeping them informed of individuals who are arrested and criminally charged who are in their jurisdictions to ensure they have the information needed for prosecution. The department has four officers assigned to the task force.

**DEA Task Force**

The DEA Task Force targets drug organizations and activities that contribute to the violence in Baton Rouge whether it be from drug distribution, money laundering, or any other illegal activity that uses violence as a means to control the drug trade. The Baton Rouge Police Department has six officers assigned to the DEA Task Force that are assigned to several different investigative groups. The High-Intensity Drug Trafficking Area (HIDTA) group is responsible for interstate interdiction and investigation of contraband transported along the interstate. The Tactical Diversion Squad (TDS) investigates the illegal pharmaceutical market, Opioids, and Fentanyl epidemic. The task force also has a group that conducts interdiction investigations into the transportation of contraband using buses and parcels. Recently Baton Rouge has been placed on the Violent Crimes and Overdose Reduction Strategy target list to identify groups and specific targets contributing to overdoses in Baton Rouge.

**FBI Task Force**

The Federal Bureau of Investigation “Safe Streets” or “Trans-Oceanic Cartel West” Task Force focuses on building and developing RICO cases on gang and drug organizations locally and internationally. The Baton Rouge Police Department currently has two (2) detectives assigned to the task force. In addition to RICO and drug cases, the task force investigates activities associated with group-gang violence which has plagued the Baton Rouge metropolitan area.
ATF Task Force

The ATF Task Force is a joint undertaking focusing on removing firearms from the hands of violent offenders through criminal investigations into violent criminals, criminal organizations, and the illegal use and trafficking of firearms. The Baton Rouge Police Department has two officers assigned to the task force who prepare firearm cases for federal prosecution based on the seriousness of the offenses, the violent history of the suspects involved, and the anticipated incarceration time pending successful Federal Prosecution. The task force officers conduct criminal investigations on the activities of violent groups and crimes associated with those groups operating in the metropolitan area.

United States Marshal/Louisiana State Police Fugitive Task Force

The United States Marshal and the Louisiana State Police Fugitive Task Forces combine the efforts of federal, state, and local resources to locate and arrest persons who are wanted for the commission of a crime. Both task forces are dedicated to reducing violent crime by locating and apprehending wanted criminals. They also serve as the central point for agencies to share information on fugitive matters. The department currently has two officers assigned to each Taskforce and one supervisor to manage operations. Each task force agent is commissioned by the host agency and works with other federal, state, and local police officers to apprehend known wanted fugitives in and around the City of Baton Rouge.

Secret Service Task Force

The task force is a multi-agency collaboration and its mission is to create jurisdictional bridges among agencies, to share information on ongoing investigations with those agencies, and to assist a federal agency on a local and state level. The Baton Rouge Police Department has one liaison officer assigned to work with agents on investigations, search warrants and arrest warrants, of those involved in large-scale financial crimes operations in the Baton Rouge area.
Juvenile/Sex Crimes Task Forces

Currently, members of SVU are part of 2 separate and part-time Task Forces which are the Joint Child Abduction Rapid Deployment (J-CARD) and Sex Offender Louisiana Task Force (SOLAT). J-CARD – This is a team that assembles to search for high-risk missing children. There are numerous area agencies involved.

SOLAT Task Force (Sex Offender Louisiana Task Force) is a part-time voluntary task force. The department has one officer assigned to the SOLAT Task Force. The SOLAT Task Force is comprised of Sex Offenders and Sex Crime Detectives from various agencies who meet up once or twice a month to help locate wanted Sex Offenders for registration offenses or new Sex Offenses they have committed. In addition to those duties, they conduct “compliance check” operations to ensure that Registered Offenders are in compliance. The SOLAT program has provided funding and training for Compliance Checks and schools on the management of Sex Offenders.

NIBIN Program

The department provides an officer to work with the National Integrated Ballistics Information Network (NIBIN) to assist firearm examiners in linking fired cartridge casings and bullet images to associated crimes.

BRPD-EBRDA Liaison

The department provides a detective that’s assigned to the East Baton Rouge District Attorney’s Office to identify, locate, and coordinate the apprehension of known violent/ repeat offenders within the city of Baton Rouge. Additionally, this liaison works closely with the District Attorney and Assistant District Attorneys to build strong criminal cases for prosecution.
Financial Crimes Division

The Financial Crimes division conducts investigations of white-collar crimes such as bank fraud, forgery, felony theft, internal theft and identify theft.

Auto Theft and Impound Division

The Auto Theft and Impound division removes abandoned and inoperative vehicles and investigates crimes relating to auto theft and unauthorized removal of vehicles and all other offenses relating to motor vehicles.

High Tech Support Unit

The high-tech support unit conducts computer forensic examinations for the criminal division in regard to computer equipment, cell phones, and video devices.

Burglary Division and Pawn Shop

The Burglary Division is responsible for investigating all residential, business, and vehicle burglaries. The Pawn Shop Unit monitors local second-hand stores to help track and locate stolen property.

Narcotics Division

The Narcotics Division is responsible for enforcing drug-related offenses and violations. Within this division, several sub-divisions operate under specific missions and operational plans relating to the enforcement of narcotics laws to include the Highway Interdiction Unit, and the School Drug Task Force.
Major Assaults

The Major Assaults Division investigates felony crimes against persons of a non-life-threatening nature, along with investigating offenses such as kidnapping and stalking.

Special Victims Unit-(Sex Crimes/Juvenile) Division

The Special Victims Unit Division investigates sexual and physical assaults committed upon juvenile and adult victims and crimes involving juvenile offenders. The division also handles missing person investigations.

Intelligence Division

The Intelligence Division gathers and investigates information relative to criminal trends and activity that is analyzed and shared as needed within the department. The division monitors certain types of criminal activities and liaises with the Louisiana State Fusion Center.

General Detectives Division

The General Detectives Division shall investigate all misdemeanor and felony crimes against persons of a non-life threatening nature where serious injury has not occurred and the response of a Major Assaults Detective(s) is not required in addition to investigating crimes of Domestic Violence and Stalking cases.

Forensics

The Forensics Division analyzes DNA evidence and manages CODIS. They are responsible for supporting the CODIS program and fostering the exchange and comparison of forensic DNA evidence from violent crime investigations.
Latent Prints

The division is responsible for the analysis and comparison of fingerprints found at crime scenes to aid in identifying suspects.
The Operational Service Bureau consists of two major areas, Special Operations and Services.

Special Operations provides specialized law enforcement services such as a Special Response Team and includes patrolling the city by air, on horses, and even searching water ways if necessary.

The Service branch includes, but is not limited to: information services and technology, Police Dispatch, latent print analysis, prisoner booking, recruit and in-service training, registration of bicycles, the enforcement of false alarm statutes, taxi licenses, and the maintenance of all traffic and criminal records.

The mission of the Operational Service Bureau is to provide a wide variety of supportive services to the department, other agencies, courts, and the public.
<table>
<thead>
<tr>
<th>BUDGET SUMMARY:</th>
<th>2019 Actual</th>
<th>2020 Actual</th>
<th>2021 Final</th>
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<tr>
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<td>19,410,600</td>
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<td><strong>35,633,620</strong></td>
<td><strong>34,148,350</strong></td>
</tr>
</tbody>
</table>

**Air Support Unit**

Conducts air patrols throughout the city, provides aerial support during ground searches, vehicle pursuits, and surveillance in support of investigations.

**Special Response Team (SRT)**

The SRT consists of several permanently assigned members, supplemented by part-time personnel, who are called on to handle barricaded suspects, hostage situations, high-risk warrant service, fugitive apprehension, and dignitary protection.

**Mounted Patrol Unit**

Provides patrols and crowd control on horseback in the downtown area, along the levee, at parks, and at special events.
Explosives

Primarily responsible for assisting in the detection, relocation, disposal, and safeguarding of clandestine devices which constitute a public hazard. A certified detector dog is used to search areas for explosives. This unit is manned strictly by call-out personnel and is available 24 hours a day.

Underwater Investigation / Dive Team

Consists of members from various divisions throughout the department who are called upon as needed for waterborne search and rescue and in support of criminal investigations for searches and recovery of evidence.

Alarm Enforcement

The mission of the Alarm Enforcement Division is to provide an efficient and effective process for the department to address the management of residential and business alarm systems. Managing false alarms is key to reducing calls for service at repeat locations due to faulty equipment. The office also is responsible for processing licenses for burglar alarms, licenses of chauffeurs, pawn brokers, and second-hand dealers.

Communications Division

The Communications Division serves as the public’s first point of contact when requesting police assistance. Responsible for dispatching and communicating with officers in the field 24 hours a day, 7 days a week. Communications monitors activities and provides support to officers in the field post-dispatch.
Community Services Division

The Community Services Division serves the citizens of Baton Rouge by fostering partnerships with the community such as community leaders, activists, non-profits, and faith-based groups to implement violence reduction and prevention programs. By doing so, we intend to restore trust and communication between the citizens of our great community and the department.

Criminal and Traffic Records Division

The Records Division serves as a central repository for criminal and traffic supplement reports. The division also maintains records for Alcohol Beverage Control, Animal Control, Arson, Airport Police, and the City Constables Office. They also manage the processing of criminal traffic reports, collect and record monetary receipts, maintain criminal records, and sell copies to the public.

Crime Statistics and Research Unit

The primary mission is to provide accurate and timely UCR Data to the FBI. The unit provides statistical data and analysis of crimes internally to assist commanders in charting the frequency and patterns of crimes to better manage and allocate resources.

Fingerprints Division

The Fingerprint Division is responsible for processing all juvenile and adult arrestees in AFIS and collecting DNA samples.
Firearms Training Unit

The Firearms Training Unit conducts mandatory bi-weekly training for all members of the Baton Rouge Police Department and selected state and federal agencies. Each officer will spend two days at the pistol range, during the officer’s four-day annual In-service training, to qualify with all assigned weapons. The unit administers the POST Council Certifications database to ensure all certification documents are maintained properly. The unit conducts advanced/tactical training, responds to officer-involved shootings, and maintains all departmental-issued weapons.

Mobile Data / Mobile Video

The Mobile Data / Mobile Video Division with every bureau provides support and maintenance for approximately 650 mobile workstations, body-worn and in-car cameras, and the department’s report management system. The office provides assistance with configuring, purchasing, and management of all MDT’s including software and hardware. The office also processes all requests for BWC and in-car camera footage requested by the District Attorney’s Office and FOIA.

Recruiting Division

The Recruiting Division is responsible for identifying and recruiting qualified candidates for positions within the department. The division conducts proactive recruiting events and manages electronic and commercial solicitations. Recruiting officers communicate, assist, and manage each applicant as they progress through the hiring process.

Supply Division

The Supply Division manages all procurement, issuance and storage of all departmental supplies, materials, and equipment. The division ensures all acquisitions are timely, accurate, and in compliance with applicable procurement policies.


**Training Academy**

The Training Academy provides all Baton Rouge Police Officers with the knowledge and skills necessary to enforce the law and protect the public in a professional, safe and conscientious manner, through training standards and practices. The division operates the training academy for incoming trainees and conducts bi-weekly in-service classes to ensure all officers have the latest updates and training, consistent with recognized best practices. The division manages and maintains all training records to ensure POST standards are fulfilled annually.

**Fleet Management**

Responsible for the research, testing, acquisition, outfitting, and maintenance of the police vehicle fleet.
DEPARTMENT FACILITIES

The Baton Rouge Police Department occupies a diverse range of buildings and facilities scattered throughout the city. The buildings are maintained through a cooperative relationship and partnership with the Department of Public Works.

The following is a current list of facilities and buildings currently being utilized by the police department.

2. BRPD Training Academy 9000 Airline Hwy.
3. BRPD Uniform Patrol District 1 4445 Plank Road
4. BRPD Uniform Patrol District 2 2265 Highland Road
5. BRPD Uniform Patrol District 3 9000 Airline Hwy.
6. BRPD Uniform Patrol District 4 8227 Scenic Hwy.
7. BRPD Uniform Patrol District 5 201 3rd St.
8. Criminal Investigation Bureau 9000 Airline Hwy.
9. General Detectives 9000 Airline Hwy.

10. K-9 and Special Response Team Office Location not for publication

11. Narcotics Division Location not for publication

12. Evidence and Crime Scene Location not for publication

13. Firearms Range (Multi-Agency) 800 West Irene Road

14. Air Support (City-parish Agreement) 9210 C.E. Woolman Drive

15. Traffic Division 9000 Airline Hwy.

16. BRPD Intelligence Division Location not for publication

17. BRPD Mounted Patrol stables 6447 River Road

The strategic plan for the City-Parish government in 2021 calls for building three new facilities to replace Patrol District 1, Patrol District 2, and the Training Academy
STAFFING AND SALARIES

The Baton Rouge Police Department is currently allotted positions for 789 police personnel (police officers, dispatchers, and specialty positions) and 97 civilian personnel for a total of 886 employees. The agency also employs 110 part-time school crossing guards during the school year.

The starting salary for a police officer is currently $40,906 a year. After one year of service, officers also receive a 3% raise and an additional $6,000 annually from the State of Louisiana. This figure does not include overtime, private extra-duty details, holiday pay, shift differential pay, or college incentive pay. Police officers can earn additional payments of $750 for 80 hours of college, $2,000 for a bachelor’s degree, and $2,500 for a master’s degree.
AN AVERAGE BRPD YEAR...

The Computer-Aided Dispatch System (Police/Fire/EMS) receives an average of 250,000 calls for service a year. In a typical year, BRPD officers will:

- respond to an average of 184,000 non-traffic calls
- respond to an average of 28,000 alarms
- respond to an average of 9,500 Violent Crime calls
- investigate an average of 7,800 Violent Crimes
- investigate an average of 26,600 Traffic calls
- make an average of 10,000+ Arrests
- submit an average of 25,300 pieces of evidence or property
- seize an average of 1,300 firearms
- destroy an average of 3,900 pounds of seized illegal narcotics
- drive 10,000,000 miles
While the permanent population within the city limits has remained relatively static over the past thirty (30) years, the unincorporated areas of the parish and the metropolitan area have experienced phenomenal growth, with 150,000+ new residents in the surrounding parishes. A significant number of those new residents commute or drive through the city of Baton Rouge on a daily basis; working, shopping, and playing. This has resulted in increased call volume and demand for services well beyond what the city population figures would suggest.
## Population by Race and Ethnicity

**BATON ROUGE, LA**

<table>
<thead>
<tr>
<th>Population by Race/Decade</th>
<th>2010</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>45%</td>
<td>39%</td>
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<tr>
<td>Black or African American</td>
<td>49%</td>
<td>52%</td>
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<tr>
<td>American Indian and Alaska Native</td>
<td>0.02%</td>
<td>0%+</td>
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<tr>
<td>Asian</td>
<td>3%</td>
<td>4%+</td>
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<tr>
<td>Native Hawaiian and Other Pacific Islander</td>
<td>0.04%</td>
<td>0%+</td>
</tr>
<tr>
<td>Other</td>
<td>2.40%</td>
<td>1%+</td>
</tr>
<tr>
<td>Hispanic</td>
<td>3%</td>
<td>4%+</td>
</tr>
</tbody>
</table>
Total Violent Crime Arrests By BRPD 2016-2020

- Adult Arrests (5 yrs): 10,125, 80%
- Juvenile Arrests (5 yrs): 2,526, 20%

Legend:
- Adult Arrests (5 yrs)
- Juvenile Arrests (5 yrs)
Goal 1:

Enhance Public Safety
By Reducing Violent Crime

Accountability and communication with the community will guide the success of our crime reduction strategies. The priority of this collaborative effort will be to reduce violent crime in chronic areas plagued by gun violence and empower residents to take part in keeping their neighborhood safe. Departmental components will be synced and continually adjusted to work together in a cooperative effort to implement proactive, innovative, and intelligence-led operational strategies.

Supporting Initiatives

- **PS1/ Patrol Strategies**
  The PS1/ Patrol Initiative is a strategic patrol plan established to be able to address crime issues within verified “hot spots” and particular areas. The hot spots are areas that have been identified using data in PSCOP including Dispatch CAD, Records Management, as well as PSCOP, along with data analysis provided by our Real Time Crime Center, & Crime Statisticians. The marked unit patrols have been shown to reduce violent, as well as property crime, in areas where crime is more identifiable.

  - PS1 Patrols are conducted 7 days a week via Uniform Patrol- (high visibility with solid strobe lights on) in data-proven hotspots on the Day Shift throughout the Evening Shift.

  - (8) PS1 Patrols are conducted per District, per day (32 total) times for a total of 7 days per week equates to 224 total patrols weekly.

  - The four areas chosen were selected through crime data analysis due to the violent crime statistics that consistently show in the said zones: (1C1-Gus Young, 2C3-Tigerland, 3D2-Belaire, 4F2-Brookstown).
- Initial results are positive regarding violent crime reduction, pending further review of the one-year analysis to determine the annual results.

- **PNI/ Place Network Investigations**
  In an attempt to combat & deter Group/ Gang related crimes, and other vice offenses like Drug Dealing/ Stash Houses, Prostitution, etc. within our PNI Initiative… BRPD will focus on Community Outreach while proactively dealing with blight while having the Department of Public Works repair street lights, cut grassy fields, tear down vacant stash houses, and remove junk vehicles via “Property Abatement” guidelines) in the below-listed target areas:
  - Present data crime data analysis has determined that active hot spot locations are in the: 4C1/ Banks neighborhood, 4D1/ Zion City neighborhood, & 4F1/4F2 E. Brookstown neighborhood.

- **Crime Gun Intelligence Center (CGIC)**
  A partnership of federal, state, and local public safety partners that focuses on quickly identifying shooters, disrupting crime, and preventing shootings in the future. Together they will examine every aspect of a gun crime from tracking how guns are getting into the wrong hands, to illegal sales, forensics, prosecution, and prevention.

- **Safe, Hopeful, Healthy Initiative**
  Works to interrupt the cycle of violence, strengthen family support, revitalize neighborhoods, promote academic education, and prioritize access to care. This will be done by implementing mentorship programs, connecting residents to social services, improving the opportunities available within the community through youth development programs, and connecting our residents to neighborhood-based public benefits and supportive services. The four pillars of our Safe, Hopeful, Healthy Initiative are:

  Prioritize Community-Based Public Safety  
  Stabilize Youth, Family & Community  
  Expand Health in All Policies  
  Create Equitable Community Development  

  The program will work to align resources and partnerships between diverse stakeholders. This will accelerate progress on complex social conditions, policies, and practices to advance health, public safety, and well-being in Baton Rouge.
Efforts within the Safe, Hopeful, and Healthy Initiative will be informed by analytics from the Baton Rouge Police Department and public health data.

- **SPI Initiative**
The Baton Rouge SPI Initiative’s primary goals are to decrease violent crime and enhance community relations with law enforcement. To achieve these goals, BRPD has implemented a stratified approach utilizing emerging law enforcement technology and leveraging the power and influence of social media. The initiative will be guided by the utilization of our PSCOP risk terrain modeling as a mechanism for reducing violent crime in Baton Rouge and as a mechanism for reducing violent crime risks that contribute to violent crime. The department is coordinating the use of emerging social media technology to engage the community, enhance community/police relations, and elicit investigative support from residents.

- **Focused Deterrence Strategies**
The department’s focused-deterrence initiatives utilize community street teams (violence interrupters), community partnerships, faith-based interventions, and TRUCE working in partnership with public safety to reduce conflict and repeat violent behavior. This strategy focuses on carefully selected high-risk offenders (prolific or particularly violent criminal offenders) who receive concentrated law enforcement attention and, simultaneously, offer concentrated social services. This strategy can enhance the perceived legitimacy of the police and the public’s trust in communities where these have often been lacking.

- **National Public Safety Partnership (PSP)**
As a PSP site, the department has access to federal resources that provide BRPD with technical assistance to diagnose where crime is highest and determine the reasons for violent crime. PSP also provides technical training and assistance with the development of the department’s leadership program and use of force training. Cities invited to participate in the PSP program have seen reductions in violent crime and enhanced capacity.

- **HOT Teams/ Homeless Outreach Team**
The goal of BRPD’s Homeless Outreach Team is to combat homelessness in the city by focusing on mental health instead of arrests and to utilize resources like the Bridge Center for Hope and St. Vincent DePaul to assist the homeless with their medication and put them back in touch with their families.

  - The “Bridge Center for Hope”, an independent nonprofit, is the first ever adult crisis-receiving facility in East Baton Rouge Parish and the State of Louisiana designed as a short-term crisis stabilization center to treat individuals 18 years or older who are experiencing mental health crisis and/or substance use challenges who reside in East Baton Rouge Parish. The “Bridge Center for
Hope” is designed to stabilize people with mental illness and/or substance use challenges and connect them with service providers for the treatment they need.

### Strategic Objectives

1. **Engage in a combined effort with community, local, state, and federal partners to focus on the small group of individuals responsible for most violence in Baton Rouge.**

1.1 (Ongoing): Criminal Investigations Bureau, Uniform Patrol Bureau.

1.2: Expand and enhance capacity within the crime analysis unit and RTCC.

1.2 (6 – 18 mo.): Administration Bureau, Operational Service Bureau.

1.3: Focused analysis/intelligence-led interventions on group violence and repeat violent offenders.

1.3 (6 – 36 mo.): Administration Bureau, Operational Service Bureau.

1.4: Use social network analysis and group audits to identify violent offender groups (and their frequent associates).

1.4 (6 – 18 mo.): Administration Bureau, Operational Service Bureau.

1.5: Create a layer in PSCOP for repeat violent offenders, Place Network Investigations, group violence, parolees, sex offenders, and protective orders.

1.5 (3 – 12 mo.): Administration Bureau, Operational Service Bureau.

1.6: Provide district commanders with Risk Terrain Model to determine focused patrol strategies.

1.6 (3 – 9 mo.): Uniform Patrol Bureau.

1.7: Create a communications workflow to ensure violent crime data and strategies are coordinated throughout the department, prosecutors, and state/federal partners.

1.7 (6 – 18 mo.): Administration Bureau, Operational Service Bureau.

1.8: Coordination of resources to address Juvenile gun crime.

1.8 (6 – 24 mo.): Criminal Investigations Bureau.

1.9: Reduce access to firearms by prioritizing burglaries and media/PSAs that encourage responsible ownership.

1.9 (3 - 24 mo.): Uniform Patrol Bureau, Criminal Investigations Bureau, Operational Service Bureau.

1.10: Leverage programs to reduce calls for service at high-volume locations.

1.10 (6 - 24 mo.) Uniform Patrol Bureau, Criminal Investigations Bureau, Administration Bureau, Operational Services Bureau.
Goal 2:

Promote Civic Engagement and Partnerships

A goal of the Baton Rouge Police Department is to encourage civic engagement through constant community interaction and initiatives. The Baton Rouge Police Department must continue to play an important role in adapting to the ever-changing demands of law enforcement at the local level serving such a diverse and growing community.

Supporting Initiatives

- **Chief’s Advisory Council**
  The Chief’s Advisory Council is meant to establish a new line of communication between community leaders and the department. The goal is to provide an ongoing forum for the department to share updates on crime reduction strategies and administrative initiatives. The council also provides the community an opportunity to provide input and become a part of the department’s efforts to reduce crime and improve police relations.

- **Police Athletic League**
  The department will partner with the National Police Athletic League and the Baton Rouge Law Enforcement and Criminal Justice Foundation to establish a metropolitan area police athletic league.

- **Police Cadet and Explorer Programs**
  The Cadet Program is a law enforcement apprenticeship program designed to provide persons aged 18 to 21 a chance to experience the challenges and rewards of a police career. Often cadets are paid and work part or full-time. Cadet programs are designed to assist cadets in transitioning into the position of full-time police officer.
The Explorer Program provides young adults, ages 14-21, interested in a career in law enforcement a personal awareness of the criminal justice system through training, practical experiences, and other activities. The program provides career orientation and experience for young people contemplating a career in the field of criminal justice.

- **National Night Out Against Crime**
  National Night Out builds relationships between neighbors and law enforcement while bringing back a true sense of community. The event provides a great opportunity to bring police and neighbors together under positive circumstances.

- **Canvassing and Listening Sessions**
  The process of understanding and gathering input from our community with the goal of raising awareness about what is being done to combat crime, restore trust and promote relationship building, and transparency.

- **Trust and Legitimacy Programs**
  Provides employees with continuing education and training on programs such as Procedural Justice and other legitimacy programs that include training in community-based-policing, racial and cultural diversity, racial profiling and discrimination, persons with developmental disabilities or mental illness, and a full spectrum of other training designed to help law enforcement build cooperative relationships with the communities they serve.

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**Strategic Objectives**

2.1: Coordinate with community leaders to develop a customized action plan that aims to improve trust and partnerships between local law enforcement and the community.

2.2: Coordinate with community leaders and faith-based to develop a proactive or rapid response community team to respond to appropriate critical incidents.

2.1 (Ongoing): Criminal Investigations Bureau, Uniform Patrol Bureau.

2.2 (6 – 18 mo.): Administration Bureau, Operational Service Bureau.
2.3: Create pathways through various youth mentorship programs to motivate future generations to pursue a law enforcement career.
2.4: To utilize emerging social media technology to engage the community, enhance community/police relations, and elicit investigative support from residents.
2.5: Create a Police Athletic League to provide a safe, positive, and developing atmosphere for youth in the Baton Rouge area.
2.6: Develop a program to evaluate the effectiveness of police services, professionalism, and performance.
2.7: Establish a police liaison program for each district to address quality of life issues.
2.8: Engage the community by offering educational courses (e.g. Citizens’ Academy, Coffee with a Cop, National Night Out, and Your Town Academy)
2.9: Continue to evaluate policies to ensure equity of police services.
2.10: Strengthen internal relationships.

<table>
<thead>
<tr>
<th>Task</th>
<th>Timeframe</th>
<th>Responsible Bureau(s)</th>
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<td>Administration Bureau, Operational Service Bureau</td>
</tr>
<tr>
<td>2.4</td>
<td>6 – 18 mo.</td>
<td>Administration Bureau, Operational Service Bureau</td>
</tr>
<tr>
<td>2.5</td>
<td>3 – 12 mo.</td>
<td>Administration Bureau, Operational Service Bureau</td>
</tr>
<tr>
<td>2.6</td>
<td>3 – 9 mo.</td>
<td>Uniform Patrol Bureau</td>
</tr>
<tr>
<td>2.7</td>
<td>6 – 18 mo.</td>
<td>Administration Bureau, Operational Service Bureau</td>
</tr>
<tr>
<td>2.8</td>
<td>6 – 24 mo.</td>
<td>Criminal Investigations Bureau</td>
</tr>
<tr>
<td>2.9</td>
<td>3 - 24 mo.</td>
<td>Uniform Patrol Bureau, Criminal Investigations Bureau, Operational Service Bureau</td>
</tr>
<tr>
<td>2.10</td>
<td>6 - 24 mo.</td>
<td>Uniform Patrol Bureau, Criminal Investigations Bureau, Administration Bureau, Operational Services Bureau</td>
</tr>
</tbody>
</table>
Goal 3:

Leverage Use of Technologies

The Baton Rouge Police Department is heavily invested in technology to enhance public safety not only in the city of Baton Rouge but throughout East Baton Rouge Parish. Law Enforcement agencies have taken a collaborative approach by sharing data and assets such as crime cameras and license plate readers. The Real-Time Crime Center (RTCC) is “ground zero” for the coordination of data, crime analysis, strategic planning, and situational awareness. All technology assets can be operated and managed at the crime center which provides a central location for investigative support.

Supporting Initiatives

- **Strategic Camera Share Program**
  The Strategic Camera Share program is a public/private partnership that utilizes private infrastructure to enable the installation and operation of public crime cameras in strategically advantageous locations where chronic gun/violent crime is most prevalent. Strategic Camera Share locations are monitored/accessed through the department’s Real Time Crime Center.

- **Build Social Media and Crime Analysis Capacity**
  Increase crime analysis capacity by hiring additional analysts trained in the methodology of social media and social network analysis. The goal is to provide officers with key information needed to address crime risks, hold offenders accountable, and ensure physical safety.

- **BWC Live stream workflow**
  With body-worn camera live stream capability, the department will begin to pilot a program to understand the workflows that increases officer safety in the field, situational awareness, and officer support.

- **Community Camera Share Program**
The community camera share program takes advantage of public-facing cameras that can are mapped with location and field of view and are accessible through real-time crime center. The map contains information for access to live/archived footage when permissions are granted or simply a location and point of contact.

- **Expansion of ALPR coverage**
  Increase the capacity of the ALPR program by expanding the number of department-owned ALPRs from 25 to 75. Funding and installing an additional 50 ALPRs will increase the department’s capabilities to recover stolen vehicles and provide investigative support for known or wanted suspects.

- **Expansion of RTCC capacity**
  Real-Time Crime Center (RTCC) is “ground zero” for the coordination of data, crime analysis, strategic planning, and situational awareness. All technology assets can be operated and managed at the crime center which provides a central location for operational planning, police operations, and investigative support. This effort will focus on funding for the real-time crime center would provide additional capacity by connecting all terminals to a central server with backup power.

- **Telephone and Online Reporting**
  Expand the use of telephone and online reporting capabilities to include additional non-emergency calls for service and additional personnel for expanded coverage. The goal is to create efficiencies within Uniform Patrol and provide a more convenient and faster service to the community.

### Strategic Objectives

3.1: Formalize a technology strategy and conduct an annual survey of present and future technology needs with information services.

3.2: Continue to implement social media applications to communicate, share, and obtain information from the community.

3.3: Build the capacity of our drone program to support uniform patrol and specialized operations.

3.4: Expand and enhance the RTCC through additional personnel, training, and equipment.

3:1 (Ongoing):
Administrative and Operational Services Bureau.

3:2 (6 – 18 mo.):
Administration Bureau, Operational Service Bureau.

3.3 (6 – 36 mo.): Uniform Patrol, Criminal
3.5: Ensure that all supervisors/investigators are provided ample resource material of covert and overt technological equipment available to assist in investigations and crime detection.
3.6: Survey the technology and technological practices used by our state and federal partners, as well as departments comparable to ours, in order to determine if the department’s own practices and policies are comparable in scope.
3.7: Expand the use of ALPR in areas of the city identified as micro hot spots that have persistent violent gun crime.
3.8: Implement a strategic community camera share program that uses data and intelligence to strategically place cameras in the same disinvested areas to complement the ALPR program.
3.9: Increase workflow of Command Central Aware to include manpower adjustments, efficient deployment of resources, and patrol strategies.
3.10: Utilize QR codes and Kiosks to encourage remote reporting.

Investigations, and Operational Service Bureaus.
3.4 (6 – 18 mo.): Administration Bureau, Operational Service Bureau.
3.5 (3 – 12 mo.): Administration Bureau, Uniform Patrol, Criminal Investigations Operational Service Bureau.
3.6 (6 – 18 mo.): Operational Services Bureau.
3.7 (6 – 18 mo.): Administration Bureau, Operational Service Bureau.
3.8 (6 – 24 mo.): Uniform Patrol, Criminal Investigations, and Operational Services Bureaus.
3.9 (3 - 24 mo.): Administrative, Operational Service Bureaus.
3.10 (6 - 24 mo.) Uniform Patrol Bureau, Administration Bureau, Operational Services Bureau
Goal 4: 

**BUILD EFFECTIVE AND EFFICIENT POLICE SERVICES**

An ongoing goal of the Baton Rouge Police Department is to provide the Uniform Patrol Division with sufficient manpower to deal with increased demands for service and better serve and protect the community. In order to maintain efficient response times to emergency calls and adhere to community policing practices through increased neighborhood patrols and citizen interaction, patrol staffing must be a high priority.

**Supporting Initiatives**

- **Strategic Social Media Messaging**  
  Create a workflow and programming to convey information to the public that will reduce exaggerated fear, generate public awareness, elicit conformity with laws that are not known or understood, factual information about crime and police operations.

- **Joint Air Support Unit**  
  Create and operate a joint air support unit with the East Baton Rouge Sheriff’s Office. Such an endeavor will generate savings for both agencies with regard to manpower, facility cost, and equipment.

- **EEV Pilot Program**  
  The department will pilot electric vehicles to explore if they are an acceptable alternative that can provide fuel and maintenance cost savings.

- **Civilianization of Sworn Positions**  
  The department is exploring positions that are being staffed with police personnel that is eligible to be staffed by civilian personnel.

- **False Alarm Reduction Program**
Alarm calls for service account for approximately 10 to 12% of the department’s total call volume. In any given year approximately 97% of those alarm calls are false. Chronic false alarms cause a huge drain on manpower and resources, this program will look for ways to reduce repeat false alarms and explore new policies that will limit the number of responses and the drain on resources.

**Strategic Objectives**

4.1: Review and enhance crime suppression/compstat meetings.
4.2: Expand analytical and intelligence capabilities.
4.3: Explore methods to enhance service efficiencies.
4.4: Explore additional areas for the civilianization of sworn positions.
4.5: Review reducing calls for service at high-volume locations.
4.6: Expand Communications Section capabilities to include CIU.
4.7: Build out the 6th floor for Training Academy.
4.8: Build out the 1st floor wellness center to accommodate changing areas and showers for trainees.
4.9: Continue to pursue outside funding and grants for overtime in both the Uniform Patrol and Criminal bureaus. This will enhance proactive and selective enforcement policing strategies without sacrificing response times during peak times.
4.10: Complete implementation of a satisfactory RMS that is NIBRS compliant.
4.11: Reinstating the Reserve Officer program to assist all bureaus with supplemental manpower.
4.12 Ensure the department maintains a minimum ratio of 2.5 officers per 1000 residents.

4:1 (6 – 9 mo.): Criminal Investigations Bureau, Uniform Patrol Bureau, Operational Services Bureaus.
4:2 (6 – 18 mo.): Administration Bureau, Operational Service Bureau.
4:3 (6 – 36 mo.): Administration Bureau, Uniform Patrol, Criminal Investigations Operational Service Bureau.
4:4 (6 – 18 mo.): Uniform Patrol, Criminal Investigations Bureaus.
4:5 (3 – 12 mo.): Administration, Operational Service Bureaus.
4:6 (3 – 9 mo.): Operational Services, Administrative Bureaus.
4:7 (6 – 36 mo.): Administration, Operational Service Bureaus.
4:8 (6 – 12 mo.): Administration, Operational Service Bureaus.
4:9 (3 - 24 mo.): Uniform Patrol, Criminal Investigations, and Administrative, Operational Service Bureaus.
4:10 (6 - 24 mo.) Administration Bureau, Operational Services Bureau.
4:11 (6 – 12 mo.) Administrative Bureau
4:12 (6 – 36 mo.) Uniform Patrol, Criminal Investigations, Operational Services, Administrative Bureaus.
Goal 5:

**INVEST IN PERSONNEL**

The Baton Rouge Police Department is committed to providing resources to officers and their families so they can thrive throughout their careers. It is important officers remain healthy both physically and mentally in order to effectively navigate each tour of duty. The department also recognizes the need to develop our officers into strong leaders who understand the community they serve.

Supporting Initiatives

- **Training and Education**
  Continue to work with federal TTA partners to create a robust leadership program that will prepare senior officers to take on the role of a supervisor. Evaluate the effectiveness of training academy content and instruction. Ensure training and coursework align with the demands of 21st-century policing.

- **Officer Safety and Wellness**
  The department is investing in partnership with Human Resources and our local hospitals to develop a comprehensive plan that includes increasing the scope of our wellness programs, and designing and implementing customized diet/training plans. The department will evaluate and enhance the department’s physical training facilities to include rehabilitative equipment and technical training.

- **Enhanced Peer Support**
  The department’s most important asset is the men and women who make up our police department. The department is exploring programs that help maintain officers’ physical and mental well-being. Healthy personnel make better decisions and provide better service to the community they serve. The department will work with TTA partners to strengthen and expand the Critical Incident Peer Support Team.

- **Retention Incentives**
  For decades the department’s workforce slowly but surely migrated out of the city limits and East Baton Rouge Parish. Our last survey of current officers’ revealed 80% of officers lived outside of the city and 45% lived outside of East Baton Rouge Parish. A contributing factor cited by officers was the inability to afford the cost of living needed to domicile. In addition, incentivizing more
police to move back into the city/parish will reduce travel times to call outs and reduce overtime, maintenance, and fuel cost. This is not meant to be a residency requirement, nor would it reduce salary or benefits for officers who continue to live outside of the city/parish.

**Strategic Objectives**

5.1: Increase training opportunities for professional development.
5.2: Develop a leadership and mentoring program for senior officers and supervisors.
5.3: Develop and implement succession planning for all divisions.
5.4: Enhance the department’s mental health and wellness program.
5.5: Enhance and expand peer support.
5.6: Identify new diversity and special-needs training programs for all employees.
5.7: Conduct at least two police academies per year.
5.8: Explore contractual recruiting services.
5.9: Recruitment and retention of diverse minority groups.
5.10: Develop a retention program for officers and civilian employees.

5:1 (6 - 36): Criminal Investigations, Uniform Patrol Bureau, Operational Services, and Administrative Bureaus.
5:2 (6 – 12 mo.): Administration Bureau, Operational Services Bureau.
5:3 (6 – 24 mo.): Administration, Operational Services Bureau, Criminal Investigations, Uniform Patrol Bureaus.
5.4 (6 – 36 mo.): Administration Bureau, Operational Service Bureau.
5.5 (3 – 36 mo.): Administration Bureau, Operational Service Bureau.
5.6 (3 – 9 mo.): Uniform Patrol Bureau
5.7 (6 – 18 mo.): Administration Bureau, Operational Service Bureau.
5.8 (6 – 24 mo.): Criminal Investigations Bureau.
5.9 (3 - 24 mo.): Uniform Patrol Bureau, Criminal Investigations Bureau, Operational Service Bureau.
5.10 (6 - 24 mo.) Uniform Patrol Bureau, Criminal Investigations Bureau, Administration Bureau, Operational Services Bureau.
This report is dedicated to the memory of our fallen heroes, who have given their lives in the service and protection of the citizens of Baton Rouge.

Their sacrifice will never be forgotten.

<table>
<thead>
<tr>
<th>Name</th>
<th>EOW Date</th>
<th>Cause</th>
</tr>
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<tbody>
<tr>
<td>Sgt. Charles Dotson</td>
<td>January 24, 2021</td>
<td>COVID-19</td>
</tr>
<tr>
<td>Lt. Glenn D. Hutto Jr</td>
<td>April 26, 2020</td>
<td>Gunfire</td>
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<tr>
<td>Cpl. Shane M. Totty</td>
<td>February 01, 2019</td>
<td>Traffic Crash</td>
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<td>Ofc. Matthew L. Gerald</td>
<td>July 17, 2016</td>
<td>Gunfire</td>
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<td>Cpl. Montrell L. Jackson</td>
<td>July 17, 2016</td>
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<td>Ofc. Mark A. Beck</td>
<td>February 25, 2008</td>
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<td>Cpl. Christopher Metternich</td>
<td>August 14, 2006</td>
<td>Traffic Crash</td>
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<td>Det. Terry L. Melancon</td>
<td>August 10, 2005</td>
<td>Gunfire</td>
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<td>Lt. Vickie S. Wax</td>
<td>May 22, 2004</td>
<td>Gunfire</td>
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<td>Cpl. Betty D. Smothers</td>
<td>January 7, 1993</td>
<td>Gunfire</td>
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<td>Ofc. Charles D. Stegall</td>
<td>June 14, 1988</td>
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<td>Lt. Carl R. Dabadie</td>
<td>April 6, 1984</td>
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<td>Ofc. Linda A. Lawrence</td>
<td>August 1, 1977</td>
<td>Gunfire</td>
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<td>Sgt. Warren J. Broussard</td>
<td>June 21, 1988</td>
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<td>Ofc. Dennis R. Heap</td>
<td>June 1, 1972</td>
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<td>Chief Det. Frank E. Schoonmaker</td>
<td>September 10, 1968</td>
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<td>Ofc. Joseph Merino</td>
<td>September 18, 1923</td>
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<td>Ofc. J.D. Blackwell</td>
<td>June 6, 1966</td>
<td>Gunfire</td>
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<td>Sgt. Joseph Sanchez</td>
<td>March 3, 1966</td>
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<td>Ofc. Joseph Merino</td>
<td>November 16, 1911</td>
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<td>Chief J.B. Hare</td>
<td>August 1, 1977</td>
<td>Gunfire</td>
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<tr>
<td>Chief J.B. Hare</td>
<td>August 1, 1977</td>
<td>Gunfire</td>
</tr>
<tr>
<td>Lt. George W. Bannister</td>
<td>March 3, 1966</td>
<td>Gunfire</td>
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</tbody>
</table>
This multi-year strategic plan was completed during the month of June 2022 and shall be kept on file within the Baton Rouge Police Department Office of Professional Standards.

The plan outlines successive years beyond the current budget year and shall be reviewed and updated annually, as operating a fiscally responsible budget for such an agency is subject to fluid and robust modifications to serve the city at optimum levels.

Any questions and or concerns may be directed to the Professional Standards Office, Sgt. Hallie (Britt) Jones.

Baton Rouge Police Department
Professional Standards Division
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Baton Rouge, LA  70815
(225) 389-3802