



IMPD Releases Final Five-Year Strategic Plan

This plan will guide the department's work over the next five years with clear, measurable goals.

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INDIANAPOLIS – Today, the Indianapolis Metropolitan Police Department (IMPD) released the final version of its five-year strategic plan, a comprehensive roadmap designed to guide the department in continuing to reduce violent crime while building the best possible future for IMPD employees and meeting the diverse needs our community.

"I am so proud to present this final plan which is the result of collaboration between our department and community," said Chief Terry. "IMPD does not belong to just one group. It belongs to all of us. That's why we are committed to building the strongest possible future for our employees, while delivering the level of service our community deserves. This roadmap ensures we move forward together, with purpose, consistency, and a shared responsibility for public safety," Chief Terry added.

The plan was developed with extensive input from more than 2,800 Indianapolis community members from all Marion County zip codes and over 1,500 IMPD employees. Our strategic planning partners at Taylor Advising analyzed this feedback and identified 34 key findings, which informed the development of three strategic priorities. These priorities will guide the department's work over the next five years and are supported by clear goals designed to deliver measurable, meaningful results in public safety, employee wellness, recruitment, retention, and department operations. The plan also introduces a renewed mission and vision for IMPD, grounded in service, accountability, and public trust.

"What you will see today is the result of collaboration," said Marla Taylor, President of Taylor Advising. "This plan is rooted in lived experience, shaped by community expectations, and aligned with IMPD's mission and values. It is not just a document. It is a reflection of the people who make this department what it is and the community it is sworn to serve."

The strategic plan emphasizes strengthening public safety services, supporting employee wellness and development, and reinforcing trust and transparency with the Indianapolis community. It reflects IMPD's ongoing commitment to reduce crime and improve quality of life for everyone who lives, works, and visits Indianapolis.

"This strategic plan reflects who we are and who we strive to be as a department," added Chief Terry. "It was built through collaboration, informed by thousands of voices, and grounded in service. This plan gives our department a defined direction and highlights our long-term commitment to the people of Indianapolis."

IMPD will provide ongoing updates on the strategic plan at indy.gov/activity/impd-strategic-plan.

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