

PROFESSIONAL STANDARDS DIVISION
Professional Conduct Review Section



Annual Report
2021



Professional Conduct Review Section

The mission of the Professional Conduct Review Section is to determine employee compliance with Sheriff's Office written directives in a fair and impartial manner while maintaining the trust and confidence of Sheriff's Office personnel and the citizens and visitors of Seminole County.



Professional Conduct Review Section

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Professional Conduct Review Section

SECTION I

Introduction

The Professional Conduct Review Section has as its major function the receiving, processing, and investigating of administrative complaints made against Sheriff's Office employees. All Administrative Investigations are conducted by this section. This report outlines the investigative process and includes an analysis of the personnel complaints investigated during the 2021 calendar year.

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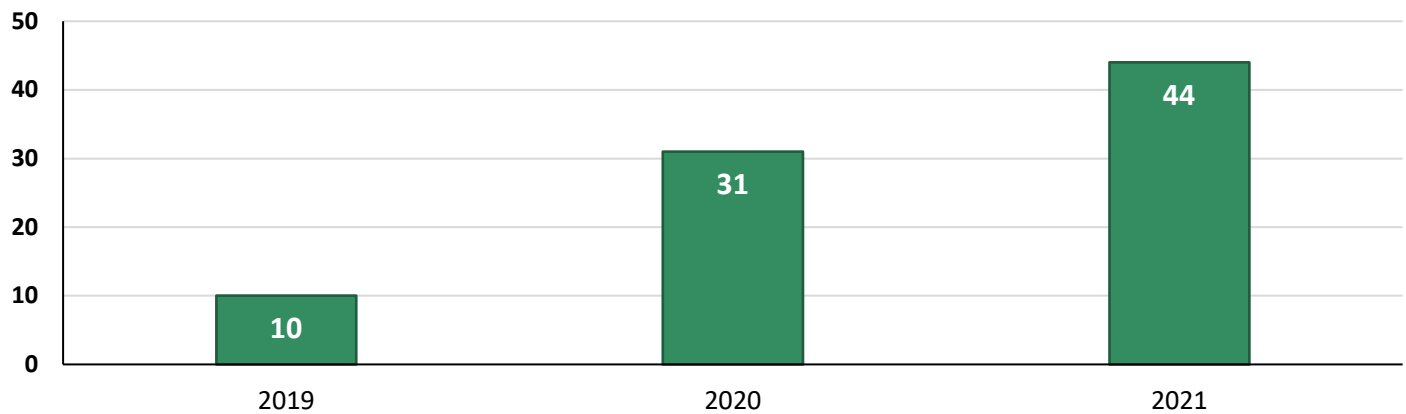
SECTION II

Personnel Complaints

The Professional Conduct Review Section received 44 formal complaints from the public in 2021. Of those, 1 resulted in a formal investigation. During the same period in 2020, the section received 31 formal complaints from the public, 1 of which resulted in a formal investigation.

This represents a 110% increase in formal complaints and a 0% decrease in formal complaints resulting in investigations received by this section.

Formal Complaints
2019 - 2021



Complaints against employees of the Sheriff's Office are classified according to the nature of the complaint. If not resolved informally, they may be categorized as Supervisory Inquiries or Administrative Investigations. There are specific procedures for investigating complaints, which are determined by the seriousness of the allegation(s).

The following information provides the reader with a summary of the complaint process as it applies to Supervisory Inquiries and Administrative Investigations. Also, an analysis of each category is provided to show comparisons based upon the cases investigated and the resulting disposition of those cases.

SUPERVISORY INQUIRIES

Supervisory Inquiries are investigations of allegations of discourtesy or other less serious violations of Sheriff's Office policy. They are generally conducted by a supervisor who has received specialized training and has been approved to conduct supervisory inquiries. These cases require limited investigation by the supervisor, who determines whether or not a violation of policy occurred.

If the supervisor determines through investigation that a violation of policy occurred and the allegation(s) are sustained, the Sheriff may elect to convene a Disciplinary Review Board. The Board considers the incident and recommends disciplinary action.

If the inquiry establishes the policy violation is more substantial than originally believed, or that it would become too time consuming for the supervisor to conduct, the Sheriff may order an Administrative Investigation be conducted by the Professional Conduct Review Section.



Professional Conduct Review Section

ADMINISTRATIVE INVESTIGATIONS

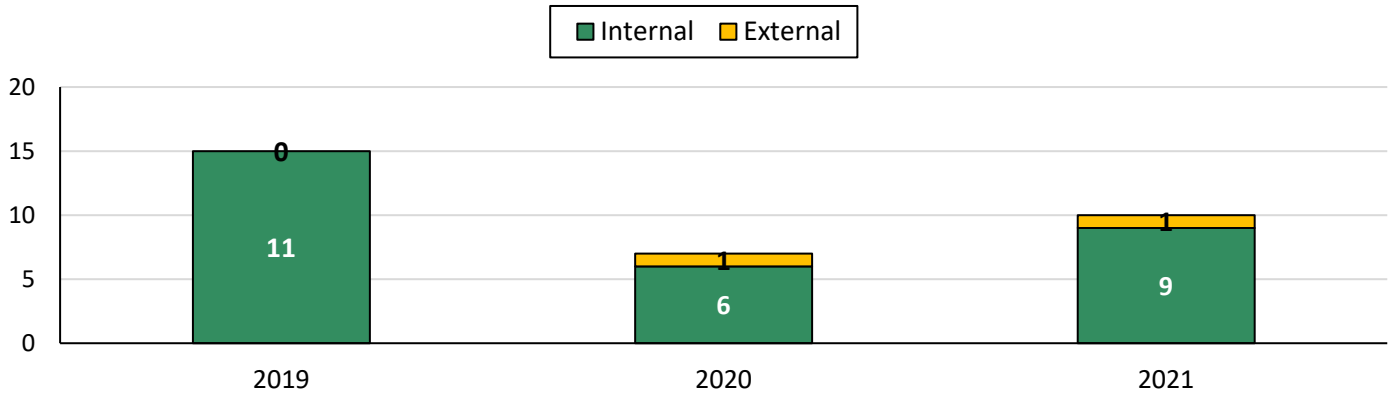
Administrative Investigations are investigations of major violations of Sheriff's Office policies, rules, procedures, or law. They are investigated by the Professional Conduct Review Section, only at the direction of the Sheriff or, in his absence, a Chief. When the investigation is completed, each allegation is assigned one of the following conclusions: Sustained; Not Sustained; Unfounded; Exonerated; or Policy Failure. The completed investigation is forwarded to the Sheriff for his review and approval. Upon the Sheriff's approval, the investigation becomes public record. Disciplinary action is at the sole discretion of the Sheriff.

NOTE: The Professional Conduct Review Section is a fact-finding body only and makes no recommendations concerning discipline.

FORMAL INVESTIGATIONS CONDUCTED

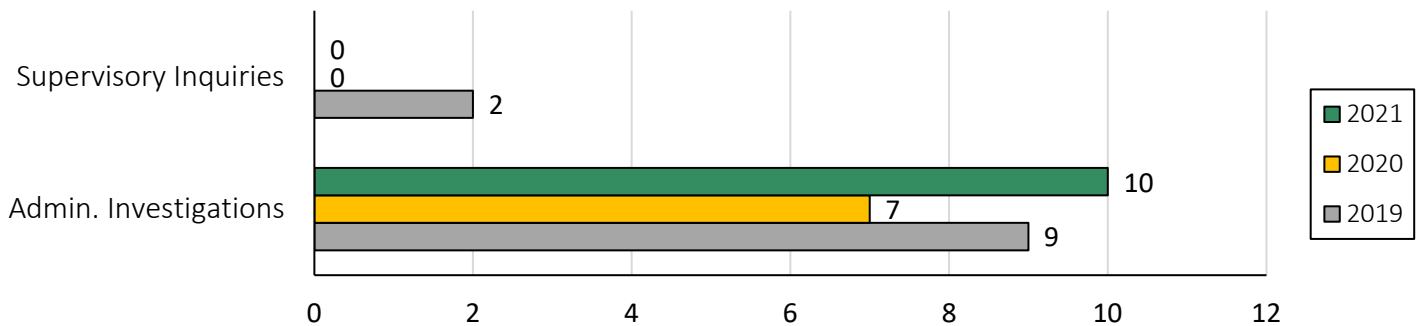
Administrative Investigations and Supervisory Inquires are derived from formal complaints received from the public or internally authorized investigations within the Sheriff's Office. The following graph conveys the number of formal investigations conducted with a distinction between external (public) complaints and internally (agency) authorized investigations.

Formal Investigations



Analysis of Investigations

	2020	2021	CHANGE
Administrative Investigations	7	10	43%
Supervisory Inquiries	0	0	0%
Total Number of Investigations	7	10	43%



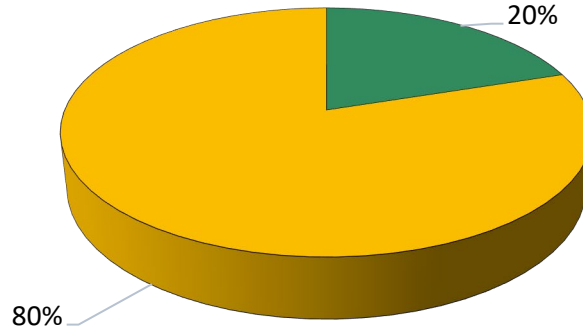


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Service Related Investigations

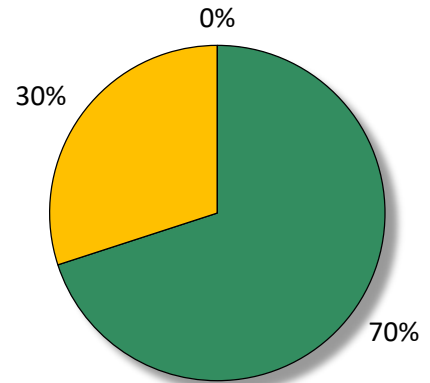


Service Related	2
Non-Service Related	8
Total	10



EMPLOYEE CLASSIFICATION

	TOTAL	PERCENTAGE
Enforcement	7	70%
Corrections	3	30%
Civilian	0	0%
Total Number of Employees Investigated*	10	100%



* Some investigations involved multiple employees, and some employees were the subjects of multiple investigations.

DIGITAL VIDEO EVIDENCE

In 2021, there were 5 formal investigations that involved the use of digital video evidence.

In-Car Camera (SCSO)	0
In-Car Camera (Outside Agency)	0
Body Worn Camera (SCSO)	1
Body Worn Camera (Outside Agency)	2
Security Video (SCSO)	0
Security Video (Outside Agency)	0
Security Video (Other)	2

In 1 case, video evidence was used to sustain violations and in 4 cases video evidence did not influence the findings. In 2021, there were 9 formal citizen complaints that were able to be informally resolved as a direct result of available digital video evidence.

This represents a 71% increase over 2020 when 14 complaints were able to be resolved as a result of video evidence



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AGENCY PRACTICES

Recommendations for changes to agency practices were made in 2 formal investigations.

PC-21-0002

The Professional Conduct Review Section offers an addition to General Order #8 Vehicle Management. The Professional Conduct Review Section proposes the following for consideration, "Sheriff's Office employees are responsible for fulfilling responsibilities to citations, fines, and summons received during the course of operating Sheriff's Office vehicles when acting outside the scope of active enforcement or emergency capacities. **Adopted in General Order #8, last revision on 12/9/2021.**

PC-21-0005

The Professional Conduct Review Section offers a recommendation that YIS leadership adopt the current, accepted semi-annual vehicle inspection form used throughout the rest of the Sheriff's Office. **Adopted.**

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SECTION III

Supervisory Inquiries

There were no Supervisory Inquiries conducted during the 2021 calendar year.

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Professional Conduct Review Section

SECTION IV

Administrative Investigations

The following is an analysis of Administrative Investigations conducted during the 2021 calendar year. This information is based upon 10 investigations that are analyzed for Violations Charged, Findings, and Disciplinary Actions.

Sheriff's Office Administrative Investigations:	10
Total Number of Alleged Violations/Charges Investigated:	18
Total Number of Employees Investigated:	9
Deputy Sheriff Involved Shootings:	2
Dangerous Animal Shootings:	0

* Some investigations involved multiple employees.

VIOLATIONS CHARGED

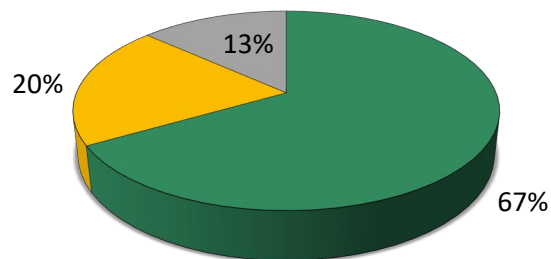
Of the 18 alleged violations of Sheriff's Office written directives investigated by the Professional Conduct Review Section, the following table shows the types and percentages of alleged misconduct.

VIOLATION	TOTAL	%
Conduct Unbecoming	8	50%
False Statements & Reports	1	7%
Knowledge/Obedience of Laws	5	29%
Carelessness	1	7%
Restrictions on Vehicle Use	1	7%

FINDINGS

Of the 18 alleged violations of Sheriff's Office policies and procedures investigated by Professional Standards, the table below provides a comparison, by category, of the findings assigned to each of the alleged violations investigated.

Sustained	13
Not Sustained	3
Unfounded	2



DISCIPLINARY ACTION

As a result of the 13 sustained violations of policy, involving 7 employees, the following disciplinary actions were taken. The table below provides a comparison, by category, of the numbers and percentages of the resulting disciplinary actions.



Professional Conduct Review Section

DISCIPLINE	TOTAL	PERCENT
Written Reprimand	1	14%
Suspension	1	14%
Demotion	0	0%
Resignation	4	58%
Termination	1	14%

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SECTION V

Telecommunications

During the 2021 calendar year, there was 0 Administrative Investigation involving personnel assigned to the Telecommunications Division.

**Required by the Association of Public-Safety Communications Officials, the organization that oversees accreditation of the Telecommunication Section.*