

Lee County Sheriff's Office Professional Standards Division



2016 Internal Affairs Statistical Summary

The mission of the Internal Affairs Unit is to protect and uphold the public trust in the Lee County Sheriffs Office and its members. Internal Affairs is dedicated to providing citizens with a fair and effective avenue to address legitimate complaints against department members, and to protect department members from false allegations of misconduct. The following is a statistical summary for 2016.

INTERNAL AFFAIRS INVESTIGATIONS

During 2016, Internal Affairs investigated 25 formal allegations of policy violations:

Charge	Totals	Substantiated	Unsubstantiated	Unfounded
Improper Conduct	15	14	1	0
Insubordination	0	0	0	0
Job Knowledge and Performance	4	4	0	0
Unlawful Conduct	3	3	0	0
Neglect of Duty	3	3	0	0
Totals	25	24	1	0

MEMO TO FILE

A Memo to File is an allegation of minor misconduct, which is typically addressed with the member by his or her Chain of Command. During 2016, there were 22 Memo to Files completed with the following charges.

- Out of Policy Pursuit 3
- Insubordination 2
- Job Knowledge 9
- Neglect of Duty 7
- Improper Conduct 3

GRIEVANCES

A grievance is a dispute or conflict between members or between members and the Administrative Staff of the Sheriff's Office. This typically involves a perceived job-related incident or behavior that is deemed by the member to be unjust.

There was one (1) Grievance filed in 2016. There were no trends or patterns revealed during the annual grievance analysis.

PERSONAL EARLY WARNING SYSTEM

The Personal Early Warning System is used to identify potential problems before they escalate into serious policy violations. It has been established that employees in Law Enforcement experience high levels of stress that may affect job performance. There were 18 Early Warning System alerts for certified members involved in Response to Resistance incidents in 2016, with no counseling or additional training required. Additionally, there were only two (2) Early Warning System Alerts for sick time usage. Those members comprised of one (1) civilian and one (1) certified member, with no counseling or additional training required.

RESPONSE TO RESISTANCE

During the calendar year 2016, the Lee County Sheriffs Office documented that Deputies used some level of force 329 times due to subject resistance. These responses to resistance occurred during 271 separate incidents. (Note: some incidents required more than one type of force to be used).

The Lee County Sheriff's Office made 14,547 arrests in 2016. Of those arrests, 229 had one or more response to resistance in order to gain compliance. A comparison of arrests to response to resistance reports showed 1.6% of all arrests required some type of force to be used.

Type of Response to Resistance	Total	White	Black	Hispanic	Indian	Unknown
Asp	1	1	0	0	0	0
Chemical Agent	91	65	13	13	0	0
Deadly Force	5	2	3	0	0	0
Flashlight	0	0	0	0	0	0
K-9	29	16	9	4	0	0
Physical Force	49	23	10	16	0	0
Pursuit	12	4	4	2	0	2
Taser	141	82	33	25	1	0
Less Lethal	1	1	0	0	0	0
Totals	329	194	72	60	1	2