

Lee County Sheriff's Office Professional Standards Division



2019 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 2019.

INTERNAL AFFAIRS INVESTIGATIONS

During 2019, Internal Affairs conducted 23 internal investigations with a total of 41 formal allegations of policy violations. The charge totals are as follows:

Charge	Totals	Substantiated	Unsubstantiated	Unfounded	Policy Failure
Improper Conduct	17	10	5	1	1
Insubordination	8	6	2	0	0
Job Knowledge and Performance	5	5	0	0	0
Unlawful Conduct	3	2	1	0	0
Neglect of Duty	8	7	1	0	0
Totals	41	30	9	1	1

CITIZEN COMPLAINTS

During 2019, Internal Affairs conducted 257 citizen complaint investigations with a total of 326 allegations of policy violations. Of the 326 allegations of misconduct, 58% of the allegations were Improper Conduct, 36% were that of Job Knowledge, 3% were Neglect of Duty, followed by Insubordination and Unlawful Conduct, which were less than 2% of the allegations. An Internal Affairs investigator reviewed all citizen complaints, resulting in 39% of the allegations to be reviewed by the accused member's Chain of Command and one (1) citizen complaint resulting in a formal Internal Investigation. Of the 326 allegations, 23 were substantiated.

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 2019, there were 46 Memo to Files, with 46 allegations, completed with the following charges.

- Insubordination 3
- Job Knowledge 15
- Neglect of Duty 18
- Improper Conduct 10

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 were three (3) Grievances filed in 2019, which is one (1) more than the previous year. The annual grievance analysis revealed that all grievances were related to the perception of a hostile work environment or harassment by supervisors to the grievant. Each grievance was thoroughly investigated and were all closed either unfounded or unsubstantiated.

PERSONNEL EARLY INTERVENTION SYSTEM

The Personnel Early Intervention System (PEIS) 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 10 Early Warning System alerts for certified members involved in Response to Resistance incidents in 2019, with no counseling or additional training required. There were no Early Warning System alerts for sick time usage or civilian personnel.

RESPONSE TO RESISTANCE

During the calendar year 2019, the Lee County Sheriffs Office documented that Deputies used some level of force 462 times due to subject resistance. These responses to resistance occurred during 239 separate incidents. (Note: some incidents required more than one type of force, may have involved more than one Deputy, or may have involved multiple citizens).

The Lee County Sheriff's Office made 13,745 arrests in 2019. Of those arrests, 220 had one or more response to resistance in order to gain compliance. A comparison of arrests to response to resistance reports showed 1.7% of all arrests required some type of force to be used.

Type of Response to Resistance	Total	Caucasian	African American	Hispanic	Indian	Asian	Unknown
Asp	1	1	0	0	0	0	0
Chemical Agent	56	36	13	7	0	0	0
Deadly Force	4	3	0	1	0	0	0
Flashlight	2	2	0	0	0	0	0
K-9	48	24	15	9	0	0	0
Physical Force	192	88	62	42	0	0	0
Pursuit	14	3	10	1	0	0	0
Taser	145	76	40	29	0	0	0
Less Lethal	0	0	0	0	0	0	0
Citizen Self-Injury	-27	-23	-2	-2	0	0	0
Totals	462	233	140	89	0	0	0