

Lee County Sheriff's Office Professional Standards Division



2020 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 2020.

INTERNAL AFFAIRS INVESTIGATIONS

During 2020, Internal Affairs conducted 20 internal investigations with a total of 36 formal allegations of policy violations. The charge totals are as follows:

Charge	Totals	Substantiated	Unsubstantiated	Unfounded	Policy Failure
Improper Conduct	14	10	1	3	0
Insubordination	5	5	0	0	0
Job Knowledge and Performance	4	3	1	0	0
Unlawful Conduct	3	2	1	0	0
Neglect of Duty	10	10	0	0	0
Totals	36	30	3	3	0

CITIZEN COMPLAINTS

During 2020, Internal Affairs conducted 215 citizen complaint investigations with a total of 266 allegations of policy violations. Of the 266 allegations of misconduct, 55% of the allegations were Improper Conduct, 43% were that of Job Knowledge, followed by Unlawful Conduct and Neglect of Duty, which were 1% or less of the allegations. An Internal Affairs investigator reviewed all citizen complaints, resulting in 55% of the citizen complaints being additionally reviewed by the accused member's direct supervisor and/or their Chain of Command. Of the 266 allegations, 20 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 2020, there were 41 Memo to Files, with 47 allegations, completed with the following charges.

- Insubordination 5
- Job Knowledge 5
- Neglect of Duty 15
- Improper Conduct 22

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 no Grievances filed in 2020, whereas the previous year, there were three (3) filed. Although there were no yearly grievances to analyze, Internal Affairs conducted an annual review of the agencies Grievance policy and did not notate any deficiencies.

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 56 Early Intervention System alerts for 2020, which included 15 alerts for Response to Resistance incidents, one (1) alert for Internal Affairs investigations and 40 alerts for excessive sick time use. The agency member and their immediate supervisor, the Bureau Commander, and Internal Affairs reviewed all PEIS alerts in an effort to intervene with assistance at an early stage. Some examples of remedies are informal counseling and monitoring, formal counseling and corrective action, remedial training, and referral to the Employee Assistance Program.

RESPONSE TO RESISTANCE

During the calendar year 2020, the Lee County Sheriffs Office documented that Deputies used some level of force 350 times due to subject resistance. These responses to resistance occurred during 238 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 8,719 arrests in 2020. Of those arrests, 196 had one or more response to resistance in order to gain compliance. A comparison of arrests to response to resistance reports showed 2.2% 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	44	30	7	7	0	0	0
Deadly Force	14	10	0	4	0	0	0
Flashlight	0	0	0	0	0	0	0
K-9	42	25	11	6	0	0	0
Physical Force	97	66	15	16	0	0	0
Pursuit	22	11	6	3	0	0	2
Taser	128	75	26	23	0	1	3
Less Lethal	2	2	0	0	0	0	0
Citizen Self-Injury	-13	-11	-1	-1	0	0	0
Totals	350	220	65	124	0	0	0