

Lee County Sheriff's Office Professional Standards Division



2022 Statistical Summary

Internal Affairs Investigations and
Response to Resistance Analysis

INTERNAL AFFAIRS INVESTIGATIONS

During 2022, Internal Affairs conducted 25 Internal Investigations with a total of 44 formal allegations of policy violations. The charge totals are as follows:

Improper Conduct	Substantiated	Unsubstantiated	Unfounded	Incomplete	Expunged
Conduct Unbecoming	3	3	0	2	1
Unprofessional Relationship With Inmate	0	0	0	1	0
Untruthfulness	1	2	0	0	0

Job Knowledge & Performance	Substantiated	Unsubstantiated	Unfounded	Incomplete
General Proficiency	2	2	0	0
Knowledge of Rules, Regulations & Procedures	1	1	0	1

Neglect of Duty	Substantiated	Unsubstantiated	Unfounded	Incomplete
Failure to Report Accident	1	0	0	0
Failure to Respond to Subpoena	1	0	0	0
Loafing, Inattention to Duties	1	0	0	0
Misuse of Sick Leave	1	0	0	0
Willful Violation of Official Procedures	7	1	0	0

Insubordination	Substantiated	Unsubstantiated	Unfounded	Incomplete
Abusiveness	0	1	0	0
Courtesy Towards Others	0	0	0	1
Prompt Compliance With Lawful Order	0	0	0	1
Respect Towards Superiors	1	0	0	1
Truthfulness	0	0	0	1

Harassment/Discrimination	Substantiated	Unsubstantiated	Unfounded	Incomplete
Harassment/Discrimination	1	1	0	0

Unlawful Conduct	Substantiated	Unsubstantiated	Unfounded	Incomplete	Expunged
Unlawful Offense	2	0	0	1	1

Totals	Substantiated	Unsubstantiated	Unfounded	Incomplete	Expunged
44	22	11	0	9	2

CITIZEN COMPLAINTS

During 2022, Internal Affairs conducted 257 citizen complaint investigations with a total of 275 allegations of policy violations. The charges are as follows:

Harassment	7
Improper Conduct	132
Insubordination	1
Job Knowledge	133
Neglect of Duty	2
Total	275

An Internal Affairs investigator reviewed all citizen complaints, resulting in 84 of the citizen complaints being additionally reviewed by the accused member's direct supervisor and/or their Chain of Command. Of the 275 allegations, 9 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 2022, there were 43 Memo to Files, with 46 allegations, completed with the following charges.

- Improper Conduct 15
- Insubordination 5
- Job Knowledge 4
- Neglect of Duty 22

Out of the 43 Memo to Files for 2022, 39 resulted in a written reprimand, 4 resulted in a suspension and in addition, 2 of those members had to complete remedial training.

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 2 grievances filed in 2022. Internal Affairs conducted an annual review of the agencies grievance policy and did not notate any deficiencies.

RESPONSE TO RESISTANCE

The Lee County Sheriff's Office made 7,187 arrests in 2022. The total arrests broken down by race are as follows:

Arrests	2020	2021	2022
White/Hispanic	7073	6656	5683
Black	1609	1683	1479
Asian	31	46	21
Native American	6	15	4
Total	8719	8400	7187

TYPES OF RESPONSE TO RESISTANCE BY RACE

Depicted in the chart below is the breakdown of each individual type of force used in the 237 total instances force was used in 2022. (Note: Some incidents required more than one type of force, may have involved more than one Deputy, or may have involved multiple citizens).

Resistance Type	Total	White	Black	Hispanic
Chemical Agent	36	23	6	7
Deadly Force	4	2	0	2
K-9	16	11	2	3
Less Lethal	6	5	0	1
Physical Force	35	17	5	13
Pursuit	16	6	8	2
Taser	92	47	18	26
Takedown with Injury	32	23	1	8
Totals	237	134	40	62

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 27 Early Intervention System alerts for 2022, which included 3 alerts for Response to Resistance incidents, 1 alert for Internal Affairs Investigations and 23 alerts for excessive sick time use. The agency member and their immediate supervisor, the Bureau Commander and Internal Affairs reviewed all PEI alerts in an effort to intervene with assistance at an early stage. Some examples of remedies are informal counseling and monitoring, formal counseling with corrective action, remedial training and referrals to the Employee Assistance Program.