

Lee County Sheriff's Office Internal Affairs Division



2023 Statistical Summary

Internal Affairs Investigations and
Response to Resistance Analysis

INTERNAL AFFAIRS INVESTIGATIONS

During 2023, Internal Affairs conducted 40 investigations with a total of 100 formal allegations of policy violations against 58 members. Disciplinary actions or the action taken included 8 written reprimands, 8 appointments withdrawn, 22 suspensions, 1 demotion, 2 corrective consultations and one performance evaluation entry. Remedial training was required by 7 of the subject members. The allegation totals are as follows:

Allegation/Charge	Substantiated	Unsubstantiated	Unfounded	Incomplete	Policy Failure	Total
Insubordination	5	0	0	0	0	5
Improper Conduct	32	14	0	6	0	52
Job Knowledge	6	2	0	2	0	10
Neglect of Duty	20	1	0	0	1	22
Unlawful Conduct	3	6	0	2	0	11
Totals	66	23	0	10	1	100

CITIZEN COMPLAINTS

During 2023, Internal Affairs conducted 210 citizen complaint investigations with a total of 263 allegations of policy violations. The charges are as follows:

Harassment	1
Improper Conduct	156
Job Knowledge	100
Neglect of Duty	6
Total	263

An Internal Affairs investigator reviewed all citizen complaints, resulting in 112 of the citizen complaints being additionally reviewed by the accused member's direct supervisor and/or their Chain of Command. Of the 263 allegations, 20 were substantiated resulting in 16 corrective counsels, 1 written reprimand, 2 suspensions and 1 retraining instance.

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 2023, there were 63 Memo to Files, with 69 allegations with the following charges.

- Improper Conduct 32
- Insubordination 6
- Job Knowledge 14
- Neglect of Duty 17

Out of the 63 Memo to Files for 2023, 62 resulted in a written reprimand, 2 resulted in a suspension and in addition, 5 of those members had to complete remedial training. One member received both a suspension and written reprimand under one case number.

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 two grievances filed in 2023. Internal Affairs an annual review of the agencies grievance policy and did not notate any deficiencies.

PERSONAL EARLY INTERVENTION SYSTEM - PEIS

It has been established that employees in law enforcement experience high levels of stress that may affect job performance. The Personal Early Intervention System (PEIS) is used to identify conduct which may escalate into serious policy violations.

There were 47 Early Intervention System alerts for 2023, which included 1 alert for Response to Resistance incidents, 6 alerts 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 PEI alerts in an effort to intervene with assistance at an early stage. Some examples of remedies are informal counseling with monitoring, formal counseling with corrective action, remedial training and referrals to the Employee Assistance Program.

RESPONSE TO RESISTANCE

The Lee County Sheriff's Office made 8624 arrests in 2023. The total arrests broken down by race are as follows:

Arrests	2021	2022	2023
White/Hispanic	6656	5683	6673
Black	1683	1479	1914
Asian	46	21	27
Native American	15	4	10
Total	8400	7187	8624

TYPES OF RESPONSE TO RESISTANCE BY RACE

Depicted in the chart below is the breakdown of each individual type of force used in the 258 total Response to Resistance instances used in 2023. (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	Unknown
Asp	1	1	0	0	0
Chemical Agent	29	17	5	6	1
Deadly Force	9	8	0	1	0
K-9	15	7	4	4	0
Physical Force	38	21	6	11	0
Pursuit	25	7	5	11	2
Taser	79	43	15	21	0
Takedown with Injury	62	38	8	16	0
Totals	258	142	43	70	3