

Leon County Sheriff's Office
Department of Administration and
External Affairs
Office of Internal Affairs
Annual Summary



2023

Internal Affairs Annual Summary

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INTRODUCTION

The Leon County Sheriff's Office (LCSO), Office of Internal Affairs conducts internal (administrative) investigations at the direction of the Sheriff or their designee. These investigations involve alleged violations of LCSO policies and procedures by personnel who are employees of the Leon County Sheriff's Office^(a).

The Office of Internal Affairs does not conduct criminal investigations of agency personnel nor is the Unit responsible for recommending or dispensing discipline. Criminal Investigations are handled by either the LCSO Criminal Investigations Division (CID), LCSO Vice, or other external law enforcement agencies.

The Office of Internal Affairs will investigate allegations of policy violations involving all LCSO personnel, whether sworn or civilian, within either the Department of Law Enforcement or the Department of Detention (this section also includes the Bailiff, Warrants, and Transport Units).

In January 2023, the LCSO Background Investigation Unit was transferred to the Office of Internal Affairs. This Unit is responsible for conducting background investigations on all applicants interested in open positions (sworn and civilian) within the Leon County Sheriff's Office. The Unit does not conduct background investigations on volunteers or contracted personnel and may conduct limited reviews of those personnel who leave employment but return within one year.

PERSONNEL

The Office of Internal Affairs is staffed by three sworn members; one Sergeant, who performs the function of Unit Commander and two detectives.

The Background Investigation Unit is currently staffed by one full-time civilian background investigator and three part-time background investigators^(b).

All personnel report directly to the Unit Commander - the Sergeant, for a span of control ratio of 6:1. The Sergeant is also responsible for generating annual evaluations on all personnel^(c).

(a) There can be a variety of other persons who assist the LCSO daily with respect to Agency functions such as personnel working at the Consolidated Dispatch Agency (CDA), medical staff at the Leon County Detention Facility (LCDF), or other contracted personnel. Although these personnel can be requested to provide statements concerning investigations, should it be determined they were the responsible party, those personnel would not be investigated by the Office of Internal Affairs.

(b) When the Unit was transferred in January 2023, it was only comprised of two members (one full-time civilian and one part-time sworn detective). During June 2023, one new part-time civilian was hired as a background investigator and in August of 2023, one part-time member was transferred from the Cold Case Homicide Unit to the Background Investigation Unit.

(c) Prior to calendar year 2023, Agency evaluations were not required for part-time employees.

Internal Affairs 2023 Annual Statistical Summary

Total IA Cases = 69

Total Sustained = 30

Total Not Sustained = 10

Total Exonerated = 4

Total Unfounded = 2

Total Administrative = 22

Pending Cases^(a) = 1

Fast Track Discipline^(b) = 9

Detention = 8

Law Enforcement = 1

Complaint Receipt

Internal Complaints = 39

External Complaints = 30

Complaint by Gender^(c)

Males = 59

Females = 29

Total by Department

Detention = 33

Law Enforcement = 30

Judicial = 4

Administration = 2

Investigative Inquiries = 65

Early Intervention^(d) = 9

(a) Current pending case is Commission of a Crime (cased has been tolled).

(b) FTD totals are part of the 'Total IA Cases' of 69 and part of the 'Total Sustained' of 30.

(c) These combined totals exceed the total number of cases as certain cases may have involved multiple employees.

(d) Early Intervention totals include cases reviewed from the last two months of 2022 as the program was initiated during December 2022.

2023 Internal Affairs Cases by Category / Sustained Findings

CATEGORIES:

1. Standard of Conduct/Integrity = 18	(Sustained = 6 / 33%)
2. Willful Neglect of Job Duties = 16	(Sustained = 10 / 63%)
3. Commission of a Crime = 6	(Sustained = 1 / 17%)
3. Excessive Use of Force (No Injury) = 6	(Sustained = 0)
4. Respect Toward Others = 3	(Sustained = 1 / 33%)
4. Untruthfulness Not in an Official Proceeding = 3	(Sustained = 2 / 67%)
5. Standard of Conduct/Integrity (Gross) = 2	(Sustained = 1 / 50%)
5. Insubordination = 2	(Sustained = 2 / 100%)
5. Harassment/Discrimination = 2	(Sustained = 0)
5. Misuse of Agency Equipment = 2	(Sustained = 2 / 100%)
5. Tardiness = 2	(Sustained = 2 / 100%)
6. Excessive Use of Force (Injury) = 1	(Sustained = 0)
6. Association with Criminals = 1	(Sustained = 1 / 100%)
6. Misuse of Weapons = 1	(Sustained = 1 / 100%)
6. Abuse of Agency Equipment = 1	(Sustained = 1 / 100%)
6. Processing Property and Evidence = 1	(Sustained = 0)
6. Inmate Death = 1	(Within Policy) ^(a)
6. Officer Involved Shooting = 1	(Within Policy) ^(a)

(a) The Office of Internal Affairs responds to these events. Administrative reviews are conducted to ensure that employees operated within the scope of Agency policy.

Internal Affairs Case Distribution

Cases^(a) = 69

Internal Affairs Investigations = 43
Administrative Investigations = 17
Fast Track Discipline (FTD) = 9

Distribution

Internal Affairs = 53

Detective Bayer = 24
Detective Dills = 23
Sergeant Collins = 6

Non-IA Supervisors = 16

Captain Carroll (LCDF) = 5
Captain Lee (LCDF) = 2
Lieutenant Henderson (LE) = 2
Captain Smith (LCDF) = 1
Captain Snow (LE) = 1
Lieutenant Salvo (LE) = 1
Sergeant O'Neal (LE) = 1
Sergeant Jagers (LE) = 1
Sergeant Gaines (LE) = 1
Sergeant Crump (LE) = 1

Investigative Inquiries^(b) = 65

Distribution

Internal Affairs = 38

Sergeant Collins = 24
Detective Bayer = 7
Detective Dills = 7

Non-IA Personnel = 27

Chief Lee (LCDF) = 3
Captain Tyson = 3
Director Brad Janowski = 3
A/S Harrelson = 1
Captain Carroll (LCDF) = 1
Captain Lee (LCDF) = 1
Lieutenant Blanton (LCDF) = 1
Lieutenant Brunner = 1
Lieutenant Shea = 1
Lieutenant McBride = 1
Lieutenant Glover = 1
Lieutenant Norrman = 1
Lieutenant Salvo = 1
Sergeant Lombardo = 1
Sergeant Epstein = 1
Sergeant O'Neal = 1
Sergeant Gaines = 1
FCU Detective Feldman = 1
CID Detective Barnes = 1
Director Elise Gann = 1
Risk Manager Mary Brown = 1

(a) These cases are authorized by the Sheriff and tracked by the Office of Internal Affairs.

(b) Investigative Inquiries are limited investigations conducted by either IA staff or other non-IA personnel. Inquiries are conducted when there are no apparent policy violations, with respect to some complaints. If an alleged policy violation is found during investigation, the inquiry can be changed to a formal investigation. All inquiries are recorded, summarized, and filed electronically by case number and complainant's name with the Internal Affairs Commander.

Early Intervention

The Leon County Sheriff's Office began developing the implementation of an Early Intervention Program during December 2022. Training was conducted with first-line supervisors and middle managers which included concepts of early intervention along with practical exercises.

Supervisors were provided with the reporting mechanisms module to be utilized within the "Blue Team" software application. Blue Team has additional tracking components which aggregates selected incidents that, if left unchecked, may be a cause of concern.

The Early Intervention Policy review and approval process was completed consistent with accreditation standards. Blue Team EI module testing was conducted with existing EI alerts recommended by IAPro staff familiar with the EI process.

The concept of early intervention enhances the LCSO's recent endeavors, that is, supervisory oversight during arrest situations and de-escalation.

The next phase of early intervention was completed with a policy review and an EI process flow from an EI Alert to supervisory notification, to an action step or closing of the alert process flow. The Accreditation Unit working with the Office of Internal Affairs has designed procedures for understanding and using the early intervention process.

System Alerts

The Office of Internal Affairs has been monitoring the "alert" system via IAPro's Early Intervention software to identify, review, and when necessary, make required notifications for an early intervention meeting with an employee. When an individual activity, or a combination of these events reaches a predetermined trigger (total number of events), an Early Intervention (EI) alert is generated. Currently, the activities being tracked consist of the following:

AI = Administrative Investigations
AVI = Agency Vehicle Incident
EC = External Complaint
IC = Internal Complaint
RTR = Response to Resistance
VP = Vehicle Pursuit

EI Total Cases^(a) = 9
Detention = 5
Law Enforcement = 4

Of the 9 total cases, 8 cases were identified by the Internal Affairs Commander, reviewed, and discussed with respective area supervisors. One case was identified by a law enforcement supervisor, brought to the attention of the Internal Affairs Commander, and then discussed with the employee and monitored. Only one case required external intervention.

(a) Four of the 9 cases for 2023 were carried over from 2022 due to program initiation.

Background Investigations

2023 Total Applicants = 215

Distribution

Investigator Jackson = 146 (70%)

P/T Detective Pate^(a) = 42 (20%)

P/T Investigator Mompeller^(b) = 14 (7%)

P/T Investigator Smith^(c) = 10 (5%)

Other^(d) = 3 (1%)

Historical Data

2022 Total Applicants^{(e)(f)(i)} = 195

2021 Total Applicants^{(e)(g)(i)} = 134

2020 Total Applicants^{(e)(g)} = 128

2019 Total Applicants^{(e)(h)} = 143

(a) Beginning in October 2023, Detective Pate also assisted the Accreditation Unit.

(b) Hired in June 2023.

(c) Transferred in August 2023.

(d) Three members from outside the Background Investigation Unit processed these applicants.

(e) The Background Investigation Unit was organizationally located within Human Resources.

(f) Detective Pate was assigned to the Background Investigation Unit as of October 2022.

(g) All cases assigned to Investigator Jackson.

(h) Investigator Jackson assigned to Background Investigation Unit as of June 2019.

(i) Investigator Smith was used in a limited capacity beginning October 2021.

Internal Affairs Training

The Office of Internal Affairs assisted the LCSO Training Unit and Human Resources by conducting training for Recruit Orientation (both Law Enforcement and Detention) and Quarterly Supervisor training.

In 2023, the Office of Internal Affairs provided 36 hours of in-house training.

Recruit Orientation = 28 hours

January 23, 2023 (Law Enforcement) – Sergeant Collins and Detective Dills = 4 hours

May 3, 2023 (Detention) – Sergeant Collins and Detective Dills = 4 hours

June 29, 2023 (Detention) – Sergeant Collins and Detective Dills = 4 hours

July 24, 2023 (Law Enforcement) – Sergeant Collins and Detective Dills = 4 hours

August 2, 2023 (Detention) – Sergeant Collins and Detective Dills = 4 hours

November 1, 2023 (Law Enforcement) – Sergeant Collins and Detective Bayer^(a) = 4 hours

December 1, 2023 (Detention) – Sergeant Collins and Detective Bayer = 4 hours

Quarterly Supervisor Training = 8 hours

May 4, 2023 – Sergeant Collins = 2 hours

May 10, 2023 – Sergeant Collins = 2 hours

August 24, 2023 – Sergeant Collins = 2 hours

September 18, 2023 – Sergeant Collins = 2 hours

(a) Detective Bayer recently graduated Instructor Techniques and was completing his internship under the direction of Sergeant Collins.

Citizen Advisory Council

The Leon County Sheriff's Office partnered with a collective membership of citizens to form the LCSO Citizen Advisory Council (CAC). This diverse group meets with monthly with members of the Office of Administration and External Affairs.

Monthly topics include highlights of LCSO community activities, presented by Public Information Officer Angela Sherrod, a review of closed/redacted internal affairs investigations, a review of draft Agency policies, and associated guest speakers on a variety of topics.

The CAC schedule is set to meet monthly via Zoom with four in-person meetings throughout the year. Sheriff Walt McNeil meets during in-person meetings but will attend via Zoom, schedule permitting.

2023 CAC Highlights

Total Members = 24

Policies Reviewed = 11

Internal Affairs Cases Reviewed = 40

Internal Affairs – Other Activities/Projects

The Office of Internal Affairs is also involved in the following activities:

- Annual Response to Resistance Report (Law Enforcement and Detention)
- Annual attendance at the LCSO Strategic Goals and Planning Retreat
- Annual Financial Statement Fraud Audit
- Annual U.S. Marshal's Detention Facility Audit (Assist LCDF)
- Quarterly Driver and Vehicle Information Database (DAVID) Audit
- Quarterly Florida Incident Based Reporting System (FIBRS) Officer Involved Shooting Audit
- Quarterly Response to Resistance, Training, and Policy Summary
- Quarterly Strategic Planning and Goals Update
- Quarterly Risk Management IA Office Inspection
- Monthly Key Performance Indicators (KPIs) for Internal Affairs and Background Investigations
- Monthly participation at the Citizen Advisory Council meeting
- Review and reconciliation of all Response to Resistance (RTR) reports
- Submission of proofs for CFA and CALEA accreditation compliance for Internal Affairs and Background Investigations
- Response to Public Records Requests (PRR)
- Receipt and Review of LCSO Citizen Feedback via the Online Portal
- Monitor the FDLE Information Notification System (FINS)

Office of Internal Affairs staff are currently involved in/completed the following projects:

- IAPro/Blue Team software transition to Axon Standards. Internal Affairs staff has been heavily involved in this process. IA staff have currently attended 12 meetings (11 via Zoom / 1 on-site).
- Detective Dills was selected as a member of the LCSO De-escalation Committee and Intranet Re-alignment Committee.
- DHSMV Data Exchange MOU project for Agency driver's license checks.
- Detective Bayer and Detective Dills obtained certifications as armorers for Glock pistols and patrol rifles.
- Detective Dills obtained certification as an Agency firearms instructor.
- Detective Bayer obtained certification as an Agency general instructor.
- Implemented Brady/Giglio submissions to SAO in July 2023.
- Sergeant Collins submitted Career Pathing Matrix for IA and Background Investigations to HR in August 2023.

2023 – 2022 IA Comparison

2023

Total IA Cases = 69
Total Sustained = 30
Total Not Sustained = 10
Total Exonerated = 4
Total Unfounded = 2
Total Administrative = 22
Pending Cases = 1

Fast Track Discipline = 9
Detention = 8
Law Enforcement = 1

Complaint Receipt
Internal Complaints = 39
External Complaints = 30

Complaint by Gender
Males = 59
Females = 29

Total by Department
Detention = 33
Law Enforcement = 30
Judicial = 4
Administration = 2

Investigative Inquiries = 65

Early Intervention = 9

2022

Total IA Cases = 89
Total Sustained = 35
Total Not Sustained = 12
Total Exonerated = 4
Total Unfounded = 2
Total Administrative = 36

Fast Track Discipline^(a) = N/A

Complaint Receipt
Internal Complaints = 48
External Complaints = 41

Complaint by Gender
Males = 66
Females = 29
Unknown^(b) = 5

Total by Department
Detention = 43
Law Enforcement = 33
Judicial = 7
Administration = 3
Unknown^(c) = 3

Investigative Inquiries^(d) = N/A

Early Intervention^(e) = N/A

(a) FTD was not implemented until January 2023 per Police Benevolent Association (PBA) Collective Bargaining Agreement (CBA).

(b) Complainant could not provide a name or describe employee.

(c) Complainant could not provide where incident occurred.

(d) Investigative Inquiry procedures was implemented in January 2023.

(e) Early Intervention Program initiated in December 2022.

2022 Internal Affairs Cases by Category / Sustained Findings

CATEGORIES:

1. Respect Toward Others = 16	(Sustained = 1 / 6%)
2. Excessive Use of Force Not Resulting in Injury = 14	(Sustained = 2 / 14%)
3. Standard of Conduct/Integrity = 13	(Sustained = 8 / 62%)
4. Commission of a Crime = 6	(Sustained = 4 / 67%)
5. Willful Neglect of Job Duties = 5	(Sustained = 3 / 60%)
6. Harassment/Discrimination = 4	(Sustained = 0)
6. In-Custody Death = 4	(Within Policy)
7. Standard of Conduct/Integrity (Gross) = 2	(Sustained = 2 / 100%)
7. Gross Insubordination = 2	(Sustained = 2 / 100%)
7. Communicating Confidential Information = 2	(Sustained = 1 / 50%)
7. Endangering Others Through Neglect of Job Duties = 2	(Sustained = 1 / 50%)
7. Untruthfulness Not in an Official Proceeding = 2	(Sustained = 1 / 50%)
7. Use or Odor of Alcoholic Beverages = 2	(Sustained = 1 / 50%)
7. Administrative Review = 2	(Within Policy)
8. Relationships with Inmates = 1	(Sustained = 1 / 100%)
8. Controlled Substance Use = 1	(Sustained = 1 / 100%)
8. Misuse of Official Position = 1	(Sustained = 0)
8. Insubordination = 1	(Sustained = 1 / 100%)
8. Disregarding Job Duties by Neglect = 1	(Sustained = 1 / 100%)
8. Emerg Response/MV Pursuit (No Injury/Prop Damage) = 1	(Sustained = 1 / 100%)
8. Unauthorized Practices Utilizing Public Mediums = 1	(Sustained = 0)
8. Untruthfulness in an Official Proceeding = 1	(Sustained = 0)
8. Use and Handling of Weapons = 1	(Sustained = 1 / 100%)
8. Excessive Absenteeism = 1	(Sustained = 1 / 100%)
8. Sleeping on Duty = 1	(Sustained = 1 / 100%)
8. Tardiness = 1	(Sustained = 1 / 100%)



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