

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



2024

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 Bureau (CIB), 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, Department of Detention, or the Department of Judicial Services (this section includes the Bailiff, Warrants, and Transport Units).

The LCSO Background Investigation 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 interns, volunteers, or contracted personnel. Modified background investigations are completed on personnel who leave employment but return within one year.

PERSONNEL

The Office of Internal Affairs is staffed by four sworn members: one Captain^(b), one Sergeant, and two detectives.

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

All personnel assigned report directly to the Sergeant, for a span of control ratio of 6:1. The Sergeant reports directly to the Captain. The Sergeant is responsible for generating annual evaluations on all personnel^(d).

(a) Staff working at the Consolidated Dispatch Agency (CDA), medical staff at the Leon County Detention Facility (LCDF), or other contracted personnel, should it be determined they were subjects of a complaint, would not be investigated by the Office of Internal Affairs.

(b) Captain Chris Jacobs was transferred to Internal Affairs on April 19, 2024.

(c) The Unit was organizationally transferred under the direction of the Office of Internal Affairs January 2023.

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

Internal Affairs 2024 Annual Statistical Summary

Total IA Cases = 77

Total Sustained = 42

Total Not Sustained = 12

Total Exonerated = 4

Total Unfounded = 10

Total Administrative = 9

Fast Track Discipline^(a) = 13

Law Enforcement = 8

Detention = 5

Complaint Receipt

Internal Complaints = 61

External Complaints = 16

Complaint by Gender^(b)

Males = 82

Females = 15

Total by Department

Detention = 37

Law Enforcement = 35

Judicial = 2

Administration = 3

Investigative Inquiries = 77

Early Intervention^(c) = 4

(a) FTD totals are part of the 'Total IA Cases' of 77 and part of the 'Total Sustained' of 42.

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

(c) Early Intervention initiatives for 2024 were accomplished without the use of a software program as the Office of Internal Affairs was converting from Blue Team to Axon Standards.

2024 Internal Affairs Cases by Category / Sustained Findings

CATEGORIES:

1. Standard of Conduct/Integrity = 16	(Sustained = 7 / 43.75%)
2. Willful Neglect of Job Duties = 10	(Sustained = 7 / 70%)
3. Standard of Conduct/Integrity (Gross) = 8	(Sustained = 6 / 75%)
4. Disregarding Job Duties by Neglect = 6	(Sustained = 3 / 50%)
5. In-Custody Death = 5 ^(a)	(Sustained = 1 / 20%)
6. Commission of a Crime = 4	(Sustained = 1 / 25%)
Respect Toward Others = 4	(Sustained = 1 / 25%)
7. Insubordination = 3	(Sustained = 1 / 33.33%)
8. Excessive Use of Force Resulting in Injury = 2	(Sustained = 0)
Abuse of Agency Equipment = 2	(Sustained = 2 / 100%)
9. Excessive Use of Force – No Injury = 1	(Sustained = 0)
Gross Insubordination = 1	(Sustained = 1 / 100%)
Controlled Substance = 1	(Sustained = 1 / 100%)
Untruthfulness in an Official Proceeding = 1	(Sustained = 1 / 100%)
Untruthfulness Not in an Official Proceeding = 1	(Sustained = 1 / 100%)
Unauthorized Use of Public Medium (Gross) = 1	(Sustained = 1 / 100%)
Association with Inmates = 1	(Sustained = 1 / 100%)
Misuse of D.A.V.I.D. = 1	(Sustained = 1 / 100%)
Harassment/Discrimination = 1	(Sustained = 0)
Endorsements/Lobbying = 1	(Sustained = 1 / 100%)
Misuse of Weapons = 1	(Sustained = 1 / 100%)
Misuse of Agency Equipment = 1	(Sustained = 1 / 100%)
Failure to Work OT/Special Hours = 1	(Sustained = 1 / 100%)
Sleeping on Duty = 1	(Sustained = 1 / 100%)
Completion of Reports = 1	(Sustained = 1 / 100%)
Attempted Inmate Suicide ^(b) = 1	(Within Policy)
Officer Involved Shooting = 1	(Within Policy)

(a) Of the five inmate deaths within the Detention Facility, one case was attributed to an employee policy violation for Endangering Others Through Neglect of Job Duties (L4).

(b) This incident was reviewed by Internal Affairs to ensure employee compliance with policy.

2024 Internal Affairs Case Distribution

Cases^(a) = 77

Internal Affairs Investigations = 64
Fast Track Discipline (FTD) = 13

Internal Affairs = 60

Detective Wulfekuhl^(b) = 19
Detective Dills^(c) = 19
Detective Frazier^(d) = 11
Detective Bayer^(e) = 5
Sergeant Collins = 6

Non-IA Supervisors = 17

Captain Glover (LE) = 4
Captain N. Smith (LCDF) = 3
Captain Tyson (LE) = 3
Captain J. Lee (LCDF) = 1
Captain Blalock (LCDF) = 1
Captain Guzman (LE) = 1
Lieutenant T. Henderson (LE) = 1
Sergeant Tim (LE) = 1
Sergeant Tryman (LE) = 1
Sergeant Leserra (LE) = 1

Investigative Inquiries^(f) = 77

Internal Affairs = 43

Sergeant Collins = 33
Detective Bayer^(e) = 5
Detective Dills^(c) = 5

Non-IA Personnel = 34

Chief E. Lee (LCDF) = 4
Sergeant Bayer^(e) (LE) = 3
Captain Tyson (LE) = 2
Lieutenant Milliken (LE) = 2
Sergeant Ganim (LE) = 2
Sergeant Dills^(c) (LE) = 2
A/S Benedict (LE) = 1
A/S Gibson (LE) = 1
Chief B. Green (LE) = 1
Captain N. Smith (LCDF) = 1
Captain Brunner (LE) = 1
Captain Glover (LE) = 1
Lieutenant Meggs (LE) = 1
Lieutenant Norrman (LE) = 1
Lieutenant Salvo (LE) = 1
Lieutenant Roufa (LE) = 1
Lieutenant Epstein (LE) = 1
Sergeant McLeod (LE) = 1
Sergeant B. Revell (LE) = 1
Sergeant Tryman (LE) = 1
Sergeant Lesserra (LE) = 1
Sergeant Sears (LE) = 1
Sergeant Vides (LE) = 1
Sergeant Chet Wilson (LE) = 1
Res. Capt. B. Fair (LE) = 1

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

(b) Detective Colin Wulfekuhl was transferred to Internal Affairs on May 03, 2024.

(c) Detective Mac Dills was promoted to Sergeant and transferred to Uniform Patrol on November 15, 2024.

(d) Detective Max Frazier was transferred to Internal Affairs on November 15, 2024.

(e) Detective Adam Bayer was promoted to Sergeant and transferred to Uniform Patrol on May 03, 2024.

(f) Investigative Inquiries are conducted by either IA staff or other non-IA personnel. Inquiries are conducted when there are no apparent policy violations.

Internal Affairs Three Year Historical Statistics		
2022	2023	2024
Total IA Cases = 89	Total IA Cases = 69	Total IA Cases = 77
Total Sustained = 35	Total Sustained = 31	Total Sustained = 42
Total Not Sustained = 12	Total Not Sustained = 10	Total Not Sustained = 12
Total Exonerated = 4	Total Exonerated = 4	Total Exonerated = 4
Total Unfounded = 2	Total Unfounded = 2	Total Unfounded = 10
Total Administrative = 36	Total Administrative = 22	Total Administrative = 9
Fast Track Discipline(a) = N/A	Fast Track Discipline = 9	Fast Track Discipline = 13
	Detention = 8	Law Enforcement = 8
	Law Enforcement = 1	Detention = 5
Complaint Receipt	Complaint Receipt	Complaint Receipt
Internal = 48	Internal = 39	Internal = 61
External = 41	External = 30	External = 16
Complaint by Gender	Complaint by Gender	Complaint by Gender
Males = 66	Males = 59	Males = 82
Females = 29	Females = 29	Females = 15
Unknown(b) = 5		
Total by Department	Total by Department	Total by Department
Detention = 43	Detention = 33	Detention = 37
Law Enforcement = 33	Law Enforcement = 30	Law Enforcement = 35
Judicial = 7	Judicial = 4	Judicial = 2
Administration = 3	Administration = 2	Administration = 3
Unknown(c) = 3		
Investigative Inquiries(d) = N/A	Investigative Inquiries = 65	Investigative Inquiries = 77
Early Intervention(e) = N/A	Early Intervention = 9	Early Intervention = 4
(a) FTD was not implemented until January 2023 per PBA Collective Bargaining Agreement		
(b) Complainants could not provide name or describe employees		
(c) Complainants could not provide where employee worked within the Agency		
(d) Investigative Inquiry procedures implemented in January 2023		
(e) Early Intervention Program initiated in 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 = 2 / 33%)
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. In-Custody Death = 1	(Within Policy)
6. Officer Involved Shooting = 1	(Within Policy)

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 = 14	(Sustained = 8 / 57%)
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%)

Early Intervention

The Leon County Sheriff's Office (LCSO) began developing the implementation of an Early Intervention Program during December 2022. The concept of early intervention enhances LCSO's recent endeavors, that is, supervisory oversight during arrest situations and de-escalation.

Training was conducted with first-line supervisors and middle managers which included concepts of early intervention along with practical exercises.

Supervisors were trained on the 'trigger events' created within the Blue Team Early Intervention (EI) software reporting module, which also aggregated selected incidents that, if left unchecked, may be a cause of concern.

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

On January 01, 2024, the LCSO transitioned from Blue Team software to Axon Standards. The transition phase included the rollout of two new online reporting platforms; Response to Resistance (RTR) reports and Agency Vehicle Incidents (AVI).

Reporting platforms for Internal Affairs Complaints/Investigations, Vehicle Pursuits, Weapons Discharge, and the Early Intervention Program were not yet created/activated at this time.

During 2024, events commensurate with early intervention initiatives were monitored by the Internal Affairs Sergeant.

In 2024, there were four early intervention initiatives identified. Working with our partners within Human Relations and Wellness, three of the four initiatives were referred to the employee assistance program (EAP) and one was reviewed regarding a response to resistance alert that was determined to be within policy and agency requirements for responding to resistance.

EI Total Cases = 4

Law Enforcement = 3 (3 EAP referrals)

Detention = 1 (Supervisor Discussion)

Background Investigations

2024 Total Applicants = 226^(a)

Distribution

Investigator Patti Jackson = 86 (38%)

P/T Detective David Pate^(b) = 71 (31%)

P/T Investigator Mike Smith = 47 (21%)

P/T Investigator Regla Mompeller = 22 (10%)

Historical Data

2023 Total Applicants^(c) = 215

2022 Total Applicants^{(d)(e)(h)} = 195

2021 Total Applicants^{(d)(f)(h)} = 134

2020 Total Applicants^{(d)(f)} = 128

2019 Total Applicants^{(d)(g)} = 143

(a) The Detention Recruitment Fair generated 99 background investigations between 10-01-24 and 12-31-24.

(b) Detective Pate also assisted the Accreditation and Training Units.

(c) Three members from outside the Background Investigation Unit processed three applicants.

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

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

(f) All cases assigned to Investigator Jackson.

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

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

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 monthly to engage in discussions regarding closed/redacted internal affairs investigations and policy development.

Monthly topics also include highlights of LCSO community activities and associated guest speakers on a variety of topics.

The CAC meets monthly consisting of eight Zoom meetings and four in-person meetings. Sheriff Walt McNeil meets during in-person meetings and will attend via Zoom, schedule permitting.

2024 CAC Highlights

Total Members = 22

Internal Affairs Cases Reviewed = 54

Policies Reviewed = 6

Internal Affairs Training

The Office of Internal Affairs assisted the LCSO Training Unit and Human Relations by conducting Recruit Orientation training (Law Enforcement), In-Service Defensive Tactics training, Internal Affairs for Supervisors, and Supervisor Quarterly training.

In 2024, the Office of Internal Affairs conducted 25.5 hours of in-house training.

Recruit Orientation = 12 hours

January 26, 2024 (Law Enforcement) – Captain Jacobs, Sergeant Collins and Detective Bayer = 4 hours

May 24, 2024 (Law Enforcement) – Captain Jacobs, Sergeant Collins and Detective Dills = 4 hours

July 17, 2024 (Law Enforcement) – Captain Jacobs, Sergeant Collins and Detective Dills = 4 hours

In-Service Training = 8 hours

August 05, 2024 – Sergeant Collins = 6 hours

August 06, 2024 – Sergeant Collins = 2 hours

Internal Affairs Training for Supervisors = 1.5 hours

April 23, 2024 – Captain Jacobs = 1.5 hours

Supervisor Quarterly Training = 4 hours

June 04, 2024 – Captain Jacobs = 2 hours

June 06, 2024 – Captain Jacobs = 2 hours

Internal Affairs – Other Activities/Projects

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

- Response to Resistance Report (Law Enforcement and Detention)
- 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), Weapons Discharge, and Pursuit Review 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)

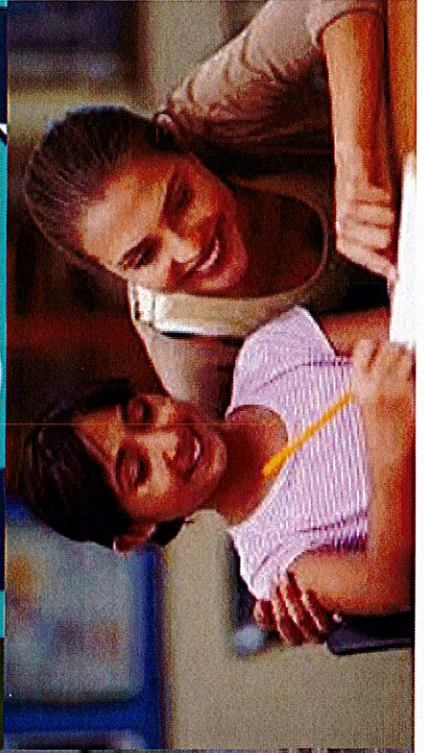
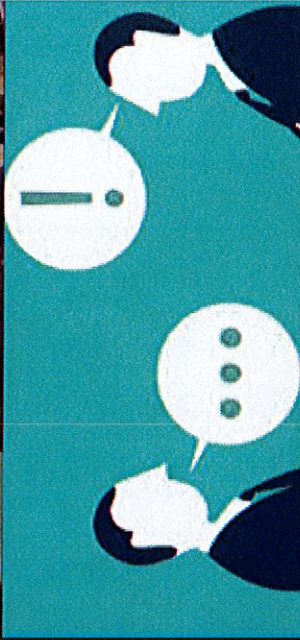
Office of Internal Affairs staff are currently involved in/completed the following projects:

- Completed IAPro/Blue Team software transition to Axon Standards. Rollout date initiated on January 01, 2024.
- Commenced and completed Axon Standards Internal Affairs Complaint and Case Management reports, Weapons Discharge Form, and Pursuit Review Report..
- DHSMV Data Exchange MOU project for Agency driver's license checks initiative in-progress.
- Captain Jacobs created and designed the Office of Internal Affairs Vision Board.
- Detective Adam Bayer and Detective Mac Dills were promoted to the rank of Sergeant and transferred to Uniform Patrol.
- Detective Colin Wulfekuhl and Detective Max Frazier were transferred to the Office of Internal Affairs.



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INTERNAL AFFAIRS





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