

HILLSBOROUGH COUNTY SHERIFF'S OPERATIONS CENTER

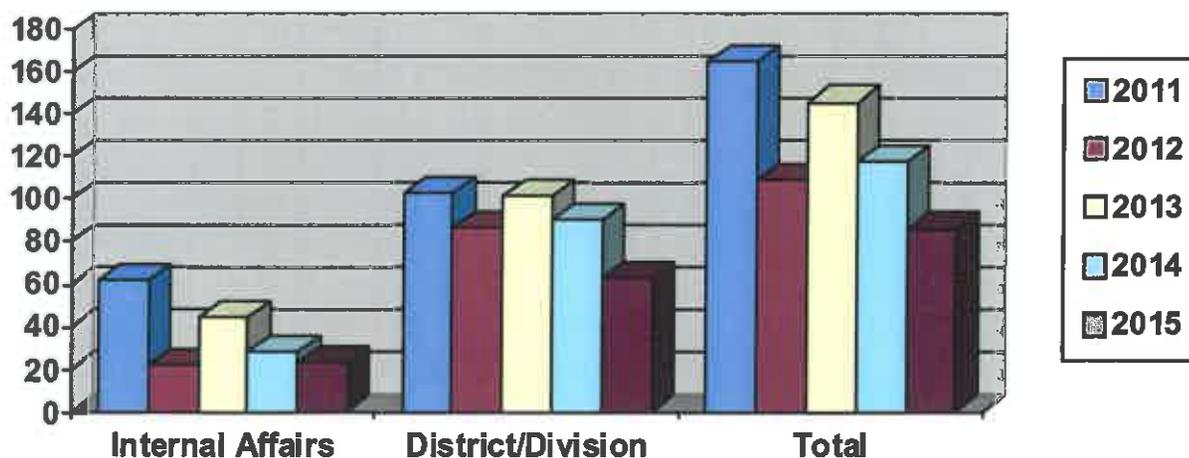


2015 Annual Analysis of Employee Misconduct

The total numbers of citizen complaints received decreased by 27% in 2015. Citizen complaints continue to be captured using the Blue Team interface for IA Pro. This enables supervisors in the field to document any issue and action taken. The Professional Standards Section actively encourages all facets of the Sheriff's Office to document Citizen Complaints.

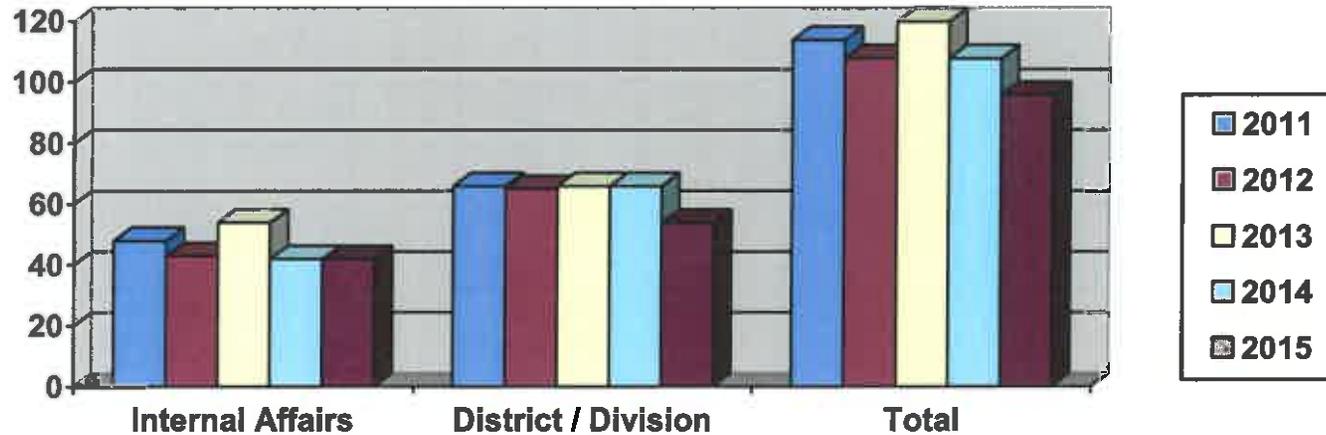
Citizen Complaints Received	2011	2012	2013	2014	2015
Internal Affairs	62 (38%)	22 (20%)	44 (30%)	28 (24%)	23 (27%)
District/Division	103 (62%)	87 (80%)	102 (70%)	90 (76%)	63 (73%)
Total Complaints	165	109	146	118	86

Complaints Received



Administrative Cases	2011	2012	2013	2014	2015	5 Year Average
Internal Affairs	48	43	54	42	42	46
District / Division	66	65	66	66	54	63
Total Investigations	114	108	120	108	96	109

Investigations Conducted 2011 - 2015



Overall misconduct investigations decreased 20% from 120 in 2013 to 96 in 2015.

In 2015, investigations completed by department show the Department of Patrol Services (DPS) investigated the greatest number of misconduct investigations, 42.

During the past five (5) years, DPS investigated on average 45% of all misconduct cases, while the Department of Detention Services (DDS) accounted for 32% and Department of Investigative Services (DIS) accounted for approximately 8% (See below).

Investigations by Department	2011	2012	2013	2014	2015	5 Year Average
Operational Support	20	14	12	15	8	14 (13%)
Detention Services	33	39	28	42	33	35 (32%)
Investigative Services	8	9	7	12	11	9 (8%)
Patrol Services	52	45	69	39	42	49 (45%)
Office of Chief Deputy	1	1	4	0	2	2 (2%)
Total Investigations	114	108	120	108	96	109

*****The total numbers in this analysis do NOT include administrative investigations related to traffic crashes. Traffic crash figures will be revealed in a separate report.**

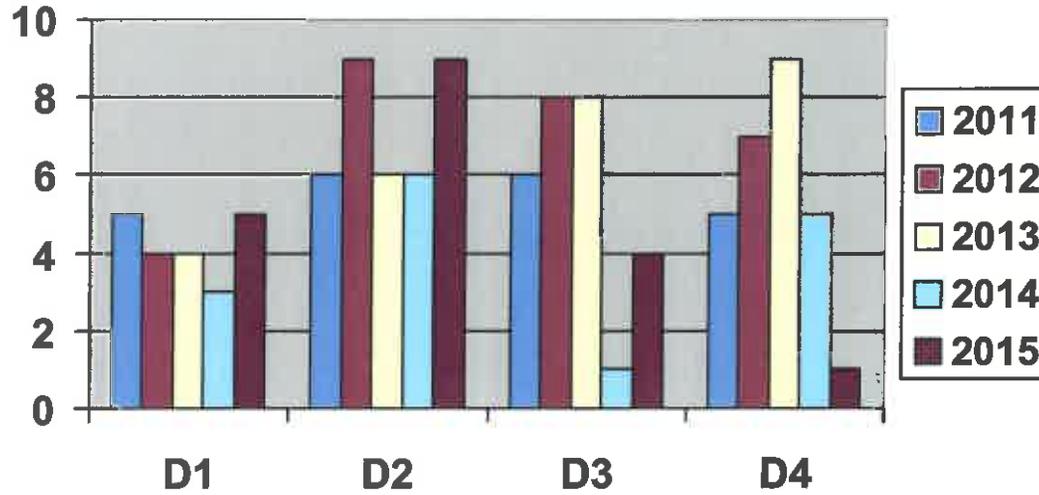


Breakdown of which Division / District / Bureau conducted Administrative cases for the past five (5) years

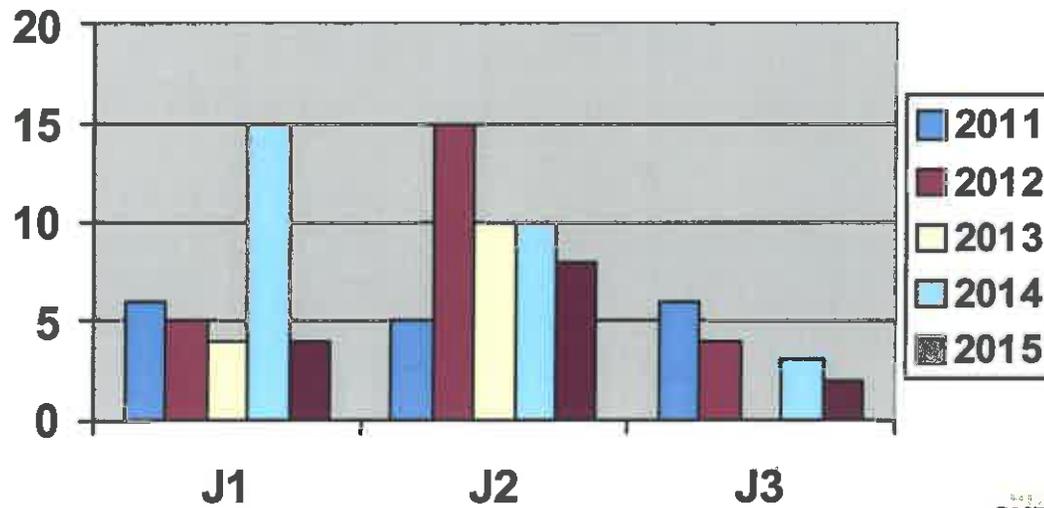
Investigative Unit	2011	2012	2013	2014	2015	5 Year Average
Child Protective Investigations	1	1	0	1	2	1 (1%)
Communications Bureau	7	2	10	0	6	5 (5%)
Comptroller / H.R. / Legal	0	0	1	0	2	1 (1%)
Community Outreach	3	3	2	3	1	2 (2%)
Court Operations	1	0	2	6	4	3 (3%)
Criminal Investigations	0	1	3	3	1	2 (2%)
District 1	5	4	4	3	5	4 (4%)
District 2	6	9	6	6	9	7 (6%)
District 3	6	8	8	1	4	5 (5%)
District 4	5	7	9	5	1	5 (5%)
Homeland Security	0	1	2	6	1	2 (2%)
Information Services	6	1	1	1	0	2 (2%)
Jail Division 1	6	5	4	15	4	7 (6%)
Jail Division 2	5	15	10	10	8	10 (9%)
Jail Division 3	6	4	0	3	2	3 (3%)
Professional Standards	48	43	54	42	42	46 (42%)
Special Investigations	3	2	2	2	4	3 (3%)
Support/General Services	3	1	2	1	0	1 (1%)
Training	3	1	0	0	0	1 (1%)
Total Investigations	114	108	120	108	96	



Investigations by Patrol District



Investigations by Jail Division



Five-year history of ALL sustained allegations (2011 – 2015) by Type and Allegation

Neglect of Duty	2011	2012	2013	2014	2015
Absence from Duty without Proper Notification	3	3	1	2	2
Abuse of Rest Periods	0	0	0	1	0
Care and Maintenance of Firearms	0	0	1	0	0
Failure to Follow SOP, Directive, Sheriff's Order	20	7	16	21	20
Failure or Refusal to Work Overtime or Special Hours	2	0	0	0	0
Failure to Report Loss of Equipment, Badge, ID Card	0	0	1	1	0
Failure to Respond to a Subpoena	4	12	6	2	0
Inattention to Duties	29	20	17	22	11
Leaving Assigned Work Area	1	0	0	2	1
Misuse of Sick Benefits	1	1	1	2	0
Negligence Associated Safety of Person or Property	7	6	1	3	5
Negligence – Not Endangering	5	4	1	4	0
Notification of Correct Address and Phone Number	0	0	0	1	1
Render Assistance On or Off Duty	0	0	0	1	1
Search of Arrested Persons	0	0	1	3	5
Submission of Reports and Documents	2	0	2	3	1
Tardiness	4	4	6	1	4

Insubordination	2011	2012	2013	2014	2015
Abusiveness	0	0	0	1	0
Compliance with a Direct Order of a Superior	12	2	0	4	2
Prompt Compliance with a Lawful Order	2	0	0	0	0
Respect Toward Superiors	1	3	0	3	0
Signing of Documents	1	1	0	0	1

Improper Conduct	2011	2012	2013	2014	2015
Association with Criminals	0	3	1	0	1
Careless Handling of Equipment	0	1	1	2	0
Code of Ethics for Public Officers and Employees	1	1	0	3	2
Communicating Criminal Information	2	0	0	0	0
Conduct Unbecoming a Member of the Sheriff's Office	19	12	8	8	6
Conflict of Interest; Personal Involvement	0	0	0	0	1
Correspondence	0	0	0	1	0
Defacing Sheriff's Office Facilities or Equipment	0	0	1	0	0
Derogatory Remarks	0	1	1	0	0
Discourtesy	6	2	1	2	3
Dissemination of Information	0	0	1	1	0
Excessive or Unnecessary Force	2	0	2	0	3
Falsification of Official Documents	6	4	2	6	1
Handling of Money and Property	1	0	1	0	3
Harassment	1	0	0	0	0
Horseplay / Distractions	1	0	0	0	0
Improper Use of Official Position	1	0	1	2	2
Misdirected Action of Personnel Under Investigation	1	0	0	0	1
Misuse of Communication Facilities	5	6	12	6	6
Misuse or Abuse of Sheriff's Equipment/Vehicles	0	0	0	1	0
Off-Duty Employment	0	0	0	0	1
Operation of S.O. Vehicle after Consumption of Alcohol	1	0	0	0	0
Processing Property and Evidence	3	0	1	1	2
Profanity / Gestures	3	1	1	3	2
Public Disparagement	1	0	0	0	0
Radio Transmissions	0	1	0	0	0
Standard of Conduct	0	0	0	0	3
Unprofessional Relationship with an Inmate	0	2	1	1	0
Untruthfulness	9	4	8	3	3
Use, Storage and Handling of Weapons	3	5	3	21	13
Violating Laws Relating to Office of Sheriff	0	0	4	0	0



Unlawful Conduct	2011	2012	2013	2014	2015
Commission of a Misdemeanor	4	6	9	6	7
Commission of a Felony	2	3	4	2	0
Failure to Report Personal Unlawful Conduct	0	0	0	2	0
Failure to Act	0	0	1	0	2
Non-Criminal Violations	0	0	1	0	0

Job Knowledge / Performance	2011	2012	2013	2014	2015
General Proficiency	10	6	4	10	7
Supervisor Responsibility	3	2	2	6	4
Violation of Rules, Regulations and/or Procedures	0	0	3	0	0

TRENDS

When looking at increasing trends for sustained allegations over the past five (5) years, Search of Arrested Persons has increased steadily from zero (0) in 2011 to five (5) in 2015. Use, Storage and Handling of Weapons violations jumped 600% from three (3) in 2013 to 21 in 2014, but declined 62% in 2015 (13).

For decreasing trends, sustained allegations of Falsification of Official Documents dropped 83% from six (6) in 2014 to one (1) in 2015, and Conduct Unbecoming a Member of the Sheriff's Office has declined steadily from 19 in 2011 to six (6) in 2015, an overall decrease of 68%. Untruthfulness also saw a significant decline from nine (9) in 2011 to three (3) in 2015 (67%).



Increasing Allegations (5 year trend)	2011	2012	2013	2014	2015
General Proficiency	10	6	4	10	7
Search of Arrested Persons	0	0	1	3	5
Use, Storage and Handling of Weapons	3	5	3	21	13

Decreasing Allegations (5 year trend)	2011	2012	2013	2014	2015
Falsification of Official Documents	6	4	2	6	1
Conduct Unbecoming a Member of the Sheriff's Office	19	12	8	8	6
Inattention to Duties	29	20	17	22	11
Untruthfulness	9	4	8	3	3

Allegations investigated from 2011 through 2015 were sustained 97% of the time, on average.

Case Findings	2011	2012	2013	2014	2015
Sustained	105	101	115	106	87
Unfounded	4	1	4	1	1
Unsubstantiated	4	6	1	1	7
Exonerated	1	0	0	0	1
Exonerated Due to Policy Failure	0	0	0	0	0
TOTAL CASES	114	108	120	108	96



Disciplinary Actions Taken	2011	2012	2013	2014	2015
Letter of Counseling	14	5	17	18	12
Letter of Reprimand	49	44	46	45	25
Suspension	50	41	44	51	41
Demotion	8	4	5	2	6
Dismissal	4	14	3	4	2
Retired/Resigned	19	13	17	11	8

Note: Retired/Resigned category includes all of the following actions taken: Retired, Resigned, Retired in lieu of Dismissal and Resigned in lieu of Dismissal.

Discipline by way of a Letter of Reprimand and Suspension have remained the preferred method of discipline. Only two employees were formally dismissed in 2015.

Discipline by Actions Taken

