

Annual Analysis of Employee Misconduct

2010



Professional Standards Section

This 2010 report is the continuation of a more informative and comprehensive system of evaluating and identifying misconduct trends. The agency has shown a dramatic decrease in the number of recorded citizen complaints from 2009 to 2010. This decrease is the result of several factors: better training of new hired deputies, staff identifying behavior concerns and taking corrective action prior to it becoming a formal discipline issue and enforcing a stern but fair level of discipline on employees with sustained formal disciplinary cases. Employees and supervisors are being held accountable for their actions.

Citizen Complaints Received	2006	2007	2008	2009	2010
Internal Affairs	434	492	110	82	53
District /Division	366	386	327	258	132
Total # of Complaints	800	878	437	340	185

The total number of Internal Affairs investigations conducted during 2010 showed a slight increase over the 2009 period. This is in direct relationship to the administration holding employees and supervisors accountable. The total number of District/Division investigations decreased between 2009 and 2010, due in part to the District/Division Commanders and supervisors identifying and resolving issues prior to them rising to the level requiring formal discipline.

Investigations Conducted	2006	2007	2008	2009	2010
Internal Affairs Cases	56	54	56	49	54
District /Division Cases	133	123	93	121	84
Total # of Investigations	189	177	149	170	138

Demotions and suspensions have shown a substantial increase over the past three (3) year period. Enforcement of Rules and Regulations (6.1.06) Failure to Act has prompted an increase in employees coming forward after witnessing improper conduct incidents. This should be encouraged by supervisors and will be a deterrent to acts of misconduct throughout the agency in the future.