

# **Polk County Sheriff's Office**

## **OFFICE OF PROFESSIONAL COMPLIANCE**

### **ADMINISTRATIVE INVESTIGATIONS SECTION**



*2006 Administrative Complaint Annual Report  
April 1, 2007*

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## INTRODUCTION

A system to investigate and review all complaints made against Polk County Sheriff's Office (PCSO) members is essential to establish and maintain the confidence of the citizens of Polk County, to protect the integrity/rights of the agency members, and to protect the public from inappropriate behavior by Sheriff's Office Members.

It is the policy of the Sheriff's Office to investigate all administrative complaints against the agency and its members and to maintain an Administrative Investigations Section (AIS) which shall thoroughly, expeditiously, and impartially investigate all assigned complaints or cases involving the agency's integrity. The AIS is an organizational component within the Office of Professional Compliance (OPC) reporting directly to the Sheriff/Chief of Staff. [CALEA 52.1.2]  
[PSCA 1.4.2]

The AIS shall be responsible for recording and registering all administrative complaints against the agency and its members. The AIS shall maintain the integrity and confidentiality of all administrative investigation files and records, in accordance with Section 112.533, F.S. The AIS shall maintain a computerized Administrative Investigations Management (AIM) system, accordingly. [CALEA 52.1.10] [FCAC 4.15 A, B]

In accordance with PCSO General Order 52.1 – Administrative Investigations and Inquiries, all administrative complaints are initially documented on an Administrative Complaint Form (PCSO Form 183). The AIS assigns a sequential master Complaint Referral (CR) number to each complaint (e.g.: CR06-001, CR6-002, etc.) received during each calendar year (January 1 – December 31).

Each CR is subsequently assigned a corresponding Administrative Investigation (AI) or Administrative Inquiry (AQ) number, accordingly (e.g.: AI06-001, AI06-002, or AQ06-001, AQ06-002, etc.). This numbering system facilitates the tracking and accountability of each complaint assigned to a particular department/office for AQ or to the AIS for AI.

All administrative complaint information is entered in the AIS AIM System for case management and reporting.

Pursuant to PCSO General Order 52.1 – Annual Report and CALEA Accreditation Standard 1.2.9, an annual review and analysis regarding all reported administrative complaints initiated by the citizens of Polk County, PCSO agency members and outside/contract agencies has been completed.

Accordingly, the 2006 Administrative Complaint Annual Report provides a comprehensive review and detailed summary of these reported administrative complaints.

## 2006 ADMINISTRATIVE COMPLAINTS

A total of **313 administrative complaints** were reported and documented by the Polk County Sheriff's Office between January 1, 2006 and December 31, 2006. The 2006 total of 313 administrative complaints represents an **increase of 46 (14.7%)** from 267 administrative complaints in 2005.

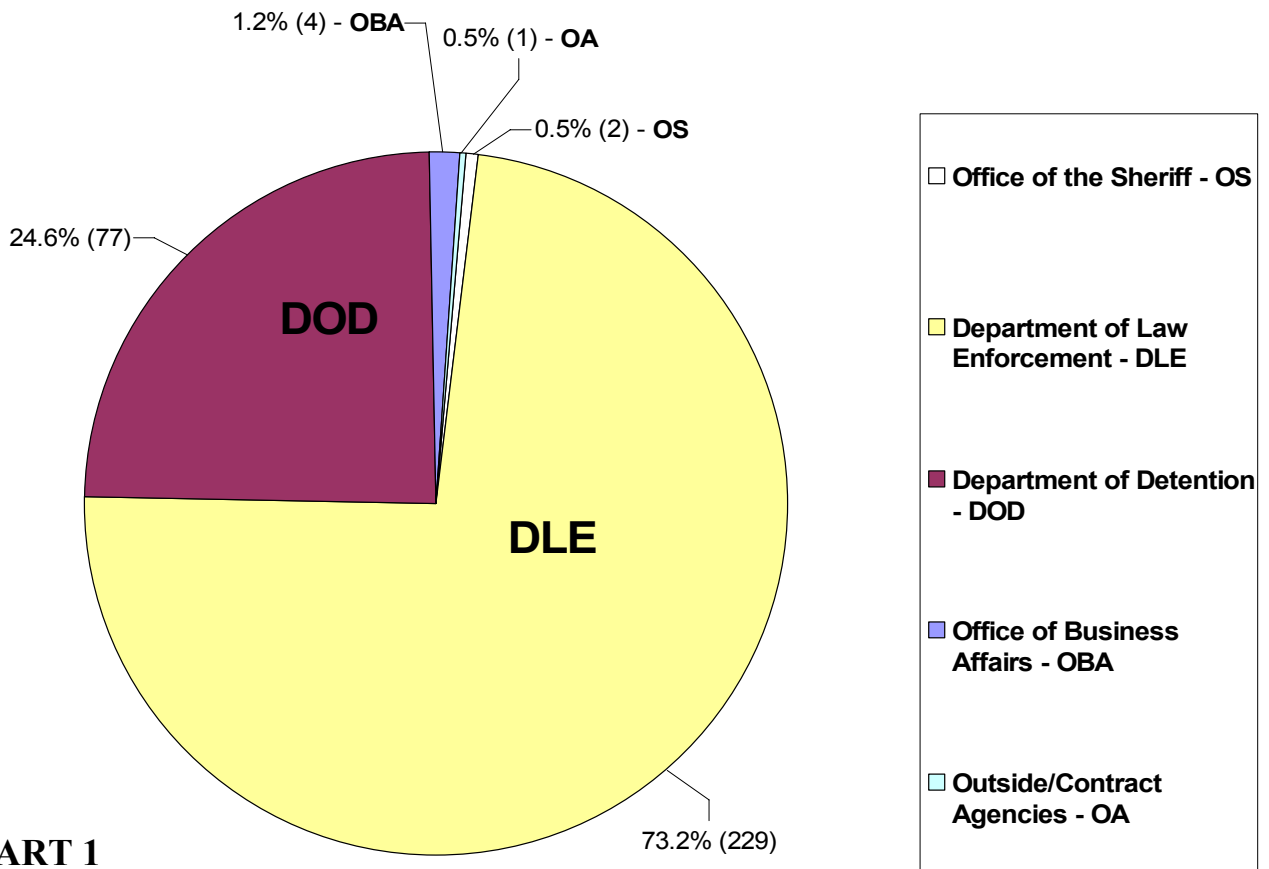
### 2006 ADMINISTRATIVE COMPLAINTS

ORIGIN	YEAR 2006	YEAR 2005	NUMERICAL INCREASE OR DECREASE	% INCREASE OR DECREASE
Office of the Sheriff - OS	2	0	+2	N/A
Department of Law Enforcement - DLE	229	226	+3	+1.3%
Department of Detention - DOD	77	32	+45	+140.6%
Office of Business Affairs - OBA	4	5	-1	-20.0%
Outside/Contract Agencies - OA	1	4	-3	-75.0%
<b>TOTALS</b>	<b>313</b>	<b>267</b>	<b>+46</b>	<b>+17.2%</b>

SOURCE: PCSO AIM SYSTEM, 2007

**TABLE 1**

### 2006 ADMINISTRATIVE COMPLAINTS



**CHART 1**

**NOTE:** Rounded to nearest tenth percent

SOURCE: PCSO AIM SYSTEM, 2007

**2006 ADMINISTRATIVE COMPLAINT DISTRIBUTION**  
**OFFICE OF THE SHERIFF**

OFFICE OF THE SHERIFF	YEAR 2006	YEAR 2005	NUMERICAL INCREASE OR DECREASE	% INCREASE OR DECREASE
Office of Strategic Planning	0	0	0	0%
Office of Professional Compliance	1	0	+1	N/A
Office of Communications	1	0	+1	N/A
Office of Legal Affairs	0	0	0	0%
<b>TOTAL OFFICE OF THE SHERIFF</b>	<b>2</b>	<b>0</b>	<b>+2</b>	<b>N/A</b>

SOURCE: PCSO AIM SYSTEM, 2007

**TABLE 2**

**2006 ADMINISTRATIVE COMPLAINT DISTRIBUTION BY**  
**DIVISION/ DISTRICT/BUREAU**  
**DEPARTMENT OF LAW ENFORCEMENT**

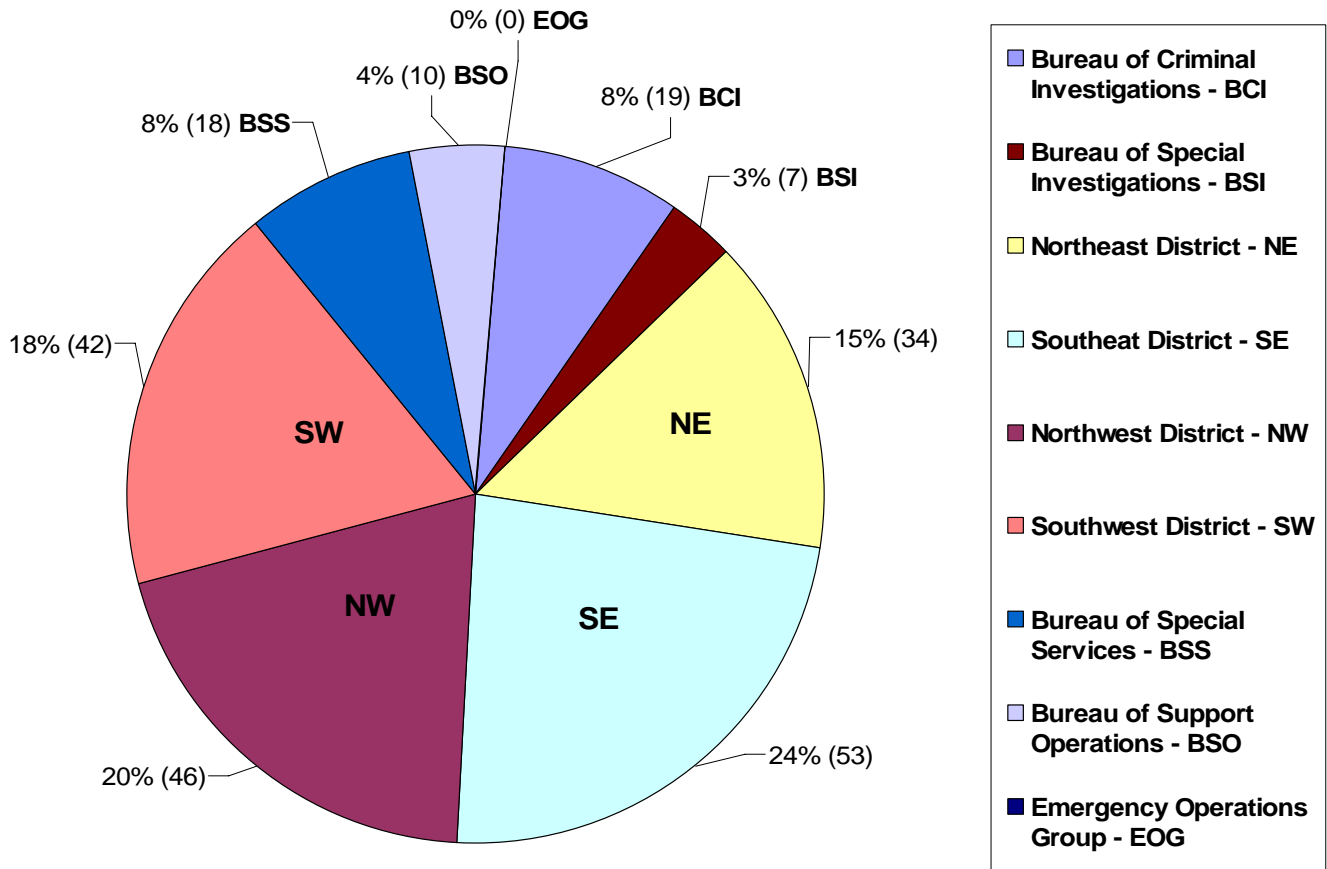
DEPARTMENT OF LAW ENFORCEMENT	YEAR 2006	YEAR 2005	NUMERICAL INCREASE OR DECREASE	% INCREASE OR DECREASE
Bureau of Criminal Investigations - BCI	19	8	+11	+137.5%
Bureau of Special Investigations - BSI	7	9	-2	-22.2%
Northeast District- NE	34	50	-16	-32.0%
Southeast District - SE	53	58	-5	-8.6%
Northwest District - NW	46	39	+7	+17.9%
Southwest District - SW	42	44	-2	-4.5%
Bureau of Support Services - BSS	18	11	+7	+63.6%
Bureau of Support Operations - BSO	10	6	+4	+66.7%
Emergency Operations Group - EOG	0	1	-1	-100.0%
<b>TOTAL DEPARTMENT OF LAW ENFORCEMENT</b>	<b>229</b>	<b>226</b>	<b>+3</b>	<b>+1.3%</b>

SOURCE: PCSO AIM SYSTEM, 2007

**TABLE 3**

NOTE: Rounded to nearest tenth percent

**2006 ADMINISTRATIVE COMPLAINT DISTRIBUTION BY  
DIVISION/ DISTRICT/BUREAU  
DEPARTMENT OF LAW ENFORCEMENT**



SOURCE: PCSO AIM SYSTEM, 2007

**CHART 2**

**NOTE:** Rounded to nearest whole percent

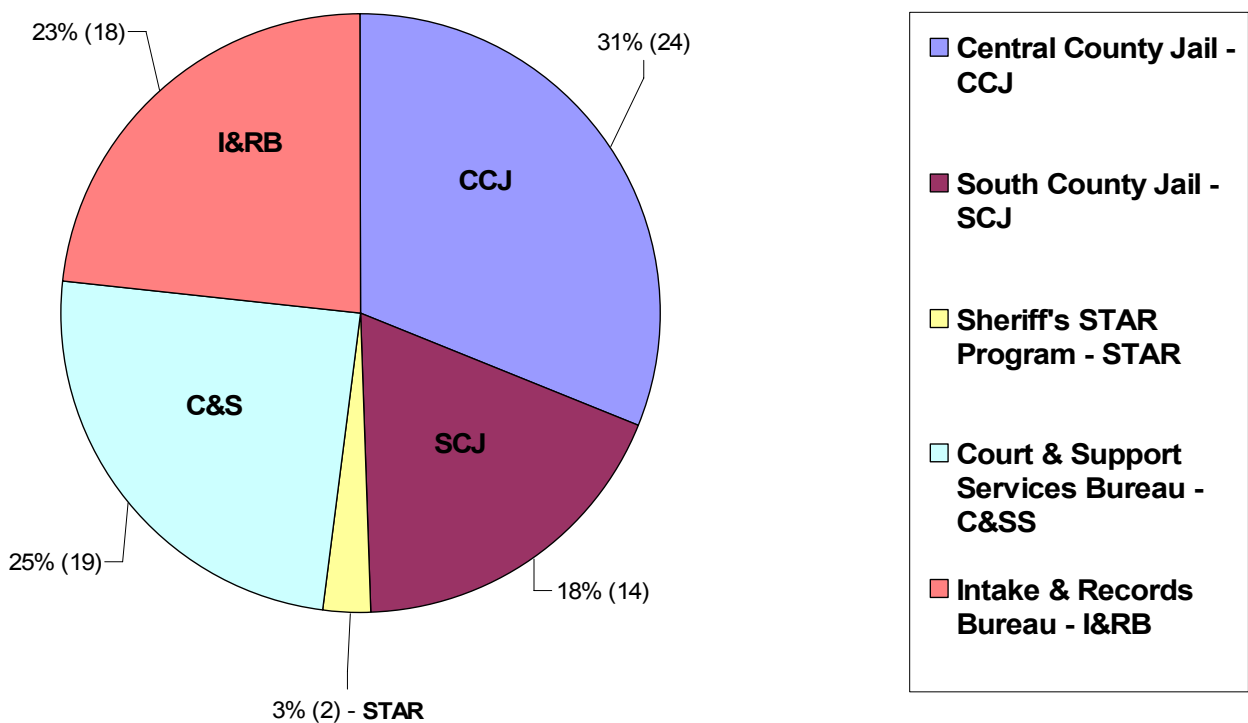
**2006 ADMINISTRATIVE COMPLAINT DISTRIBUTION BY  
DIVISION/BUREAU/FACILITY  
DEPARTMENT OF DETENTION**

BUREAU/FACILITY	YEAR 2006	YEAR 2005	NUMERICAL INCREASE OR DECREASE	% INCREASE OR DECREASE
Central County Jail - CCJ	24	11	+13	+118.2%
South County Jail - SCJ	14	4	+10	+250.0%
Sheriff's STAR Program - STAR	2	3	-1	-33.3%
Court & Support Services Bureau - C&SS	19	7	+12	+171.4%
Intake & Records Bureau - I&RB	18	7	+11	+157.1%
<b>TOTAL DEPARTMENT OF DETENTION</b>	<b>77</b>	<b>32</b>	<b>+45</b>	<b>+140.6%</b>

SOURCE: PCSO AIM SYSTEM, 2007

**TABLE 4**

**2006 ADMINISTRATIVE COMPLAINT DISTRIBUTION BY  
DIVISION/BUREAU/FACILITY  
DEPARTMENT OF DETENTION**



**CHART 3**

SOURCE: PCSO AIM SYSTEM, 2007

NOTE: Rounded to nearest tenth percent

**2006 ADMINISTRATIVE COMPLAINT DISTRIBUTION BY DIVISION/BUREAU**  
**OFFICE OF BUSINESS AFFAIRS**

<b>OFFICE OF BUSINESS AFFAIRS</b>	<b>YEAR 2006</b>	<b>YEAR 2005</b>	<b>NUMERICAL INCREASE OR DECREASE</b>	<b>% INCREASE OR DECREASE</b>
Central Services Bureau	2	2	0	0%
Information Management Bureau	0	1	-1	-100%
Records Management Bureau	0	0	0	0%
Budget Analyst & Finance Bureau	2	1	+1	+100%
Academy & Member Development Bureau	0	1	-1	-100%
Customer Service & Administrative Bureau	0	0	0	0%
Employment Services Bureau	0	0	0	0%
<b>TOTAL OFFICE OF BUSINESS AFFAIRS</b>	<b>4</b>	<b>5</b>	<b>-1</b>	<b>-20%</b>

SOURCE: PCSO AIM SYSTEM, 2007

**TABLE 5**

**2006 ADMINISTRATIVE COMPLAINT DISTRIBUTION**  
**OUTSIDE/CONTRACT AGENCIES**

<b>AGENCY</b>	<b>YEAR 2006</b>	<b>YEAR 2005</b>	<b>NUMERICAL INCREASE OR DECREASE</b>	<b>% INCREASE OR DECREASE</b>
Bartow Police Department	0	2	-2	-100%
Correctional Medical Services	1	0	1	N/A
Eagle Lake Police Department	0	1	-1	-100%
Polk County School Board	0	1	-1	-100%
<b>TOTAL OUTSIDE /CONTRACT AGENCIES</b>	<b>1</b>	<b>4</b>	<b>-3</b>	<b>-75%</b>

SOURCE: PCSO AIM SYSTEM, 2007

**TABLE 6**

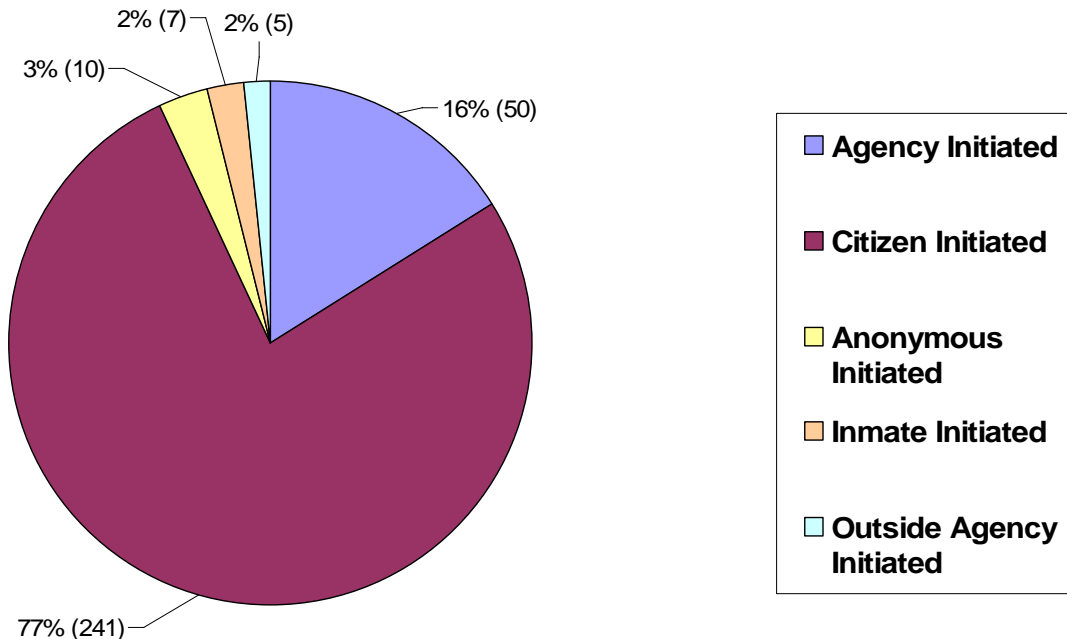
**2006 ADMINISTRATIVE COMPLAINTS BY ORIGIN**  
**POLK COUNTY SHERIFF'S OFFICE**

ADMINISTRATIVE COMPLAINTS BY ORIGIN	TOTALS	%
Agency Initiated	50	16%
Citizen Initiated	241	77%
Anonymous Initiated	10	3%
Inmate Initiated	7	2%
Outside Agency Initiated	5	2%
<b>TOTALS</b>	<b>313</b>	<b>100%</b>

SOURCE: PCSO AIM SYSTEM, 2007

**TABLE 7**

**2006 ADMINISTRATIVE COMPLAINTS BY ORIGIN**  
**POLK COUNTY SHERIFF'S OFFICE**



SOURCE: PCSO AIM SYSTEM, 2007

**CHART 4**

**NOTE:** Rounded to nearest whole percent

**2006 ADMINISTRATIVE INQUIRY AND  
ADMINISTRATIVE INVESTIGATION DISTRIBUTION**

In accordance with PCSO General Order 52.1 – Administrative Inquiries and Investigations, a total of 255 complaints were referred for Administrative Inquiry (AQ) and were investigated by supervision/command staff within the respective departments/office. This represents a **19.7% increase from 2005**. The remaining 58 administrative complaints were authorized for completion of an Administrative Investigation (AI) by the Administrative Investigations Section. This represents a **7.4% increase from 2005** (Table 8).

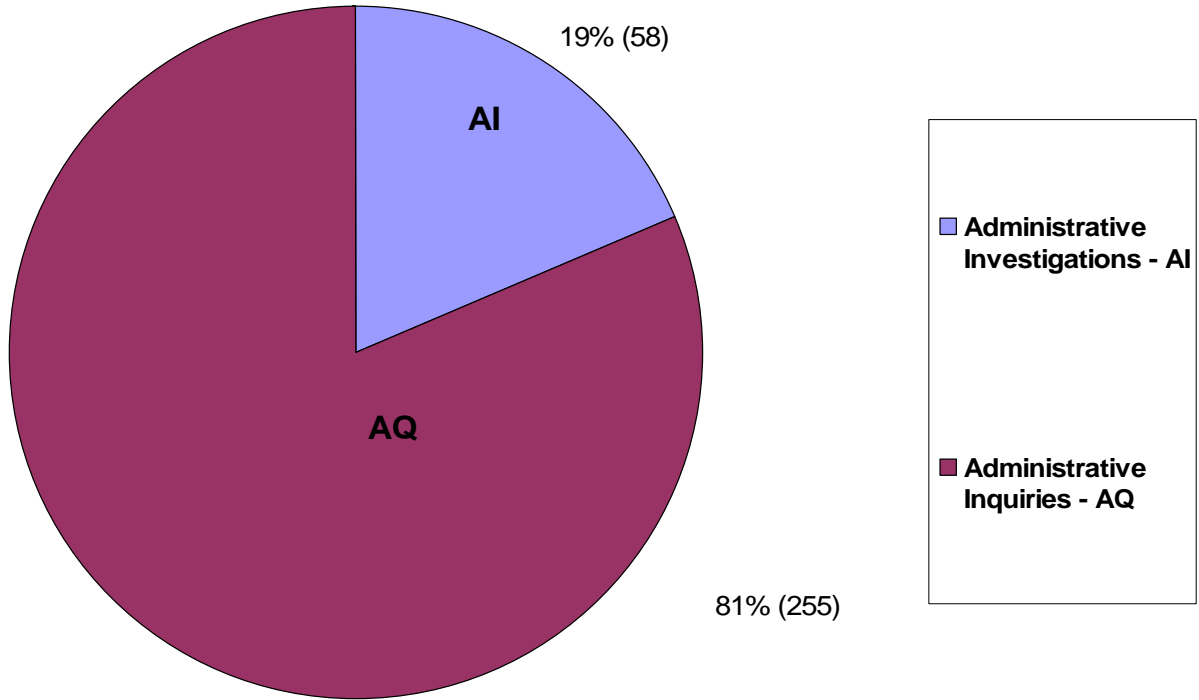
**2006 ADMINISTRATIVE INQUIRY AND  
ADMINISTRATIVE INVESTIGATION DISTRIBUTION  
POLK COUNTY SHERIFF’S OFFICE**

<b>ADMINISTRATIVE COMPLAINTS</b>	<b>YEAR 2006</b>	<b>YEAR 2005</b>	<b>NUMERICAL INCREASE OR DECREASE</b>	<b>% INCREASE OR DECREASE</b>
Administrative Inquiries - AQ	255	213	+42	+19.7%
Administrative Investigations - AI	58	54	+4	+7.4%
<b>TOTAL ADMINISTRATIVE COMPLAINTS</b>	<b>313</b>	<b>267</b>	<b>+46</b>	<b>+17.2%</b>

SOURCE: PCSO AIM SYSTEM, 2007

**TABLE 8**

**2006 ADMINISTRATIVE INQUIRY AND  
ADMINISTRATIVE INVESTIGATION DISTRIBUTION  
POLK COUNTY SHERIFF'S OFFICE**



SOURCE: PCSO AIM SYSTEM, 2007

**CHART 5**

**NOTE:** Rounded to nearest tenth percent

## 2006 ADMINISTRATIVE COMPLAINT ALLEGATIONS

In accordance with PCSO G.O. 52.1 – Administrative Inquiries and Investigations, every Administrative Complaint is required to be documented on an Administrative Complaint Form (PCSO Form 183) and classified under one or more of the following general categories as enumerated in G.O. 26.1 – Disciplinary Procedures:

- G.O. 26.1.E.8. Insubordination Offenses
- G.O. 26.1.E.9. Neglect of Duty Offenses
- G.O. 26.1.E.10. Improper Conduct Offenses
- G.O. 26.1.E.11. Competency, Job Knowledge, Proficiency
- G.O. 26.1.E.12. Unlawful Conduct Offenses
- G.O. 26.1.E.13. Damage to County Property by Neglect

A total of 531 administrative complaint allegations were received and documented by the agency during 2006. This represents a **27.0% increase from 2005** (Table 8).

The following tables, charts, and graphs summarize the total number of 2006 administrative complaint *allegations* received and documented.

Please note that the number of administrative complaint as summarized in Table 8 and the number of administrative complaint allegations summarized in Table 9 will differ from the number of actual Complaint Referrals due to the fact that some Complaint Referrals may have multiple allegations against one or more subject members.

### 2006 ADMINISTRATIVE COMPLAINT ALLEGATIONS BY CATEGORY

ADMINISTRATIVE COMPLAINT (CR) ALLEGATIONS	YEAR 2006	YEAR 2005	NUMERICAL INCREASE OR DECREASE	% INCREASE OR DECREASE
GO 26.1, E.8. Insubordination Offenses	6	4	+2	+50.0%
GO 26.1, E.9. Neglect of Duty Offenses	46	44	+2	+4.5%
GO 26.1, E.10. Improper Conduct Offenses	303	221	+82	+37.1%
GO 26.1, E.11. Competency, Job Knowledge, Proficiency	130	97	+33	+34.0%
GO 26.1, E.12. Unlawful Conduct Offenses	37	44	-7	-15.9%
GO 26.1, E.13. Damage to County Property	1	1	0	0.0%
Deadly Protective Actions	3	5	-2	-40.0%
In-Custody Death	5	2	+3	+150.0%
<b>TOTAL ADMINISTRATIVE COMPLAINT ALLEGATIONS</b>	<b>531</b>	<b>418</b>	<b>+113</b>	<b>+27.0%</b>

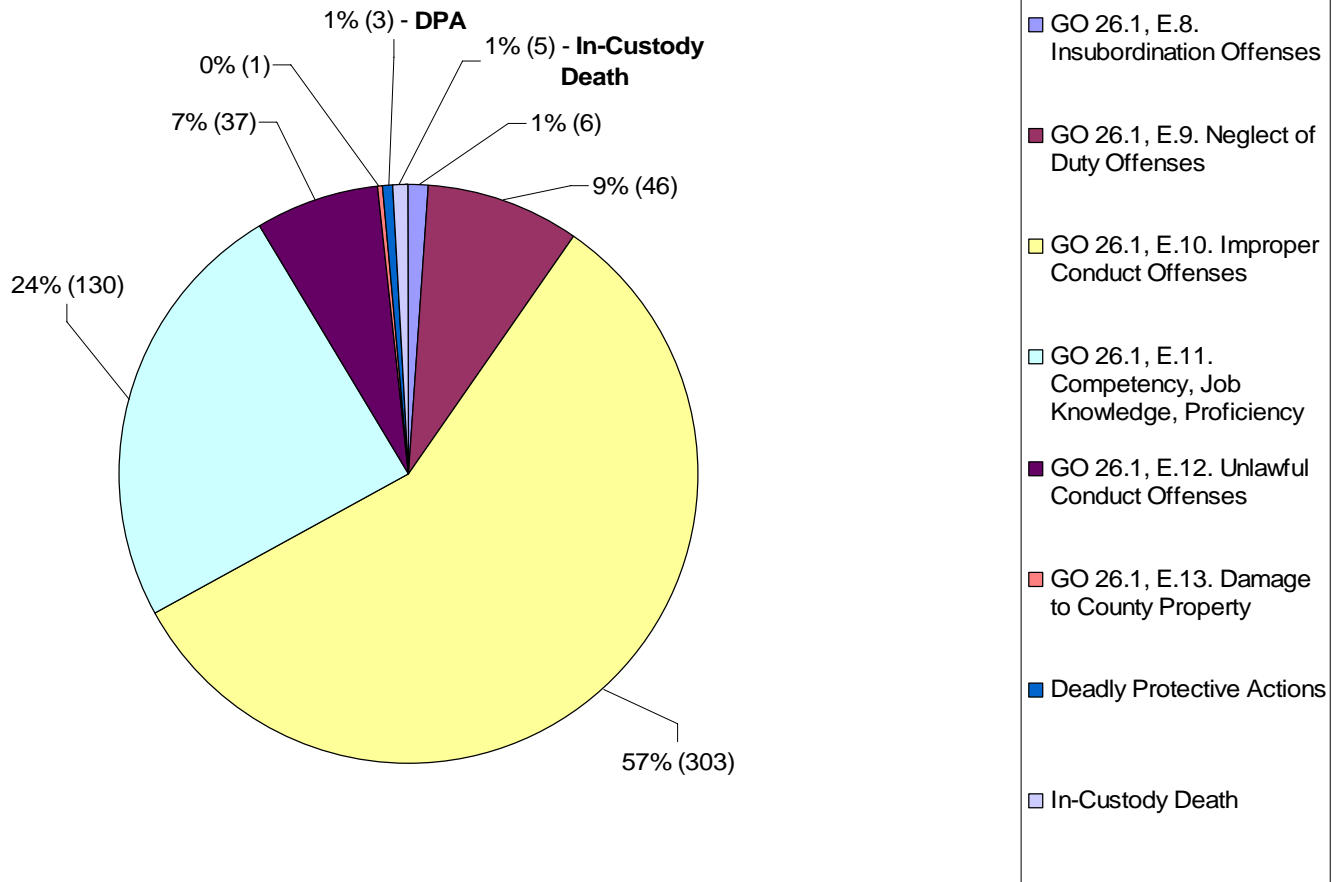
SOURCE: PCSO AIM SYSTEM, 2007

**TABLE 9**

**NOTE:** Rounded to nearest tenth percent

# 2006 ADMINISTRATIVE COMPLAINT ALLEGATIONS

## DISTRIBUTION BY CATEGORY



SOURCE: PCSO AIM SYSTEM, 2007

**CHART 6**

**NOTE:** Rounded to nearest whole percent

**2006 ADMINISTRATIVE COMPLAINT ALLEGATIONS BY ORIGIN**  
**POLK COUNTY SHERIFF'S OFFICE**

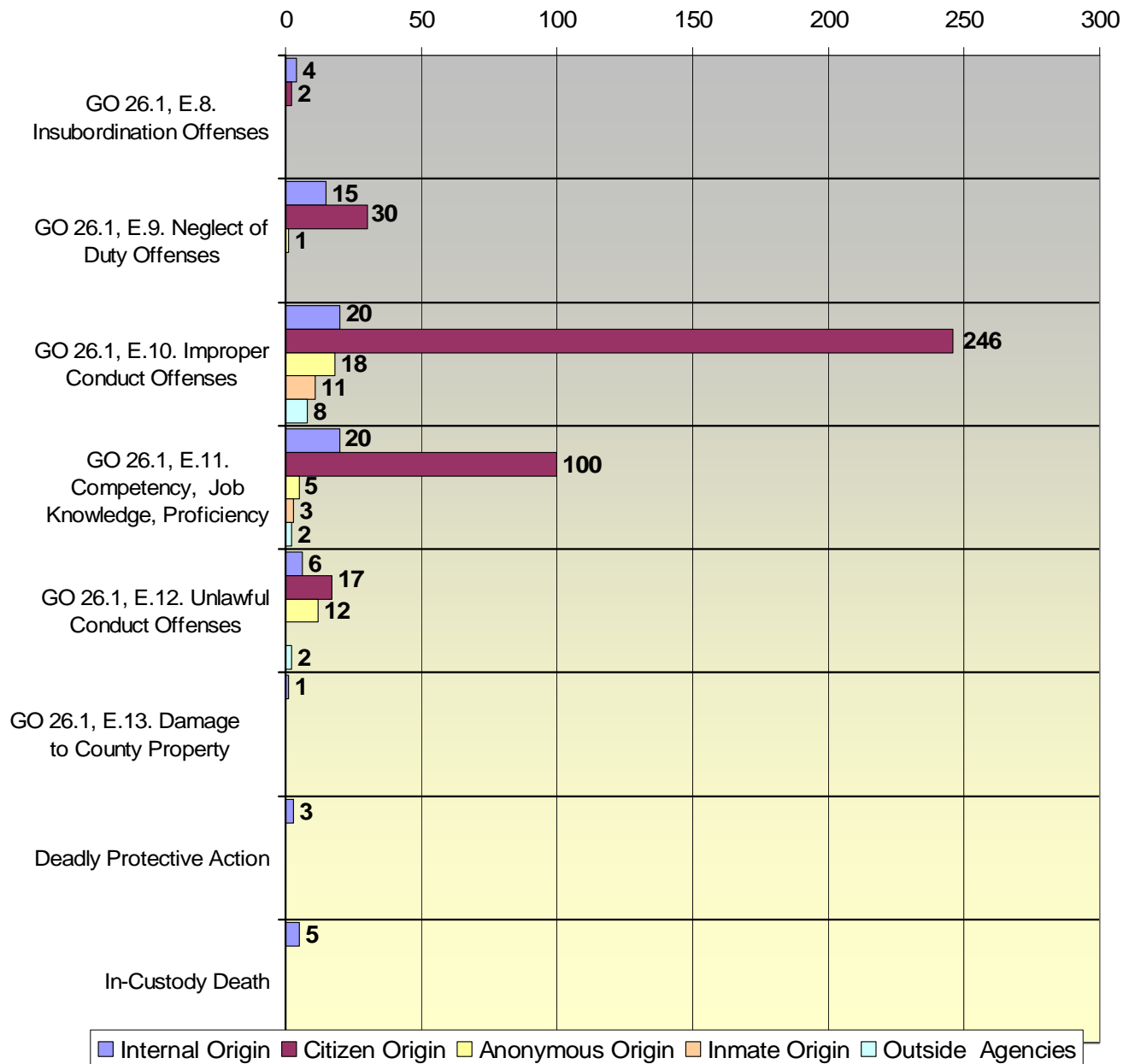
ADMINISTRATIVE COMPLAINT ALLEGATIONS	INITIATED BY					TOTALS	%
	AGENCY	CITIZEN	ANONYMOUS	INMATE	OUTSIDE AGENCY		
GO 26.1, E.8. Insubordination Offenses	4 (66.7%)	2 (33.3%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	6	1.1%
GO 26.1, E.9. Neglect of Duty Offenses	15 (32.6%)	30 (65.2%)	1 (2.2%)	0 (0.0%)	0 (0.0%)	46	8.7%
GO 26.1, E.10. Improper Conduct Offenses	20 (6.6%)	246 (81.2%)	18 (5.9%)	11 (3.6%)	8 (2.7%)	303	57.0%
GO 26.1, E.11. Competency, Job Knowledge, Proficiency	20 (15.4%)	100 (76.9%)	5 (3.8%)	3 (2.3%)	2 (1.5%)	130	24.5%
GO 26.1, E.12. Unlawful Conduct Offenses	6 (16.2%)	17 (46.0%)	12 (32.4%)	0 (0.0%)	2 (5.4%)	37	7.0%
GO 26.1, E.13. Damage to County Property	1 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1	0.2%
Deadly Protective Actions	3 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	3	0.6%
In-Custody Death	5 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	5	0.9%
<b>TOTALS</b>	<b>74 (13.9%)</b>	<b>395 (74.4%)</b>	<b>36 (6.8%)</b>	<b>14 (2.6%)</b>	<b>12 (2.3%)</b>	<b>531</b>	<b>100.0%</b>

SOURCE: PCSO AIM SYSTEM, 2007

**TABLE 10**

**NOTE:** Rounded to nearest tenth percent

**2006 ADMINISTRATIVE COMPLAINT ALLEGATIONS BY ORIGIN**  
**POLK COUNTY SHERIFF'S OFFICE**



SOURCE: PCSO AIM SYSTEM, 2007

**GRAPH 1**

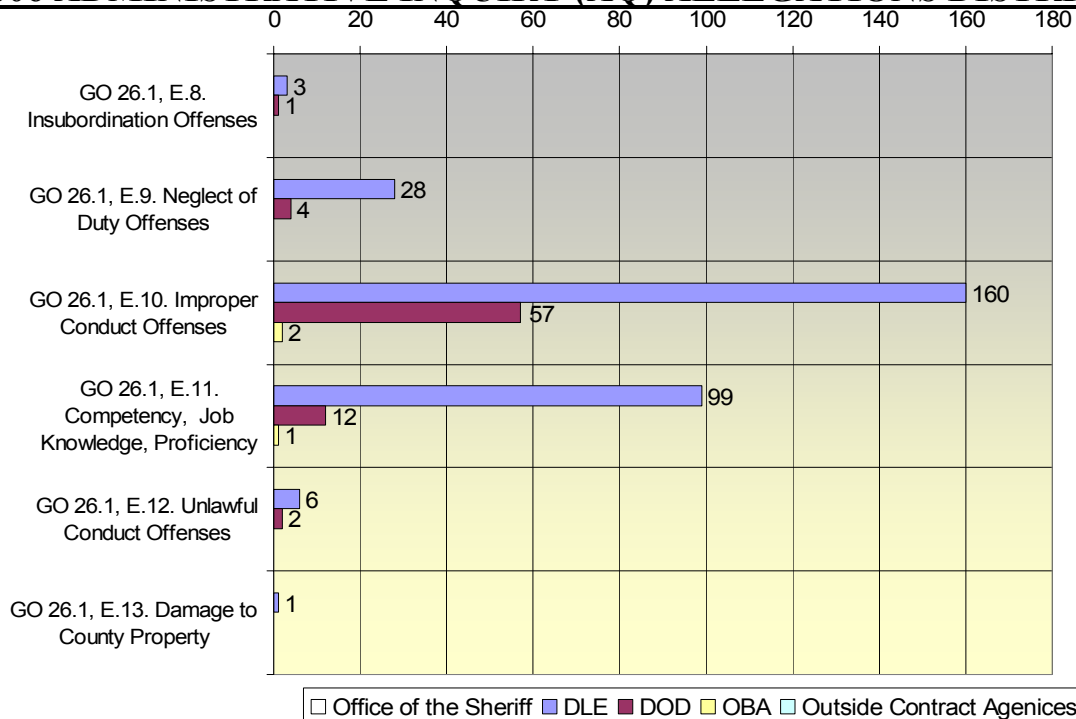
## 2006 ADMINISTRATIVE INQUIRY (AQ) ALLEGATIONS

ADMINISTRATIVE INQUIRY (AQ) ALLEGATIONS	OFFICE OF THE SHERIFF	DLE	DOD	OBA	OA	TOTAL	%
GO 26.1.E.8. Insubordination Offenses	0	3	1	0	0	4	1.1%
GO 26.1.E.9. Neglect of Duty Offenses	0	28	4	0	0	32	8.5%
GO 26.1.E.10. Improper Conduct Offenses	0	160	57	2	0	219	58.2%
GO 26.1.E.11. Competency, Job Knowledge, Proficiency	0	99	12	1	0	112	29.8%
GO 26.1.E.12. Unlawful Conduct Offenses	0	6	2	0	0	8	2.1%
GO 26.1.E.13. Damage to County Property	0	1	0	0	0	1	0.3%
<b>TOTAL AQ ALLEGATIONS - 2006</b>	0	<b>297</b>	<b>76</b>	<b>3</b>	<b>0</b>	<b>376</b>	<b>100.0%</b>
<b>PERCENTAGE OF TOTAL AQ ALLEGATIONS - 2006</b>	<b>0.0%</b>	<b>79.0%</b>	<b>20.2%</b>	<b>0.8%</b>	<b>0.0%</b>	<b>100.0%</b>	
<b>TOTAL AQ ALLEGATIONS - 2005</b>	0	<b>290</b>	<b>24</b>	<b>3</b>	<b>2</b>	<b>319</b>	
<b>PERCENTAGE INCREASE OR DECREASE</b>	0%	<b>+2.4%</b>	<b>+216.7%</b>	<b>0%</b>	<b>-100.0%</b>	<b>+17.9%</b>	

TABLE 11

SOURCE: PCSO AIM SYSTEM, 2007

## 2006 ADMINISTRATIVE INQUIRY (AQ) ALLEGATIONS DISTRIBUTION



GRAPH 2

SOURCE: PCSO AIM SYSTEM, 2007

NOTE: Rounded to nearest tenth percent

## 2006 ADMINISTRATIVE INVESTIGATION (AI) ALLEGATIONS

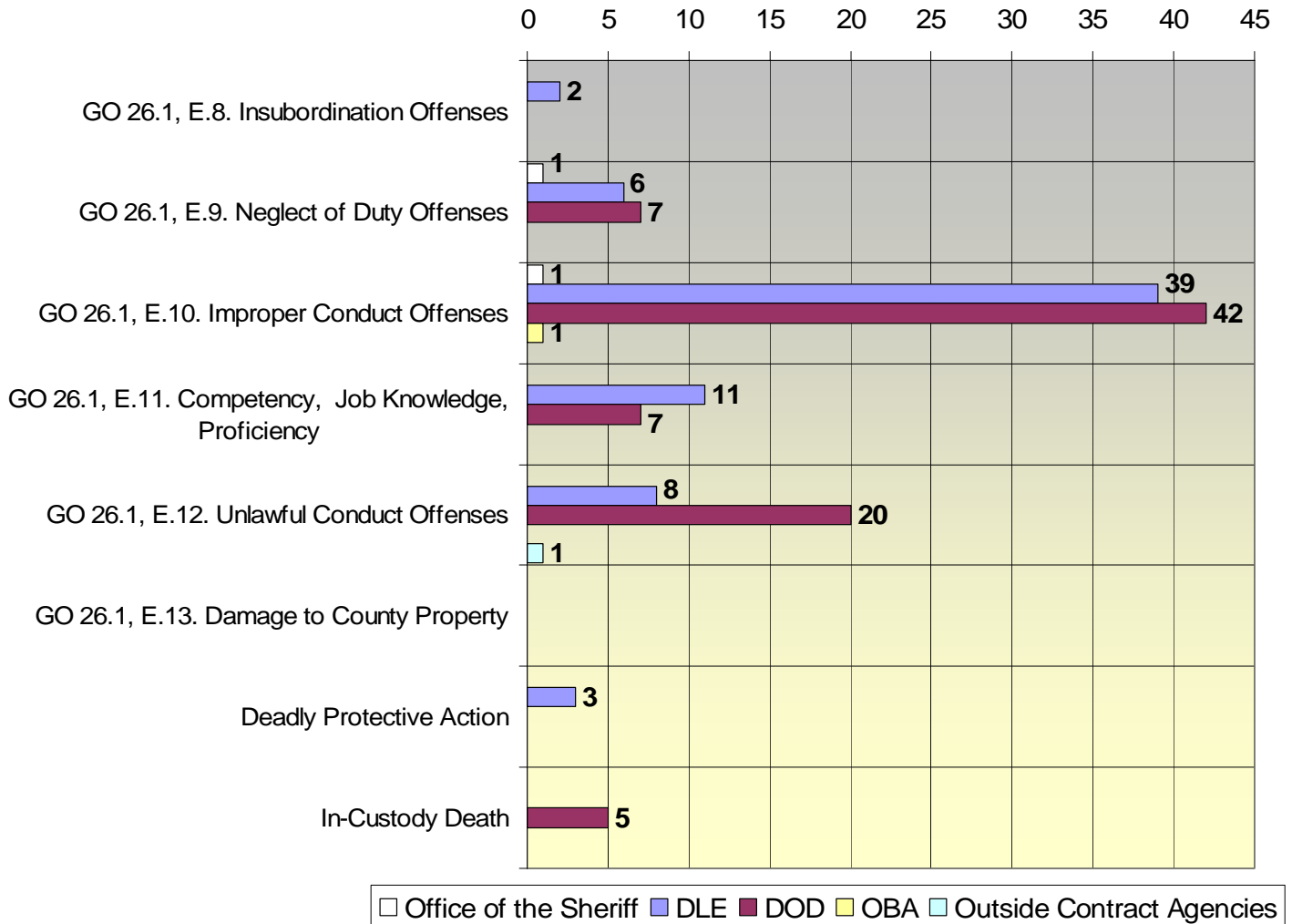
ADMINISTRATIVE INVESTIGATION (AI) ALLEGATIONS	OFFICE OF THE SHERIFF	DLE	DOD	OBA	OA	TOTAL	%
GO 26.1.E.8. Insubordination Offenses	0	2	0	0	0	2	1.3%
GO 26.1.E.9. Neglect of Duty Offenses	1	6	7	0	0	14	9.1%
GO 26.1.E.10. Improper Conduct Offenses	1	39	42	1	0	83	53.9%
GO 26.1.E.11. Competency, Job Knowledge, Proficiency	0	11	7	0	0	18	11.7%
GO 26.1.E.12. Unlawful Conduct Offenses	0	8	20	0	1	29	18.8%
GO 26.1.E.13. Damage to County Property	0	0	0	0	0	0	0.0%
Deadly Protective Action	0	3	0	0	0	3	1.9%
In-Custody Death	0	0	5	0	0	5	3.3%
<b>TOTAL AI ALLEGATIONS - 2006</b>	<b>2</b>	<b>69</b>	<b>81</b>	<b>1</b>	<b>1</b>	<b>154</b>	<b>100.0%</b>
<b>PERCENTAGE OF TOTAL AI ALLEGATIONS</b>	<b>1.3%</b>	<b>44.8%</b>	<b>52.6%</b>	<b>0.6%</b>	<b>0.6%</b>	<b>100.0%</b>	
<b>TOTAL AI ALLEGATIONS - 2005</b>	<b>0</b>	<b>60</b>	<b>30</b>	<b>4</b>	<b>5</b>	<b>99</b>	
<b>PERCENT INCREASE OR DECREASE</b>	<b>N/A</b>	<b>+15.0%</b>	<b>+170.0%</b>	<b>75.0%</b>	<b>80.0%</b>	<b>+55.6%</b>	

SOURCE: PCSO AIM SYSTEM, 2007

**TABLE 12**

**NOTE:** Rounded to nearest tenth percent

**2006 ADMINISTRATIVE INVESTIGATION (AI) ALLEGATIONS DISTRIBUTION**



SOURCE: PCSO AIM SYSTEM, 2007

**GRAPH 3**

**2006 ADMINISTRATIVE COMPLAINT ALLEGATION FINDINGS BY ORIGIN**  
**POLK COUNTY SHERIFF'S OFFICE**

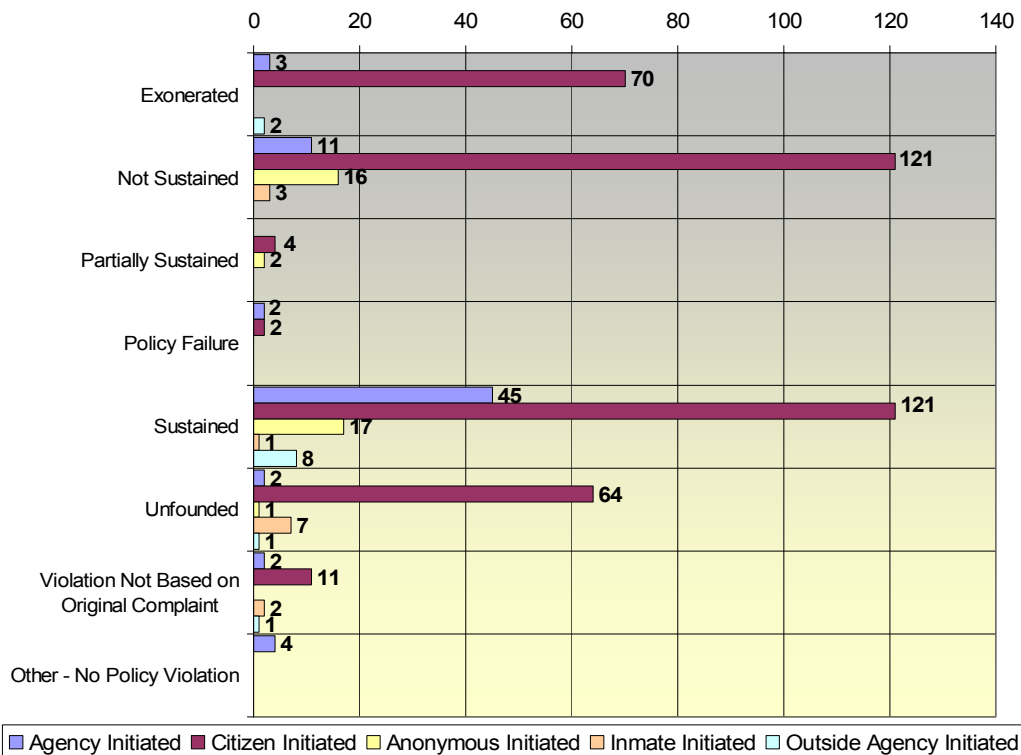
FINDINGS	INITIATED BY					TOTALS	%
	AGENCY	CITIZEN	ANONYMOUS	INMATE	OUTSIDE AGENCY		
Exonerated	3	70	0	0	2	75	14.3%
Not Sustained	11	121	16	3	0	151	28.7%
Partially Sustained	0	4	2	0	0	6	1.1%
Policy Failure	2	2	0	0	0	4	0.8%
Sustained	45	121	17	1	8	192	36.7%
Unfounded	2	64	1	7	1	75	14.3%
Violation Not Based on Original Complaint	2	11	0	2	1	16	3.1%
Other - No Policy Violation	4	0	0	0	0	4	1.0%
<b>TOTALS</b>	<b>69</b>	<b>393</b>	<b>36</b>	<b>13</b>	<b>12</b>	<b>523</b>	

\*Disposition pending on eight (8) Allegations

SOURCE: PCSO AIM SYSTEM, 2007

**TABLE 13**

**2006 ADMINISTRATIVE COMPLAINT ALLEGATION FINDINGS BY ORIGIN**  
**POLK COUNTY SHERIFF'S OFFICE**



**GRAPH 4**

SOURCE: PCSO AIM SYSTEM, 2007

**NOTE:** Rounded to nearest tenth percent

**2006 ADMINISTRATIVE INQUIRY AND  
ADMINISTRATIVE INVESTIGATION FINDINGS  
POLK COUNTY SHERIFF'S OFFICE**

Exhibit 1 summarizes the Administrative Inquiry (AQ) findings for complaint allegations for each department within the Polk County Sheriff's Office as documented on the Command/Staff Administrative Review form (PCSO Form 185) with resultant comparative percentages. Exhibit 1 also illustrates the total number of PCSO General Orders violations by findings.

Further, Exhibits 2 through 5 summarize the findings of Administrative Investigations (AI) for complaint allegations for each department/division/district/bureau within the Polk County Sheriff's Office as well as outside agencies with resultant comparative percentages. These Exhibits also summarize the total number of PCSO General Orders' violations by findings.

**2006 HARASSMENT COMPLAINT SUMMARY**

One grievance was investigated in 2006 regarding an allegation of harassment based upon a protected class or status. This complaint was documented and assigned a Complaint Referral (CR) number and corresponding Administrative Investigation (AI) number. This complaint was investigated by the Human Resources Division and resulted in the following:

- 1) AI06-27. On 4/17/06 a male PCSO Deputy Sheriff assigned to the West Division, Southwest District, reported that a female PCSO volunteer made sexually explicit comments to him. The alleged comments were disputed by the female member. The allegation of sexual harassment was not sustained; however, allegations of Improper Conduct and Neglect of Duty were sustained. The female member was indefinitely suspended from the Ride-Along Program.

**2006 BIAS-BASED PROFILING COMPLAINT SUMMARY**

No allegations of Bias-Based Profiling were received in 2006.

## **2006 DEADLY PROTECTIVE ACTION SUMMARY \***

There were no Level 6 Protective Actions reported in the Office of the Sheriff, the Department of Detention or the Office of Business Affairs.

The Department of Law Enforcement reported 7 instances of Level 6 use of Protective Action in 2006. This represents a **decrease of 8 (-53%) from 2005 (15)**.

Five (5) of the seven (7) Level 6 Protective Actions that occurred during 2006 were responses by Department of Law Enforcement Deputy Sheriffs to incidents involving injured or dangerous animals. All involved the use of agency-issued firearms. All were properly reported, documented and approved by supervisory/command staff, requiring no further inquiry/investigation. The review of these incidents determined that no policy violations occurred.

The remaining two (2) of the Level 6 Protective Actions that occurred during 2006 involved lawful responses of Department of Law Enforcement Deputy Sheriffs involved in the following incident:

Both Level 6 Protective Actions (LP06-112 and LP06-113, PCSO Incident #2006-180320) occurred in the Northwest District. This incident involved a multiple officers' shooting resulting in the apprehension and death of a murder suspect. The use of Level 6 protective action in this circumstance is currently pending the completion of an Administrative Investigation (AI 06-44).

## **2006 IN-CUSTODY DEATH SUMMARY \*\***

Five (5) in-custody deaths were investigated in 2006. These incidents were documented and assigned a Complaint Referral (CR) number. In accordance with G.O. 52.1 – Administrative Investigations and Inquiries, these incidents were investigated by the Administrative Investigations Section and resulted in the following:

- 1) AI06-05. On 2/6/06 an inmate death occurred at the Central County Jail Infirmery with Correctional Medical Services medical staff and Polk County Emergency Medical Services personnel in attendance. The administrative investigation concluded on 8/7/06 with a finding of "Other; No Violation."
- 2) AI06-15. On 3/19/06 an inmate death occurred at the Central County Jail, Building #3 Medical Station with Correctional Medical Services medical staff and Polk County Emergency Medical Service personnel in attendance. The administrative investigation concluded on 11/20/06 with a finding of "Other; No Violations Noted."

\*Exhibit 1

\*\* Exhibit 3

**NOTE:** Rounded to nearest whole percent

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- 3) AI06-20. On 4/1/06 an inmate death occurred at Lake Wales Medical Center (LWMC) Emergency Room. The inmate had been transported by Polk County Emergency Medical Services to LWMC after becoming unresponsive at the South County Jail in general population. The administrative investigation concluded on 11/7/06 with a finding of "Other; No Violations Noted."
  
- 4) AI06-25. On 4/21/06 an inmate death occurred at Lakeland Regional Medical Center (LRMC) Emergency Room. After the subject's previous arrest, he advised detectives he had swallowed a half ounce of methamphetamine and he was immediately transported by Polk County Emergency Medical Service to LRMC. The administrative investigation concluded on 12/03/06 with a finding of "Other, No Violations Noted."
  
- 5) AI06-45. Currently under administrative investigation.

## **2006 EARLY INTERVENTION PROGRAM (EIP) ALERTS**

In accordance with General Order 35.2- Early Intervention Program (EIP), any *member who is the subject of three (3) administrative inquiries within a three (3) month period* causes the initiation of a Tracking Notification (P.C.S.O. Form #1561) by the Administrative Investigations Section. The Tracking Notification is forwarded to the affected member's district/bureau captain/deputy director or higher authority for review and intervention when required.

A comprehensive EIP system is an essential component of good discipline in a well-managed law enforcement agency. The EIP is a supervisory/management tool to systematically assess various factors related to a member's performance and behavior.

The EIP is designed to identify potential below standard performance issues and resolve them by early intervention. The early identification of these potential below standard performance issues and appropriate follow-up intervention/remedial actions shall increase the agency's accountability and offer members a better opportunity to achieve the agency's Core Values and Mission.

During the year 2006, one (1) EIP Tracking Notification (TN 06-001) was generated on 9/12/06 by the Administrative Investigations Management (AIM) System on 9/12/06 regarding three (3) administrative inquiries (AQ) being initiated against an agency member within a three (3) month period (6/22/06, 7/23/06 and 8/9/06). The finding on these administrative inquiries were exonerated and not sustained.

The Tracking Notification was forwarded to the members District Captain for review and disposition. Upon review, the member's command/supervisory chain of command recommended that the member complete additional training in the subject area of dealing with difficult people and situations. The member enrolled in a training program regarding Essentials of Communicating with Diplomacy and Professionalism. No further action taken by the member's supervisory chain of command.

**2006 ADMINISTRATIVE INQUIRY (AQ) ALLEGATION FINDINGS**  
**POLK COUNTY SHERIFF'S OFFICE**

Department	OFFICE OF THE SHERIFF	DLE	DOD	OBA	OA	Total By G.O. Violation	Percentage of Dispositions Per G.O. Violation
<b>G.O. Violations</b>							
<b>26.1.E.8. Insubordination</b>							
Sustained		2				2	50%
Partially Sustained							
Exonerated							
Not Sustained		1				1	25%
Unfounded							
VNBOC			1			1	25%
<b>G.O. Violation E.8 Totals</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>100%</b>
<b>26.1.E.9. Neglect of Duty</b>							
Sustained		14	1			15	47%
Partially Sustained		2				2	6%
Exonerated		4				4	13%
Not Sustained		6				6	19%
Unfounded		2	2			4	13%
VNBOC			1			1	3%
<b>G.O. Violation E.9 Totals</b>	<b>0</b>	<b>28</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>32</b>	<b>100%</b>
<b>26.1.E.10. Improper Conduct</b>	<b>0</b>						
Sustained		34	11			45	21%
Partially Sustained			1			1	0%
Exonerated		34	4			38	17%
Not Sustained		64	24			88	40%
Unfounded		26	17	2		45	21%
Policy Failure		1				1	0%
VNBOC		1				1	0%
<b>G.O. Violation E.10 Totals</b>	<b>0</b>	<b>160</b>	<b>57</b>	<b>2</b>	<b>0</b>	<b>219</b>	<b>100%</b>
<b>26.1. E.11. Competency, Job Knowledge, Proficiency</b>							
Sustained		43	1			44	39%
Partially Sustained		3				3	3%
Exonerated		18	1	1		20	18%
Not Sustained		22	7			29	26%
Unfounded		8	3			11	10%
VNBOC		5				5	4%
<b>G.O. Violation E.11 Totals</b>	<b>0</b>	<b>99</b>	<b>12</b>	<b>1</b>	<b>0</b>	<b>112</b>	<b>100%</b>
<b>26.1. E.12. Unlawful Conduct</b>							
Sustained		2				2	25%
Partially Sustained							
Exonerated							
Not Sustained		1	1			2	25%
Unfounded		3	1			4	50%
VNBOC							
<b>G.O. Violation E.12 Totals</b>	<b>0</b>	<b>6</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>100%</b>
<b>26.1. E.13. Damage to County Property By Neglect</b>							
Sustained		1				1	100%
Partially Sustained							
Exonerated							
Not Sustained							
Unfounded							
VNBOC							
<b>G.O. Violation E.13 Totals</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>100%</b>
<b>Total Dispositions Per Department</b>	<b>0</b>	<b>297</b>	<b>76</b>	<b>3</b>	<b>0</b>	<b>376</b>	
<b>Percntg./Total Violations By Dept.</b>	<b>0%</b>	<b>79%</b>	<b>20%</b>	<b>1%</b>	<b>0%</b>	<b>100%</b>	

**Exhibit 1**

**Note:** Rounded to nearest whole percent  
(may not equal 100%)

**2006 ADMINISTRATIVE INVESTIGATION (AI) ALLEGATION FINDINGS  
OFFICE OF THE SHERIFF**

Office of the Sherrif	Office of Strategic Planning	Office of Professional Compliance	Office of Communications	Office of Legal Affairs	Total Dispositions Per G.O. Violation	Percentage of Dispositions Per G.O. Violation
<b>G.O. Violations</b>						
<b>26.1. E.8. Insubordination</b>						
Sustained						
Partially Sustained						
Exonerated						
Not Sustained						
Unfounded						
VNBOC						
Other						
<b>G.O. Violation E.8 Totals</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>26.1. E.9. Neglect of Duty</b>						
Sustained						
Partially Sustained						
Exonerated						
Not Sustained		1			1	100%
Unfounded						
VNBOC						
Other						
<b>G.O. Violation E.9 Totals</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>100%</b>
<b>26.1. E.10. Improper Conduct</b>						
Sustained			1		1	100%
Partially Sustained						
Exonerated						
Not Sustained						
Unfounded						
VNBOC						
Other						
<b>G.O. Violation E.10 Totals</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>100.0%</b>
<b>26.1. E.11. Competency, Job Knowledge, Proficiency</b>						
Sustained						
Partially Sustained						
Exonerated						
Not Sustained						
Unfounded						
VNBOC						
Other						
<b>G.O. Violation E.11 Totals</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>26.1. E.12. Unlawful Conduct</b>						
Sustained						
Partially Sustained						
Exonerated						
Not Sustained						
Unfounded						
VNBOC						
Other						
<b>G.O. Violation E.12 Totals</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>26.1. E.13. Damage to County Property By Neglect</b>						
Sustained						
Partially Sustained						
Exonerated						
Not Sustained						
Unfounded						
VNBOC						
Other						
<b>G.O. Violation E.13 Totals</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Total Dispositions</b>		<b>1</b>	<b>1</b>		<b>2</b>	
<b>Percntg.of Total By Office</b>	<b>0%</b>	<b>50%</b>	<b>50%</b>	<b>0%</b>	<b>100%</b>	

**2006 ADMINISTRATIVE INVESTIGATION (AI) ALLEGATION FINDINGS  
DEPARTMENT OF LAW ENFORCEMENT**

Division	East Division			West Division			Crim. Inv. Div.			Special Operations Division			Totals	Percentages		
	Bureau/District	NE	SE	East Div. Total	NW	SW	West Div. Total	BCI	BSI	CID Div. Total	Supp Svcs	Supp Ops.	EOG	Sp. Ops. Div. Total	DLE Total Dispositions Per G.O. Violation	Percentage of Dispositions Per G.O. Violation
<b>G.O. Violations</b>																
<b>26.1. E.8. Insubordination</b>																
Sustained	1		1												1	50%
Partially Sustained																
Exonerated																
Not Sustained				1		1									1	50%
Unfounded																
VNBOC																
Other																
<b>G.O. Violation E.8 Totals</b>	1		1	1		1								0	2	100%
<b>Percentage of Div. Total</b>	100%		100%	100%		100%										
<b>26.1. E.9. Neglect of Duty</b>																
Sustained		1	1	2		2		2	2						5	83%
Partially Sustained																
Exonerated	1		1												1	17%
Not Sustained																
Unfounded																
VNBOC																
Other																
<b>G.O. Violation E.9 Totals</b>	1	1	2	2		2		2	2					0	6	100%
<b>Percentage of Div. Total</b>	50%	50%	100%	100%		100%		100%	100%							
<b>26.1.A55 E.10. Improper Conduct</b>																
Sustained	5	1	6	2	1	3		7	7		2				18	46%
Partially Sustained																
Exonerated	2	2	4	2		2				1					7	18%
Not Sustained				3		3				1					4	10%
Unfounded	1		1					1	1	4					6	15%
VNBOC		1	1		1	1									2	5%
Policy Failure		2	2												2	5%
<b>G.O. Violation E.10 Totals</b>	8	6	14	7	2	9		8	8	6	2			8	39	100%
<b>Percentage of Div. Total</b>	57%	43%	100%	78%	22%	100%		100%	100%	75%	25%			100%		
<b>26.1. E.11. Competency, Job Knowledge, Proficiency</b>																
Sustained		2	2	1		1		5	5						8	73%
Partially Sustained																
Exonerated																
Not Sustained							1		1						1	9%
Unfounded										1					1	9%
VNBOC										1					1	9%
Other																
<b>G.O. Violation E.11 Totals</b>		2	2	1		1	1	5	6	2				2	11	100%
<b>Percentage of Div. Total</b>		100%	100%	100%		100%	17%	83%	100%	100%				100%		
<b>26.1.E.12. Unlawful Conduct</b>																
Sustained	1		1		1	1									2	25%
Partially Sustained																
Exonerated		1	1	2		2				1					4	50%
Not Sustained					1	1									1	13%
Unfounded								1	1						1	13%
VNBOC																
Other																
<b>G.O. Violation E.12 Totals</b>	1	1	2	2	2	4		1	1	1				1	8	100%
<b>Percentage of Div. Total</b>	50%	50%	100%	50%	50%	100%		100%	100%	100%				100%		
<b>26.1.E.13. Damage to County Property By Neglect</b>																
Sustained																
Partially Sustained																
Exonerated																
Not Sustained																
Unfounded																
VNBOC																
Other																
<b>G.O. Violation E.13 Totals</b>			0			0			0					0	0	
<b>Percentage of Div. Total</b>			0			0			0					0	0	
<b>Deadly P.A.'s*</b>				3		3									3	100%
<b>Total Disp. By Bur/Dist/Division</b>	11	10	21	16	4	20	1	16	17	9	2			11	69	
<b>Percntg. Of Div. Total /Bur/Dist.</b>	52%	48%	100%	80%	20%	100%	6%	94%	100%	82%	18%			100%		
<b>Percntg. Of DLE Totals/Dist./Div</b>	16%	15%	31%	23%	6%	29%	1%	23%	24%	13%	3%			16%	100%	

\*AI06-44 Pending

**Exhibit 3**

**Note:** Rounded to nearest whole percent  
(may not equal 100%)

**2006 ADMINISTRATIVE INVESTIGATION (AI) ALLEGATION FINDINGS**  
**DEPARTMENT OF DETENTION**

Divison	Security Division				Support Division			Totals	Percentages
Bureau/District	Central County Jail	South County Jail	Sheriff's STAR Program	Security Division Total	Court & Support Services	Intake & Records	Support Division Total	DOD Total Dispositions Per G.O. Violation	Percentage of Dispositions Per G.O. Violation
<b>G.O. Violations</b>									
<b>26.1.E.8. Insubordination</b>									
Sustained									
Partially Sustained									
Exonerated									
Not Sustained									
Unfounded									
VNBOC									
Other									
<b>G.O. Violation E.8 Totals</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Percentage of Div. Total</b>									
<b>26.1.E.9. Neglect of Duty</b>									
Sustained	3		1	4	2		2	6	86%
Partially Sustained									
Exonerated									
Not Sustained									
Unfounded									
VNBOC									
Policy Failure	1			1				1	14%
<b>G.O. Violation E.9 Totals</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>5</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>7</b>	<b>100%</b>
<b>Percentage of Div. Total</b>	<b>80%</b>		<b>20%</b>	<b>100%</b>	<b>100%</b>		<b>100%</b>		
<b>26.1.E.10. Improper Conduct</b>									
Sustained	14	4	1	19	6		6	25	60%
Partially Sustained									
Exonerated									
Not Sustained	8	2		10	1	1	2	12	29%
Unfounded									
VNBOC		3		3	2		2	5	12%
Other									
<b>G.O. Violation E.10 Totals</b>	<b>22</b>	<b>9</b>	<b>1</b>	<b>32</b>	<b>9</b>	<b>1</b>	<b>10</b>	<b>42</b>	<b>100%</b>
<b>Percentage of Div. Total</b>	<b>69%</b>	<b>28%</b>	<b>3%</b>	<b>100%</b>	<b>90%</b>	<b>10%</b>	<b>100%</b>		
<b>26.1.E.11. Competency, Job Knowledge,</b>									
Sustained						4	4	4	57%
Partially Sustained									
Exonerated									
Not Sustained									
Unfounded	3			3				3	43%
VNBOC									
Other									
<b>G.O. Violation E.11 Totals</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>3</b>		<b>4</b>	<b>4</b>	<b>7</b>	<b>100%</b>
<b>Percentage of Div. Total</b>	<b>100%</b>			<b>100%</b>		<b>100%</b>	<b>100%</b>		
<b>26.1.E.12. Unlawful Conduct</b>									
Sustained	11			11	1	2	3	14	70%
Partially Sustained									
Exonerated									
Not Sustained	6			6				6	30%
Unfounded									
VNBOC									
Other									
<b>G.O. Violation E.12 Totals</b>	<b>17</b>	<b>0</b>	<b>0</b>	<b>17</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>20</b>	<b>100%</b>
<b>Percentage of Div. Total</b>	<b>100%</b>			<b>100%</b>	<b>33%</b>	<b>67%</b>	<b>100%</b>		
<b>26.1.E.13. Damage to County Property</b>									
Sustained									
Partially Sustained									
Exonerated									
Not Sustained									
Unfounded									
VNBOC									
Other									
<b>G.O. Violation E.13 Totals</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Percentage of Div. Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>In Custody Deaths *</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>100%</b>
<b>Total Dispositions By Bur/Dist/Div</b>	<b>50</b>	<b>10</b>	<b>2</b>	<b>62</b>	<b>12</b>	<b>7</b>	<b>19</b>	<b>81</b>	
<b>Percntg.of Div.Totals Per Bur/Dist.</b>	<b>81%</b>	<b>16%</b>	<b>3%</b>	<b>100%</b>	<b>63%</b>	<b>37%</b>	<b>100%</b>		
<b>Percntg./DOD Totals PerBur/Dist/Div</b>	<b>62%</b>	<b>12%</b>	<b>2%</b>	<b>76%</b>	<b>15%</b>	<b>9%</b>	<b>24%</b>	<b>100%</b>	

\*Dispositions: Other - No Violations Noted

**Exhibit 4**

**Note:** Rounded to nearest whole percent  
(may not equal 100%)

**2006 ADMINISTRATIVE INVESTIGATION (AI) ALLEGATION FINDINGS  
OFFICE OF BUSINESS AFFAIRS**

Divison	Business Services Division				Fiscal Services Division		Human Resources Division					Totals	Percentages
	Bureau/District	Central Svcs. Bur.	Info. Mgmt. Bur.	Records Mgmt. Bur.	Bu. Svcs. Div. Total	Budget Analyst & Finance Bur.	Fiscal Svcs. Div. Total	Academy & Mbr. Dev. Bur.	Cust. Svc. & Adm. Sect.	Employment Svcs.	Human Res. Dev. Bur.		
<b>G.O. Violations</b>													
<b>26.1.E.8. Insubordination</b>													
Sustained													
Partially Sustained													
Exonerated													
Not Sustained													
Unfounded													
Closed													
Other													
<b>G.O. Violation E.8 Totals</b>	0	0	0	0	0	0	0	0	0	0	0	0	
<b>Percentage of Div. Total</b>													
<b>26.1.E.9. Neglect of Duty</b>													
Sustained													
Partially Sustained													
Exonerated													
Not Sustained													
Unfounded													
Closed													
Other													
<b>G.O. Violation E.9 Totals</b>	0	0	0	0	0	0	0	0	0	0	0	0	
<b>Percentage of Div. Total</b>													
<b>26.1.E.10. Improper Conduct</b>													
Sustained													
Partially Sustained													
Exonerated	1			1								1	100%
Not Sustained													
Unfounded													
Closed													
Other													
<b>G.O. Violation E.10 Totals</b>	1	0	0	1	0	0	0	0	0	0	0	1	100%
<b>Percentage of Div. Total</b>	100%			100%									
<b>26.1.E.11. Competency, Job Knowledge, Proficiency</b>													
Sustained													
Partially Sustained													
Exonerated													
Not Sustained													
Unfounded													
Closed													
Other													
<b>G.O. Violation E.11 Totals</b>	0	0	0	0	0	0	0	0	0	0	0	0	
<b>Percentage of Div. Total</b>													
<b>26.1.E.12. Unlawful Conduct</b>													
Sustained													
Partially Sustained													
Exonerated													
Not Sustained													
Unfounded													
Closed													
Other													
<b>G.O. Violation E.12 Totals</b>	0	0	0	0	0	0	0	0	0	0	0	0	
<b>Percentage of Div. Total</b>													
<b>26.1.E.13. Damage to County Property By Neglect</b>													
Sustained													
Partially Sustained													
Exonerated													
Not Sustained													
Unfounded													
Closed													
Other													
<b>G.O. Violation E.13 Totals</b>	0	0	0	0	0	0	0	0	0	0	0	0	
<b>Percentage of Div. Total</b>	0	0	0	0	0	0	0	0	0	0	0	0	
<b>Total Dispositions By Bur/Dist/Div</b>	1	0	0	1	0	0	0	0	0	0	0	1	
<b>Percntg. of Div. Totals/Bur.</b>	100%	0%	0%	100%	0%	0%					0%		
<b>Percntg. of OBA Totals/Div.</b>	100%	0%	0%	100%	0%	0%					0%	100%	

**2006 ADMINISTRATIVE INVESTIGATION (AI) ALLEGATION FINDINGS  
OUTSIDE/CONTRACT AGENCIES**

Outside/Contract Agencies	Correctional Medical Services	Outside/Contract Agencies Total Dispositions Per G.O. Violation	Percentage of Dispositions Per G.O. Violation
<b>G.O. Violations</b>			
<b>26.1.E.8. Insubordination</b>			
Sustained			
Partially Sustained			
Exonerated			
Not Sustained			
Unfounded			
VNBOC			
Other			
<b>G.O. Violation E.8 Totals</b>	<b>0</b>	<b>0</b>	
<b>26.1.E.9. Neglect of Duty</b>			
Sustained			
Partially Sustained			
Exonerated			
Not Sustained			
Unfounded			
VNBOC			
Other			
<b>G.O. Violation E.9 Totals</b>	<b>0</b>	<b>0</b>	
<b>26.1.E.10. Improper Conduct</b>			
Sustained			
Partially Sustained			
Exonerated			
Not Sustained			
Unfounded			
VNBOC			
Other			
<b>G.O. Violation E.10 Totals</b>	<b>0</b>	<b>0</b>	
<b>26.1.E.11. Competency, Job Knowledge, Proficiency</b>			
Sustained			
Partially Sustained			
Exonerated			
Not Sustained			
Unfounded			
VNBOC			
Other			
<b>G.O. Violation E.11 Totals</b>	<b>0</b>	<b>0</b>	
<b>26.1.E.12. Unlawful Conduct</b>			
Sustained	1	1	100%
Partially Sustained			
Exonerated			
Not Sustained			
Unfounded			
VNBOC			
Other			
<b>G.O. Violation E.12 Totals</b>	<b>1</b>	<b>1</b>	<b>100%</b>
<b>26.1.E.13. Damage to County Property By Neglect</b>			
Sustained			
Partially Sustained			
Exonerated			
Not Sustained			
Unfounded			
VNBOC			
Other			
<b>G.O. Violation E.13 Totals</b>	<b>0</b>	<b>0</b>	
<b>Total Dispositions</b>	<b>1</b>	<b>1</b>	