

Polk County Sheriff's Office

OFFICE OF PROFESSIONAL COMPLIANCE

ADMINISTRATIVE INVESTIGATIONS SECTION



*2007 Administrative Complaint Annual Report
April 1, 2008*

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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 52.1.3] [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 52.1.2] [FCAC 4.15 A, B]

In accordance with PCSO G.O. 52.1 – Administrative Inquiries and Investigations, 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.: CR07-001, CR7-002, 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.: AI07-001, AI07-002, or AQ07-001, AQ07-002, 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 G.O. 52.1.E.12 – Annual Report, and CALEA Accreditation Standard 1.2.9d, 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 2007 Administrative Complaint Annual Report provides a comprehensive review and detailed summary of these reported administrative complaints.

2007 ADMINISTRATIVE COMPLAINTS

A total of **261 administrative complaints** were reported and documented by the Polk County Sheriff's Office between January 1, 2007 and December 31, 2007. The 2007 total of 261 administrative complaints represents a **decrease of 52 (-16.6%)** from 313 administrative complaints in 2006.

Table 1 and Chart 1 summarize the total number of 2007 administrative complaints reported and documented by the Polk County Sheriff's Office.

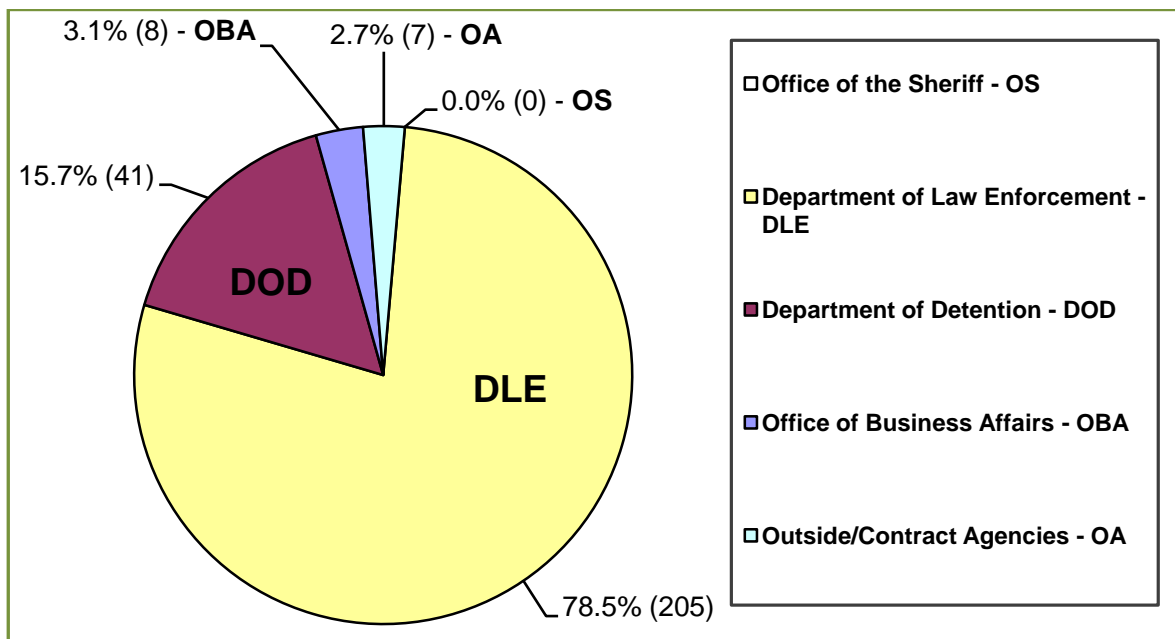
2007 ADMINISTRATIVE COMPLAINTS

ORIGIN	YEAR 2005	YEAR 2006	YEAR 2007	NUMERICAL/ PERCENT INCREASE OR DECREASE 2005/2006	NUMERICAL/ PERCENT INCREASE OR DECREASE 2006/2007	CUMULATIVE PERCENT INCREASE OR DECREASE 2005-2007
Office of the Sheriff	0	2	0	+2/N/A	-2/-100.0%0	N/A
Department of Law Enforcement	226	229	204	+3/+1.3%	-25/-10.9%	-9.6%
Department of Detention	32	77	42	+45/+140.6%	-35/-45.5%	+95.1%
Office of Business Affairs	5	4	8	-1/-20.0%	+4/+100.0%	+80.0%
Outside/Contract Agencies	4	1	7	-3/-75.0%	+6/+600.0%	+525.0%
TOTALS	267	313	261	+46/+17.2%	-52/-16.6%	+0.6%

TABLE 1

SOURCE: PCSO AIM SYSTEM, 2008

2007 ADMINISTRATIVE COMPLAINTS



SOURCE: PCSO AIM SYSTEM, 2008

CHART 1

NOTE: Rounded to nearest tenth percent

Table 2 summarizes the total number of 2007 Office of the Sheriff administrative complaint distribution.

2007 ADMINISTRATIVE COMPLAINT DISTRIBUTION
OFFICE OF THE SHERIFF

OFFICE OF THE SHERIFF	YEAR 2005	YEAR 2006	YEAR 2007	NUMERICAL/ PERCENT INCREASE OR DECREASE 2005/2006	NUMERICAL/ PERCENT INCREASE OR DECREASE 2006/2007	CUMULATIVE PERCENT INCREASE OR DECREASE 2005-2007
Office of Strategic Planning	0	0	0	0/0%	0/0%	0%
Office of Professional Compliance	0	1	0	+1/N/A	-1/-100%	N/A
Office of Communications	0	1	0	+1/N/A	-1/-100%	N/A
Office of Legal Affairs	0	0	0	0/0%	0/0%	0%
TOTAL – OFFICE OF THE SHERIFF	0	2	0	+2/N/A	-2/-100%	N/A

SOURCE: PCSO AIM SYSTEM, 2008

TABLE 2

Table 3 and Chart 2 summarize the total number of 2007 Department of Law Enforcement administrative complaint distribution occurring within specific divisions and bureaus/districts.

**2007 ADMINISTRATIVE COMPLAINT DISTRIBUTION BY
DIVISION/ DISTRICT/BUREAU
DEPARTMENT OF LAW ENFORCEMENT**

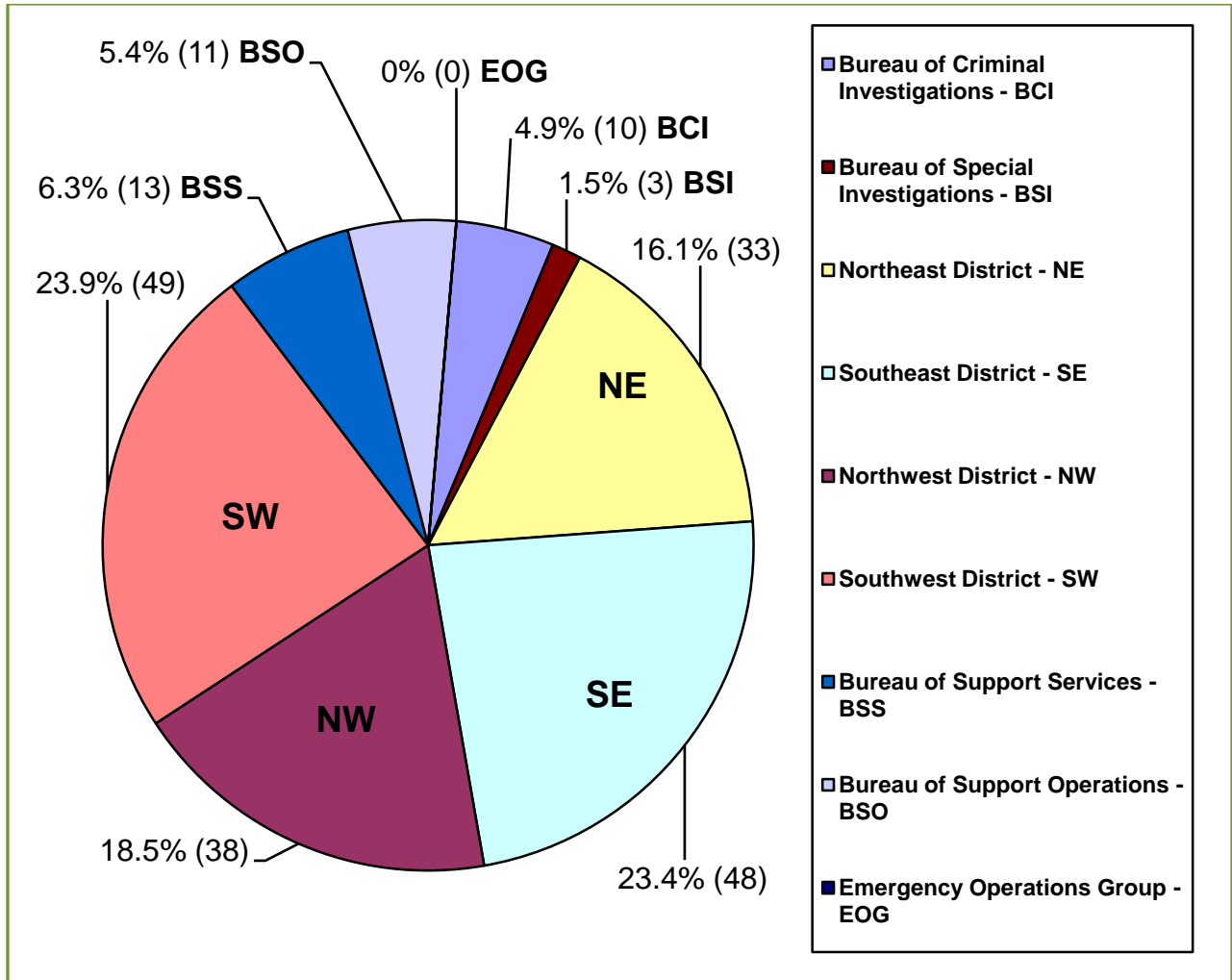
DEPARTMENT OF LAW ENFORCEMENT	YEAR 2005	YEAR 2006	YEAR 2007	NUMERICAL/ PERCENT INCREASE OR DECREASE 2005/2006	NUMERICAL/ PERCENT INCREASE OR DECREASE 2006/2007	CUMULATIVE PERCENT INCREASE OR DECREASE 2005-2007
Bureau of Criminal Investigations - BCI	8	19	10	+11/+137.5%	-9/-47.4%	+90.1%
Bureau of Special Investigations - BSI	9	7	3	-2/-22.2%	-4/-57.1%	-79.3%
Northeast District- NE	50	34	33	-16/-32.0%	-1/-2.9%	-34.9%
Southeast District - SE	58	53	48	-5/-8.6%	-5/-9.4%	-18.0%
Northwest District - NW	39	46	38	+7/+17.9%	-8/-17.4%	+0.5%
Southwest District - SW	44	42	49	-2/-4.5%	+7/+16.7%	+12.2%
Bureau of Support Services - BSS	11	18	13	+7/+63.6%	-5/-27.8%	+35.8%
Bureau of Support Operations - BSO	6	10	11	+4/+66.7%	+1/+10.0%	+76.7%
Emergency Operations Group - EOG	1	0	0	-1/-100.0%	0/0.0%	-100.0%
TOTAL – DEPARTMENT OF LAW ENFORCEMENT	226	229	205	+3/+1.3%	-24/-10.5%	-9.2%

SOURCE: PCSO AIM SYSTEM, 2008

TABLE 3

NOTE: Rounded to nearest tenth percent

**2007 ADMINISTRATIVE COMPLAINT DISTRIBUTION BY
DIVISION/ DISTRICT/BUREAU
DEPARTMENT OF LAW ENFORCEMENT**



SOURCE: PCSO AIM SYSTEM, 2008

CHART 2

NOTE: Rounded to nearest tenth percent

Table 4 and Chart 3 summarize the total number of 2007 Department of Detention administrative complaint distribution occurring within specific division and bureau/facility.

**2007 ADMINISTRATIVE COMPLAINT DISTRIBUTION BY
DIVISION/BUREAU/FACILITY
DEPARTMENT OF DETENTION**

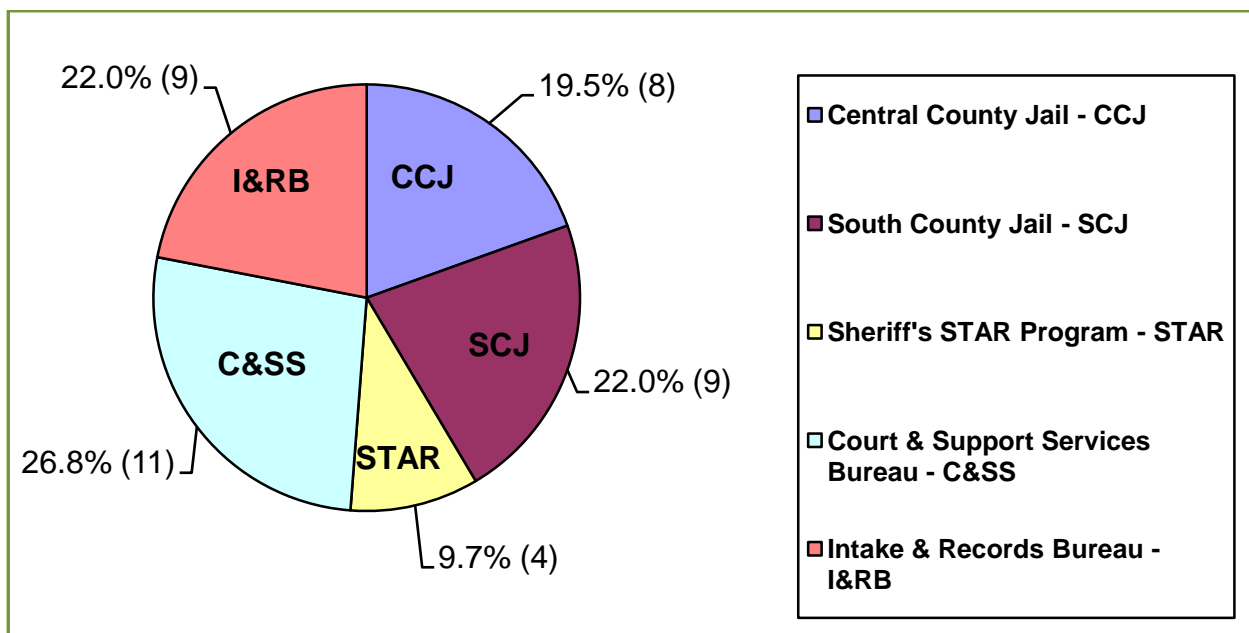
BUREAU/FACILITY	YEAR 2005	YEAR 2006	YEAR 2007	NUMERICAL/ PERCENT INCREASE OR DECREASE 2005/2006	NUMERICAL/ PERCENT INCREASE OR DECREASE 2006/2007	CUMULATIVE PERCENT INCREASE OR DECREASE 2005-2007
Central County Jail - CCJ	11	24	8	+13/+118.2%	-16/-66.7%	+51.5%
South County Jail - SCJ	4	14	9	+10/+250.0%	-5/-35.7%	+214.3%
Sheriff's STAR Program - STAR	3	2	4	-1/-33.3%	+2/+100.0%	+66.7%
Court & Support Services Bureau - C&SS	7	19	11	+12/+171.4%	-8/-42.1%	+129.3%
Intake & Records Bureau - I&RB	7	18	9	+11/+157.1	-9/-50.0%	+107.1%
TOTAL DEPARTMENT OF DETENTION	32	77	41	+45/+140.6%	-36/-46.8%	+93.8%

TABLE 4

SOURCE: PCSO AIM SYSTEM, 2008

NOTE: Rounded to nearest tenth percent

**2007 ADMINISTRATIVE COMPLAINT DISTRIBUTION BY
DIVISION/BUREAU/FACILITY
DEPARTMENT OF DETENTION**



SOURCE: PCSO AIM SYSTEM, 2008

CHART 3

NOTE: Rounded to nearest tenth percent

Table 5 summarizes the total number of 2007 Office of Business Affairs administrative complaint distribution occurring within specific division/bureau.

2007 ADMINISTRATIVE COMPLAINT DISTRIBUTION BY DIVISION/BUREAU
OFFICE OF BUSINESS AFFAIRS

OFFICE OF BUSINESS AFFAIRS	YEAR 2005	YEAR 2006	YEAR 2007	NUMERICAL/ PERCENT INCREASE OR DECREASE 2005/2006	NUMERICAL/ PERCENT INCREASE OR DECREASE 2006/2007	CUMULATIVE PERCENT INCREASE OR DECREASE 2005-2007
Central Services Bureau	2	2	1	0/0%	-1/-50%	-50%
Information Management Bureau	1	0	1	-1/-100%	+1/N/A	N/A
Records Management Bureau	0	0	0	0/0%	0/0%	0%
Budget Analyst & Finance Bureau	1	2	0	+1/+100%	-2/-100%	0%
Academy & Member Development Bureau	1	0	2	-1/-100%	+2/N/A	N/A
Customer Service & Administrative Bureau	0	0	4	0/0%	+4/N/A	N/A
Employment Services Bureau	0	0	0	0/0%	0/0%	0%
TOTAL OFFICE OF BUSINESS AFFAIRS	5	4	8	-1/-20%	+4/+100%	+80%

TABLE 5

SOURCE: PCSO AIM SYSTEM, 2008

Table 6 summarizes the total number of 2007 Outside/Contract Agencies administrative complaint distribution.

2007 ADMINISTRATIVE COMPLAINT DISTRIBUTION
OUTSIDE/CONTRACT AGENCIES

AGENCY	YEAR 2005	YEAR 2006	YEAR 2007	NUMERICAL/ PERCENT INCREASE OR DECREASE 2005/2006	NUMERICAL/ PERCENT INCREASE OR DECREASE 2006/2007	CUMULATIVE PERCENT INCREASE OR DECREASE 2005-2007
Bartow Police Department	2	0	0	-2/-100%	0/0%	-100%
City of Fort Meade	0	0	1	0/0%	+1/N/A	N/A
Correctional Medical Services	0	1	0	+1/N/A	-1/-100%	N/A
Davenport Police Department	0	0	1	0/0%	+1/N/A	N/A
Eagle Lake Police Department	1	0	1	-1/-100%	+1/N/A	N/A
Haines City Police Department	0	0	3	0/0%	+3/N/A	N/A
Lake Hamilton Police Department	0	0	1	0/0%	+1/N/A	N/A
Polk County School Board	1	0	0	-1/-100%	0/0%	-100%
TOTAL OUTSIDE /CONTRACT AGENCIES	4	1	7	-3/-75%	+6/+600%	+525%

TABLE 6

SOURCE: PCSO AIM SYSTEM, 2008

Table 7 and Chart 4 summarize the total number of 2007 Polk County Sheriff's Office administrative complaints by origin.

2007 ADMINISTRATIVE COMPLAINTS BY ORIGIN
POLK COUNTY SHERIFF'S OFFICE

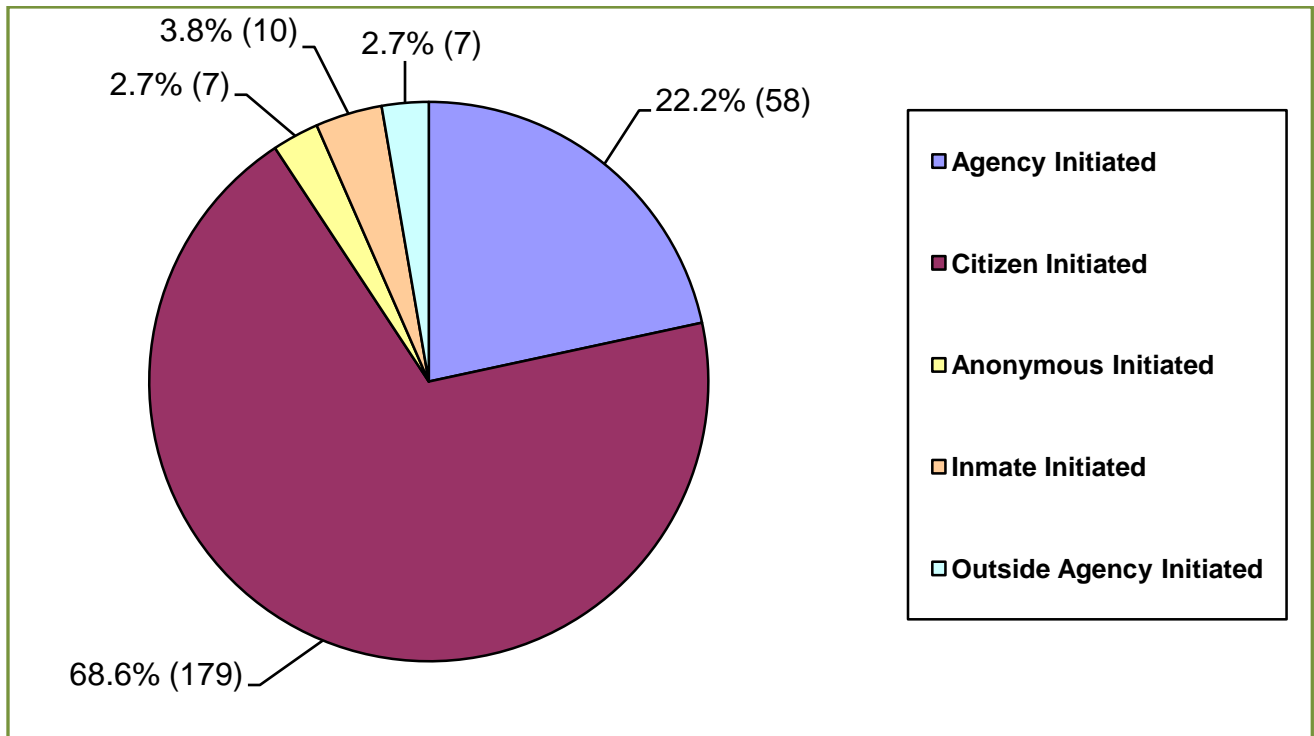
ADMINISTRATIVE COMPLAINTS BY ORIGIN	TOTALS 2006	TOTALS 2007	NUMERICAL INCREASE OR DECREASE 2006/2007	PERCENT INCREASE OR DECREASE 2006/2007
Agency Initiated	50	58	+8	+16.0%
Citizen Initiated	241	179	-62	-25.7%
Anonymous Initiated	10	7	-3	-30.0%
Inmate Initiated	7	10	+3	+42.9%
Outside Agency Initiated	5	7	+2	+40.0%
TOTALS	313	261	-52	-16.6%

SOURCE: PCSO AIM SYSTEM, 2008

TABLE 7

NOTE: Rounded to nearest tenth percent

2007 ADMINISTRATIVE COMPLAINTS BY ORIGIN
POLK COUNTY SHERIFF'S OFFICE



SOURCE: PCSO AIM SYSTEM, 2008

CHART 4

NOTE: Rounded to nearest tenth percent

**2007 ADMINISTRATIVE INQUIRY AND
ADMINISTRATIVE INVESTIGATION DISTRIBUTION**

In accordance with PCSO G.O. 52.1 – Administrative Inquiries and Investigations, a total of **176 complaints** were referred for administrative inquiry (AQ) and were investigated by supervision/command staff within the respective departments/office. This represents a **31.0% decrease from 2006**. The remaining **85 administrative complaints** were authorized for completion of an administrative investigation (AI) by the AIS. This represents a **46.6% increase from 2006** (Table 8).

Table 8 and Chart 5 summarize the total number of 2007 Polk County Sheriff’s Office administrative inquiry and administrative investigation distribution.

**2007 ADMINISTRATIVE INQUIRY AND
ADMINISTRATIVE INVESTIGATION DISTRIBUTION
POLK COUNTY SHERIFF’S OFFICE**

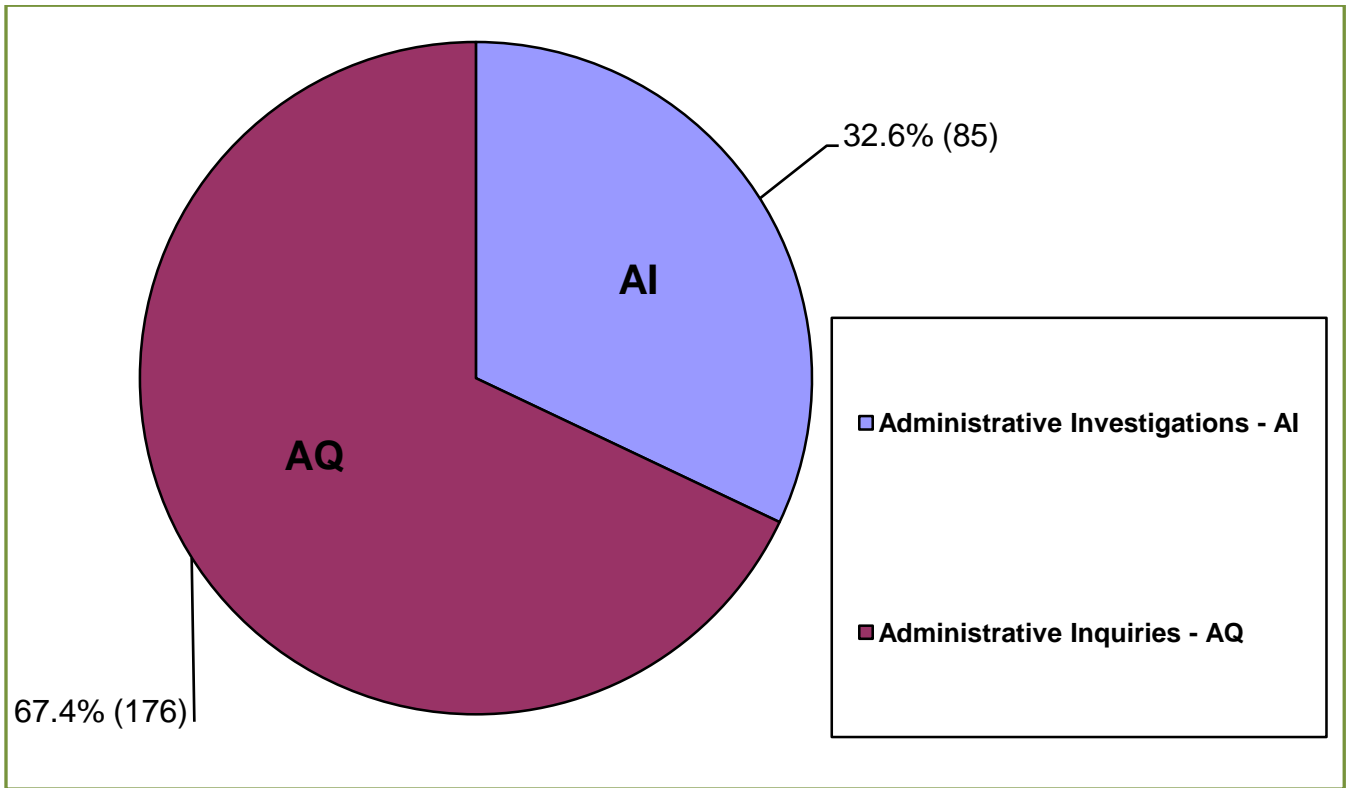
ADMINISTRATIVE COMPLAINTS	YEAR 2005	YEAR 2006	YEAR 2007	NUMERICAL/ PERCENT INCREASE OR DECREASE 2005/2006	NUMERICAL/ PERCENT INCREASE OR DECREASE 2006/2007	CUMULATIVE PERCENT INCREASE OR DECREASE 2005-2007
Administrative Inquiries - AQ	213	255	176	+42/+19.7%	-79/-31.0%	-11.3%
Administrative Investigations - AI	54	58	85	+4/+7.4%	+27/+46.6%	+54.0%
TOTAL ADMINISTRATIVE COMPLAINTS	267	313	261	+46/+17.2%	-52/-16.6%	-0.6%

SOURCE: PCSO AIM SYSTEM, 2008

TABLE 8

NOTE: Rounded to nearest tenth percent

**2007 ADMINISTRATIVE INQUIRY AND
ADMINISTRATIVE INVESTIGATION DISTRIBUTION
POLK COUNTY SHERIFF'S OFFICE**



SOURCE: PCSO AIM SYSTEM, 2008

CHART 5

NOTE: Rounded to nearest tenth percent

2007 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 **453 administrative complaint allegations** were received and documented by the agency during 2007. This represents a **decrease of 78 (-14.7%)** from 531 administrative complaint allegations in 2006 (Table 9).

The following tables, charts, and graphs summarize the total number of 2007 administrative complaint *allegations* received and documented.

Please note that the number of administrative complaints 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.

Table 9 and Chart 6 summarize the total number of 2007 administrative complaint allegations by category.

2007 ADMINISTRATIVE COMPLAINT ALLEGATIONS BY CATEGORY

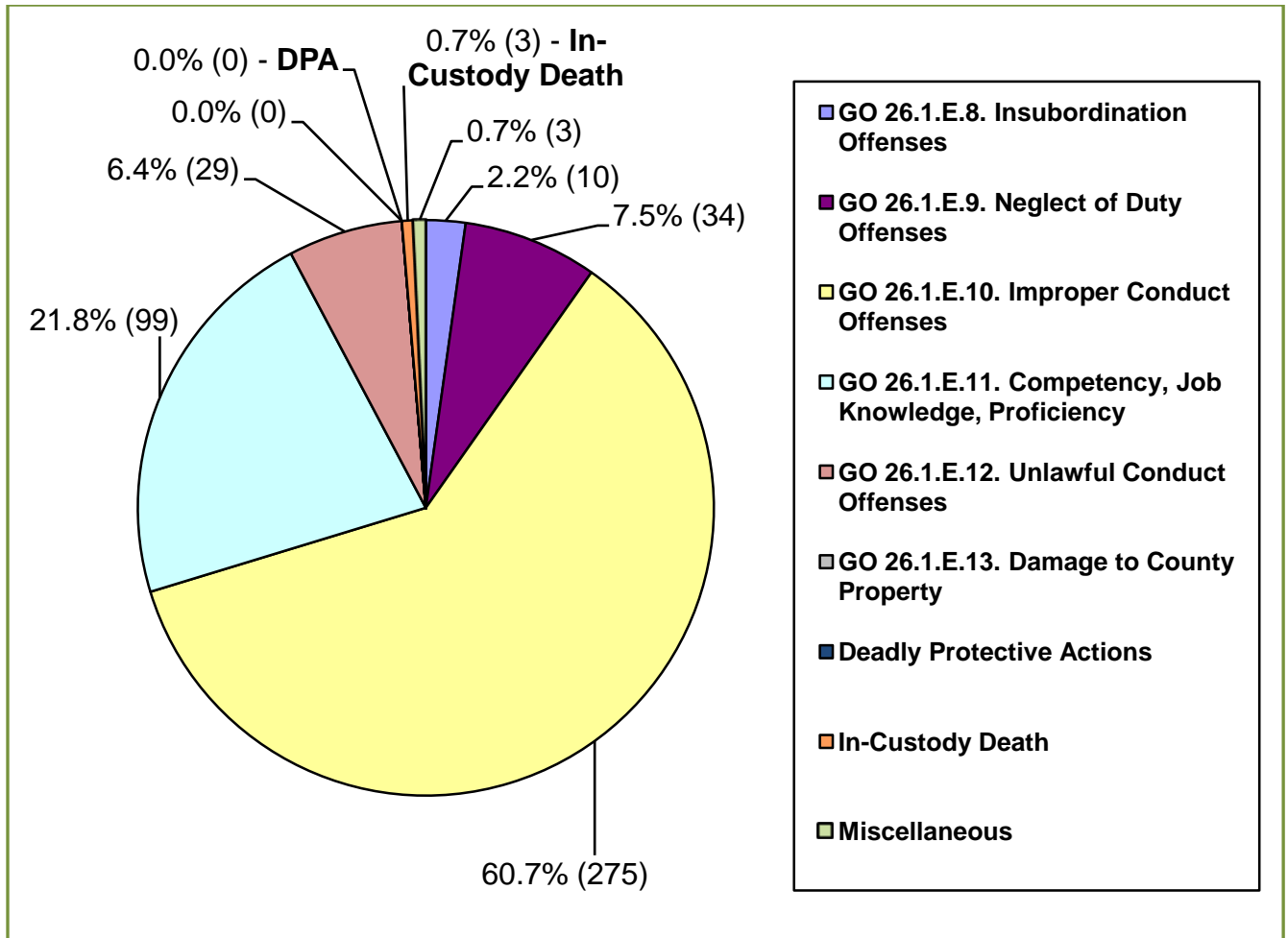
ADMINISTRATIVE COMPLAINT (CR) ALLEGATIONS	YEAR 2005	YEAR 2006	YEAR 2007	NUMERICAL/ PERCENT INCREASE OR DECREASE 2005/2006	NUMERICAL/ PERCENT INCREASE OR DECREASE 2006/2007	CUMULATIVE INCREASE OR DECREASE 2005-2007
GO 26.1.E.8. Insubordination Offenses	4	6	10	+2/+50.0%	+4/+66.7%	+116.7%
GO 26.1.E.9. Neglect of Duty Offenses	44	46	34	+2/+4.5%	-12/-26.1%	-21.6%
GO 26.1.E.10. Improper Conduct Offenses	221	303	275	+82/+37.1%	-28/-9.2%	+27.9%
GO 26.1.E.11. Competency, Job Knowledge, Proficiency	97	130	99	+33/+34.0%	-31/-23.8%	+10.2%
GO 26.1.E.12. Unlawful Conduct Offenses	44	37	29	-7/-15.9%	-8/-21.6%	-37.5%
GO 26.1.E.13. Damage to County Property	1	1	0	0/0.0%	-1/-100.0%	-100.0%
Deadly Protective Actions	5	3	0	-2/-40.0%	-3/-100.0%	-140.0%
In-Custody Death	2	5	3	+3/+150.0%	-2/-40.0%	+110.0%
Miscellaneous (Injunction for Protection, Inmate Escape and Outside Agency Officer Involved Shooting)	0	0	3	0/0.0%	+3/N/A	N/A
TOTAL ADMINISTRATIVE COMPLAINT ALLEGATIONS	418	531	453	+113/+27.0%	-78/-14.7%	+12.3%

SOURCE: PCSO AIM SYSTEM, 2008

TABLE 9

NOTE: Rounded to nearest tenth percent

2007 ADMINISTRATIVE COMPLAINT ALLEGATIONS
DISTRIBUTION BY CATEGORY



SOURCE: PCSO AIM SYSTEM, 2008

CHART 6

NOTE: Rounded to nearest tenth percent

Table 10 and Graph 1 summarize the total number of 2007 Polk County Sheriff's Office administrative complaint allegations by origins.

2007 ADMINISTRATIVE COMPLAINT ALLEGATIONS BY ORIGIN
POLK COUNTY SHERIFF'S OFFICE

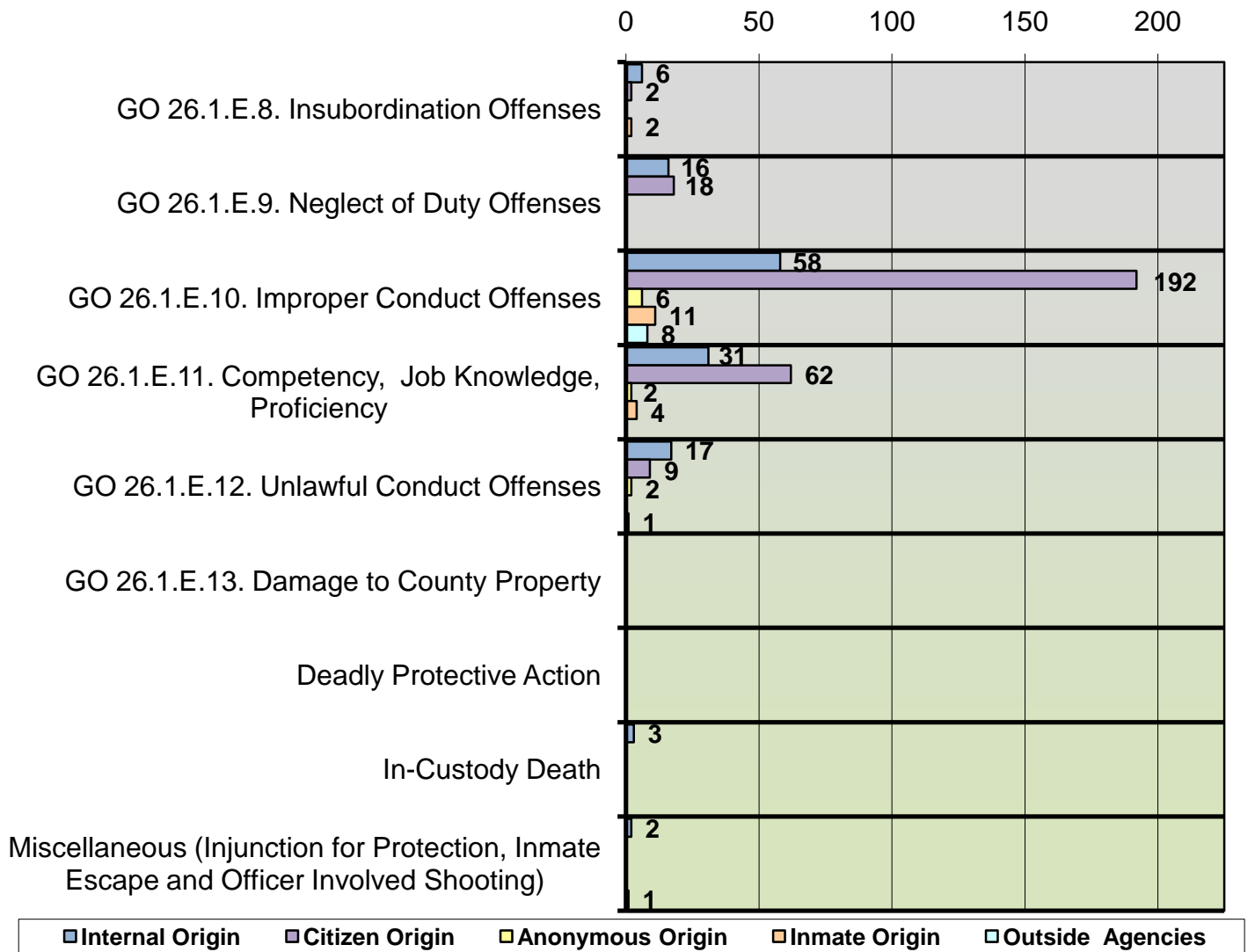
ADMINISTRATIVE COMPLAINT ALLEGATIONS	INITIATED BY					TOTALS 2007	PERCENTAGE 2007
	AGENCY 2007	CITIZEN 2007	ANONYMOUS 2007	INMATE 2007	OUTSIDE AGENCY 2007		
GO 26.1.E.8. Insubordination Offenses	6 (60.0%)	2 (20.0%)	0 (0.0%)	2 (20%)	0 (0.0%)	10	2.2%
GO 26.1.E.9. Neglect of Duty Offenses	16 (47.1%)	18 (52.9%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	34	7.5%
GO 26.1.E.10. Improper Conduct Offenses	58 (21.1%)	192 (69.8%)	6 (2.2%)	11 (4.0%)	8 (2.9%)	275	60.7%
GO 26.1.E.11. Competency, Job Knowledge, Proficiency	31 (31.3%)	62 (62.6%)	2 (2.0%)	4 (4.1%)	0 (0.0%)	99	21.9%
GO 26.1.E.12. Unlawful Conduct Offenses	17 (58.6%)	9 (31.0%)	2 (6.9%)	0 (0.0%)	1 (3.5%)	29	6.4%
GO 26.1.E.13. Damage to County Property	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0	0.0%
Deadly Protective Actions	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0	0.0%
In-Custody Death	3 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	3	0.7%
Miscellaneous (Injunction for Protection, Inmate Escape and Outside Agency Officer Involved Shooting)	2 (66.7%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (33.3%)	3	0.7%
TOTALS - 2007	133 (29.4%)	283 (62.5%)	10 (2.2%)	17 (3.7%)	10 (2.2%)	453	100.0%
TOTALS - 2006	74 (13.9%)	395 (74.4%)	36 (6.8%)	14 (2.6%)	12 (2.3%)	531	100.0%
PERCENT INCREASE OR DECREASE	+79.7%	-28.4%	-72.2%	+21.4%	-16.7%	-14.7%	

SOURCE: PCSO AIM SYSTEM, 2008

TABLE 10

NOTE: Rounded to nearest tenth percent

2007 ADMINISTRATIVE COMPLAINT ALLEGATIONS BY ORIGIN
POLK COUNTY SHERIFF'S OFFICE



SOURCE: PCSO AIM SYSTEM, 2008

GRAPH 1

Table 11 and Graph 2 summarize the total number of 2007 administrative inquiry (AQ) allegations occurring within the Polk County Sheriff's Office.

2007 ADMINISTRATIVE INQUIRY (AQ) ALLEGATIONS

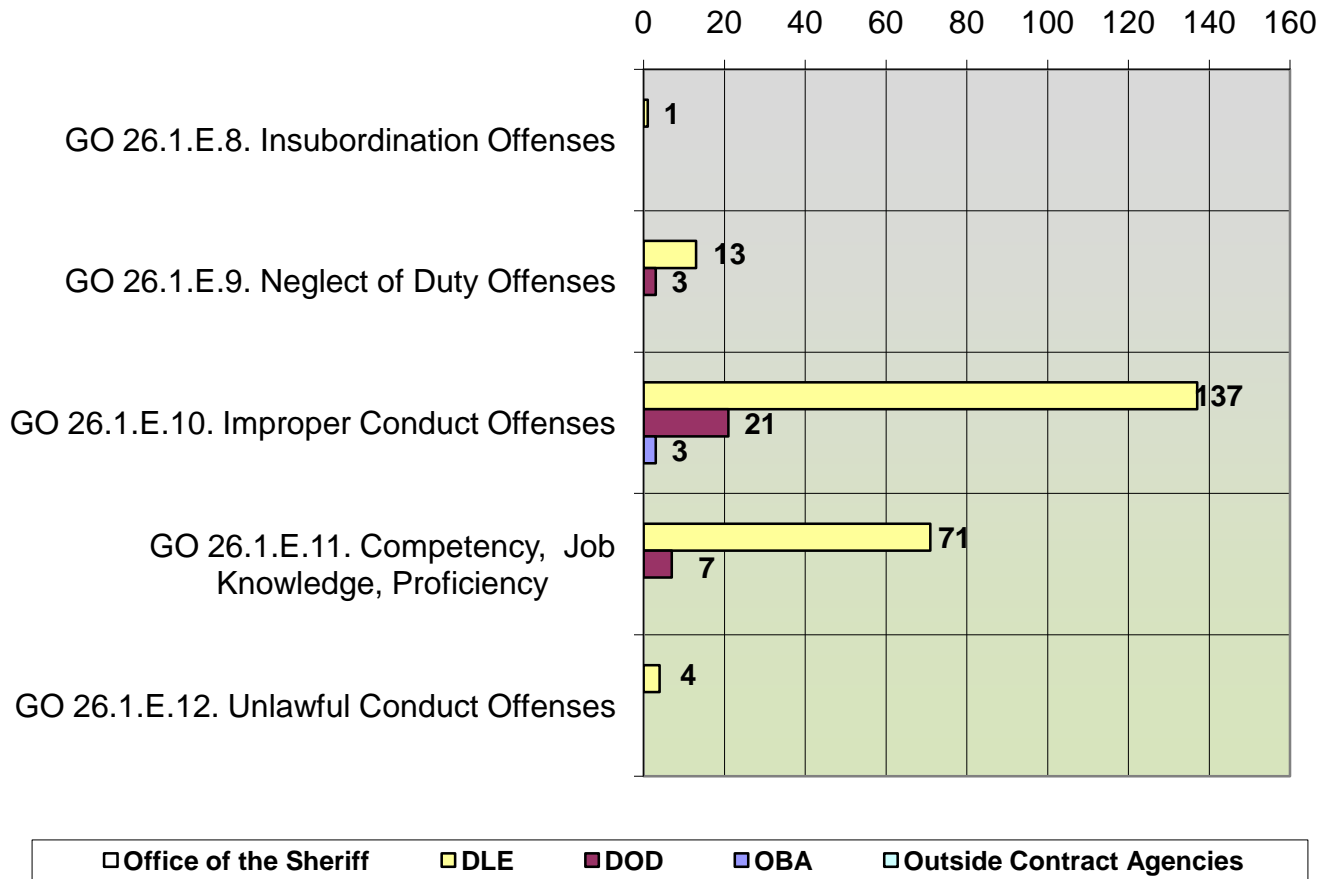
ADMINISTRATIVE INQUIRY (AQ) ALLEGATIONS	OFFICE OF THE SHERIFF	DLE	DOD	OBA	OA	TOTALS 2007	PERCENTAGE 2007
GO 26.1.E.8. Insubordination Offenses	0	1	0	0	0	1	0.4%
GO 26.1.E.9. Neglect of Duty Offenses	0	13	3	0	0	16	6.2%
GO 26.1.E.10. Improper Conduct Offenses	0	137	21	3	0	161	61.9%
GO 26.1.E.11. Competency, Job Knowledge, Proficiency	0	71	7	0	0	78	30.0%
GO 26.1.E.12. Unlawful Conduct Offenses	0	4	0	0	0	4	1.5%
GO 26.1.E.13. Damage to County Property	0	0	0	0	0	0	0.0%
TOTAL AQ ALLEGATIONS - 2007	0	226	31	3	0	260	100.0%
<i>PERCENTAGE – 2007</i>	<i>0.0%</i>	<i>86.9%</i>	<i>11.9%</i>	<i>1.2%</i>	<i>0.0%</i>	<i>100.0%</i>	
TOTAL AQ ALLEGATIONS - 2006	0	297	76	3	0	376	
TOTAL AQ ALLEGATIONS - 2005	0	290	24	3	2	319	
<i>PERCENT INCREASE OR DECREASE – 2006/2007</i>	<i>0.0%</i>	<i>-23.9%</i>	<i>-59.2%</i>	<i>0.0%</i>	<i>0.0%</i>	<i>-30.9%</i>	
<i>PERCENT INCREASE OR DECREASE – 2005/2006</i>	<i>0.0%</i>	<i>+2.4%</i>	<i>+216.7%</i>	<i>0.0%</i>	<i>-100.0%</i>	<i>+17.9%</i>	
<i>CUMULATIVE PERCENT INCREASE OR DECREASE – 2005-2007</i>	<i>0.0%</i>	<i>-21.5%</i>	<i>+157.5%</i>	<i>0.0%</i>	<i>-100.0%</i>	<i>-13.0%</i>	

SOURCE: PCSO AIM SYSTEM, 2008

TABLE 11

NOTE: Rounded to nearest tenth percent

2007 ADMINISTRATIVE INQUIRY (AQ) ALLEGATIONS DISTRIBUTION



SOURCE: PCSO AIM SYSTEM, 2008

GRAPH 2

Table 12 and Graph 3 summarize the total number of 2007 administrative investigation (AI) allegations occurring within the Polk County Sheriff's Office.

2007 ADMINISTRATIVE INVESTIGATION (AI) ALLEGATIONS

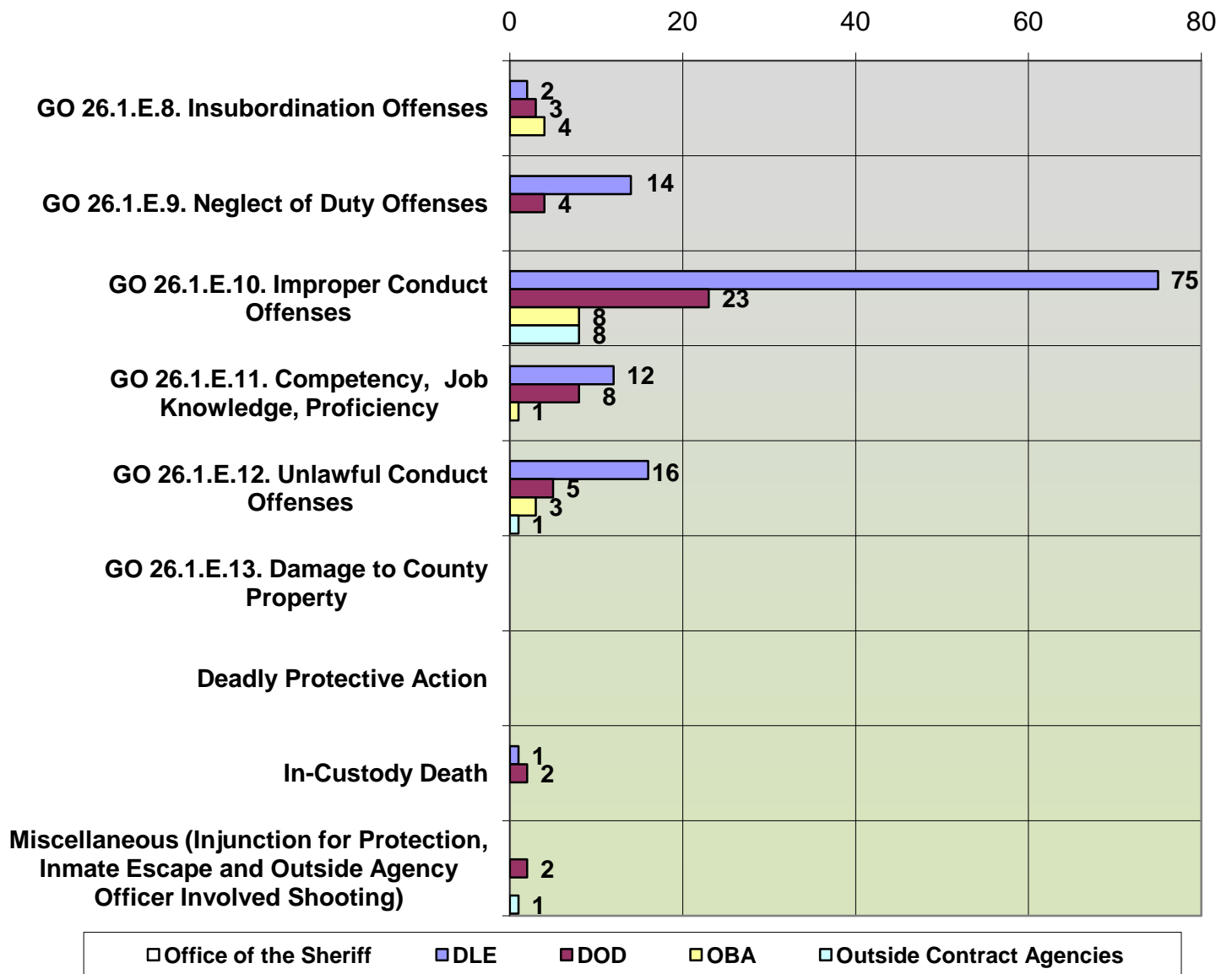
ADMINISTRATIVE INVESTIGATION (AI) ALLEGATIONS	OFFICE OF THE SHERIFF	DLE	DOD	OBA	OA	TOTALS 2007	PERCENTAGE 2007
GO 26.1.E.8. Insubordination Offenses	0	2	3	4	0	9	4.6%
GO 26.1.E.9. Neglect of Duty Offenses	0	14	4	0	0	18	9.3%
GO 26.1.E.10. Improper Conduct Offenses	0	75	23	8	8	114	59.1%
GO 26.1.E.11. Competency, Job Knowledge, Proficiency	0	12	8	1	0	21	10.8%
GO 26.1.E.12. Unlawful Conduct Offenses	0	16	5	3	1	25	13.0%
GO 26.1.E.13. Damage to County Property	0	0	0	0	0	0	0.0%
Deadly Protective Action	0	0	0	0	0	0	0.0%
In-Custody Death	0	1	2	0	0	3	1.6%
Miscellaneous: Injunction for Protection, Inmate Escape, and Outside Agency Officer Involved Shooting	0	0	2	0	1	3	1.6%
TOTAL AI ALLEGATIONS - 2007	0	120	47	16	10	193	100.0%
PERCENTAGE – 2007	0.0%	62.2%	24.4%	8.3%	5.2%	100.0%	
TOTAL AI ALLEGATIONS - 2006	2	69	81	1	1	154	
TOTAL AI ALLEGATIONS - 2005	0	60	30	4	5	99	
PERCENT INCREASE OR DECREASE – 2006/2007	-100.0%	+73.9%	-42.0%	+1500.0%	+900.0%	+25.3%	
PERCENT INCREASE OR DECREASE – 2005/2006	N/A	+15.0%	+170.0%	-75.0%	-80.0%	+55.6%	
CUMULATIVE PERCENT INCREASE OR DECREASE – 2005-2007	N/A	+88.9%	+128.0%	+1425.0%	+820.0%	+80.9%	

SOURCE: PCSO AIM SYSTEM, 2008

TABLE 12

NOTE: Rounded to nearest tenth percent

2007 ADMINISTRATIVE INVESTIGATION (AI) ALLEGATIONS DISTRIBUTION



SOURCE: PCSO AIM SYSTEM, 2008

GRAPH 3

Table 13 and Graph 4 summarize the total number of 2007 Polk County Sheriff's Office administrative complaint allegation findings by origin.

2007 ADMINISTRATIVE COMPLAINT ALLEGATION FINDINGS BY ORIGIN
POLK COUNTY SHERIFF'S OFFICE

FINDINGS	INITIATED BY					TOTALS	PERCENTAGE
	AGENCY	CITIZEN	ANONYMOUS	INMATE	OUTSIDE AGENCY		
Exonerated	3	48	1	1	0	53	12.6%
Not Sustained	15	92	2	5	0	114	27.0%
Partially Sustained	2	6	0	0	0	8	1.9%
Policy Failure	0	1	0	0	0	1	0.2%
Sustained	83	62	0	7	0	152	36.0%
Unfounded	2	53	6	3	0	64	15.2%
Violation Not Based on Original Complaint	8	8	0	1	0	17	4.0%
Other - No Policy Violation	3	0	0	0	0	3	0.7%
Other - Summarily Disposed	0	1	0	0	0	1	0.2%
Other - Forwarded to Outside Agency	0	0	1	0	8	9	2.2%
TOTAL FINDINGS - 2007	116	271	10	17	8	422*	100.0%
PERCENTAGE - 2007	27.5%	64.2%	2.4%	4.0%	1.9%	100.0%	
TOTAL FINDINGS - 2006	69	393	36	13	12	523**	
PERCENT INCREASE OR DECREASE	+68.1%	-31.0%	-72.2%	+30.8%	-33.3%	-19.3%	

*Disposition pending on thirty-one (31) Allegations

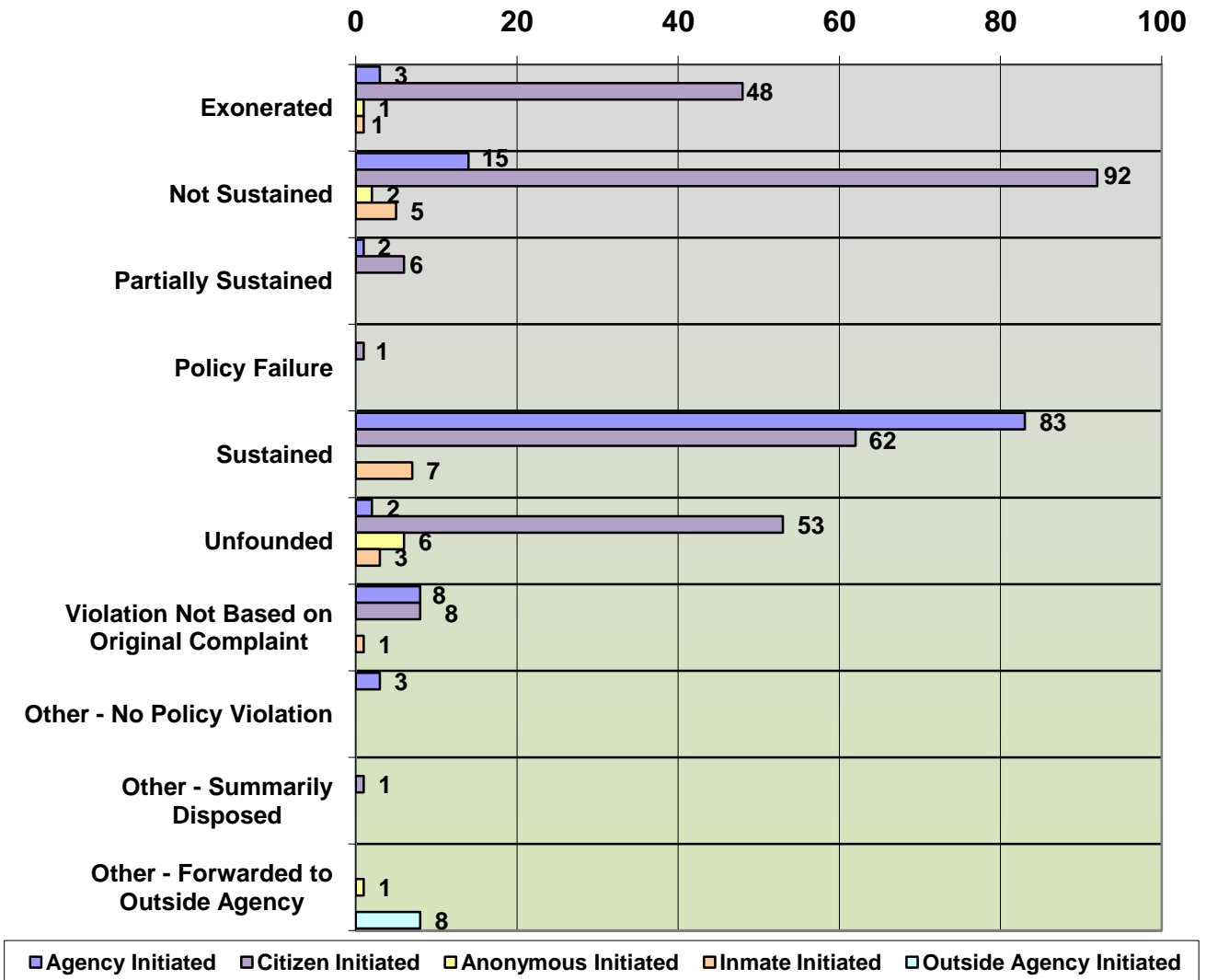
**Disposition pending on eight (8) Allegations

SOURCE: PCSO AIM SYSTEM, 2008

TABLE 13

NOTE: Rounded to nearest tenth percent

2007 ADMINISTRATIVE COMPLAINT ALLEGATION FINDINGS BY ORIGIN
POLK COUNTY SHERIFF'S OFFICE



SOURCE: PCSO AIM SYSTEM, 2008

GRAPH 4

NOTE: Rounded to nearest tenth percent

**2007 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.

2007 HARASSMENT COMPLAINT SUMMARY

Two grievances were investigated in 2007 regarding an allegation of harassment based upon a protected class or status. These complaints were documented and assigned a complaint referral (CR) number and corresponding administrative investigation (AI) number. These complaints were investigated by the Human Resources Division and resulted in the following:

- 1) AI07-84. On 4/24/07, a female PCSO deputy assigned to the West Division, Southwest District, reported that a sexual comment had been directed to her by another member in front of co-workers. The alleged comment was not disputed by the male member. The allegation of sexual harassment was Partially Sustained, and a Letter of Retraining was issued.
- 2) AI07-85. On 8/7/07, a male PCSO detective assigned to the Criminal Investigations Division reported that his supervisor had made a derogatory ethnic comment and that he is treated differently by his supervisor than the other members of his unit because of his race. Neither allegation was Sustained.

2007 BIAS-BASED PROFILING COMPLAINT SUMMARY

Seven (7) allegations of bias-based profiling were received and investigated in 2007. These allegations were assigned a complaint referral (CR) Number and investigated by the AIS in accordance with G.O. 52.1 – Administrative Inquiries and Investigations, and resulted in the following:

- 1) AI07-06. On 1/8/07 a black male alleged his son's arrest by a PCSO law enforcement deputy was motivated by bias-based profiling. The complaint was unfounded and no disciplinary action was noted.
- 2) AI07-13. On 2/15/07 a black female alleged a traffic stop conducted by a PCSO law enforcement deputy was motivated by bias-based profiling. The complaint was unfounded and no disciplinary action was noted.
- 3) AI07-15. On 2/15/07 a black male alleged a traffic stop on an unknown date conducted by a PCSO law enforcement deputy was motivated by bias-based profiling. The complaint was not sustained and no disciplinary action was noted.
- 4) AI07-33. On 5/23/07 a black male alleged a traffic stop conducted on him by a PCSO law enforcement deputy was motivated by bias-based profiling. The complaint was unfounded and no disciplinary action was noted.
- 5) AI07-47. On 6/25/07, a black male alleged his son's rights were violated after a traffic stop was conducted on him by a PCSO law enforcement deputy which was motivated by bias-based profiling. The complaint was unfounded and no disciplinary action was noted.
- 6) AI07-67. On 10/22/07, a black female alleged a PCSO law enforcement deputy called for backup during the investigation of an incident, which was motivated by bias-based profiling. The complaint was not sustained and no disciplinary action was noted.
- 7) AI07-71. On 10/31/07 a black female alleged that her two sons were detained by a PCSO law enforcement deputy, which was motivated by bias-based profiling. The complaint was not sustained and no disciplinary action was noted.

2007 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 **sixteen (16) instances of Level 6 use of protective action** in 2007. This represents an **increase of 9 (+128.6%)** from 2006 (7).

Fourteen (14) of the sixteen (16) **Level 6 protective action incidents** that occurred during 2007 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 action incidents that occurred during 2007 involved authorized legal interventions with agency-issued motor vehicles involved in authorized pursuits to apprehend fleeing suspect vehicles. During both incidents, stop sticks had previously been deployed. Both Level 6 protective action incidents (LP07-086 and LP07-170) occurred in the Northwest District.

2007 IN-CUSTODY DEATH SUMMARY*

Three (3) in-custody deaths were investigated in 2007. These incidents were documented and assigned a complaint referral (CR) number. In accordance with G.O. 52.1 – Administrative Inquiries and Investigations, these incidents were investigated by the AIS and resulted in the following:

- 1) AI07-17. On 2/27/07, an in-custody death occurred at the Bartow Regional Medical Center with hospital medical staff and Polk County Emergency Medical Services personnel in attendance. The administrative investigation concluded on 9/14/07 with a finding of “Other; No Violation Noted.”
- 2) AI07-70. On 11/8/07, an in-custody death occurred at the Lakeland Regional Medical Center with hospital medical staff and Polk County Emergency Medical Services personnel in attendance. The administrative investigation has not been concluded in this case.
- 3) AI07-83. On 12/24/07, an in-custody death occurred at the Bartow Regional Medical Center with hospital medical staff and Polk County Emergency Medical Services personnel in attendance. The administrative investigation has not been concluded in this case.

*Exhibits 3 and 4

2007 EARLY INTERVENTION PROGRAM (EIP) ALERTS

In accordance with G.O. 35.2 – Early Intervention Program (EIP), any *member who is the subject of three (3) administrative inquiries within a consecutive three (3) month period* or any *member who is the subject of three (3) administrative investigations within a consecutive twelve (12) month period* causes the initiation of a Tracking Notification (PCSO Form 1561) by the AIS. 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 2007, four (4) EIP Tracking Notifications were generated by the AIM System as a result of administrative complaints. They are as follows:

- 1) TN07-001 was generated regarding three (3) administrative inquiries (AQ) being initiated against an agency member within a consecutive three (3)-month period (1/17/07, 1/29/07 and 1/29/07). The findings on these administrative inquiries were Exonerated, Not Sustained and Not Sustained.

The Tracking Notification was forwarded to the member's district captain for review and disposition. Upon review, the member's command/supervisory chain of command recommended that the Tracking Notification be closed with no further action taken by the member's supervisory chain of command.

- 2) TN07-002 was generated regarding three (3) administrative investigations (AI) being initiated against an agency member within a consecutive twelve (12)-month period (1/24/07, 5/29/07 and 7/28/07). The findings on these administrative investigations were 6 Allegations Sustained and 1 Not Sustained; 2 Allegations Sustained and 1 Not Sustained; and 1 Allegation Sustained and 1 Not Sustained.

The Tracking Notification was forwarded to the member's deputy director for review and disposition. Upon review, the member's command/supervisory chain of command recommended that the Tracking Notification be closed as the member retired during an investigation and no further action was taken by the member's supervisory chain of command.

- 3) TN07-005 was generated regarding three (3) administrative investigations (AI) being initiated against an agency member within a consecutive twelve (12)-month period (6/25/07, 9/7/07 and 10/21/07). The findings on these administrative investigations were Unfounded, Sustained and Sustained.

The Tracking Notification was forwarded to the member's district captain for review and disposition. Upon review, the member's command/supervisory chain of command recommended that the Tracking Notification be closed with a Performance Improvement Plan being implemented for the member, mandating remedial and specific training in the subject areas of dealing with difficult people, customer service and ethics. The member was also required to complete an Offense Incident Report for all calls for service in which the member would respond as the primary deputy. No further action was taken by the member's supervisory chain of command.

- 4) TN07-006 was generated and duplicated some of the information contained in TN07-005. TN07-006 was, therefore, made a part of TN07-005, and was then administratively closed.
- 5) TN07-007 was generated regarding three (3) administrative inquiries (AQ) being initiated against an agency member within a consecutive three (3)-month period (7/24/07, 8/9/07 and 9/14/07). The findings on these administrative inquiries were Unfounded, Not Sustained and Sustained.

The Tracking Notification was forwarded to the member's district captain for review and disposition. Upon review, the member's command/supervisory chain of command recommended that the Tracking Notification be closed. No further action taken by the member's supervisory chain of command.

**2007 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
G.O. Violations							
26.1.E.8. Insubordination							
Sustained		1				1	100.0%
Partially Sustained							
Exonerated							
Not Sustained							
Unfounded							
VNBOC							
G.O. Violation E.8 Totals	0	1	0	0	0	1	100.0%
26.1.E.9. Neglect of Duty							
Sustained		6				6	37.5%
Partially Sustained		2				2	12.5%
Exonerated		2				2	12.5%
Not Sustained		1	2			3	18.8%
Unfounded		2	1			3	18.8%
VNBOC							
G.O. Violation E.9 Totals	0	13	3	0	0	16	100.0%
26.1.E.10. Improper Conduct							
Sustained		17	1			18	11.5%
Partially Sustained		3	1			4	2.5%
Exonerated		24	4	1		29	18.5%
Not Sustained		60	8			68	43.3%
Unfounded		25	6	1		32	20.4%
Policy Failure		1				1	0.6%
VNBOC		3	1			4	2.5%
Other - Summarily Disposed		1				1	0.6%
G.O. Violation E.10 Totals	0	134	21	2	0	157	100.0%
26.1. E.11. Competency, Job Knowledge,							
Sustained		28	6			34	43.6%
Partially Sustained							
Exonerated		8				8	10.3%
Not Sustained		13				13	16.7%
Unfounded		16	1			17	21.8%
VNBOC		6				6	7.7%
G.O. Violation E.11 Totals	0	71	7	0	0	78	100.0%
26.1. E.12. Unlawful Conduct							
Sustained		2				2	50.0%
Partially Sustained							
Exonerated		1				1	25.0%
Not Sustained							
Unfounded		1				1	25.0%
VNBOC							
G.O. Violation E.12 Totals	0	4	0	0	0	4	100.0%
26.1. E.13. Damage to County Property By							
Sustained							
Partially Sustained							
Exonerated							
Not Sustained							
Unfounded							
VNBOC							
G.O. Violation E.13 Totals	0	0	0	0	0	0	0.0%
Total Dispositions Per Department	0	223	31	2	0	256*	
Percentage Total Violations By Dept.	0.0%	87.1%	12.1%	0.8%	0.0%	100.0%	

Source: PCSO Aim System 2008

Exhibit 1

*Disposition/Finding pending on 4 Allegations

NOTE: Rounded to nearest tenth percent

2007 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
G.O. Violations						
26.1. E.8. Insubordination						
Sustained						
Partially Sustained						
Exonerated						
Not Sustained						
Unfounded						
VNBOC						
Other						
G.O. Violation E.8 Totals	0	0	0	0	0	0%
26.1. E.9. Neglect of Duty						
Sustained						
Partially Sustained						
Exonerated						
Not Sustained						
Unfounded						
VNBOC						
Other						
G.O. Violation E.9 Totals	0	0	0	0	0	0%
26.1. E.10. Improper Conduct						
Sustained						
Partially Sustained						
Exonerated						
Not Sustained						
Unfounded						
VNBOC						
Other						
G.O. Violation E.10 Totals	0	0	0	0	0	0%
26.1. E.11. Competency, Job Knowledge, Proficiency						
Sustained						
Partially Sustained						
Exonerated						
Not Sustained						
Unfounded						
VNBOC						
Other						
G.O. Violation E.11 Totals	0	0	0	0	0	0%
26.1. E.12. Unlawful Conduct						
Sustained						
Partially Sustained						
Exonerated						
Not Sustained						
Unfounded						
VNBOC						
Other						
G.O. Violation E.12 Totals	0	0	0	0	0	0%
26.1. E.13. Damage to County Property By Neglect						
Sustained						
Partially Sustained						
Exonerated						
Not Sustained						
Unfounded						
VNBOC						
Other						
G.O. Violation E.13 Totals	0	0	0	0	0	0%
Total Dispositions	0	0	0	0	0	0%
Percentage of Total By Office	0%	0%	0%	0%	0%	

Source: PCSO Aim System 2008

Exhibit 2

2007 ADMINISTRATIVE INVESTIGATION (AI) ALLEGATION FINDINGS DEPARTMENT OF LAW ENFORCEMENT

Division Bureau/District	East Division			West Division			Crim. Inv. Div.			Special Operations Division			Totals	Percentages	
	NE	SE	East Div. Total	NW	SW	West Div. Total	BCI	BSI	CID Div. Total	Bureau of Supp Svcs	Bureau of Supp Ops.	EOG	Sp. Ops. Div. Total	DLE Total Dispositions Per G.O. Violation	Percentage of Dispositions Per G.O. Violation
G.O. Violations															
26.1. E.8. Insubordination															
Sustained					1	1						1	1	2	100.0%
Partially Sustained															
Exonerated															
Not Sustained															
Unfounded															
VNBOC															
Other															
G.O. Violation E.8 Totals			0		1	1			0			1	1	2	100.0%
Percentage of Div. Total			0.0%		100.0%	100.0%			0.0%			100.0%	100.0%		
26.1. E.9. Neglect of Duty															
Sustained	2	2	4		2	2	2		2	2	3	5	13	92.9%	
Partially Sustained															
Exonerated															
Not Sustained				1		1							1	7.1%	
Unfounded															
VNBOC															
Other															
G.O. Violation E.9 Totals	2	2	4	1	2	3	2		2	2	3	5	14	100.0%	
Percentage of Div. Total	50.0%	50.0%	100.0%	33.3%	66.7%	100.0%	100.0%		100.0%	40.0%	60.0%	100.0%			
26.1. A55 E.10. Improper Conduct															
Sustained	2	5	7	2	15	17	4	3	7	4	5	9	40	58.0%	
Partially Sustained					1	1							1	1.4%	
Exonerated	4	4	8	1	1	2							10	14.5%	
Not Sustained		3	3	1	5	6	1		1	2		2	12	17.4%	
Unfounded	2		2	2	2	4							6	8.7%	
VNBOC														0.0%	
Other															
G.O. Violation E.10 Totals	8	12	20	6	24	30	5	3	8	6	5	11	69	100.0%	
Percentage of Div. Total	40.0%	60.0%	100.0%	20.0%	80.0%	100.0%	62.5%	37.5%	100.0%	54.5%	45.5%	100.0%			
26.1. E.11. Competency, Job Knowledge, Proficiency															
Sustained					4	4				1		1	5	41.7%	
Partially Sustained															
Exonerated		1	1										1	8.3%	
Not Sustained											1	1	1	8.3%	
Unfounded															
VNBOC		2	2		2	2				1		1	5	41.7%	
Other															
G.O. Violation E.11 Totals		3	3		6	6			0	2	1	3	12	100.0%	
Percentage of Div. Total		100.0%	100.0%		100.0%	100.0%			0.0%	66.7%	33.3%	100.0%			
26.1. E.12. Unlawful Conduct															
Sustained	1	2	3							1		1	4	40.0%	
Partially Sustained															
Exonerated				1		1							1	10.0%	
Not Sustained															
Unfounded	4		4										4	40.0%	
VNBOC					1	1							1	10.0%	
Other															
G.O. Violation E.12 Totals	5	2	7	1	1	2			0	1		1	10	100.0%	
Percentage of Div. Total	71.4%	28.6%	100.0%	50.0%	50.0%	100.0%			0.0%	100.0%		100.0%			
26.1. E.13. Damage to County Property By Neglect															
Sustained															
Partially Sustained															
Exonerated															
Not Sustained															
Unfounded															
VNBOC															
Other															
G.O. Violation E.13 Totals			0			0			0			0	0		
Percentage of Div. Total			0.0%			0.0%			0.0%			0.0%	0.0%		
Miscellaneous															
In Custody Deaths*				1		1							1		
Deadly P.A.'s													21		
Miscellaneous Total			0	1		1			0			0	1		
Total Dispositions By Division/District/Bureau	15	19	34	9	34	43	7	3	10	11	10	21	108**		
Percentage of DLE Totals Division/District/Bureau	44.1%	55.9%	100.0%	20.9%	79.1%	100.0%	70.0%	30.0%	100.0%	52.4%	47.6%	100.0%			
Percentage DLE Totals/ Division/District/Bureau	13.9%	17.6%	31.5%	8.3%	31.5%	39.8%	6.5%	2.8%	9.3%	10.2%	9.3%	19.4%	100.0%		

Source: PCSO Aim System 2008

Exhibit 3

*Dispositions: Other - No Violations Noted

**Disposition/Finding pending on 12 Allegations

NOTE: Rounded to nearest tenth percent

2007 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
G.O. Violations										
26.1.E.8. Insubordination										
Sustained		1			1			1	2	66.7%
Partially Sustained										
Exonerated										
Not Sustained										
Unfounded										
VNBOC							1	1	1	33.3%
Other										
G.O. Violation E.8 Totals										
		1			1	1		2	3	100.0%
Percentage of Div. Total										
		100.0%			100.0%	50.0%	50.0%	100.0%		
26.1.E.9. Neglect of Duty										
Sustained						2		2	2	100.0%
Partially Sustained										
Exonerated										
Not Sustained										
Unfounded										
VNBOC										
Policy Failure										
G.O. Violation E.9 Totals										
					0	2		2	2	100.0%
Percentage of Div. Total										
					0.0%	100.0%		100.0%		
26.1.E.10. Improper Conduct										
Sustained	1	2	2	5	2	2		4	9	45.0%
Partially Sustained										
Exonerated										
Not Sustained		5		5	4	1		5	10	50.0%
Unfounded						1		1	1	5.0%
VNBOC										
Other										
G.O. Violation E.10 Totals										
	1	7	2	10	6	4		10	20	100.0%
Percentage of Div. Total										
	10.0%	70.0%	20.0%	100.0%	60.0%	40.0%		100.0%		
26.1.E.11. Competency, Job										
Sustained										
Partially Sustained										
Exonerated										
Not Sustained										
Unfounded										
VNBOC										
Other										
G.O. Violation E.11 Totals										
		0	0	0	0	0		0	0	0%
Percentage of Div. Total										
		0.0%	0.0%	0.0%	0.0%	0.0%		0.0%		
26.1.E.12. Unlawful Conduct										
Sustained	1		1	2	2			2	4	80.0%
Partially Sustained										
Exonerated										
Not Sustained						1		1	1	20.0%
Unfounded										
VNBOC										
Other										
G.O. Violation E.12 Totals										
	1		1	2	2	1		3	5	100.0%
Percentage of Div. Total										
	50.0%		50.0%	100.0%	66.7%	33.3%		100.0%		
26.1.E.13. Damage to County Property										
Sustained										
Partially Sustained										
Exonerated										
Not Sustained										
Unfounded										
VNBOC										
Other										
G.O. Violation E.13 Totals										
			0	0	0	0		0	0	0.0%
Percentage of Div. Total										
			0.00%	0.0%	0.0%	0.0%		0.0%		
Miscellaneous										
In Custody Deaths										

Injunction for Protection	1			1					1	50.0%
Inmate Escape*			1	1					1	50.0%
Miscellaneous Totals										
	1		1	2				0	2	100.0%
Total Dispositions By Bur/Dist/Div										
	3	8	4	15	11	6		17	32**	
Percntg. of Div. Totals Per Bur/Dist.										
	20.0%	53.3%	26.7%	100.0%	64.7%	35.3%		100.0%		
Percntg./DOD Totals PerBur/Dist/Div										
	9.4%	25.0%	12.5%	46.9%	34.4%	18.8%		53.1%	100.0%	

Source: PCSO Aim System 2008

Exhibit 4

*Dispositions: Other - No Violations Noted

**Disposition/Finding pending on 13 allegations

***Disposition/Finding pending on 2 allegations

2007 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.	Bus. 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.	Human Res. Div. Total	OBA Total Dispositions Per G.O. Violation	Percentage of Dispositions Per G.O. Violation
G.O. Violations														
26.1.E.8. Insubordination														
Sustained									3			3	3	100.0%
Partially Sustained														
Exonerated														
Not Sustained														
Unfounded														
Closed														
Other														
G.O. Violation E.8 Totals				0		0			3			3	3	100.0%
Percentage of Div. Total				0.0%		0.0%			100.0%			100.0%		
26.1.E.9. Neglect of Duty														
Sustained														
Partially Sustained														
Exonerated														
Not Sustained														
Unfounded														
Closed														
Other														
G.O. Violation E.9 Totals				0		0						0	0	0.0%
Percentage of Div. Total				0.0%		0.0%						0.0%		
26.1.E.10. Improper Conduct														
Sustained									6			6	6	85.7%
Partially Sustained														
Exonerated														
Not Sustained									1			1	1	14.3%
Unfounded														
Closed														
Other														
G.O. Violation E.10 Totals				0		0			7			7	7	100.0%
Percentage of Div. Total				0.0%		0.0%			100.0%			100.0%		
26.1.E.11. Competency, Job Knowledge, Proficiency														
Sustained														
Partially Sustained														
Exonerated														
Not Sustained									1			1	1	100.0%
Unfounded														
Closed														
Other														
G.O. Violation E.11 Totals				0		0			1			1	1	100.0%
Percentage of Div. Total				0.0%		0.0%			100.0%			100.0%		
26.1.E.12. Unlawful Conduct														
Sustained														
Partially Sustained														
Exonerated									1			1	1	50.0%
Not Sustained									1			1	1	50.0%
Unfounded														
Closed														
Other														
G.O. Violation E.12 Totals				0		0			2			2	2	100.0%
Percentage of Div. Total				0.0%		0.0%			100.0%			100.0%		
26.1.E.13. Damage to County Property By Neglect														
Sustained														
Partially Sustained														
Exonerated														
Not Sustained														
Unfounded														
Closed														
Other														
G.O. Violation E.13 Totals				0		0						0	0	0.0%
Percentage of Div. Total				0.0%		0.0%						0.0%		
Total Dispositions By Bureau/District/Division				0		0			13			13	13*	
Percentage of OBA Totals/Div.				0.0%		0.0%			100.0%			100.0%	100.0%	

Source: PCSO Aim System 2008

Exhibit 5

*Disposition/Finding pending on three (3) allegations

NOTE: Rounded to nearest tenth percent

2007 ADMINISTRATIVE INVESTIGATION (AI) ALLEGATION FINDINGS

OUTSIDE/CONTRACT AGENCIES

Outside/Contract Agencies	Correctional Medical Services	City of Fort Meade	Davenport Police Dept.	Eagle Lake Police Dept.	Haines City Police Dept.	Lake Hamilton Police Dept.	Outside/Contract Agencies Total Dispositions Per G.O. Violation	Percentage of Dispositions Per G.O. Violation
G.O. Violations								
26.1.E.8. Insubordination								
Sustained								
Partially Sustained								
Exonerated								
Not Sustained								
Unfounded								
VNBOC								
Other								
Forwarded to Outside Agency								
G.O. Violation E.8 Totals	0	0	0	0	0	0	0	0.0%
26.1.E.9. Neglect of Duty								
Sustained								
Partially Sustained								
Exonerated								
Not Sustained								
Unfounded								
VNBOC								
Other								
Forwarded to Outside Agency								
G.O. Violation E.9 Totals	0	0	0	0	0	0	0	0.0%
26.1.E.10. Improper Conduct								
Sustained								
Partially Sustained								
Exonerated								
Not Sustained								
Unfounded								
VNBOC								
Other								
Forwarded to Outside Agency				2	4	2	8	88.90%
G.O. Violation E.10 Totals	0	0	0	2	4	2	8	88.9%
26.1.E.11. Competency, Job								
Sustained								
Partially Sustained								
Exonerated								
Not Sustained								
Unfounded								
VNBOC								
Other								
Forwarded to Outside Agency								
G.O. Violation E.11 Totals	0	0	0	0	0	0	0	0.0%
26.1.E.12. Unlawful Conduct								
Sustained								
Partially Sustained								
Exonerated								
Not Sustained								
Unfounded								
VNBOC								
Other								
Forwarded to Outside Agency								
G.O. Violation E.12 Totals	0	0	0	0	0	0	0	0.0%
26.1.E.13. Damage to County Property								
Sustained								
Partially Sustained								
Exonerated								
Not Sustained								
Unfounded								
VNBOC								
Other								
Forwarded to Outside Agency								
G.O. Violation E.13 Totals	0	0	0	0	0	0	0	0.0%
Officer Involved Shooting			1					
Officer Involved Shooting Totals	0	0	1	0	0	0	1	11.1%
Total Dispositions	0	0	1	2	4	2	9*	100.0%
Percentage of Total by Agency	0.0%	0.0%	11.1%	22.2%	44.5%	22.2%		100.0%

Source: PCSO Aim System 2008

Exhibit 6

*Disposition/Finding pending on one (1) allegation

NOTE: Rounded to nearest tenth percent