

# **Polk County Sheriff's Office**

## **OFFICE OF PROFESSIONAL COMPLIANCE**

### **ADMINISTRATION INVESTIGATIONS SECTION**



*2005 Administrative Complaint Report  
April 1, 2006*

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## INTRODUCTION

A system to investigate and review all complaints made against 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 General Order 52.1 – Administrative Investigations and Inquires, all administrative complaints are initially documented on an Administrative Complaint Form (PCSO Form 183). The Administrative Investigations Section assigns a sequential master Complaint Referral (CR) number to each complaint (e.g.: CR05-001, CR5-002, etc.) received during each calendar year (January 1 – December 31).

Each Complaint Referral (CR) is subsequently assigned a corresponding Administrative Investigation (AI) or Administrative Inquiry (AQ) number, accordingly (e.g.: AI05-001, AI05-002, or AQ05-001, AQ05-002, etc.). This numbering system facilitates the tracking and accountability of each complaint assigned to a particular department/office for inquiry (AQ) or to the Administrative Investigations Section for investigation (AI).

All administrative complaint information is entered in the AIS Administrative Investigation Management (AIM) System for case management and reporting.

The 2005 Administrative Complaint Report provides a comprehensive review and detailed summary of all reported administrative complaints by the citizens of Polk County, PCSO agency members, and outside agencies.

## 2005 ADMINISTRATIVE COMPLAINTS BY ORIGIN

A total of **267 administrative complaints** were reported and documented by the Polk County Sheriff's Office between January 1, 2005 and December 31, 2005. The 2005 total of 267 administrative complaints represents an increase of 47 (21%) from 221 administrative complaints in 2004. This increase is primarily due to revised administrative complaint reporting requirements effective January 1, 2005.

### 2005 ADMINISTRATIVE COMPLAINTS BY ORIGIN

ORIGIN	TOTALS
OFFICE OF THE SHERIFF	0
DEPARTMENT OF LAW ENFORCEMENT	226
DEPARTMENT OF DETENTION	32
OFFICE OF BUSINESS AFFAIRS	5
OUTSIDE AGENCIES	4
<b>TOTAL ADMINISTRATIVE COMPLAINTS</b>	<b>267</b>

TABLE 1. SOURCE: 2005 AIS

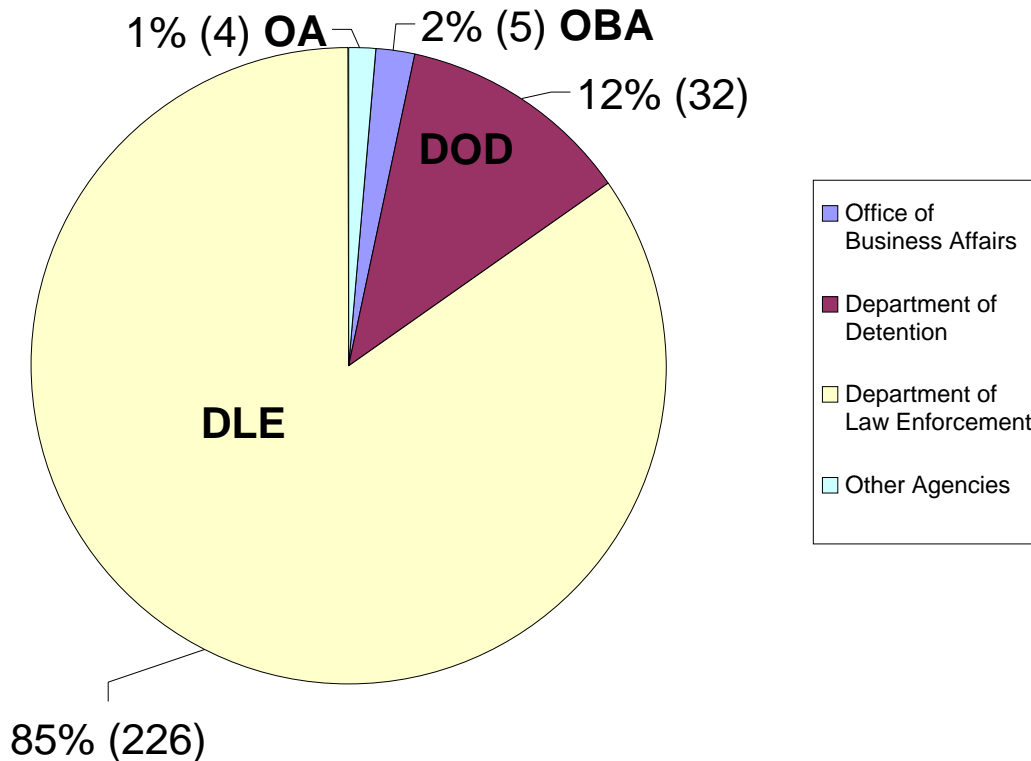


CHART 1. SOURCE: 2005 AIS \*Rounded to nearest whole percent.

## 2005 ADMINISTRATIVE COMPLAINT DISTRIBUTION

### DLE BY DIVISION/DISTRICT/BUREAU

DEPARTMENT OF LAW ENFORCEMENT	BUREAU	TOTALS
BUREAU OF CRIMINAL INVESTIGATIONS	8	
BUREAU OF SPECIAL INVESTIGATIONS	9	
CRIMINAL INVESTIGATIONS DIVISION SUBTOTAL		17
NORTHEAST DISTRICT	50	
SOUTHEAST DISTRICT	58	
EAST DIVISION SUB TOTAL		108
NORTHWEST DISTRICT	39	
SOUTHWEST DISTRICT	44	
WEST DIVISION SUB TOTAL		83
BUREAU OF SUPPORT SERVICES	11	
BUREAU OF SUPPORT OPERATIONS	6	
EMERGENCY OPERATIONS GROUP	1	
SPECIAL OPERATIONS DIVISION SUBTOTAL		18
<b>TOTAL DEPARTMENT OF LAW ENFORCEMENT</b>		<b>226</b>

TABLE 2. SOURCE: 2005 AIS

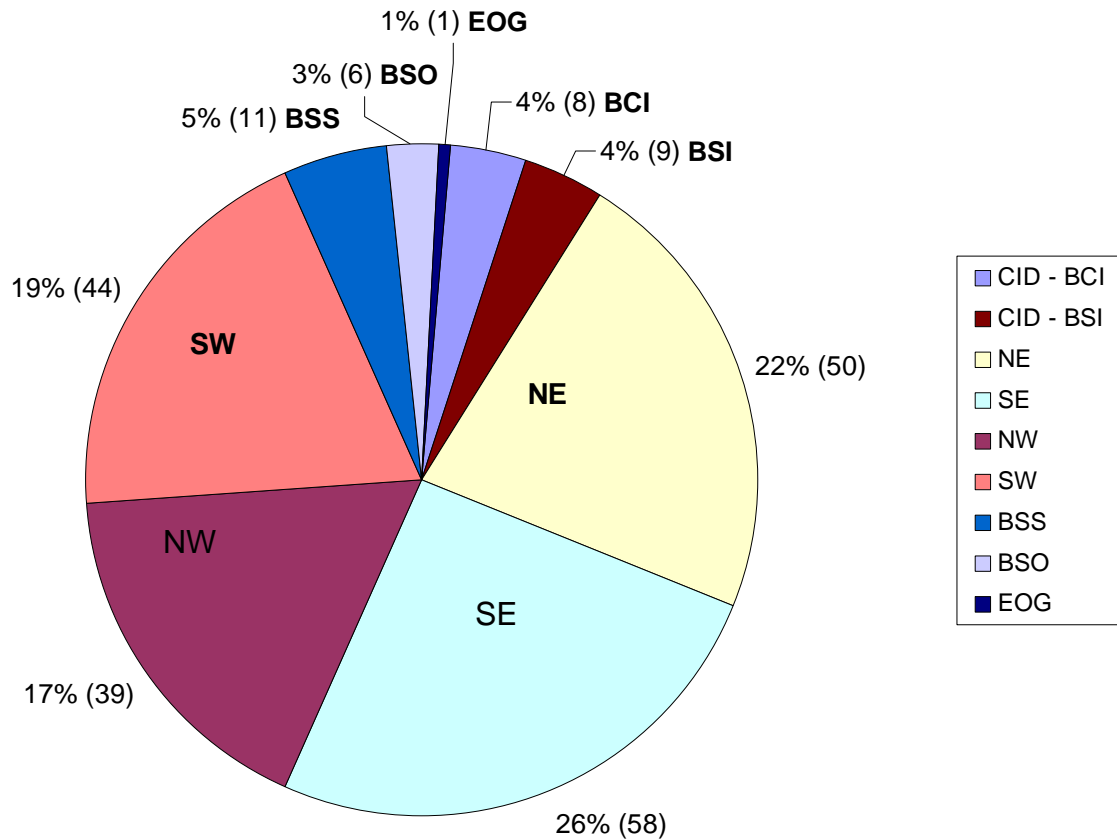


CHART 2. SOURCE: 2005 AIS \*Rounded to nearest whole percent.

**2005 ADMINISTRATIVE COMPLAINT DISTRIBUTION**

**DOD BY DIVISION/BUREAU/FACILITY**

BUREAU/FACILITY	BUREAU	TOTALS
CENTRAL COUNTY JAIL	11	
SOUTH COUNTY JAIL	4	
JUVENILE BOOT CAMP	3	
SECURITY DIVISION		18
COURT & SUPPORT SERVICES BUREAU	7	
INTAKE & RECORDS BUREAU	7	
SUPPORT DIVISION		14
<b>TOTAL DEPARTMENT OF DETENTION</b>		<b>32</b>

TABLE 3 SOURCE: 2005 AIS

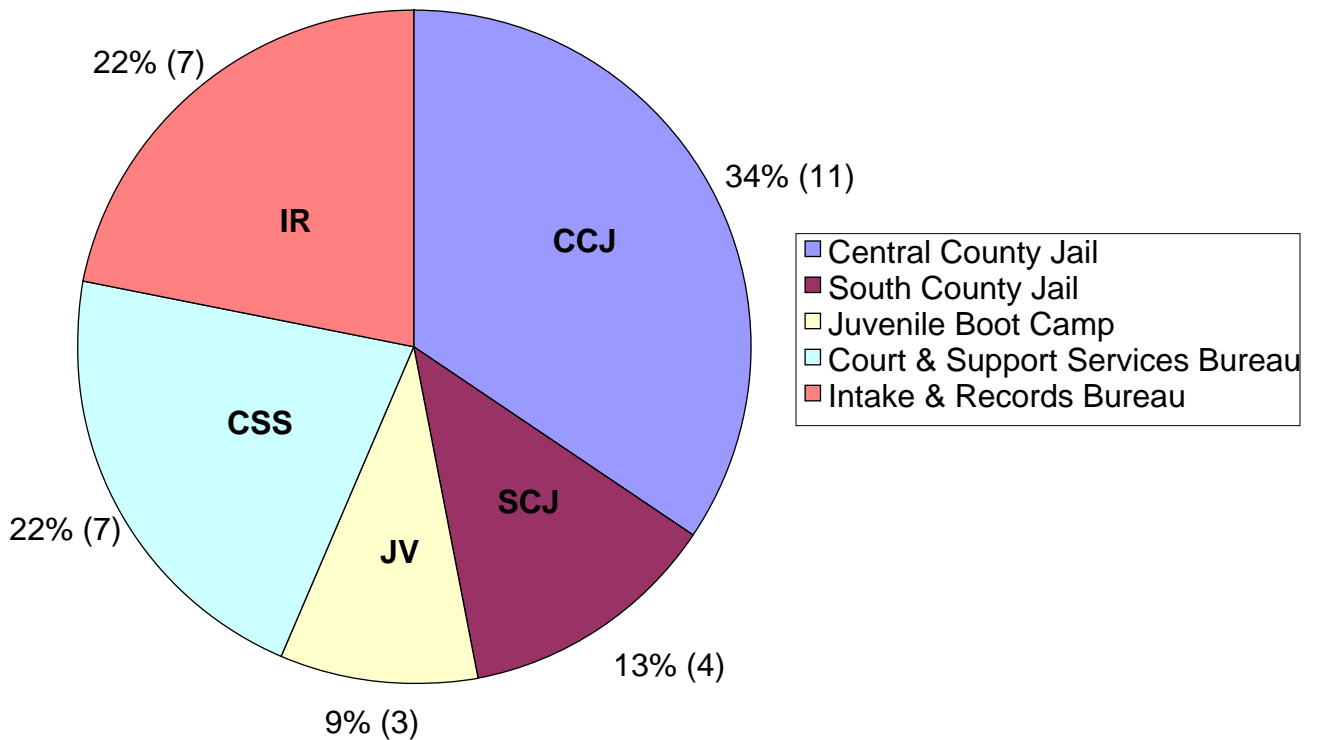


CHART 3. SOURCE: 2005 AIS \*Rounded to nearest whole percent.

**2005 ADMINISTRATIVE COMPLAINT DISTRIBUTION**

**OFFICE OF BUSINESS AFFAIRS BY DIVISION/BUREAU**

<b>OFFICE OF BUSINESS AFFAIRS</b>	<b>BUREAU</b>	<b>TOTALS</b>
<b>CENTRAL SERVICES BUREAU</b>	<b>2</b>	
<b>INFORMATION MANAGEMENT BUREAU</b>	<b>1</b>	
<b>RECORDS MANAGEMENT BUREAU</b>	<b>0</b>	
<b>BUSINESS SERVICES DIVISION</b>		<b>3</b>
<b>FISCAL SERVICES DIVISION</b>		<b>1</b>
<b>ACADEMY &amp; MEMBER DEVELOPMENT BUREAU</b>	<b>1</b>	
<b>CUSTOMER SERVICE &amp; ADMINISTRATIVE BUREAU</b>	<b>0</b>	
<b>EMPLOYMENT SERVICES BUREAU</b>	<b>0</b>	
<b>HUMAN RESOURCES DIVISION</b>		<b>1</b>
<b>TOTAL OFFICE OF BUSINESS AFFAIRS</b>		<b>5</b>

TABLE 4 SOURCE: 2005 AIS

**2005 ADMINISTRATIVE COMPLAINT DISTRIBUTION**

**OUTSIDE AGENCIES**

<b>AGENCY</b>	<b>TOTALS</b>
<b>BARTOW POLICE DEPARTMENT</b>	<b>2</b>
<b>EAGLE LAKE POLICE DEPARTMENT</b>	<b>1</b>
<b>POLK COUNTY SCHOOL BOARD</b>	<b>1</b>
<b>TOTAL OUTSIDE AGENCIES</b>	<b>4</b>

TABLE 5. SOURCE: 2005 AIS

## 2005 ADMINISTRATIVE INQUIRY AND

### ADMINISTRATIVE INVESTIGATION DISTRIBUTION

In accordance with General Order 52.1 – Administrative Inquiries and Investigations, a total of 213 complaints were referred for Administrative Inquiry (AQ) and were investigated by supervision/command staff within the respective departments/office. The remaining 54 administrative complaints were authorized for completion of an Administrative Investigation (AI) by the Administrative Investigations Section.

Chart 6 illustrates the distribution of Administrative Inquiries and Administrative Investigations during 2005.

#### **2005 PCSO ADMINISTRATIVE INQUIRY AND ADMINISTRATIVE INVESTIGATION DISTRIBUTION**

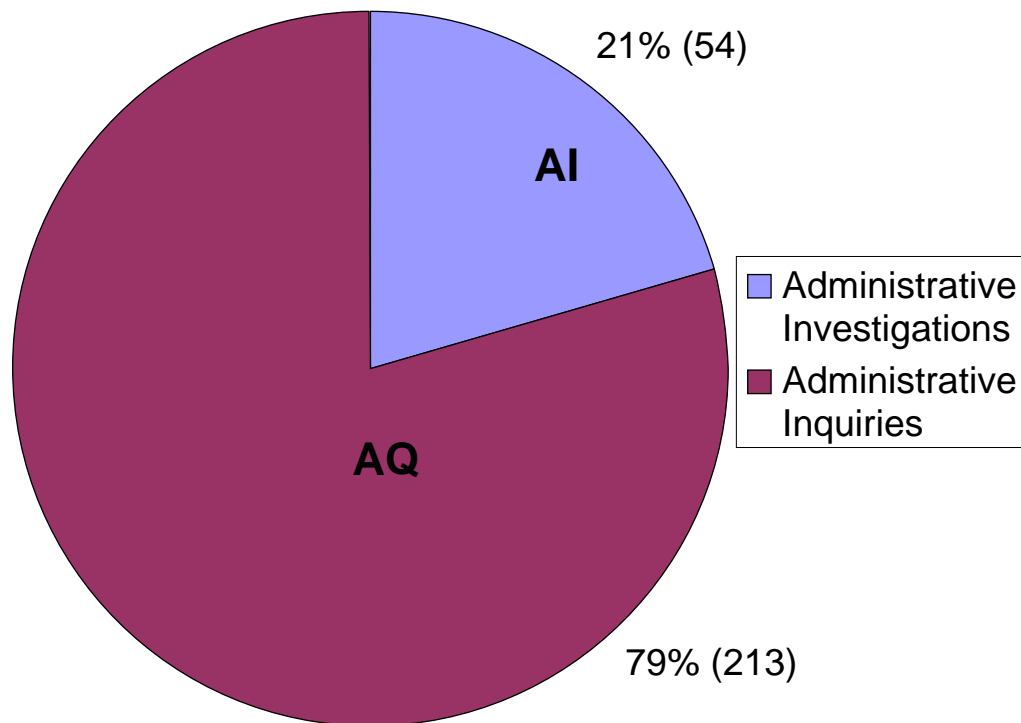


CHART 4. SOURCE: 2005 AIS \*Rounded to nearest whole percent.

## 2005 ADMINISTRATIVE COMPLAINT ALLEGATIONS

In accordance with 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 418 administrative complaint allegations were received and documented by the agency during 2005.

The following tables, charts, and graphs summarize the total number of 2005 administrative complaint *allegations* received and documented.

Please note that the number of administrative complaint allegations as summarized in Table 7 and Table 8 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.

### 2005 ADMINISTRATIVE COMPLAINT ALLEGATIONS BY CATEGORY

ADMINISTRATIVE COMPLAINT (CR) ALLEGATIONS	TOTALS
GO 26.1, E.8. Insubordination	4
GO 26.1, E.9. Neglect of Duty	44
GO 26.1, E.10. Improper Conduct	221
GO 26.1, E.11. Competency, Knowledge	97
GO 26.1, E.12. Unlawful Conduct	44
GO 26.1, E.13. Damage to Co. Property	1
Deadly Protective Actions	5
Inmate Death	2
<b>TOTAL ADMINISTRATIVE COMPLAINT ALLEGATIONS</b>	<b>418</b>

TABLE 6. SOURCE: 2005 AIS

# 2005 ADMINISTRATIVE COMPLAINT ALLEGATIONS

## DISTRIBUTION BY CATEGORY

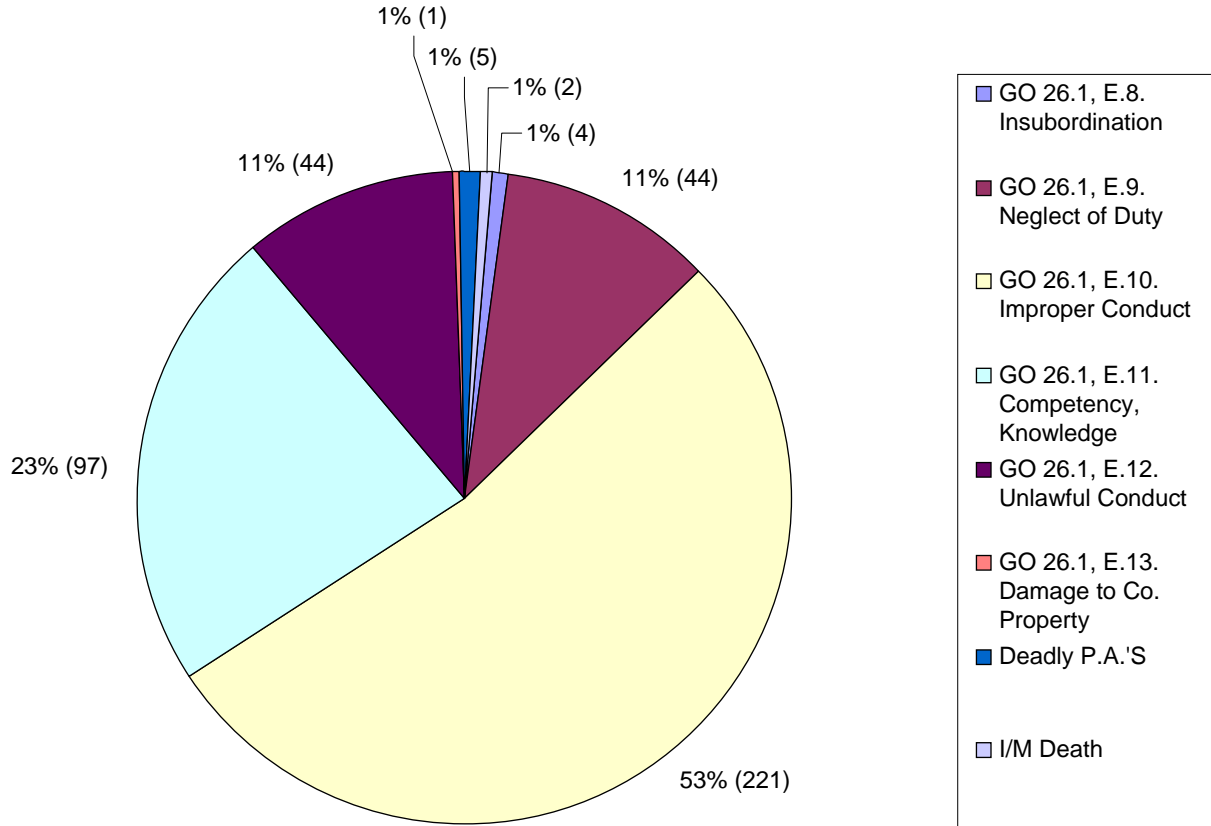


CHART 5. SOURCE: 2005 AIS \*Rounded to nearest whole percent.

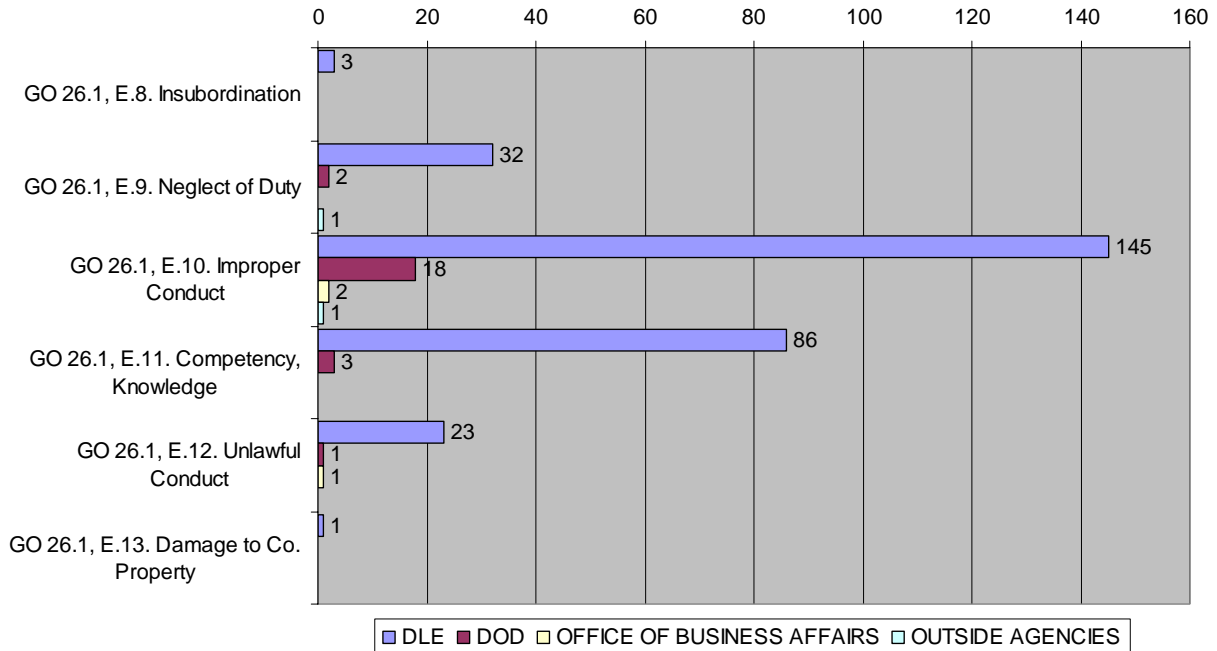
## 2005 ADMINISTRATIVE INQUIRY (AQ) ALLEGATIONS

ADMINISTRATIVE INQUIRY (AQ) ALLEGATION/INCIDENT	DLE	DOD	OBA	OUTSIDE AGENCIES	Total by Allegation/ Incident	Percentage of Total by Allegation/ Incident
GO 26.1, E.8. Insubordination	3				3	0.9%
GO 26.1, E.9. Neglect of Duty	32	2		1	35	11.0%
GO 26.1, E.10. Improper Conduct	145	18	2	1	166	52.0%
GO 26.1, E.11. Competency, Knowledge	86	3			89	27.9%
GO 26.1, E.12. Unlawful Conduct	23	1	1		25	7.8%
GO 26.1, E.13. Damage to Co. Property	1				1	0.3%
<i>Total</i>	<b>290</b>	<b>24</b>	<b>3</b>	<b>2</b>	<b>319</b>	<b>100.0%</b>
<b>Percentage of Total Allegations</b>	<b>90.9%</b>	<b>7.5%</b>	<b>0.9%</b>	<b>0.6%</b>	<b>100.0%</b>	

TABLE 7. SOURCE: 2005 AIS \*Rounded to nearest whole percent.

Graph 1 illustrates the distribution of administrative inquires (AQ) by specific alleged complaints.

## 2005 ADMINISTRATIVE INQUIRY (AQ) ALLEGATIONS DISTRIBUTION



GRAPH 1 SOURCE: 2005 AIS

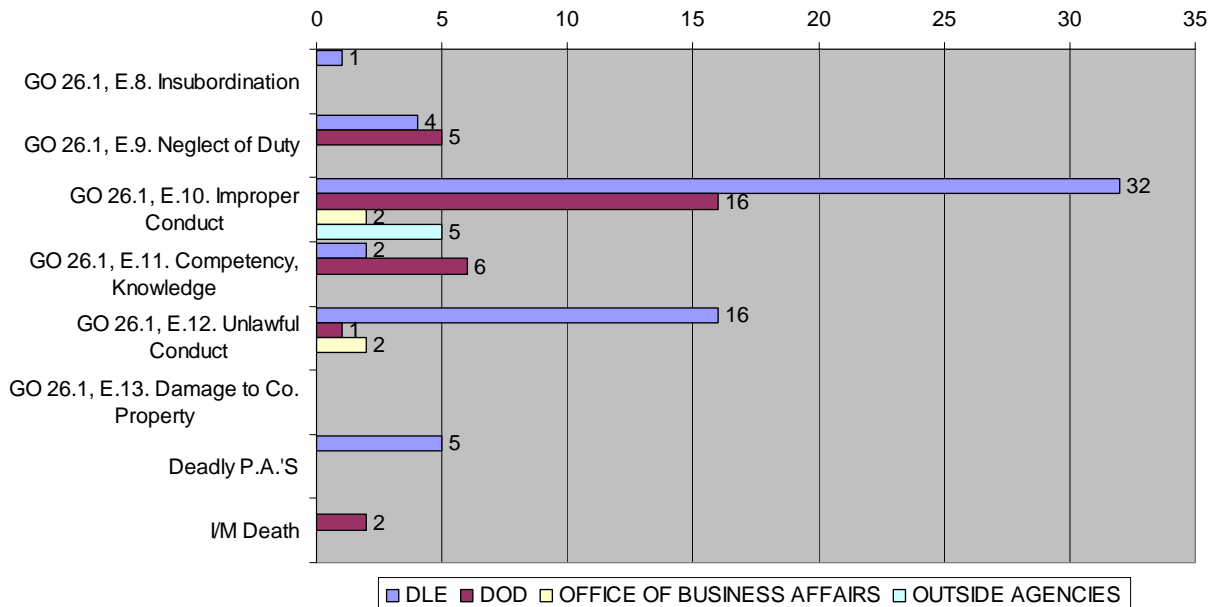
## 2005 ADMINISTRATIVE INVESTIGATION (AI) ALLEGATIONS

ADMINISTRATIVE INVESTIGATION (AI) ALLEGATION/INCIDENT	DLE	DOD	OBA	OUTSIDE AGENCIES	Total by Allegation/ Incident	Percentage of Total by Allegation/ Incident
GO 26.1, E.8. Insubordination	1				1	1.0%
GO 26.1, E.9. Neglect of Duty	4	5			9	9.1%
GO 26.1, E.10. Improper Conduct	32	16	2	5	55	55.6%
GO 26.1, E.11. Competency, Knowledge	2	6			8	8.1%
GO 26.1, E.12. Unlawful Conduct	16	1	2		19	19.2%
GO 26.1, E.13. Damage to Co. Property					0	0 %
Deadly P.A.'S	5				5	5.1%
I/M Death		2			2	2.0%
<i>Total</i>	<b>60</b>	<b>30</b>	<b>4</b>	<b>5</b>	<b>99</b>	<b>100.0%</b>
<b>Percentage of Total Allegations</b>	<b>60.6%</b>	<b>30.3%</b>	<b>4.0%</b>	<b>5.1%</b>	<b>100.0%</b>	

TABLE 8. SOURCE: 2005 AIS \*Rounded to nearest whole percent.

Graph 2 illustrates the distribution of administrative investigations (AI) by specific alleged complaints.

## 2005 ADMINISTRATIVE INVESTIGATION (AI) DISTRIBUTION



GRAPH 2 SOURCE: 2005 AIS

## **2005 PCSO ADMINISTRATIVE INQUIRY AND ADMINISTRATIVE INVESTIGATION FINDINGS**

Exhibit 1 illustrates 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 G.O. violations by findings.

Further, Exhibits 2 through 5 reflect 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 illustrate the total number of G.O. violations by findings.

## **2005 HARASSMENT COMPLAINTS SUMMARY**

One grievance was investigated in 2005 regarding an allegation of harassment based upon a protected class or status. This complaint was documented and assigned a Complaint Referral CR number. This complaint was investigated by the Human Resources Division and resulted in the following:

- 1) AI05-54. On 2/2/05 a white male PCSO Detention Deputy assigned to the Security Division, Central County Jail Bureau, reported being addressed with a racial slur by a black female detention deputy. The complaint was closed/resolved; however the reported comment remained in dispute. Both members were issued a Letter of Guidance by their supervision for their use of profanity.

## **2005 BIAS-BASED PROFILING COMPLAINTS SUMMARY**

One (1) allegation of bias-based profiling was received in 2005. This complaint was investigated by Administrative Investigations and resulted in the following:

- 1) AI05-50. On 12/9/05 a black male citizen alleged that a traffic stop conducted on him by a PCSO Law Enforcement Deputy assigned to West Division, Southwest District, was motivated by bias-based profiling. The complaint was unfounded and no disciplinary action was noted.

## **2005 DEADLY PROTECTIVE ACTIONS SUMMARY \***

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

The Department of Law Enforcement reported 15 instances of Level 6 use of Protective Action in 2005. Nine (9) of the fifteen (15) Level 6 Protective Actions that occurred during 2005 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 six (6) of the Level 6 Protective Actions that occurred during 2005 involved lawful responses of Department of Law Enforcement Deputy Sheriffs involved in the following incidents:

- 1) One Level 6 Protective Action (LP05-211, PCSO Incident 2005-220453) occurred in the Southeast District and involved the use of an agency vehicle to disable a suspect's vehicle that had been involved in a car-jacking. This use of Protective Action was properly reported, documented, and approved by supervisory/command staff, requiring no further inquiry/investigation. The review determined that no policy violations occurred.
- 2) One Level 6 Protective Action (LP05-124, PCSO Incident 2005-123663) occurred in the Northeast District involved the use of an agency-issued flashlight as an impact weapon to stop the suspect's attempts to choke a PCSO canine. The use of Protective Action was properly reported, documented, and approved by supervisory/command staff. AI05-35 was completed in accordance with G.O. 52.1 – Administrative Inquiries and Investigations. This investigation resulted in a finding of “Unfounded,” no policy violations were noted.
- 3) One Level 6 Protective Action (LP05-217, Incident 2005-013737) occurred in the Northwest District and involved the use of an agency-issued firearm to neutralize an imminent threat of death or great bodily harm to citizens and/or PCSO members. The use of deadly Protective Action was properly reported, documented and approved by supervisory/command staff. AI05-10 was completed in accordance with G.O. 52.1 – Administrative Inquiries and Investigations. This investigation resulted in a finding of “Other,” no policy violations were noted.
- 4) One Level 6 Protective Action (LP05-216, Incident 2005-014899) occurred in the Northeast District and involved the use of an agency-issued firearm to neutralize an imminent threat of death or great bodily harm to citizens and/or PCSO members. The use of deadly Protective Action was properly reported, documented and approved by supervisory/command staff. AI05-11 was completed in accordance with G.O. 52.1 – Administrative Inquiries and Investigations. This investigation resulted in a finding of “Other,” no policy violations were noted.

- 5) One Level 6 Protective Action (LP05-165, Incident 2005-108144) occurred in the Northwest District and involved the use of an agency-issued firearm to neutralize an imminent threat of death or great bodily harm to citizens and/or PCSO members. The use of deadly Protective Action was properly reported, documented and approved by supervisory/command staff. AI05-28 was completed in accordance with G.O. 52.1 – Administrative Inquiries and Investigations. This investigation resulted in a finding of “Other,” no policy violations were noted.
- 6) One Level 6 Protective Action (LP05-215, Incident 2005-218702) occurred in the Southwest District and involved the use of an agency-issued firearm to neutralize an imminent threat of death or great bodily harm to citizens and/or PCSO members. The use of deadly Protective Action was properly reported, documented and approved by supervisory/command staff. AI05-51 was completed in accordance with G.O. 52.1 – Administrative Inquiries and Investigations. This investigation resulted in a finding of “Other,” no policy violations were noted.

\*EXHIBIT 2

### **2005 INMATE DEATHS SUMMARY \***

Two (2) inmate deaths were investigated in 2005. These incidents were documented and assigned a Complaint Referral CR number. These incidents were investigated by the Administrative Investigations Section and resulted in the following:

- 1) AI05-022. On 04/19/05 an inmate death occurred as the result of the inmate’s removal from life support at the request of his family following the transport and admission to Lakeland Regional Medical Center on 03/25/05 for treatment of an illness. The Administrative Investigation concluded on 10/21/05, with a finding of “Other; No policies or procedures were violated.”
- 2) AI05-042. On 10/20/05 an inmate death occurred at Lakeland Regional Medical Center (LRMC) in the Cardiac Care Unit. The inmate had been transported and admitted to LRMC on 10/17/05 after complaining of chest pains. The Administrative Investigation concluded on 03/02/06, with a finding of “Other; Inmate died of natural causes.”

\*EXHIBIT 3

**2005 PCSO ADMINISTRATIVE INQUIRY (AQ) FINDINGS**

Department	Department of Law Enforcement	Department of Detention	Office of Business Affairs	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	66.7%
Partially Sustained					
Exonerated					
Not Sustained	1			1	33.3%
Unfounded					
Closed					
Other					
<b>G.O. Violations Subtotal</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>100.0%</b>
<b>26.1, E.9. Neglect of Duty</b>					
Sustained	11			11	31.4%
Partially Sustained					
Exonerated	11			11	31.4%
Not Sustained	3			3	8.6%
Unfounded	6	3		9	25.7%
Closed					
Other	1			1	2.9%
<b>G.O. Violations Subtotal</b>	<b>32</b>	<b>3</b>	<b>0</b>	<b>35</b>	<b>100.0%</b>
<b>26.1, E.10. Improper Conduct</b>					
Sustained	15			15	9.6%
Partially Sustained	7	1		8	5.1%
Exonerated	24			24	15.4%
Not Sustained	55	7	2	64	41.0%
Unfounded	29	5		34	21.8%
Closed					
Other	8	3		11	7.1%
<b>G.O. Violations Subtotal</b>	<b>138</b>	<b>16</b>	<b>2</b>	<b>156</b>	<b>100.0%</b>
<b>26.1, E.11. Competency, Job Knowledge, Proficiency</b>					
Sustained	36			36	38.3%
Partially Sustained	7			7	7.4%
Exonerated	22			22	23.4%
Not Sustained	13	1		14	14.9%
Unfounded	12	2		14	14.9%
Closed	1			1	1.1%
Other					
<b>G.O. Violations Subtotal</b>	<b>91</b>	<b>3</b>	<b>0</b>	<b>94</b>	<b>100.0%</b>
<b>26.1, E.12. Unlawful Conduct</b>					
Sustained	1			1	5.0%
Partially Sustained					
Exonerated	2			2	10.0%
Not Sustained	7			7	35.0%
Unfounded	6			6	30.0%
Closed	1			1	5.0%
Other	2		1	3	15.0%
<b>G.O. Violations Subtotal</b>	<b>19</b>	<b>0</b>	<b>1</b>	<b>20</b>	<b>100.0%</b>
<b>26.1, E.13. Damage to County Property By Neglect</b>					
Sustained	1			1	100.0%
Partially Sustained					
Exonerated					
Not Sustained					
Unfounded					
Closed					
Other					
<b>G.O. Violations Subtotal</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>100.0%</b>
<b>Total Dispositions Per Department</b>	<b>284</b>	<b>22</b>	<b>3</b>	<b>309</b>	
<b>Percntg. Of The Total For Each Dept.</b>	<b>92%</b>	<b>7%</b>	<b>1%</b>	<b>100%</b>	

**2005 DLE ADMINISTRATIVE INVESTIGATION (AI) ALLEGATIONS FINDINGS**

Division	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	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	100.0%
Partially Sustained															
Exonerated															
Not Sustained															
Unfounded															
Closed															
Other															
<b>G.O. Violations Subtotal</b>		1	1			0			0				0	1	100.0%
<b>Percentage of Div. Total</b>		100%	100%												
<b>26.1, E.9. Neglect of Duty</b>															
Sustained	1	1	2		1	1								3	75.0%
Partially Sustained															
Exonerated															
Not Sustained							1		1					1	25.0%
Unfounded															
Closed															
Other															
<b>G.O. Violations Subtotal</b>	1	1	2		1	1	1		1				0	4	100.0%
<b>Percentage of Div. Total</b>	50%	50%	100%		100%	100%	100%		100%						
<b>26.1, E.10. Improper Conduct</b>															
Sustained	2	3	5		4	4				4			4	13	38.2%
Partially Sustained															
Exonerated	1		1											1	2.9%
Not Sustained		3	3	4	1	5	1		1					9	26.5%
Unfounded	1		1		4	4		4	4	1			1	10	29.4%
Closed															
Other		1	1											1	2.9%
<b>G.O. Violations Subtotal</b>	4	7	11	4	9	13	1	4	5	5			5	34	100.0%
<b>Percentage of Div. Total</b>	36%	64%	100%	31%	69%	100%	20%	80%	100%	100%			100%		
<b>26.1, E.11. Competency, Job Knowledge, Proficiency</b>															
Sustained	2	1	3	2		2								5	100.0%
Partially Sustained															
Exonerated															
Not Sustained															
Unfounded															
Closed															
Other															
<b>G.O. Violations Subtotal</b>	2	1	3	2		2			0				0	5	100.0%
<b>Percentage of Div. Total</b>	67%	33%	100%	100%		100%									
<b>26.1, E.12. Unlawful Conduct</b>															
Sustained	1	1	2		1	1	1	1	2	2			2	7	41.2%
Partially Sustained															
Exonerated					1	1								1	5.9%
Not Sustained				6		6								6	35.3%
Unfounded					1	1		2	2					3	17.6%
Closed															
Other															
<b>G.O. Violations Subtotal</b>	1	1	2	6	3	9	1	3	4	2			2	17	100.0%
<b>Percentage of Div. Total</b>	50%	50%	100%	67%	33%	100%	25%	75%	100%	100%			100%		
<b>26.1, E.13. Damage to County Property By Neglect</b>															
Sustained															
Partially Sustained															
Exonerated															
Not Sustained															
Unfounded															
Closed															
Other															
<b>G.O. Violations Subtotal</b>			0			0			0				0	0	
<b>Percentage of Div. Total</b>			0			0			0				0	0	
<b>Total Dispositions By Bur/Dist/Division</b>	8	11	19	12	13	25	3	7	10	7			7	61	
<b>Bur/Dist/Div</b>	42%	58%	100%	48%	52%	100%	30%	70%	100%	100%			0%		
<b>Perctng. Of DLE Totals Per DIV.</b>	13%	18%	31%	20%	21%	41%	5%	11%	16%	11%			11%	100%	
														<b>Total</b>	
<b>Deadly P.A.'s</b>	1	0	1	2	1	3	0	0	0	0		1	1	5	
<b>Dispositions of Deadly P.A.'s</b>	*			*	*							*			

\*No Policy Violations

EXHIBIT 3 2005 DOD ADMINISTRATIVE INVESTIGATION (AI) ALLEGATIONS FINDINGS

Divison	Security Division				Support Division			Totals	Percentages	
	Bureau/District	Central County Jail	South County Jail	Juvenile Boot Camp	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										
Closed										
Other										
<b>G.O. Violations Subtotal</b>	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		1		1	4		4	5	100.0%	
Partially Sustained										
Exonerated										
Not Sustained										
Unfounded										
Closed										
Other										
<b>G.O. Violations Subtotal</b>	0	1	0	1	4	0	4	5	100.0%	
<b>Percentage of Div. Total</b>		100%		100%	100%		100%			
<b>26.1, E.10. Improper Conduct</b>										
Sustained	3	2	1	6		3	3	9	50.0%	
Partially Sustained										
Exonerated										
Not Sustained		1	1	2		1	1	3	16.7%	
Unfounded	2		3	5				5	27.8%	
Closed										
Other	1			1				1	5.6%	
<b>G.O. Violations Subtotal</b>	6	3	5	14	0	4	4	18	100.0%	
<b>Percentage of Div. Total</b>	43%	21%	36%	100%		100%	100%			
<b>26.1, E.11. Competency, Job Knowledge, Proficiency</b>										
Sustained					5	1	6	6	60.0%	
Partially Sustained					1		1	1	10.0%	
Exonerated					1		1	1	10.0%	
Not Sustained					1	1	2	2	20.0%	
Unfounded										
Closed										
Other										
<b>G.O. Violations Subtotal</b>	0	0	0	0	8	2	10	10	100.0%	
<b>Percentage of Div. Total</b>					80%	20%	100%			
<b>26.1, E.12. Unlawful Conduct</b>										
Sustained		1		1				1	100.0%	
Partially Sustained										
Exonerated										
Not Sustained										
Unfounded										
Closed										
Other										
<b>G.O. Violations Subtotal</b>	0	1	0	1	0	0	0	1	100.0%	
<b>Percentage of Div. Total</b>		100%		100%						
<b>26.1, E.13. Damage to County Property By Neglect</b>										
Sustained										
Partially Sustained										
Exonerated										
Not Sustained										
Unfounded										
Closed										
Other										
<b>G.O. Violations Subtotal</b>	0	0	0	0	0	0	0	0		
<b>Percentage of Div. Total</b>	0	0	0	0	0	0	0	0		
<b>Total Dispositions By Bur/Dist/Div</b>	6	5	5	16	12	6	18	34		
<b>Percntg. of Div Totals Per Bur/Dist.</b>	38%	31%	31%	100%	67%	33%	100%			
<b>Percentage of DOD Totals Per Div.</b>	18%	15%	15%	47%	35%	18%	53%	100%		
								<b>Total</b>		
<b>Inmate Deaths</b>	2	0	0	2	0	0	0	2		
<b>Dispositions of Inmate Deaths</b>	Other *									

\*First Inmate Death=No Policies or Procedures Were Violated  
SOURCE: 2005 AIS

Second Inmate Death=Inmate Died of Natural Causes

**2005 OBA ADMINISTRATIVE INVESTIGATION (AI) ALLEGATIONS FINDINGS**

Division	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
<b>G.O. Violations</b>													
<b>26.1, E.8. Insubordination</b>													
Sustained													
Partially Sustained													
Exonerated													
Not Sustained													
Unfounded													
Closed													
Other													
<b>G.O. Violations Subtotal</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. Violations Subtotal</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	1			1			1				1	2	100.0%
Partially Sustained													
Exonerated													
Not Sustained													
Unfounded													
Closed													
Other													
<b>G.O. Violations Subtotal</b>	1	0	0	1	0	0	1	0	0	0	1	2	100.0%
<b>Percentage of Div. Total</b>													
<b>26.1, E.11. Competency, Job Knowledge, Proficiency</b>													
Sustained													
Partially Sustained													
Exonerated													
Not Sustained													
Unfounded													
Closed													
Other													
<b>G.O. Violations Subtotal</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	1			1			1				1	2	100.0%
Partially Sustained													
Exonerated													
Not Sustained													
Unfounded													
Closed													
Other													
<b>G.O. Violations Subtotal</b>	1	0	0	1	0	0	1	0	0	0	1	2	100.0%
<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. Violations Subtotal</b>	0	0	0	0	0	0	0	0	0	0	0	0	
<b>Percentage of Div. Total</b>													
<b>Total Dispositions By Bur/Dist/Div</b>	2	0	0	2	0	0	2	0	0	0	2	4	
<b>Percentage of DIV Totals Per Bureau</b>	100%	0%	0%	100%			100%	0%	0%	0%	100%		
<b>Percentage of OBA Totals Per Div.</b>	50%	0%	0%	50%	0%	0%	50%	0%	0%	0%	50%	100%	

EXHIBIT 5. **2005 OUTSIDE AGENCY ADMINISTRATIVE INVESTIGATION (AI) FINDINGS**

Outside Agency	City of Bartow Police Department	City of Eagle Lake Police Department	Polk County School Board	Outside Agency 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					
Closed					
Other					
<b>G.O. Violations Subtotal</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					
Unfounded					
Closed					
Other					
<b>G.O. Violations Subtotal</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>26.1, E.10. Improper Conduct</b>					
Sustained					
Partially Sustained					
Exonerated					
Not Sustained					
Unfounded					
Closed	3	1	1	5	100.0%
Other					
<b>G.O. Violations Subtotal</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>5</b>	<b>100.0%</b>
<b>26.1, E.11. Competency, Job Knowledge, Proficiency</b>					
Sustained					
Partially Sustained					
Exonerated					
Not Sustained					
Unfounded					
Closed					
Other					
<b>G.O. Violations Subtotal</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					
Closed					
Other					
<b>G.O. Violations Subtotal</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					
Closed					
Other					
<b>G.O. Violations Subtotal</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Total Dispositions Per Agency</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>5</b>	
<b>Percntg. Of The Total For Each Agency</b>	<b>60%</b>	<b>20%</b>	<b>20%</b>	<b>100%</b>	