

Thomas M. Jones
L. Jones

PROFESSIONAL STANDARDS DIVISION Professional Conduct Review Section



Annual Report 2022



Professional Conduct Review Section

The mission of the Professional Conduct Review Section is to determine employee compliance with Sheriff's Office written directives in a fair and impartial manner while maintaining the trust and confidence of Sheriff's Office personnel and the citizens and visitors of Seminole County.



Professional Conduct Review Section

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Professional Conduct Review Section

SECTION I

Introduction

The Professional Conduct Review Section has as its major function the receiving, processing, and investigating of administrative complaints made against Sheriff's Office employees. All Administrative Investigations are conducted by this section. This report outlines the investigative process and includes an analysis of the personnel complaints investigated during the 2022 calendar year.

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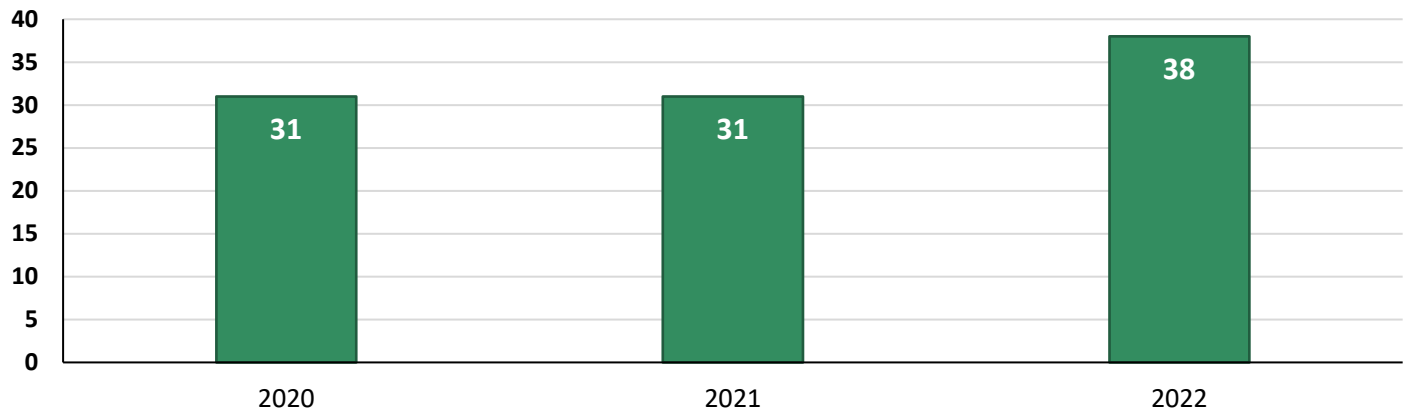
SECTION II

Personnel Complaints

The Professional Conduct Review Section received 38 formal complaints from the public in 2022. Of those, 1 resulted in a formal investigation. During the same period in 2021, the section received 31 formal complaints from the public, 1 of which resulted in a formal investigation.

This represents a 22% increase in formal complaints and a 0% in formal complaints resulting in investigations received by this section.

Formal Complaints
2020 - 2022



Complaints against employees of the Sheriff's Office are classified according to the nature of the complaint. If not resolved informally, they may be categorized as Supervisory Inquiries or Administrative Investigations. There are specific procedures for investigating complaints, which are determined by the seriousness of the allegation(s).

The following information provides the reader with a summary of the complaint process as it applies to Supervisory Inquiries and Administrative Investigations. Also, an analysis of each category is provided to show comparisons based upon the cases investigated and the resulting disposition of those cases.

SUPERVISORY INQUIRIES

Supervisory Inquiries are investigations of allegations of discourtesy or other less serious violations of Sheriff's Office policy. They are generally conducted by a supervisor who has received specialized training and has been approved to conduct supervisory inquiries. These cases require limited investigation by the supervisor, who determines whether or not a violation of policy occurred.

If the supervisor determines through investigation that a violation of policy occurred and the allegation(s) are sustained, the Sheriff may elect to convene a Disciplinary Review Board. The Board considers the incident and recommends disciplinary action.

If the inquiry establishes the policy violation is more substantial than originally believed, or that it would become too time consuming for the supervisor to conduct, the Sheriff may order an Administrative Investigation be conducted by the Professional Conduct Review Section.



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ADMINISTRATIVE INVESTIGATIONS

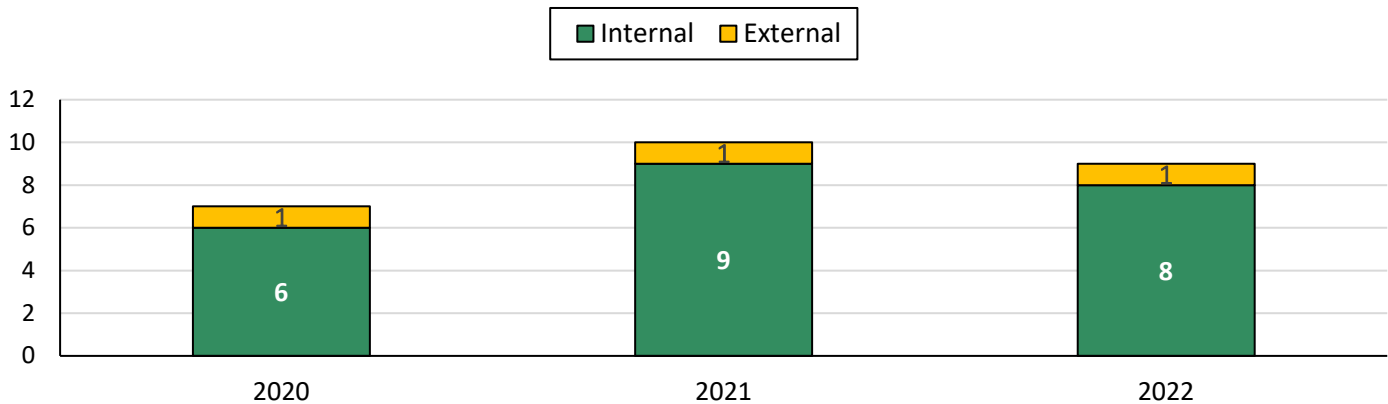
Administrative Investigations are investigations of major violations of Sheriff’s Office policies, rules, procedures, or law. They are investigated by the Professional Conduct Review Section, only at the direction of the Sheriff or, in his absence, a Chief. When the investigation is completed, each allegation is assigned one of the following conclusions: Sustained; Not Sustained; Unfounded; Exonerated; or Policy Failure. The completed investigation is forwarded to the Sheriff for his review and approval. Upon the Sheriff’s approval, the investigation becomes public record. Disciplinary action is at the sole discretion of the Sheriff.

NOTE: The Professional Conduct Review Section is a fact-finding body only and makes no recommendations concerning discipline.

FORMAL INVESTIGATIONS CONDUCTED

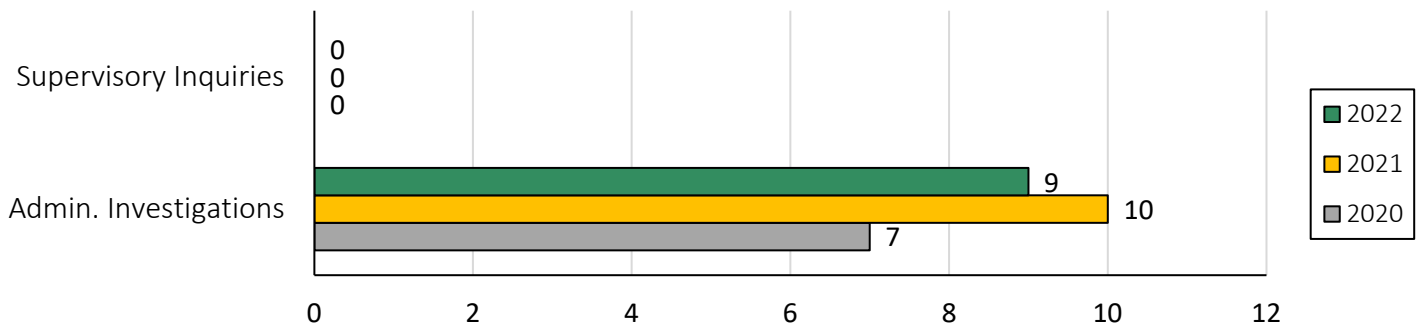
Administrative Investigations and Supervisory Inquires are derived from formal complaints received from the public or internally authorized investigations within the Sheriff’s Office. The following graph conveys the number of formal investigations conducted with a distinction between external (public) complaints and internally (agency) authorized investigations.

Formal Investigations



Analysis of Investigations

	2021	2022	CHANGE
Administrative Investigations	10	9	-10%
Supervisory Inquiries	0	0	0%
Total Number of Investigations	10	9	-10%



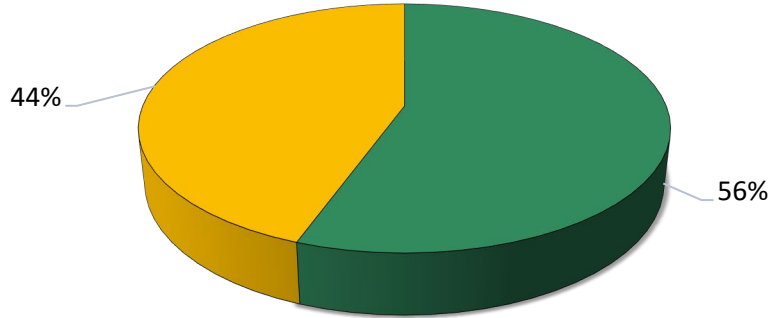


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Service Related Investigations

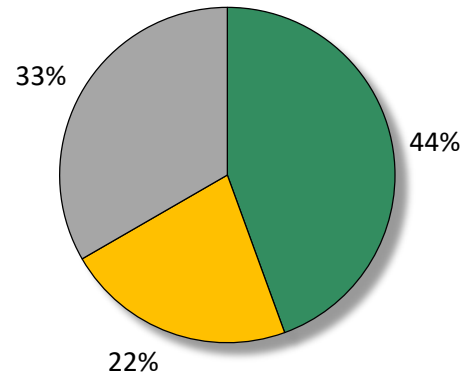


Service Related	5
Non-Service Related	4
Total	9



EMPLOYEE CLASSIFICATION

	TOTAL	PERCENTAGE
Enforcement	4	44%
Corrections	2	22%
Civilian	3	33%
Total Number of Employees Investigated*	9	100%



* Some investigations involved multiple employees, and some employees were the subjects of multiple investigations.

DIGITAL VIDEO EVIDENCE

In 2022, there were 9 formal investigations that involved the use of digital video evidence.

In-Car Camera (SCSO)	0
In-Car Camera (Outside Agency)	0
Body Worn Camera (SCSO)	0
Body Worn Camera (Outside Agency)	1
Security Video (SCSO)	7
Security Video (Outside Agency)	0
Security Video (Other)	1

In 2 cases, video evidence was used to sustain violations. In 3 case, video evidence was used to exonerate the employee. In 2 cases, video evidence did not influence the findings.

This represents a 66% increase from 2021, when 1 investigation was able to be resolved as a result of video evidence.



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AGENCY PRACTICES

Recommendations for changes to agency practices were made in 1 formal investigation.

PC-22-0010

It is the recommendation of the Professional Conduct Review Section, with regard to the SCSO employment process, to implement language within the documentation, such as the Applicant Agreement and/or conditional offer. The language would detail that the Applicant shall not violate any laws or statutes from the date of signature, and if the Applicant does so during that time, they would be subject to termination.

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SECTION III

Supervisory Inquiries

There were no Supervisory Inquiries conducted during the 2022 calendar year

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SECTION IV

Administrative Investigations

The following is an analysis of Administrative Investigations conducted during the 2022 calendar year. This information is based upon 9 investigations that were analyzed for Violations Charged, Findings, and Disciplinary Actions.

Sheriff's Office Administrative Investigations:	9
Total Number of Alleged Violations/Charges Investigated:	28
Total Number of Employees Investigated:	9
Deputy Sheriff Involved Shootings:	0
Dangerous Animal Shootings:	0

** Some investigations involved multiple employees.*

VIOLATIONS CHARGED

Of the 28 alleged violations of Sheriff's Office written directives investigated by the Professional Conduct Review Section, the following table shows the types and percentages of alleged misconduct.

VIOLATION	TOTAL	%
Conduct Unbecoming*	7	25.0%
False Statements & Reports*	1	3.6%
Knowledge/Obedience of Laws*	4	14.3%
Carelessness	2	7.1%
Restrictions on Vehicle Use	1	3.6%
Insubordination*	1	3.6%
Substandard Performance*	2	7.1%
Vehicle Management*	1	3.6%
Altering/Tampering with Evidence*	1	3.6%
Administrative Suspension Conditions*	1	3.6%
Weapons Policy*	1	3.6%
General Evidence and Property*	2	7.1%
Association/Fraternization with Criminals	1	3.6%
Drug Use/Possession	1	3.6%
Misuse of Electronic Databases	1	3.6%
Misuse of License Plate Recognition System	1	3.6%

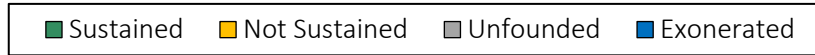
** One employee accounted for 12 (42%) total alleged violations.*



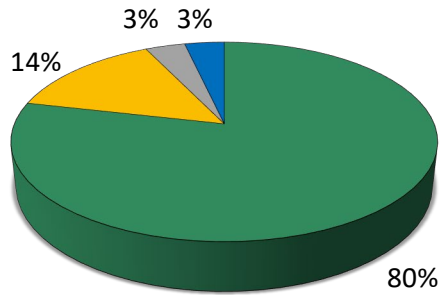
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FINDINGS

Of the 28 alleged violations of Sheriff's Office policies and procedures investigated by Professional Standards, the table below provides a comparison, by category, of the findings assigned to each of the alleged violations investigated.



Sustained	22
Not Sustained	4
Unfounded	1
Exonerated	1



** One employee accounted for 12 (55%) total Sustained violations.*

DISCIPLINARY ACTION

As a result of the 22 sustained violations of policy, involving 6 employees, the following disciplinary actions were taken. The table below provides a comparison, by category, of the numbers and percentages of the resulting disciplinary actions.

DISCIPLINE	TOTAL	PERCENT
Written Reprimand	0	0%
Suspension	1	16%
Demotion	0	0%
Resignation	2	33%
Termination	3	50%

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SECTION V

Telecommunications

During the 2022 calendar year, there were 0 Administrative Investigations involving personnel assigned to the Telecommunications Division.

**Required by the Association of Public-Safety Communications Officials, the organization that oversees accreditation of the Telecommunication Section.*

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