

Port Saint Lucie Police Department

Professional Standards Division 2015 Annual Strategic Report



**Professional Standards Division
2015 Annual Report**

TABLE OF CONTENTS

Overview	1
Internal Affairs Complaints	2
Complaint Dispositions	3
Supervisor Conferences	4
Employee Warning Notices	4
Subject Resistance	5
Employee Injuries	6
Vehicle Pursuits	7
Vehicle Crashes	7
Grievances	8
Staff Services	8
STARCOM	10
Crime and Intelligence Analysis Unit	10

Professional Standards Division

2015 Annual Report

Overview

The Professional Standards Division commander is responsible for ensuring that the Port St. Lucie Police Department is operating within the boundaries and established guidelines of public trust and confidence. This division is responsible for the investigation of complaints against department employees, volunteers, and on occasion, other city employees; the verification of compliance of required Accreditation standards, inspections; the training of all police personnel; and the recruitment and hiring within the Port St. Lucie Police Department. The commander of Professional Standards reports directly to the chief of police.

The Professional Standards staff consists of: one lieutenant, two sergeants, four police officers, and five civilian employees.

The Professional Standards Division is comprised of the following sections and unit:

- Internal Affairs
- Staff Services
 - Training
 - Accreditation
 - Staff Inspections
 - Recruiting and Hiring
- STARCOM (Statistical Tracking, Accountability and Response through Computer Oriented Mapping)
- Crime and Intelligence Analysis Unit

INTERNAL AFFAIRS

A sergeant, officer, and the division commander's administrative assistant are assigned to the Internal Affairs section. The Internal Affairs section is responsible for investigating police employees for the following matters: administrative complaints, supervisor administrative complaints, citizen complaints, police-involved shootings, auto accidents, use of force, and sexual harassment. Internal Affairs is also responsible to insure that all police records pertaining to the above mentioned investigations and discipline are tracked, analyzed for trends, and securely maintained.

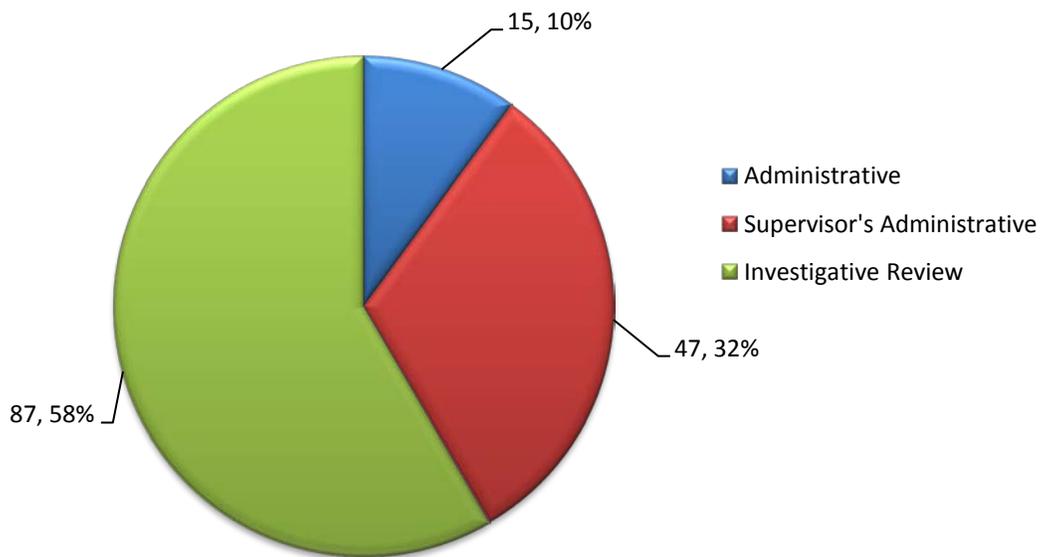
The function of the Internal Affairs section is to provide fact-finding assistance to the Chief of Police. Internal Affairs provides a systematic, objective, and impartial method of investigating complaints of improper behavior by police officers or other personnel that may violate Department or City Rules & Regulations. All complaints, whether made by citizens or City employees, are investigated.

Internal Affairs

The Internal Affairs Section of the Port St. Lucie Police Department is responsible for the investigation of complaints against department employees, volunteers and on occasion other city employees. This section is also responsible for maintaining employee complaint and disciplinary records.

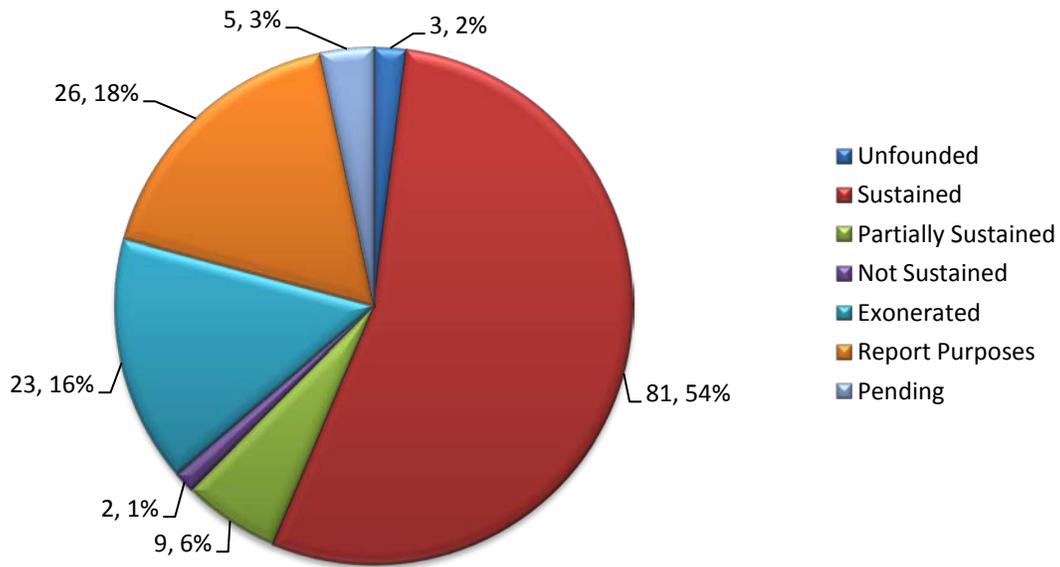
During the year 2015, 149 total complaints were received by the Internal Affairs Section. These complaints are separated into categories to include Administrative, Supervisor's Administrative and Investigative Review. There were a total of 15 Administrative Complaints, which are formal Internal Affairs Investigations. There were a total of 47 Supervisor's Administrative Complaints, which are supervisor complaints. Investigative Reviews comprised a total of 87. These are complaints that did not require a formal investigation.

Type of Complaints 2015



Administrative, Supervisor's Administrative, Investigative Review Dispositions: During the year 2015, 149 Complaints were assigned by Internal Affairs. The Dispositions in those investigations were determined to be as follows: 3 – Unfounded, 81 – Sustained, 9 – Partially Sustained, 2 – Not Sustained, 23 – Exonerated, 26 – Report Purposes, and 5 – Pending.

Complaint Dispositions 2015



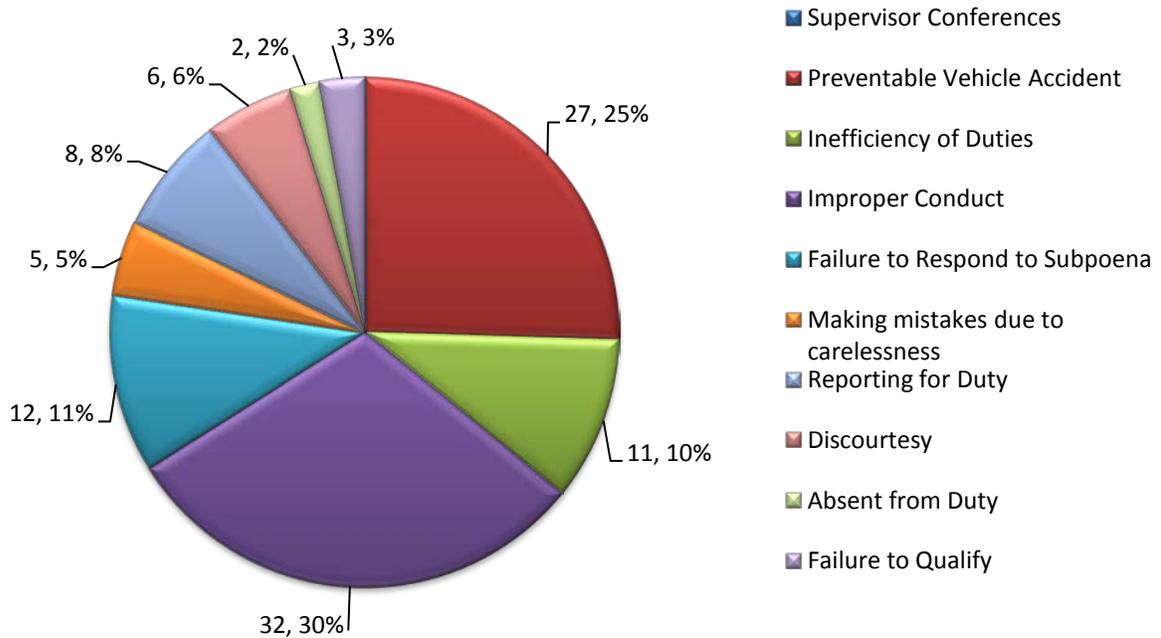
Definitions of Case Findings	
Unfounded	The allegation was demonstrably false or there is no credible evidence to support the complaint.
Exonerated	The incident occurred but the individual's actions were lawful and did not violate written policies.
Not Sustained	Investigation failed to disclose sufficient evidence to prove or disprove the allegation.
Sustained	The allegation is supported by sufficient evidence.

Administrative/Supervisor's Administrative/Non-Investigative Matter/Investigative Review Complaint Findings – Comparison					
	2011	2012	2013	2014	2015
Unfounded	10	0	6	1	5
Exonerated	13	22	39	5	47
Not Sustained	6	7	9	0	6
Sustained	27	42	33	37	146
Partially Sustained	0	0	0	6	0
Withdrawn	0	0	0	0	0
Exonerated/Unfounded	0	0	0	1	0
Re-assigned	2	8	0	0	0
Record Purposes	15	21	8	24	32
Total # Findings	73	100	95	74	236
Total # Complaints	62	90	44	80	149

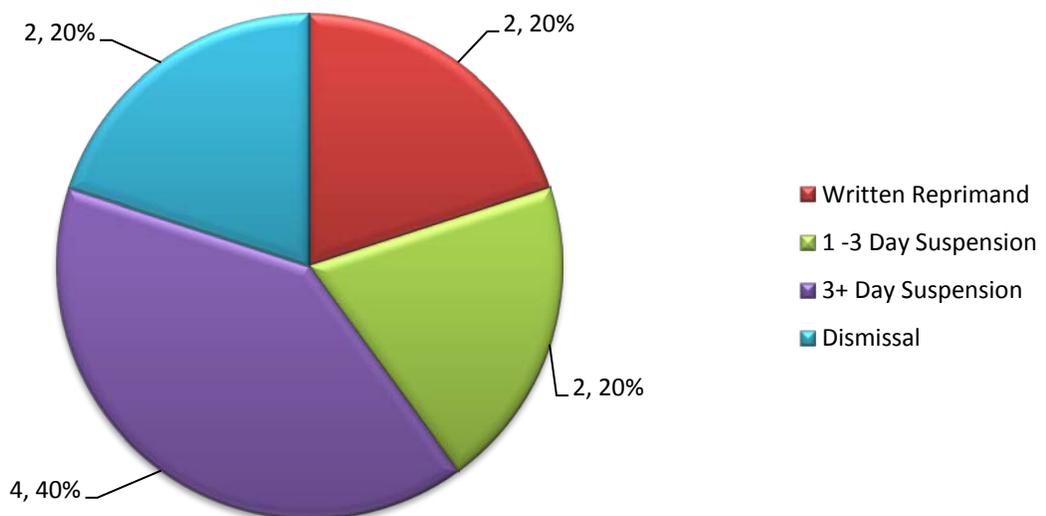
Disciplinary/Corrective Action

In 2015, 106 Supervisor Conferences and 10 Employee Discipline Notices were issued. The Employee Discipline Notices include Written Reprimands, Suspensions, and Dismissal.

Supervisor Conferences

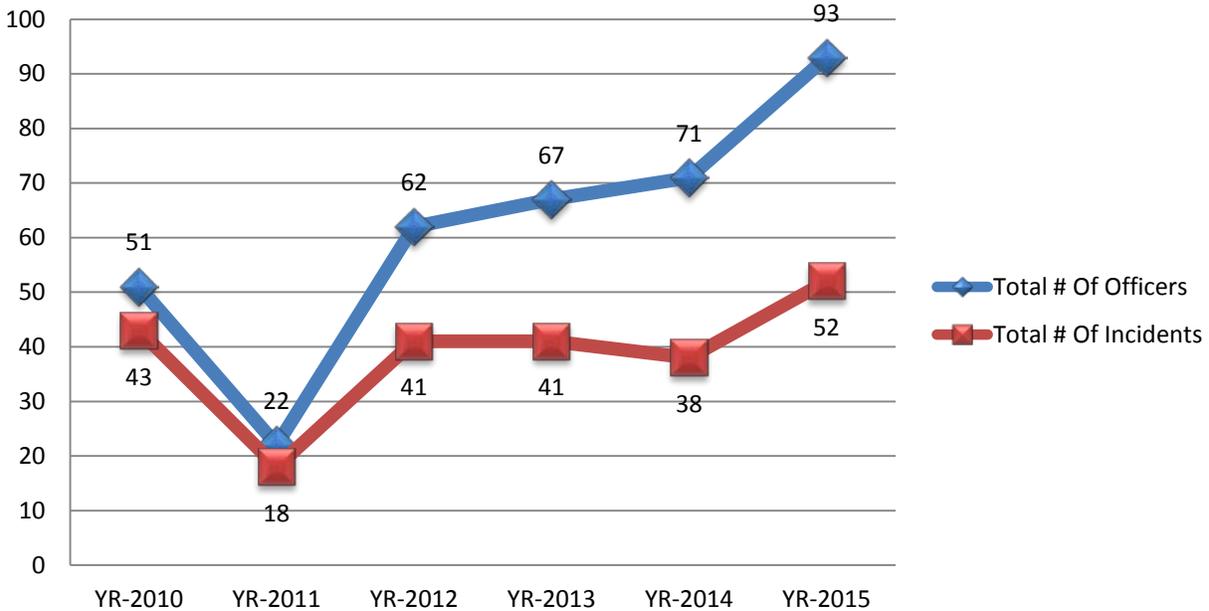


Employee Discipline Notices



Subject Resistance: In 2015, Professional Standards received 52 Subject Resistance reports; 52 subjects were involved. Out of the 52 separate incidents, a total of 93 officers were involved. Of the 52 incidents, eight resulted in officer injuries. All incidents were classified as “Justified/Authorized”. All incidents were reviewed through the chain of command up to Professional Standards. The following chart is a six year comparison of the type of response used and the total number of officers.

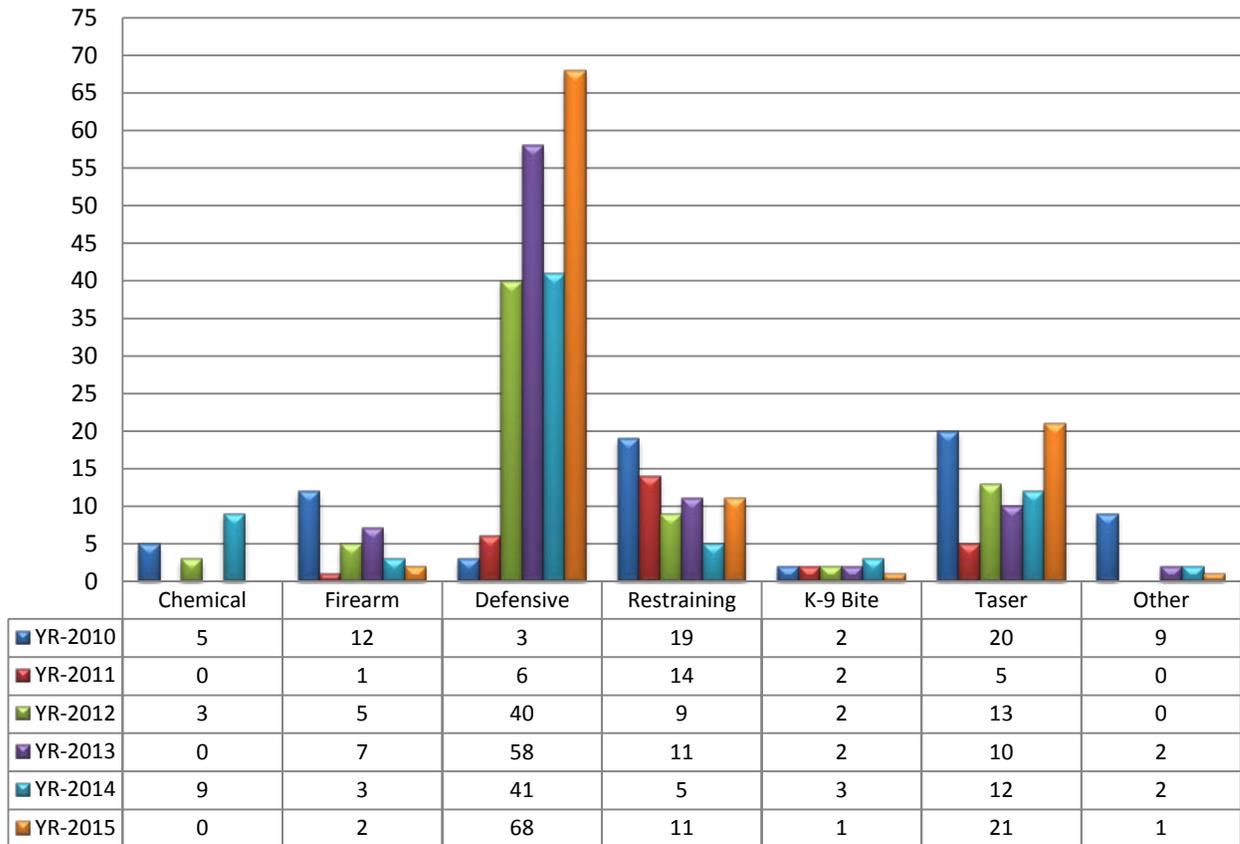
Subject Resistance Totals



Notes:

1. Each incident may have included multiple officers that used subject resistance.

Type of Response - Six Year Comparison



Notes:

1. In most cases, the firearm was drawn, pointed, and not fired. Injured animals could have been terminated.
2. According to General Guideline #710, documenting the use of restraining force is not required in all instances.
3. "Defensive" includes the use hands/elbow, knees/feet, and fist.
4. "Other" includes the use of SWAT's specialized canister, Special Weapon Ferret Munitions/Multi Launcher and Explosive Breach.
5. Data does not include "Pending" cases.

Injuries & Exposures: In 2015, there were a total of 81 injury reports filed by police employees and volunteers compared to 93 in 2014. Those reports include:

- 71 sworn employees and 10 civilians
- 10 were reports of exposures

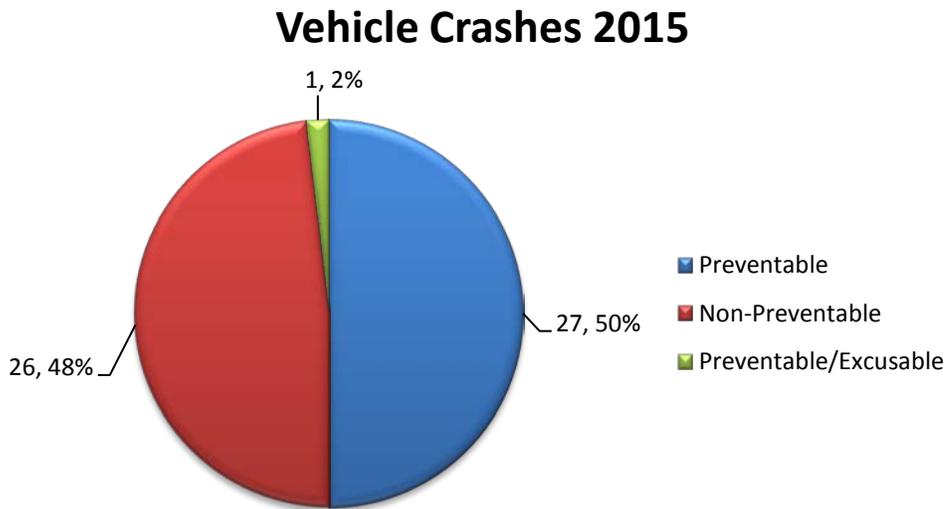
The 81 reported injuries, *excluding exposures*, resulted from:

- Training – 2
- Subject Resistance – 18
- Vehicle Accidents – 14
- Insect or Animal Bites – 6
- Other/Accidental – 31

Vehicle Pursuits: In 2015, there was one police vehicle pursuit. Officers engaged in a pursuit following a traffic stop of a vehicle that matched a description of a suspect vehicle in a burglary. Our current policy allows for officers to initiate a pursuit if the officers have a reasonable belief at the time that the person fleeing has committed a forcible felony, which by F.S.S. 776.08 includes burglary. However, General Guideline 730 Police Vehicle Operations provides an exception for pursuits to burglary of a conveyance if there are no injuries to anyone or threats of harm. Based on our current policy, the pursuit was “Not Justified.”

Vehicle Pursuits - Five Year Comparison					
Year	2011	2012	2013	2014	2015
Pursuits	1	0	2	1	1
# Justified	1	0	2	1	0
Pending	0	0	0	0	0

Vehicle Crashes: Professional Standards received 54 reports of traffic "crashes" involving Police Department vehicles. Of the 54 reports, 27 were considered to be “Preventable,” 26 were “Non-Preventable,” and 1 was “Preventable/Excusable.”



Grievances: In 2015, the Office of Professional Standards received 3 notices of grievance filed by police personnel.

Findings	2011	2012	2013	2014	2015
Sustained	1	0	0	3	0
Partial Sustained	2	0	1	1	1
Not Sustained	0	0	0	0	0
Denied	8	2	5	3	2
Resolved	2	5	0	0	0
Withdrawn	1	2	1	0	0
Pending	0	0	2	1	0
Total	14	9	9	8	3

Staff Services

STAFF SERVICES

The Staff Services section is staffed with one sergeant, three officers, and one administrative assistant. The sergeant is responsible for the following items.

Accreditation

An officer is assigned as the Accreditation manager. Accreditation is a voluntary process through which the Port St. Lucie Police Department receives national and state recognition for meeting and maintaining professionally-recognized criteria for excellence in management and service delivery. The name of the accreditation body is Commission on Accreditation for Law Enforcement Agencies, Inc. (C.A.L.E.A.). The Port St. Lucie Police Department is the 193rd law enforcement agency in the United States and the first in St. Lucie County to become nationally accredited. The department successfully achieved national re-accreditation in 1996. In the following year, 1997, the department received accredited status through the Commission for Florida Law Enforcement Accreditation (CFA). The department has most recently been re-accredited in 2013 from both CALEA and CFA. The Port St. Lucie Police Department will be seeking re-accreditation in 2016.

Accreditation provides some of the following benefits to the department:

- * Assures governmental leaders of the quality of services delivered by their law enforcement agency;
 - * Provides a thorough review of the agency's status and readiness;
 - * Reinforces the agency's ability to maintain the highest standards of law enforcement services that represent current professional practices;
 - * Assures that agency personnel are trained and functioning according to established policies and procedures; and
 - * Provides a quality work environment for well-trained professionals that aids in recruiting and retaining qualified personnel.

The Accreditation manager is charged with the responsibility of ensuring that the Port St. Lucie Police Department remains in compliance with all the applicable accreditation standards designated by the state and national accrediting agencies between re-accreditation periods. Standards compliance is maintained through a variety of methods, which include continual review and up-

dating of departmental written directives to include the General Guidelines and Standard Operating Procedures.

Staff Inspections

The Accreditation manager is also the staff inspector. The function of the staff inspections is to ensure that the department operational and administration functions are executed properly. This section provides the chief of police, other commanders, and supervisors with a means of routinely assessing the department's efficiency and effectiveness as well as provides information for current and future planning. The Accreditation manager conducts staff inspections in a systematic, fair, and objective manner when examining office facilities, property, equipment, personnel, as well as administration and operational activities outside the normal supervisory and line inspection procedures.

Training

One full-time officer along with several other officers (as an auxiliary position) comprises the training section. The Training section coordinates the entire department's training needs and records. The Training section works in conjunction with the Indian River State College Criminal Justice Center in designing mandatory and specialized retraining courses. The Training section also coordinates the delivery of those courses and specialized in-service training to department members.

The Training section maintains all training records on a computer database and provides those records either to the Florida Division of Law Enforcement's (FDLE) Criminal Justice Standards and Training Commission (CJSTC) for inspection or for legal defenses relating to the various disciplines applied by the department personnel.

Recruitment

The Recruitment section provides one of the most important functions for the department. The recruiting function is important because the selection of suitable personnel applying for positions within the department is necessary to ensure that the best-qualified individuals are hired. Therefore, much effort and scrutiny is put into this process.

The recruitment specialists travel to college campuses, attend local career fairs, and visit regional law enforcement academies to identify candidates who may be interested in careers in law enforcement. In addition, they field online and telephone inquiries of interested individuals. Through this initial contact they learn about each individual in an attempt to recruit the very best candidates for the department.

The recruitment specialists also work in conjunction with the city's Human Resources department to process candidates through the written examination. Extensive background investigations and professional testing are conducted preceding employment. Many candidates may be screened in order to fill one officer position. The recruitment specialists also conduct orientation of all new employees.

S.T.A.R.C.O.M.

STARCOM is an acronym that stands for *Statistical Tracking, Accountability, and Response through Computer Oriented Mapping*. It is a program that was modeled after NYPD's "CompStat" (i.e., Computerized Statistics) program. STARCOM assists the chief and the command staff in measuring performance and evaluating the effectiveness of police strategies, practices, and services.

Through the use of tactical and strategic crime analysis, STARCOM assists executive management in evaluating the methods used by division and district commanders to address immediate, short-, and long-term crime problems and repeat offenders. Additionally, the program aids commanders in exchanging information among divisions, identifying follow-up issues, deploying resources, and evaluating performance addressing issues that affect the quality of life, such as neighborhood blight, repeat incidents and traffic complaints.

STARCOM meetings are held on a monthly basis in a room adequate enough to allow a large attendance of members as well as guests. Attendance generally consists of the chief of police, assistant chiefs, and division and district commanders.

The chief and the command staff make inquiries of all division and district commanders during the meeting. Responses to these inquiries are focused and comprehensive, with the intent of satisfying the question or clarifying the issue. Division and district commanders are ultimately held accountable for activity and responses within their commands.

Crime and Intelligence Analysis Unit

Three civilian personnel comprise the Crime and Intelligence Analysis Unit. The Unit conducts an advanced level of technical work involving the identification of patterns, trends, common characteristics and the underlying causes of crime to assist in the development of law enforcement responses and to improve the effectiveness of criminal apprehension and crime prevention. Crime and intelligence analysis work is reviewed through conferences, conversations, observation, the analysis of reports and recommendations and the evaluation of results achieved.

The crime and intelligence analysts perform crime research and analysis for the enhancement and direction of proactive law enforcement operations utilizing manual and automated methods of research and analysis. They prepare daily, weekly, and monthly reports and crime analysis bulletins in order to disseminate crime statistics, suspect information, and crime patterns.

The crime and intelligence analysts also conduct research, gather and compile information, and analyze data to identify crime patterns and trends in the City and surrounding areas; share relevant information with other agencies, as directed; compile and evaluate information; select essential elements and correlates new information with existing information; and provide analytic support to all law enforcement personnel regarding special requests.

The crime and intelligence analysts prepare maps, graphs, charts, tables and other illustrative devices for visual presentation of data; create intelligence reports and statistical analysis; and conduct link analysis, event flow analysis, and activity charting. They also receive, prepare and dis-

seminate intelligence information about criminal activity and officer safety matters via bulletins, case reports, or memoranda. The analysts may provide recommendations for strategies concerning crime prevention or apprehension of criminals, such as directed patrol recommendations, surveillance, or stakeouts. They develop and maintain criminal intelligence sources; as well as establish, maintain and coordinate contacts with various local, state, and federal law enforcement agencies to facilitate a productive information exchange network.