

2010 Annual Report

Jacksonville Sheriff's Office
John H. Rutherford, Sheriff

Department of Personnel and Professional Standards



Building Trust Through Service

Jacksonville Sheriff's Office Professional Standards Division

Building



Through Service



JACKSONVILLE SHERIFF'S OFFICE

PROFESSIONAL STANDARDS DIVISION

INTERNAL AFFAIRS UNIT

OVERVIEW

The Jacksonville Sheriff's Office Internal Affairs Unit is the branch of the Professional Standards Division tasked with ensuring allegations of misconduct against all employees of the Jacksonville Sheriff's Office; sworn, non-sworn, civilian and bailiff are appropriately investigated. The cornerstone of community policing is the partnership between law enforcement agencies and the community they serve, and for the Jacksonville Sheriff's Office, there is no higher priority. This successful partnership is based on mutual trust and civic accountability. The Internal Affairs Unit plays a critical role in safeguarding this partnership. The Internal Affairs Unit serves as the conduit for citizens and employees to report allegations of misconduct and know that the allegation will be professionally investigated. The Jacksonville Sheriff's Office has numerous avenues for registering a complaint, all of which are well disseminated to both employees and the public.

Employees that are subject to disciplinary action have the right to appeal such action through the established grievance process. The Internal Affairs Unit has the additional task of monitoring and coordinating the steps involved when employees elect to appeal their discipline through the grievance process. This additional area of responsibility requires that the Internal Affairs Unit coordinates with both the General Counsel's Office and the City of Jacksonville. Internal Affairs detectives are instrumental in ensuring that the facts of a sustained investigation are presented in a manner that supports the charges brought against the employee.

In an effort to operate efficiently and to reduce overtime expenditures, approximately 439 new sworn, non-sworn, and CSO employees were trained and assigned to their field assignments during 2009 and 2010. Forty of the sworn positions were added due to a COPS grant. These new employees join the additional 30 percent of Jacksonville Sheriff's Office employees that have been employed with the agency for 1-5 years. Traditionally the 1-5 year band of employees receives the most complaints against employees. They are seconded by members employed 6-10 years, which currently is approximately 17 percent of the members of the agency, and traditionally receives the second most complaints against members.

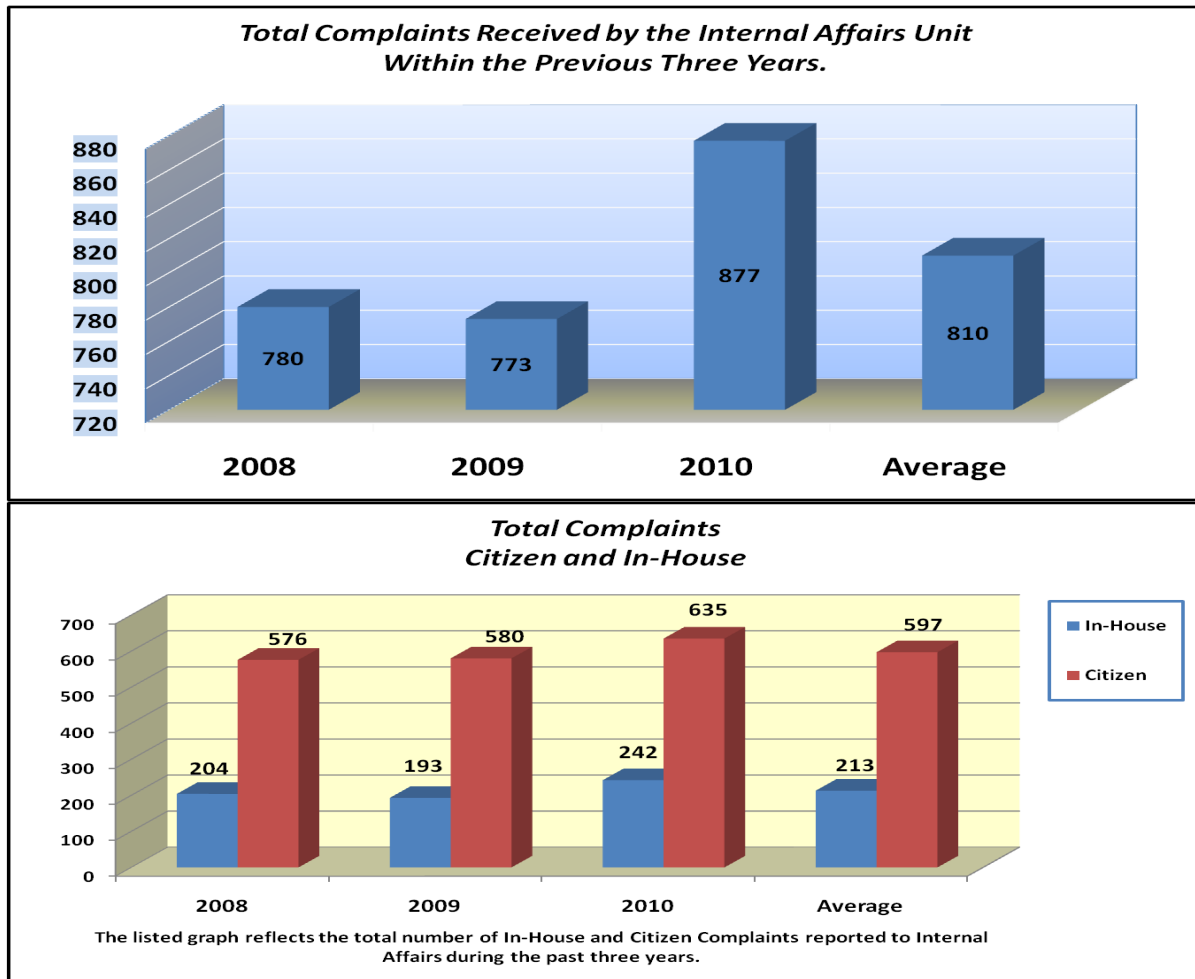


JACKSONVILLE SHERIFF'S OFFICE PROFESSIONAL STANDARDS DIVISION

INTERNAL AFFAIRS UNIT

Total Complaints Received by Internal Affairs and Citizen and In-House

During 2010, the Internal Affairs Unit received 877 complaints from both external and internal sources. This increase of 104 complaints is equally distributed between citizen initiated complaints and in-house initiated complaints, at 55 and 49 respectively. Although citizen initiated complaints increased over the year, the number sustained remained the same as in 2009. Additionally, 2010 saw a 22 percent increase in unfounded/exonerated cases. The Sheriff's Office saw an increase in sustained in-house complaints with 37 additional that were the result of various actions such as the tracking of discipline issued as a result of the Safety Review Board. The following charts provide an overview of the number, type and outcome of the allegations of misconduct involving Sheriff's Office employees reported in 2010:



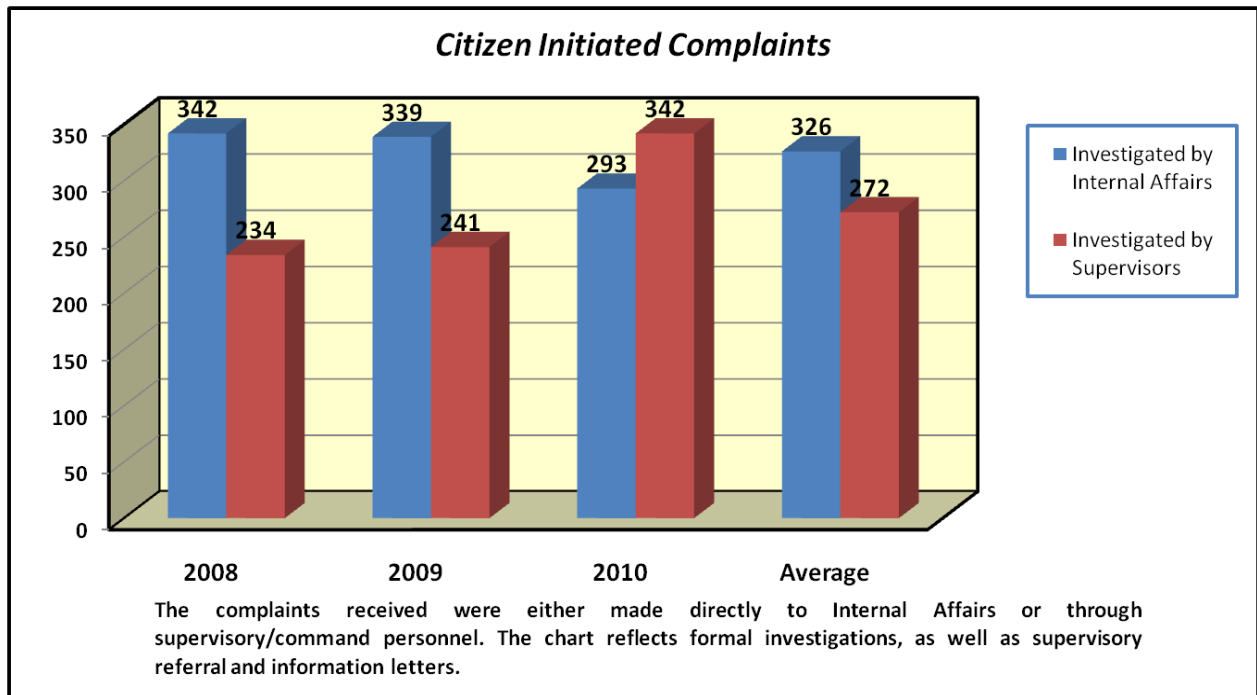
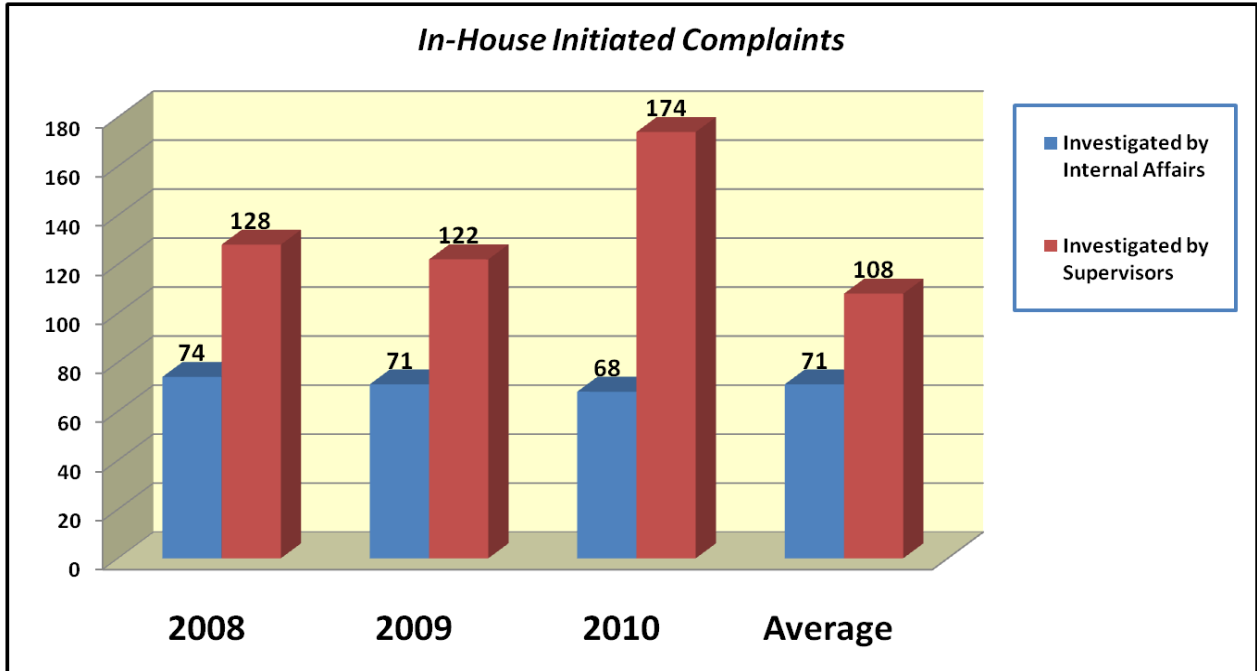


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PROFESSIONAL STANDARDS DIVISION

INTERNAL AFFAIRS UNIT

In-House Initiated and Citizen Initiated Complaints





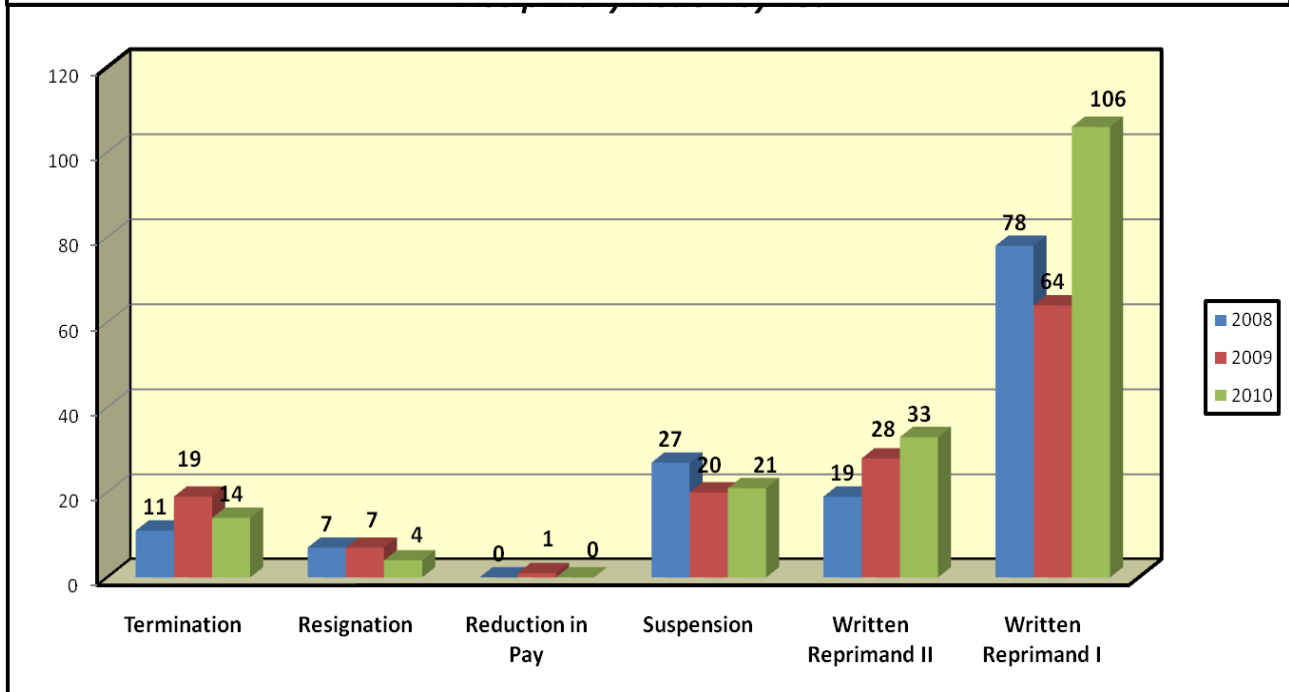
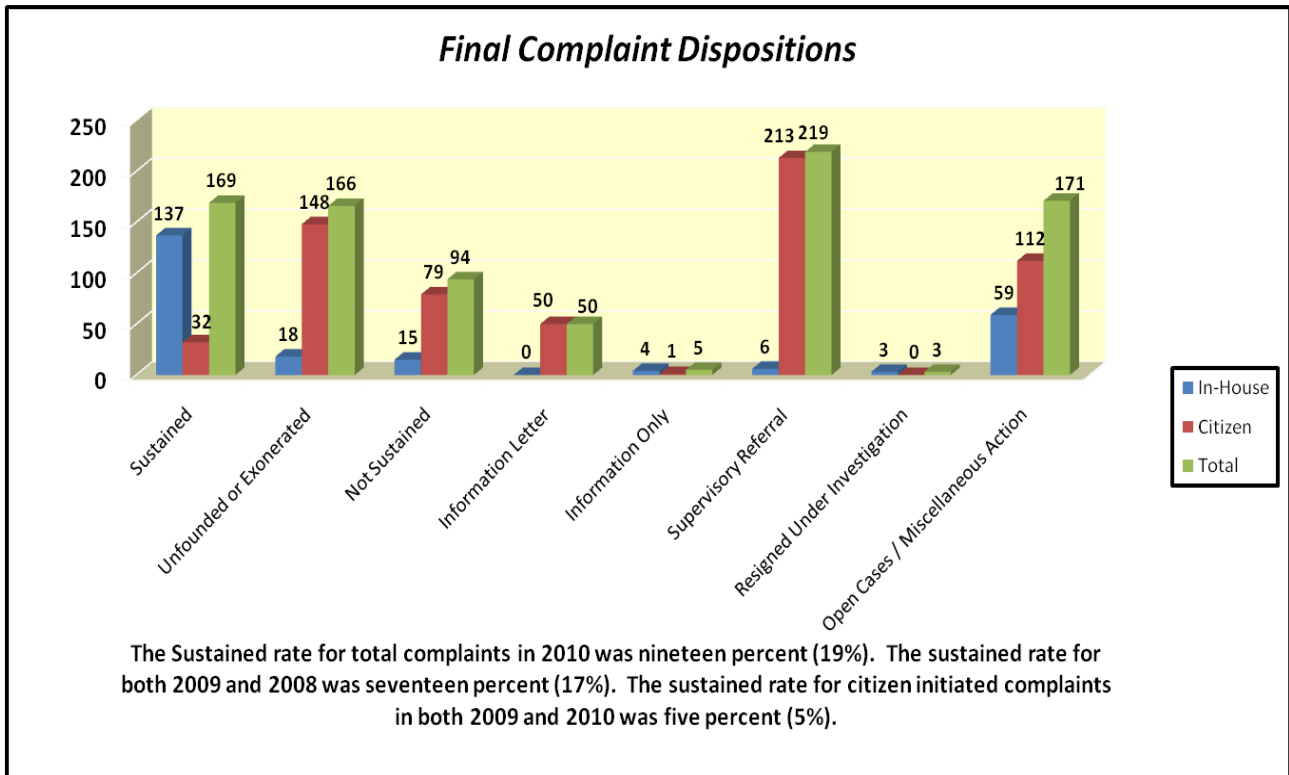
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PROFESSIONAL STANDARDS DIVISION

INTERNAL AFFAIRS UNIT

Final Complaint Dispositions

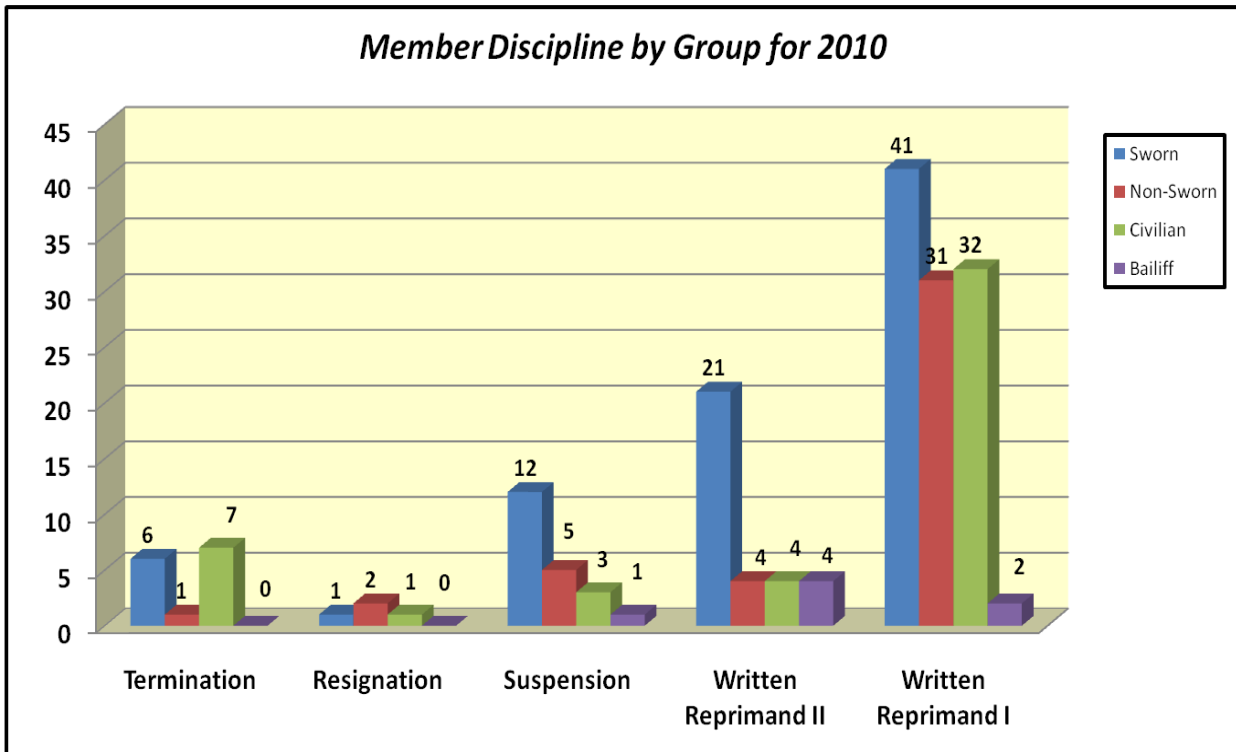
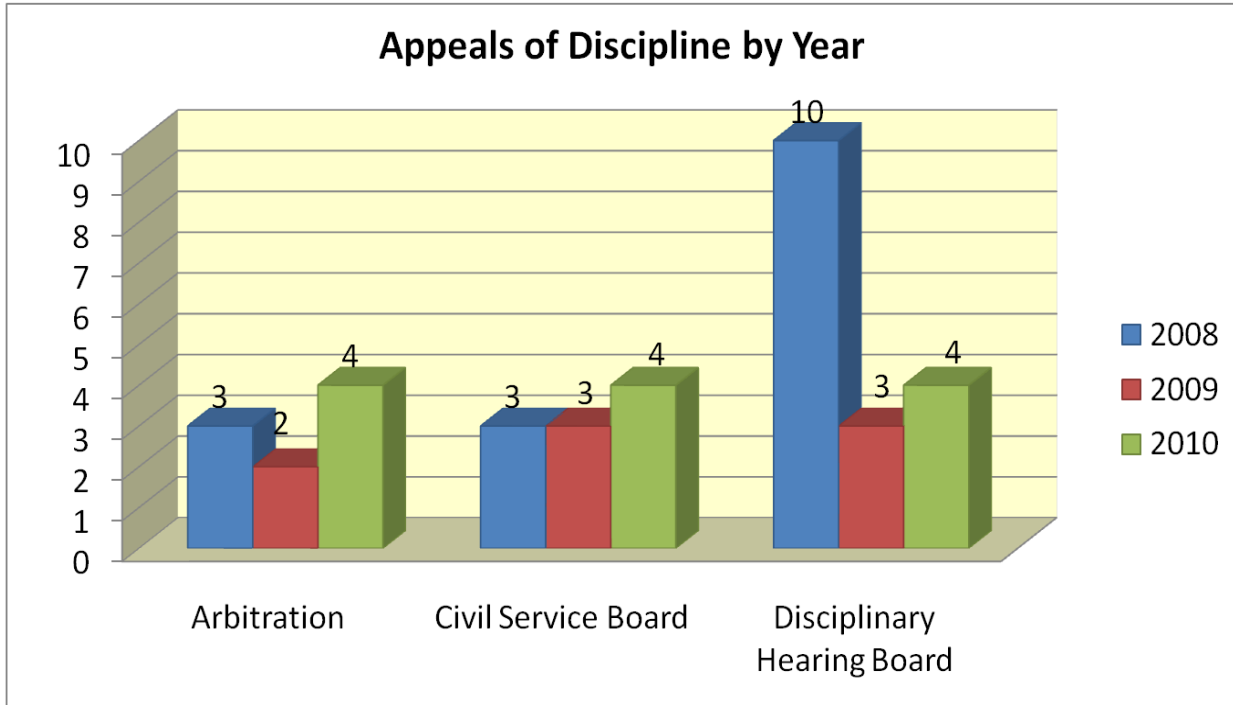
Disciplinary Action by Year





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Appeals of Discipline by Year Member Discipline by Group for 2010

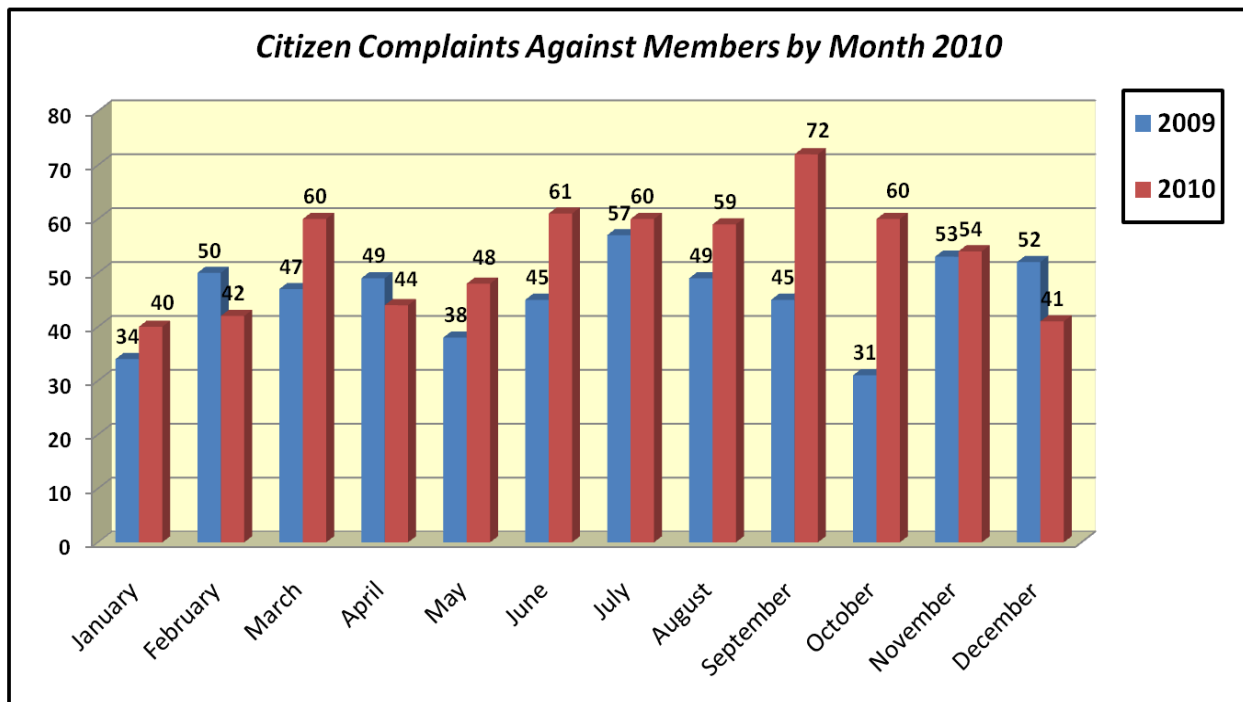
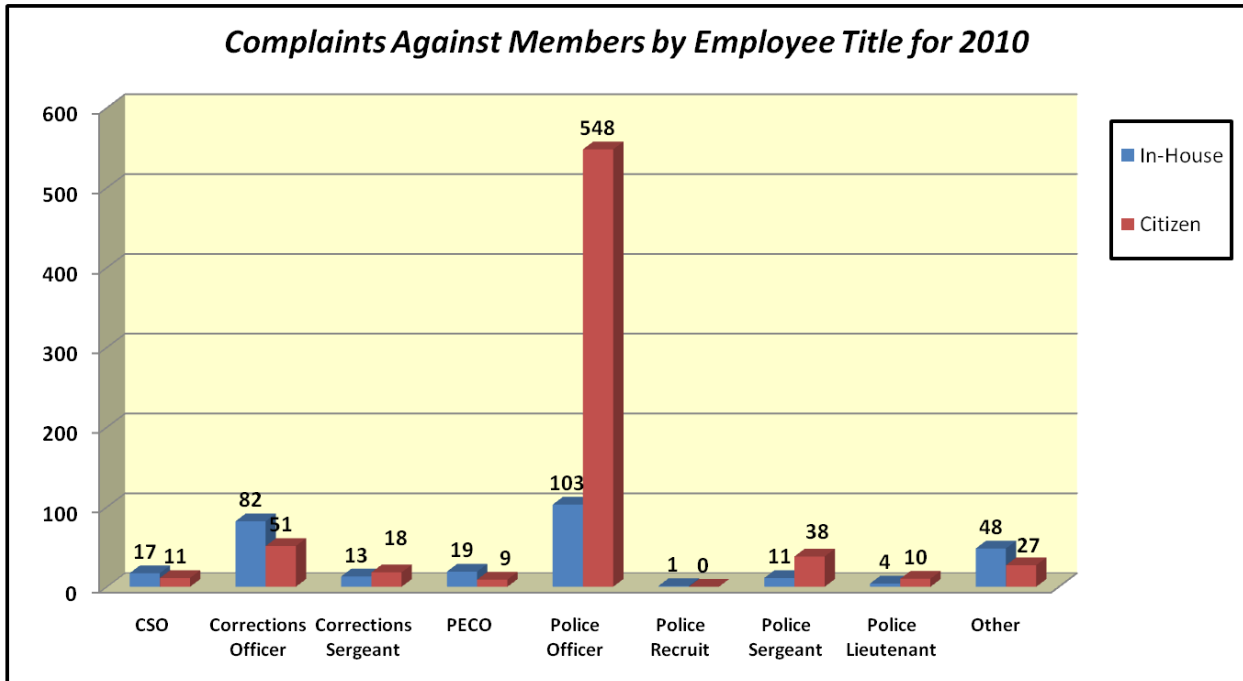


NOTE: Sworn Termination includes one Police Recruit



JACKSONVILLE SHERIFF'S OFFICE PROFESSIONAL STANDARDS DIVISION INTERNAL AFFAIRS UNIT

Complaints Against Members by Employee Title Citizen Complaints Against Members by Month 2010



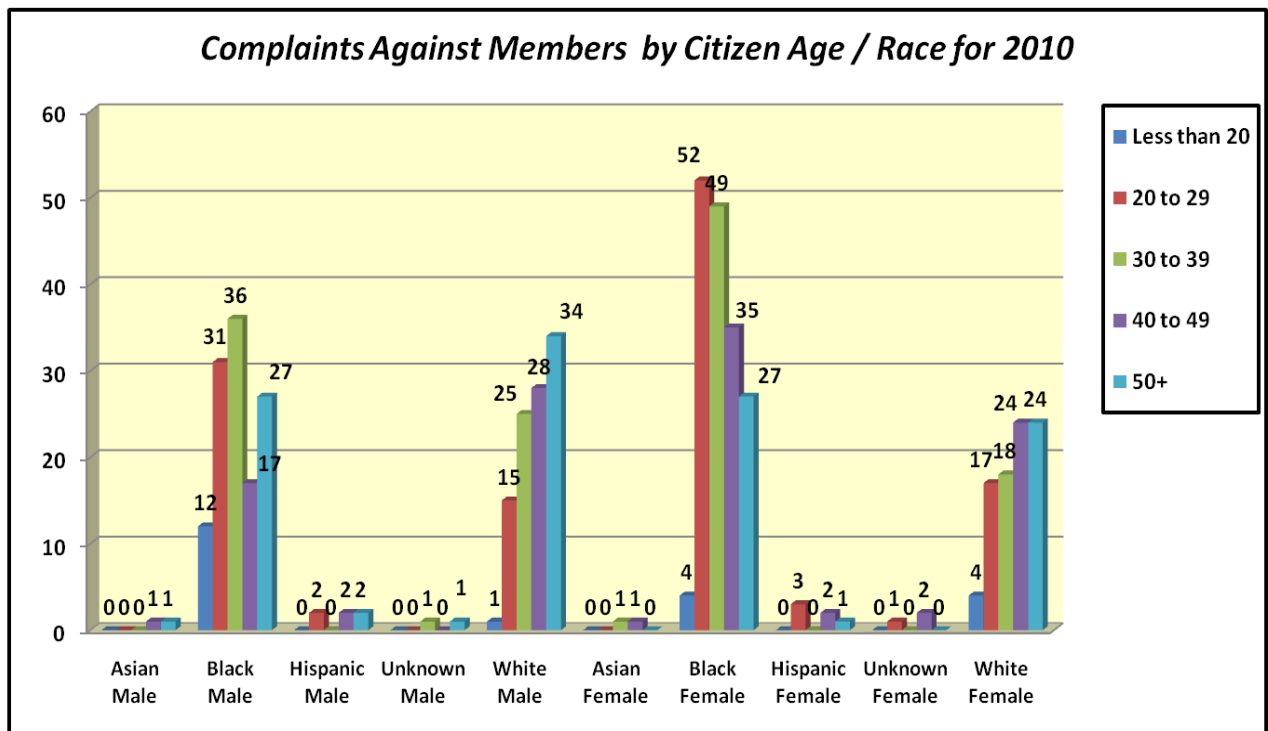
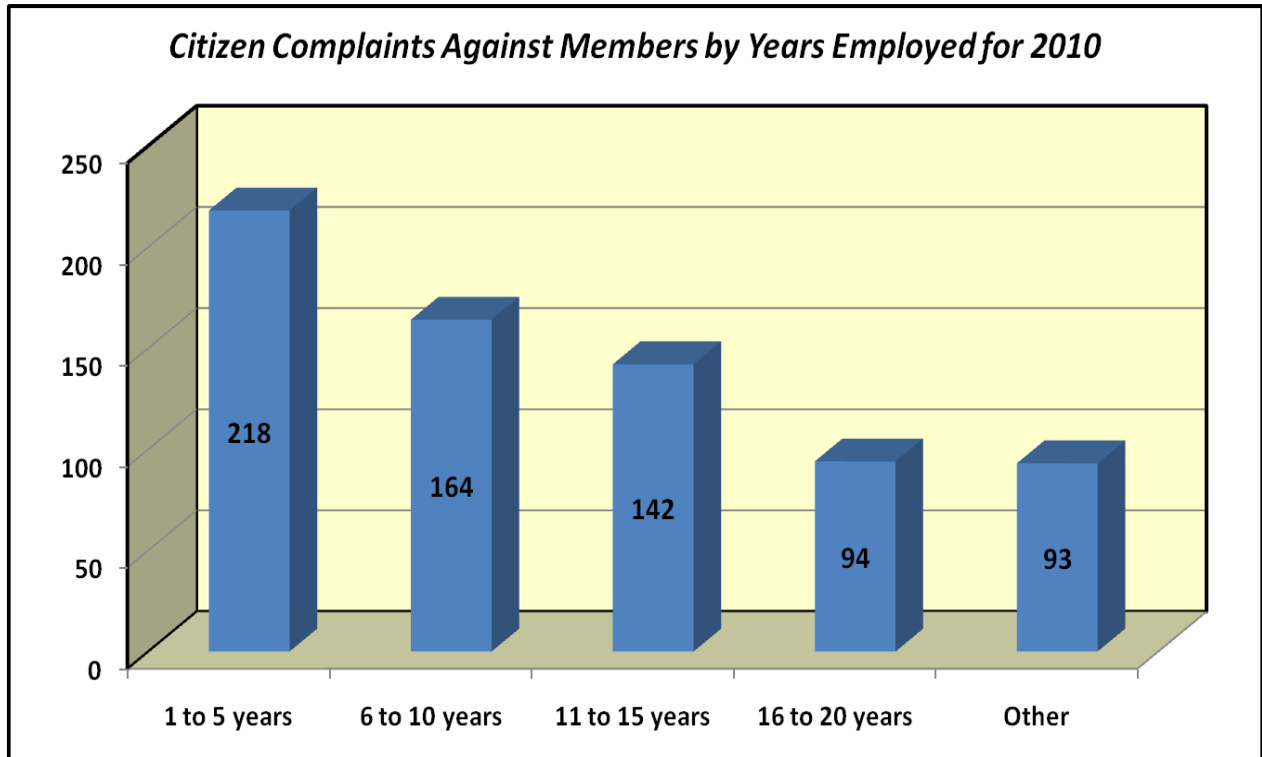


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PROFESSIONAL STANDARDS DIVISION

INTERNAL AFFAIRS UNIT

Citizen Complaints Against Members





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PROFESSIONAL STANDARDS DIVISION

INTERNAL AFFAIRS UNIT

Member Discipline by Charge

	ACTION TAKEN	SWORN	NON-SWORN	CIVILIAN	BAILIFF
Chargeable Traffic Crash	Written Reprimand I	13			
	Written Reprimand II	2			
Commission of Conduct Supporting Criminal Acts	Written Reprimand II	1			
	Suspension	1	1		
	Termination			2	
Departure from the Truth	Resignation	1			
	Termination			3	
Failure to be Wholly Candid	Suspension	2			
	Resignation		1		
	Termination	1			
Failure to Conform to Work Standards	Written Reprimand I	16	11	20	1
	Written Reprimand II	10	1	3	3
	Suspension	1		1	1
	Resignation			1	
Failure to Obey an Order	Written Reprimand I	1			
	Written Reprimand II	1			
Failure to Take Appropriate Action	Written Reprimand I	3		1	
	Suspension	1			
Improper Action	Written Reprimand I	1	1	1	1
	Resignation		1		
Incompetency	Written Reprimand I	1	1	2	
	Written Reprimand II	1			
	Suspension	1			
	Termination			1	
Insubordination	Written Reprimand I		1	1	



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Member Discipline by Charge

	ACTION TAKEN	SWORN	NON-SWORN	CIVILIAN	BAILIFF
Leave Abuse	Written Reprimand I		12	3	
	Suspension		1		
	Termination			1	
Misuse of JSO Property	Written Reprimand I		1		
Repeated Infractions	Written Reprimand I			2	
	Written Reprimand II	2	1		
	Suspension	1		1	
Substance Abuse	Suspension	1			
	Termination	1			
Unbecoming Conduct	Written Reprimand I	6	4	2	
	Written Reprimand II	4	1	1	1
	Suspension	4	3		
	Termination	1	1		
Unnecessary Force	Written Reprimand II		1		
Violation of Law	Suspension			1	
	Termination	3			



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Bias Based Profiling Annual Analysis

Event / Element Data

Bias Based Profiling as defined by Jacksonville Sheriff's Office Operational Order 2.4.4 is the detention, interdiction, or other disparate treatment of any person on the basis of their race, color, ethnicity, sexual orientation, physical handicap, economic status, age, cultural group, religion or other belief system.

In supporting the Jacksonville Sheriff's Office Core Value of Worthy of Trust, the policy of the Jacksonville Sheriff's office is that bias based profiling in law enforcement is totally unacceptable. Specific areas of focus are the actions of Sheriff's Office member's during traffic stops, field contacts, and in both the seizure and forfeiture of assets. The Jacksonville Sheriff's Office has published guidelines supporting the policy against bias based profiling. Additionally, these policies serve to protect our officers when they act within the dictates of the law and policy from unwarranted accusations.

Regardless of race, color, ethnicity, sex, sexual orientation, physical handicap, religion or other belief system, the members of the Jacksonville Sheriff's Office remain steadfast in their dedication in protecting the rights of all citizens.

In order to support Sheriff's Office policy, all officers receive initial and continuous training on current issues regarding bias based profiling. Topics covered during training include; proactive enforcement tactics, officer safety, courtesy, cultural diversity, the laws governing search and seizure, and interpersonal communications skills.

Event / Element Data

During 2010, There were sixteen allegations of bias based profiling filed by citizens against Jacksonville Sheriff's Office employees. All complaints were routed to the Internal Affairs Unit after complainants completed the *Complaint Against Employee* form and were tracked through the Internal Affairs Unit database.

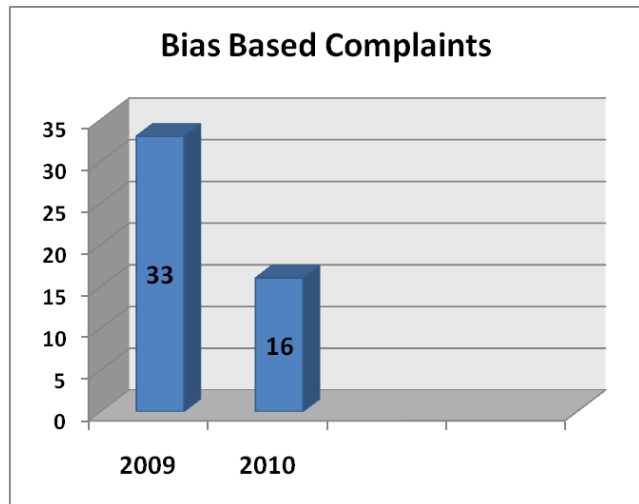


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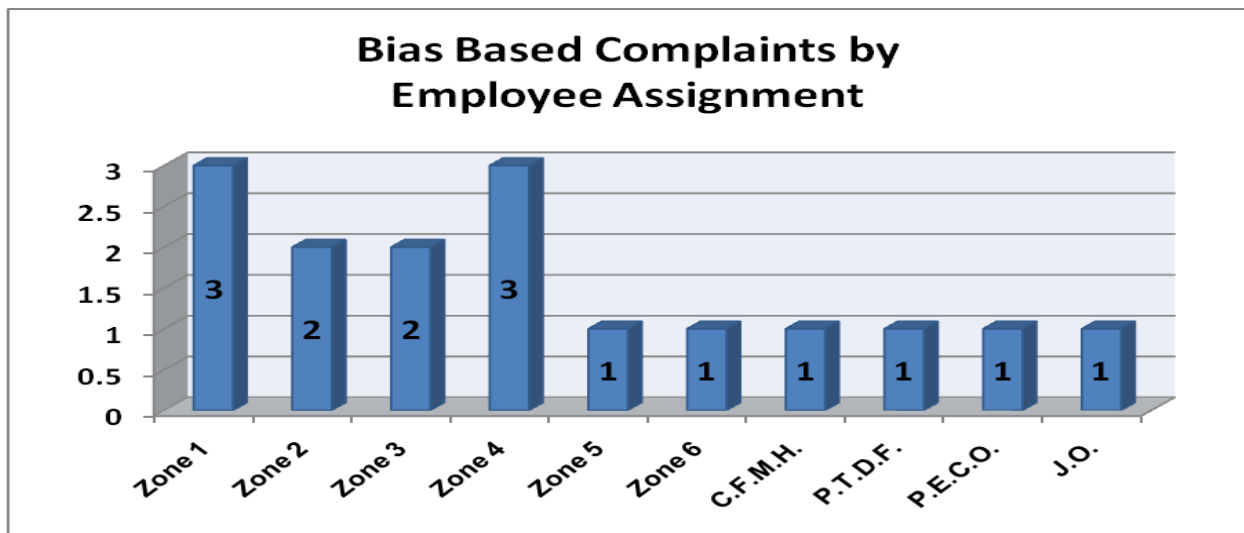
Bias Based Complaints

Bias Based Complaints by Employee Assignment

The following chart compares the number of bias based complaints that were filed against employees in 2010 and subsequently investigated. All bias based complaints, even if there appears to be no merit to the complaint, are thoroughly investigated. This is part of the continuing effort of the Jacksonville Sheriff's Office to strengthen the partnership between the Sheriff's Office and the community which we serve. There were seventeen fewer bias based complaints filed in 2010 than in 2009.



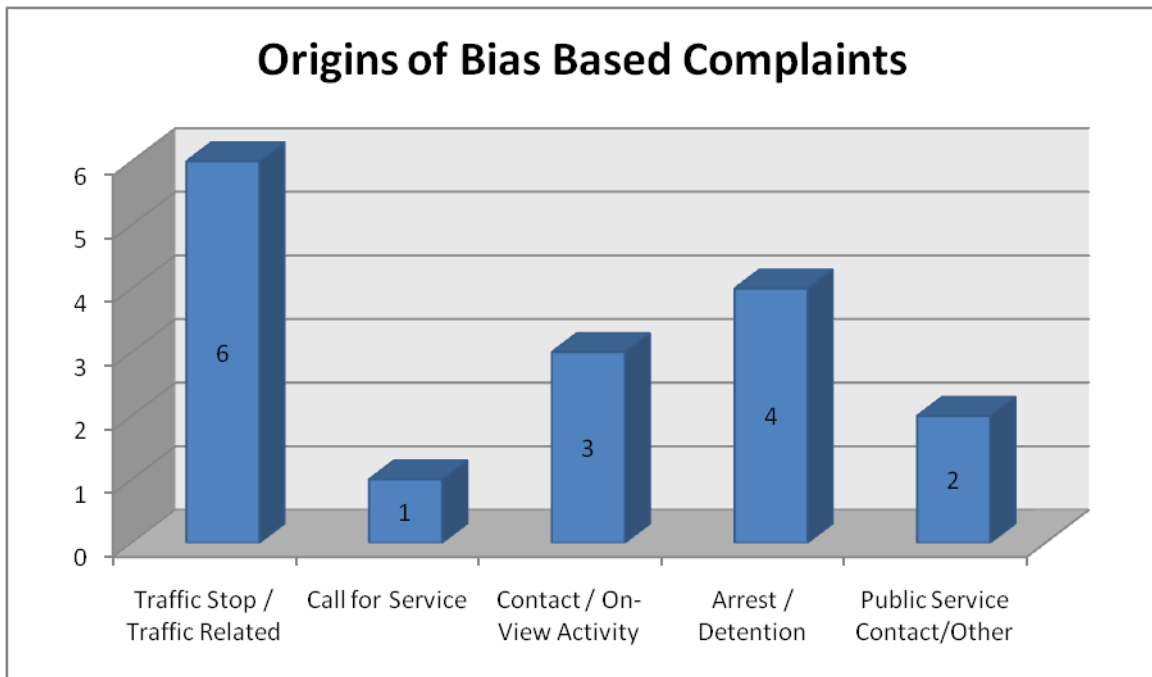
The complaints were received for employees assigned to all six zones as well as employees from additional units within the Jacksonville Sheriff's Office. The below chart reflects bias based complaints by the employees unit of assignment:



Note: C.F.M.H (Crime Free Multi-Housing)



JACKSONVILLE SHERIFF'S OFFICE PROFESSIONAL STANDARDS DIVISION INTERNAL AFFAIRS UNIT Origins of Bias Based Complaints



Although 2010 saw an overall decrease in bias based complaints, the trend continues with the majority of the 2010 bias based complaints stemming from questions regarding the officer's actions and reasons for initiating the contact, primarily during traffic stops or traffic enforcement actions. Thirteen (13) complaints were received regarding white male officers and one (1) complaint was received regarding a black male officer. The remaining two complaints were regarding white females.