CALEA®

THE GOLD STANDARD IN PUBLIC SAFETY

Orange County (FL) Sheriff's Office

Assessment Report

LAW ENFORCEMENT CALEA ACCREDITATION®

2024

CALEA®
THE GOLD STANDARD IN PUBLIC SAFETY

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November 16, 2024

Sheriff John W. Mina
Sheriff of Orange County
Orange County Sheriff's Office
Post Office Box 1440
Orlando, FL 32802-1440

Sheriff Mina:

CALEA® Accreditation serves as the *International Gold Standard for Public Safety Agencies*. This correspondence serves to recognize the Orange County Sheriff's Office has been awarded Law Enforcement Accreditation effective November 16, 2024, for the Tenth time. This award remains in effect for four years and the agency retains all privileges associated with this status during that period.

The process of CALEA Accreditation begins with a rigorous self-assessment, requiring a review of policies, practices, and processes against internationally accepted public safety standards. This is followed with an assessment by independent assessors with significant public safety experience. Additionally, public feedback is received to promote community trust and engagement. Structured interviews are conducted with select agency personnel and others with knowledge to assess the agency's effectiveness and overall service delivery capacities. The decision to accredit is rendered by a governing body of twenty-one Commissioners following a public hearing and review of all reporting documentation.

CALEA Accreditation is a continuous process and serves as the foundation for a successful, well managed, transparent, community-focused public safety agency. To this end, an agency must maintain its accredited status by remaining in compliance with CALEA standards at all times.

CALEA congratulates the Orange County Sheriff's Office for demonstrating a commitment to professional excellence through accreditation. CALEA Accreditation is the *Mark of Professional Excellence* and should be displayed proudly by those who have earned this honor.

Sincerely,

W. Craig Hartley, Jr.
Executive Director

LAW ENFORCEMENT ACCREDITATION

Orange County (FL) Sheriff's Office

Agency

Orange County (FL) Sheriff's Office
2500 West Colonial Drive
PO Box 1440 Orlando, FL 32802
Orlando, FL 32804

Chief Executive Officer

Sheriff
John W. Mina

Methodology Overview

CALEA serves as the premier credentialing association for public safety agencies and provides accreditation services for law enforcement organizations, public safety communication centers, public safety training academies, and campus security agencies. The standards are promulgated by a board of 21 commissioners, representing a full spectrum of public safety leadership. The assessment process includes extensive self-assessment, annual remote web-based assessments, and quadrennial site-based assessments. Additionally candidate agencies are presented to the Commission for final consideration and credentialing.

CALEA Accreditation is a voluntary process and participating public safety agencies, by involvement, have demonstrated a commitment to professionalism. The program is intended to enhance organization service capacities and effectiveness, serve as a tool for policy decisions and management, promote transparency and community trust, and establish a platform for continuous review.

CALEA Accreditation is the Gold Standard for Public Safety Agencies and represents a commitment to excellence.

Law Enforcement Accreditation

CALEA standards reflect the current thinking and experience of Law Enforcement practitioners and researchers. Major Law Enforcement associations, leading educational and training institutions, governmental agencies, as well as Law Enforcement executives internationally, acknowledge CALEA's Standards for Law Enforcement Agencies© and its Accreditation Programs as benchmarks for professional law enforcement agencies.

CALEA's Founding Organizations:

- **International Association of Chiefs of Police (IACP)**
- **Police Executive Research Forum (PERF)**
- **National Sheriffs Association (NSA)**
- **National Organization of Black Law Enforcement Executives (NOBLE)**

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EXECUTIVE SUMMARY

Overview:

The Orange County (FL) Sheriff's Office is currently commanded by John W. Mina. The agency participated in a remote assessment(s), as well as site-based assessment activities as components of the accreditation process. The executive summary serves as a synopsis of key findings, with greater details found in the body of the report.

Compliance Services Review:

CALEA Compliance Services Member(s) Mike Dickey remotely reviewed 90 standards for the agency on 11/2/2021 using Law Enforcement Manual 6.13. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

- 1.2.10 – Duty to Intervene (LE1) (MMMM) – ISSUE: The agency's directive is directed to deputies rather than employees as required by the standard. Additionally, it appears that the second part of the standard, "or if they become aware of any violation of departmental policy, state/provincial or federal law, or local ordinance," only applies to non-sworn personnel. AGENCY ACTION NEEDED: It is recommended that the agency's directive be amended to make clear that any "employee or public safety associate" is required to intervene to the extent reasonable and at a minimum notify appropriate supervisory authority, and that the language be made clear that all employees are required to adhere to report violations of departmental policy, state/provincial or federal law, or local ordinance. AGENCY ACTION TAKEN: The agency amended the directive to apply to "all employees" rather than officers and of the duty to report violations of of departmental policy, state/provincial or federal law, or local ordinance." It is recommended that this standard be reviewed again in future assessments to verify compliance.

CALEA Compliance Services Member(s) Russ McElwee remotely reviewed 149 standards for the agency on 2/1/2023 using Law Enforcement Manual 6.17. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

- 1.2.10 – Duty to Intervene (LE1) (MMMM) – FOLLOW UP: During the Year 1 Review it was found the agency's directive is directed to deputies rather than employees as required by the standard. Additionally, it appears that the second part of the standard, "or if they become aware of any violation of departmental policy, state/provincial or federal law, or local ordinance," only applies to non-sworn personnel. During that same review period, the agency amended the directive to apply to "all employees" rather than officers and of the duty to report violations of departmental policy, state/provincial or federal law, or local ordinance." During the Year 2 review it was found the agency policy was in compliance with the standard. The agency provided appropriate proofs of compliance for this standard for both Year 1 and the current Year 2 review. The agency is now in compliance with the standard.

CALEA Compliance Services Member(s) N/A remotely reviewed 103 standards for the agency on 11/3/2023 using Law Enforcement Manual 6.17. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

CALEA Compliance Services Member(s) Bruce Robertson (CSM) remotely reviewed 136 standards for the agency on 6/1/2024 using Law Enforcement Manual 6.17. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

Site-Based Assessment Review:

From 7/15/2024 to 7/18/2024, Charles Walters (Assessor), Christi Asbe (Assessor) visited the agency following a consultation with the chief executive officer regarding critical issues impacting the organization since the last assessment.

Findings:

During the Site-Based Assessment Review, the assessment team conducted 71 interviews regarding the topical areas previously defined. The interviews were with agency members and members of the community. The approach not only further confirmed standards adherence, but also considered effectiveness measures, process management and intended outcomes.

CHIEF EXECUTIVE OFFICER PROFILE

John W. Mina

Sheriff John W. Mina has dedicated his life to public safety.

He spent nearly 28 years with the Orlando Police Department, where he rose through the ranks and was appointed Chief of Police in 2014.

In November 2018, Orange County voters chose Mina as the 29th elected Sheriff. He has lived in Orange County for 30 years and cares deeply about this community.

Sheriff Mina's law enforcement career has been built on strong leadership by example and the ability to effect positive change.

As Sheriff, his priorities are to make Orange County an ever better and safer place to live, work and visit, build greater connections and trust throughout the community and ensure that Deputies have the best training and equipment available so they can be safe while protecting others.

Community engagement, trust and transparency have been the hallmarks of Sheriff Mina's leadership style and he is a trusted face of law enforcement in Central Florida.

Sheriff Mina has testified before the United States Congress and spoken at the White House on law enforcement matters.

Sheriff Mina is a member of the Major County Sheriff's Association, Florida Sheriff's Association, Central Florida Criminal Justice Association, the Florida SWAT Association, the FBI National Academy Associates, and the Law Enforcement Immigration Task Force.

Sheriff Mina also serves on the Board of Directors for the International Association of Chiefs of Police, Central Florida Crimeline, The Boys and Girls Club of Central Florida, YMCA Central Florida, Heart of Florida United Way, Operation American Dream, and the Camaraderie Foundation.

Prior to entering law enforcement, Sheriff Mina proudly served his country as a member of the 82nd Airborne Division of the U.S. Army as a Military Police Officer. He received his Bachelor of Arts degree in Criminal Justice Administration from Columbia College.

Sheriff Mina has completed the Southern Police Institute Command Officers Development Course and is a graduate of the 254th Session of the FBI National Academy.

COMMUNITY PROFILE

Located in Central Florida, Orange County includes the city of Orlando which is the county seat and a dozen other incorporated municipalities. Orange County is included in the Orlando-Kissimmee-Sanford, Florida Metropolitan Statistical Area. The county has a total area of 1,003 square miles which includes 100 square miles of water. Smart economic growth has positioned the county as one of the highest performing regions in the nation. Excellent quality of life, world famous attractions, the nation's second largest convention center and locally headquartered Fortune 500 companies make Orange County one of the best places to live, work and visit.

The county functions under a charter form of government. The charter serves as a constitution, detailing the structure and operations of local government. Orange County is served by a board of commissioners. The board consists of an elected mayor and six commissioners. The mayor is elected countywide, while commissioners are elected from single districts. The mayor and commissioners each serve staggered four year terms.

AGENCY HISTORY

It was on January 31, 1845 that Orange County was carved out of a vast territorial and largely undeveloped region of the state known as Mosquito County. The county lived in relative obscurity until the citrus industry put it on the map and made it one of the country's most prolific and best known orange and grapefruit producing regions. Snowbirds from the northern tier states would ride the railroads, follow the sweet scent of the orange blossoms, and find their way to the area while a handful of commercial concerns associated with America's fledgling space program would be the first signs of the explosive growth that we now associate with Orange County. The mouse, the whale, and the folks who make the movies sealed the deal to put the county on the world map as one of its premier tourist destinations.

In 1845, the Orange County Sheriff's Office was born and William Henry Williams became the agency's first Sheriff and the principle law enforcement officer for a wide open, rough, and tough piece of the state. His duties were diverse, his office was unfunded, and, by all accounts, Sheriff Williams never enjoyed the benefit of a regular paycheck.

Orange County has had 27 individuals elected to the position of Sheriff, when Sheriff John Mina was elected to the position in November 2018. Sheriff Jerry L. Deming's became the first African-American to serve as Sheriff. The first African-American deputies, Louis Crooms and Leroy Williams, were hired in 1963 and the first female deputy, Jo Ann Hardee, was hired in 1970.

Sheriff David Mizell was the first member of the Orange County Sheriff's Office killed in the line of duty in 1870. The Orange County Sheriff's Office has had 18 deputies killed in the line of duty, with Deputy Norman Lewis being the last in 2017.

AGENCY STRUCTURE AND FUNCTION

This large and complex agency is organized into areas of functional responsibilities. The Office of the Sheriff provides various specialized, managerial and executive services and is composed of the Sheriff, the Office of Undersheriff, the staff director and legal services.

The Office of the Undersheriff is responsible for administration and support for the sheriff. Reporting directly to the Undersheriff are Professional Standards, Fiscal Management, Strategic Communications, Central Florida Intelligence Exchange/Intelligence, Metropolitan Bureau of Investigations, the Operational Services Bureau, and the Administrative Services Bureau.

The Operational Services Bureau is responsible for the agency's law enforcement operational components. The Divisions reporting directly to the Operational Services Bureau Chief Deputy are the Uniform Patrol Division, Criminal Investigations Division, Special Operations Division, and the HRIC section.

The Administrative Services Bureau is responsible for the agency's law enforcement operation's support system components. The Divisions reporting directly to the Administrative Services Bureau Chief Deputy are the Human Resources Division, Court Services/Communications Division, and the Support Services Division.

AGENCY SUCCESSES

This year, the men and women of the Orange County Sheriff's Office continued to face the unique hardships of a pandemic as we gradually returned to normal operations at all of our county facilities.

In response to nationwide accountability of law enforcement, our sworn personnel received implicit bias training as well as de-escalation training at our simulator. As an agency, we have established trust in our community and continue our pledge to be transparent.

The Behavioral Response Unit was introduced to our community and through their efforts, funding was approved to expand the unit. This groundbreaking concept has drawn nationwide attention and vastly improved how we respond to those in mental health crisis.

The inaugural year of Community Crime Prevention Grants kicked off with over $100,000 from the Law Enforcement Trust Fund. This fund consists of forfeitures from illegal proceeds and awarded to local non-profits in the areas of crime prevention, safe neighborhood initiatives or drug abuse prevention. This is a great example of how your crime fighting efforts provide positive results in improving the lives of the people we serve.

FUTURE ISSUES FOR AGENCY

As Sheriff, his priorities are making Orange County an even better and safer place to live, work and visit; building greater connections and trust throughout the community; and ensuring deputies have the best training, equipment and technology available.

As an agency, we have committed to a nationwide initiative to continue hiring a diverse work force and to increase the representation of women in policing to 30% by 2030.

KEEP CRIME LOW, ACCOUNTABILITY & TRANSPARENCY, SCHOOL SAFETY, MENTAL HEALTH,

YEAR 1 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Mike Dickey
On 11/2/2021, the Year 1 Remote Web-based Assessment of Orange County (FL) Sheriff's Office was conducted. The review was conducted remotely and included 90 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.2.7 Use of Discretion (MMMM)	**Compliance Verified**
1.2.8 Strip/Body Cavity Search (LE1) (MMMM)	**Compliance Verified**
1.2.10 Duty to Intervene (LE1) (MMMM) **Notes:** ISSUE: The agency's directive is directed to deputies rather than employees as required by the standard. Additionally, it appears that the second part of the standard, "or if they become aware of any violation of departmental policy, state/provincial or federal law, or local ordinance," only applies to non-sworn personnel. AGENCY ACTION NEEDED: It is recommended that the agency's directive be amended to make clear that any "employee or public safety associate" is required to intervene to the extent reasonable and at a minimum notify appropriate supervisory authority, and that the language be made clear that all employees are required to adhere to report violations of departmental policy, state/provincial or federal law, or local ordinance. AGENCY ACTION TAKEN: The agency amended the directive to apply to "all employees" rather than officers and of the duty to report violations of of departmental policy, state/provincial or federal law, or local ordinance." It is recommended that this standard be reviewed again in future assessments to verify compliance.	**Standard Issue**
2 Agency Jurisdiction and Mutual Aid	
2.1.2 Concurrent Jurisdiction (OOOO)	**Not Applicable by Function**
4 Use of Force	
4.1.1 Use of Reasonable Force (LE1) (MMMM)	**Compliance Verified**
4.1.2 Use of Deadly Force (LE1) (MMMM)	**Compliance Verified**
4.1.4 Use of Authorized Less Lethal Weapons (LE1) (MMMM)	**Compliance Verified**
4.1.5 Rendering Medical Aid Following Police Actions (LE1) (MMMM)	**Compliance Verified**
4.1.6 Vascular Neck Restrictions (LE1) (MMMM)	**Not Applicable by Function**
4.1.7 Choke Holds (LE1) (MMMM)	**Compliance Verified**
4.2.1 Reporting Uses of Force* (LE1) (MMMM)	**Compliance Verified**
4.2.2 Written Use of Force Reports and Administrative Review* (LE1) (MMMM)	**Compliance Verified**
4.2.3 Removal from Line of Duty Assignment (LE1) (MMMM)	**Compliance Verified**
4.2.4 Analyze Reports* (LE1) (MMMM)	**Compliance Verified**
4.2.5 Assault on Sworn Officer Review* (MMMM)	**Compliance Verified**
4.3.1 Authorization: Weapons and Ammunition (LE1) (MMMM)	**Compliance Verified**

Standards	Findings
4.3.2 Demonstrating Proficiency with Weapons (LE1) (MMMM)	**Compliance Verified**
4.3.3 Annual/Biennial Proficiency Training* (LE1) (MMMM)	**Compliance Verified**
4.3.4 Prerequisite to Carrying Lethal/Less Lethal Weapons (LE1) (MMMM)	**Compliance Verified**
4.3.5 Firearms Range (MMMM)	**Compliance Verified**
11 Organization and Administration	
11.3.3 Notify CEO of Incident with Liability (LE1)	**Compliance Verified**
11.4.3 Accreditation Maintenance	**Compliance Verified**
11.4.5 Electronic Data Storage	**Compliance Verified**
11.5.1 Temporary/Rotating Assignments	**Not Applicable by Function**
12 Direction	
12.2.1 The Written Directive System (LE1)	**Compliance Verified**
12.2.2 Dissemination and Storage (LE1)	**Compliance Verified**
15 Planning and Research, Goals and Objectives, and Crime Analysis	
15.2.1 Annual Updating/Goals and Objectives* (LE1)	**Compliance Verified**
17 Fiscal Management and Agency Property	
17.4.1 Accounting System*	**Compliance Verified**
17.4.2 Cash Fund/Accounts Maintenance* (LE1)	**Compliance Verified**
21 Classification and Delineation of Duties and Responsibilities	
21.2.2 Job Description Maintenance and Availability* (LE1) (M M M M)	**Compliance Verified**
21.2.3 Position Management System	**Compliance Verified**
22 Personnel Management System	
22.1.2 Leave Program	**Compliance Verified**
22.1.5 Victim Witness Services/Line of Duty Death (LE1)	**Compliance Verified**
22.1.9 Military Deployment and Reintegration (LE1)	**Compliance Verified**
22.2.4 Off-Duty Employment	**Compliance Verified**
26 Disciplinary Procedures and Internal Investigations	
26.1.1 Code of Conduct (LE1)	**Compliance Verified**
26.1.3 Harassment (LE1)	**Compliance Verified**
26.2.4 Complaint/Commendation Registering Procedures (LE1)	**Compliance Verified**
26.2.5 Annual Statistical Summaries; Public Availability*	**Compliance Verified**
31 Recruitment and Selection	
31.2.2 Annual Analysis	**Compliance Verified**

Standards	Findings
31.3.1 Job Announcements	**Compliance Verified**
31.4.4 Candidate Information	**Compliance Verified**
31.4.8 Sworn Appointment Requirements (M M M M)	**Compliance Verified**
33 Training and Career Development	
33.1.3 Outside Training Reimbursement	**Compliance Verified**
33.1.7 Training Class Records Maintenance	**Compliance Verified**
33.2.1 Academy Administration and Operation	**Not Applicable by Function**
33.2.2 Academy Facilities	**Not Applicable by Function**
33.5.1 Annual In-Service Training Program* (LE1) (M M M M)	**Compliance Verified**
33.6.1 Specialized Training	**Compliance Verified**
34 Promotion	
34.1.4 Promotional Announcement	**Compliance Verified**
40 Crime Analysis and Intelligence	
40.1.1 Crime Analysis Procedures	**Compliance Verified**
40.2.1 Criminal Intelligence Data Collection	**Compliance Verified**
40.2.2 Intelligence Analysis Procedures	**Compliance Verified**
41 Patrol	
41.2.3 Roadblocks and Forcible Stopping* (LE1)	**Compliance Verified**
41.3.4 Authorized Personal Equipment	**Compliance Verified**
41.3.8 In-Car Audio/Video/Body-Worn (LE1)	**Compliance Verified**
41.3.9 License Plate Recognition Systems	**Compliance Verified**
42 Criminal Investigation	
42.1.4 Accountability, Preliminary/Follow-Up Investigations	**Compliance Verified**
42.2.7 Cold Cases	**Compliance Verified**
42.2.9 Line-ups	**Compliance Verified**
42.2.10 Show-ups	**Compliance Verified**
45 Crime Prevention and Community Involvement	
45.2.2 Citizens Survey*	**Compliance Verified**
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.2 All Hazard Plan (LE1)	**Compliance Verified**
46.2.8 Event Deconfliction Process	**Compliance Verified**
55 Victim/Witness Assistance	

Standards	Findings
55.1.2 Review Need/Services*	**Compliance Verified**
61 Traffic	
61.1.5 Uniform Enforcement Policies (LE1)	**Compliance Verified**
61.3.3 Escorts (LE1)	**Compliance Verified**
70 Detainee Transportation	
70.1.1 Pre-Transport Prisoner Searches (LE1)	**Compliance Verified**
70.1.2 Searching Transport Vehicles (LE1)	**Compliance Verified**
70.1.7 Procedures, Escape* (LE1)	**Compliance Verified**
70.3.2 Hospital Security and Control	**Compliance Verified**
70.3.3 Special Situations	**Compliance Verified**
70.5.1 Prisoner ID and Documentation	**Compliance Verified**
71 Processing and Temporary Detention	
71.4.3 Inspections* (LE1)	**Compliance Verified**
72 Holding Facility	
72.1.1 Training User Personnel* (LE1)	**Not Applicable by Function**
73 Court Security	
73.3.1 Weapon Lockboxes (LE1)	**Compliance Verified**
74 Legal Process	
74.2.1 Procedure, Civil Process	**Compliance Verified**
81 Communications	
81.1.1 Agreements, Shared/Regional Facility **Notes:** The agency does not operate or use a shred regional facility.	**Not Applicable by Function**
81.2.1 24 Hour, Toll-Free Service (LE1)	**Compliance Verified**
81.2.4 Radio Communications Procedures (LE1)	**Compliance Verified**
81.2.8 Local/State/Federal CJI Systems	**Compliance Verified**
81.2.12 Private Security Alarms	**Not Applicable by Function**
81.2.13 First Aid Over Phone (LE1)	**Not Applicable by Function**
81.3.3 Mobile/Portable Radios	**Compliance Verified**
82 Central Records	
82.1.3 Records Retention Schedule	**Compliance Verified**
82.1.5 Report Accounting System	**Compliance Verified**
82.3.2 Index File	**Compliance Verified**
82.3.5 Operational Component Record	**Compliance Verified**

Standards	Findings
84 Property and Evidence Control	
84.1.5 Records, Status of Property (LE1)	**Compliance Verified**
84.1.6 Inspections and Reports* (LE1)	**Compliance Verified**

Comments:

No report comments provided.

Response from Agency Regarding Findings:

The Orange County Sheriff's Office immediately had a duty to intervene policy in place (June of 2020). The policy had sworn personnel and that was rectified, as there are a few civilian personnel that are trained in self-defense tactics.

YEAR 2 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Russ McElwee
On 2/1/2023, the Year 2 Remote Web-based Assessment of Orange County (FL) Sheriff's Office was conducted. The review was conducted remotely and included 149 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.1.2 Code of Ethics* (LE1) (MMMM)	**Compliance Verified**
1.2.3 Compliance with Constitutional Requirements (LE1) (MMMM)	**Compliance Verified**
1.2.4 Search and Seizure (LE1) (MMMM)	**Compliance Verified**
1.2.5 Arrest with/without Warrant (LE1) (MMMM)	**Compliance Verified**
1.2.9 Biased Policing* (LE1) (MMMM)	**Compliance Verified**
1.2.10 Duty to Intervene (LE1) (MMMM) **Notes:** FOLLOW UP: During the Year 1 Review it was found the agency's directive is directed to deputies rather than employees as required by the standard. Additionally, it appears that the second part of the standard, "or if they become aware of any violation of departmental policy, state/provincial or federal law, or local ordinance," only applies to non-sworn personnel. During that same review period, the agency amended the directive to apply to "all employees" rather than officers and of the duty to report violations of departmental policy, state/provincial or federal law, or local ordinance." During the Year 2 review it was found the agency policy was in compliance with the standard. The agency provided appropriate proofs of compliance for this standard for both Year 1 and the current Year 2 review. The agency is now in compliance with the standard.	**Compliance Verified**
2 Agency Jurisdiction and Mutual Aid	
2.1.1 Geographical Boundaries (MMMM)	**Compliance Verified**
3 Contractual Agreements for Law Enforcement Services	
3.1.2 Employee Rights (MMMM)	**Compliance Verified**
4 Use of Force	
4.1.3 Warning Shots (LE1) (MMMM)	**Compliance Verified**
11 Organization and Administration	
11.3.4 Police Action Death Investigations	**Compliance Verified**
12 Direction	
12.1.1 CEO Authority and Responsibility (LE1)	**Compliance Verified**
12.1.2 Command Protocol (LE1)	**Compliance Verified**
12.1.3 Obey Lawful Orders (LE1)	**Compliance Verified**
22 Personnel Management System	
22.1.7 Employee Assistance Program	**Compliance Verified**

Standards	Findings
22.4.1 Grievance Procedures (LE1)	**Compliance Verified**
22.4.2 Coordination/Control of Records	**Compliance Verified**
22.4.3 Annual Analysis*	**Compliance Verified**
26 Disciplinary Procedures and Internal Investigations	
26.1.4 Disciplinary System (LE1)	**Compliance Verified**
26.1.5 Role and Authority of Supervisors	**Compliance Verified**
26.1.6 Appeal Procedures	**Compliance Verified**
26.1.7 Termination Procedures	**Compliance Verified**
26.2.1 Complaint Investigation (LE1)	**Compliance Verified**
26.2.3 CEO Direct Accessibility	**Compliance Verified**
26.3.1 Complaint Types	**Compliance Verified**
26.3.2 CEO, Notification (LE1)	**Compliance Verified**
26.3.3 Investigation Time Limits (LE1)	**Compliance Verified**
26.3.8 Conclusion of Fact	**Compliance Verified**
31 Recruitment and Selection	
31.5.1 Background Investigations (LE1)	**Compliance Verified**
31.5.2 Training	**Compliance Verified**
31.5.3 Truth Verification	**Compliance Verified**
31.5.4 Conducted by Certified Personnel	**Compliance Verified**
31.5.5 Use of Results	**Compliance Verified**
31.5.6 Medical Examinations	**Compliance Verified**
31.5.7 Emotional Stability/Psychological Fitness Examinations (LE1)	**Compliance Verified**
33 Training and Career Development	
33.1.2 Training Attendance Requirements	**Compliance Verified**
33.1.5 Remedial Training (LE1)	**Compliance Verified**
33.4.1 Recruit Training Required (LE1)	**Compliance Verified**
33.4.2 Recruit Training Program (LE1)	**Compliance Verified**
33.4.3 Field Training Program (LE1) (M M M M)	**Compliance Verified**
33.4.4 Limited Function Alternate Training Requirements (LE1) (M M M M)	**Compliance Verified**
33.6.2 Tactical Team Training Program (LE1)	**Compliance Verified**
34 Promotion	
34.1.1 Agency Role, Authority and Responsibility (LE1)	**Compliance Verified**

Standards	Findings
34.1.2 Promotional Process Described	**Compliance Verified**
35 Performance Evaluation	
35.1.1 Performance Evaluation System	**Compliance Verified**
35.1.2 Annual Evaluation* (LE1)	**Compliance Verified**
35.1.9 Personnel Early Intervention System* (LE1)	**Compliance Verified**
41 Patrol	
41.1.2 Shift Briefing	**Compliance Verified**
41.1.5 Police Service Canines (LE1)	**Compliance Verified**
41.2.2 Pursuit of Motor Vehicles* (LE1)	**Compliance Verified**
41.2.7 Mental Health Issues* (LE1)	**Compliance Verified**
41.3.5 Protective Vests (LE1)	**Compliance Verified**
41.3.6 Protective Vests/Pre-Planned, High Risk Situations (LE1)	**Compliance Verified**
42 Criminal Investigation	
42.1.1 On-Call Schedule	**Compliance Verified**
42.2.3 Communication with Patrol Personnel	**Compliance Verified**
43 Vice, Drugs, and Organized Crime	
43.1.1 Complaint Management (LE1)	**Compliance Verified**
44 Juvenile Operations	
44.1.1 Juvenile Operations Policy (LE1)	**Compliance Verified**
44.1.3 Annual Program Review*	**Agency Elected 20%**
45 Crime Prevention and Community Involvement	
45.1.1 Crime Prevention Activities*	**Compliance Verified**
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.1 Planning Responsibility (LE1)	**Compliance Verified**
46.1.3 Command Function* (LE1)	**Compliance Verified**
46.1.4 Operations Function (LE1)	**Compliance Verified**
46.1.9 All Hazard Plan Training* (LE1)	**Compliance Verified**
46.1.10 Active Threats* (LE1)	**Compliance Verified**
55 Victim/Witness Assistance	
55.2.2 Assistance, Threats	**Compliance Verified**
55.2.5 Assistance, Suspect Arrest	**Compliance Verified**
61 Traffic	

Standards	Findings
61.1.4 Informing The Violator (LE1)	**Compliance Verified**
61.2.1 Crash Scene Response Reporting and Investigation	**Not Applicable by Function**
70 Detainee Transportation	
70.1.6 Procedures, Transport Destination (LE1)	**Compliance Verified**
70.1.8 Notify Court of Security Risk (LE1)	**Compliance Verified**
70.4.1 Vehicle Safety Barriers	**Compliance Verified**
70.4.2 Rear Compartment Modifications (LE1)	**Compliance Verified**
71 Processing and Temporary Detention	
71.1.1 Designate Rooms or Areas (LE1)	**Compliance Verified**
71.2.1 Training of Personnel* (LE1)	**Compliance Verified**
71.3.1 Procedures (LE1)	**Compliance Verified**
71.3.3 Security in Designated Temporary Detention Processing and Testing Rooms/Areas (LE1)	**Compliance Verified**
71.4.2 Fire Prevention/Suppression (LE1)	**Compliance Verified**
72 Holding Facility	
72.1.1 Training User Personnel* (LE1)	**Not Applicable by Function**
72.1.2 Access, Nonessential Persons	**Not Applicable by Function**
72.2.1 Minimum Conditions	**Not Applicable by Function**
72.3.1 Fire, Heat, Smoke Detection System, Inspections*	**Not Applicable by Function**
72.3.2 Posted Evacuation Plan	**Not Applicable by Function**
72.3.3 Sanitation Inspection*	**Not Applicable by Function**
72.4.1 Securing Weapons (LE1)	**Not Applicable by Function**
72.4.2 Entering Occupied Cells	**Not Applicable by Function**
72.4.3 Key Control	**Not Applicable by Function**
72.4.4 Facility Door Security	**Not Applicable by Function**
72.4.5 Security Checks	**Not Applicable by Function**
72.4.6 Security Inspections*	**Not Applicable by Function**
72.4.7 Tool and Culinary Equipment	**Not Applicable by Function**
72.4.8 Alerting Control Point	**Not Applicable by Function**
72.4.9 Panic Alarms*	**Not Applicable by Function**
72.4.10 Procedures, Escape	**Not Applicable by Function**
72.4.11 Report, Threats to Facility*	**Not Applicable by Function**

Standards	Findings
72.5.1 Detainee Searches	**Not Applicable by Function**
72.5.2 Intake	**Not Applicable by Function**
72.5.3 Sight and Sound Separation (LE1)	**Not Applicable by Function**
72.5.4 Segregation	**Not Applicable by Function**
72.5.5 Procedure, Outside Detainees	**Not Applicable by Function**
72.5.6 Procedure, Exceeding Capacity	**Not Applicable by Function**
72.5.7 Identification, Released Detainees	**Not Applicable by Function**
72.6.1 Procedure, Medical Assistance	**Not Applicable by Function**
72.6.2 First Aid Kit*	**Not Applicable by Function**
72.6.3 Posted Access to Medical Service	**Not Applicable by Function**
72.6.4 Dispensing Pharmaceuticals	**Not Applicable by Function**
72.7.1 Procedure, Detainee Rights	**Not Applicable by Function**
72.8.1 Monitoring of Detainees (M M M M)	**Not Applicable by Function**
72.8.2 Audio/Visual Surveillance	**Not Applicable by Function**
72.8.3 Supervision, Opposite Gender	**Not Applicable by Function**
72.8.4 Receiving Mail/Packages	**Not Applicable by Function**
72.8.5 Visiting	**Not Applicable by Function**
73 Court Security	
73.1.1 Role, Authority, Policies* (LE1)	**Compliance Verified**
73.4.2 External Communications (LE1)	**Compliance Verified**
73.4.3 Duress Alarms*	**Compliance Verified**
73.5.4 Segregation	**Compliance Verified**
73.5.9 Fire Alarm System*	**Compliance Verified**
73.5.18 Designated Control Point (LE1)	**Compliance Verified**
73.5.19 Panic Alarms*	**Not Applicable by Function**
74 Legal Process	
74.3.2 Arrest Warrants Require Sworn Service	**Compliance Verified**
81 Communications	
81.1.2 Operations Meet FCC Requirements	**Compliance Verified**
81.2.6 Calls for Service Information Victim/Witness Calls (LE1)	**Compliance Verified**
81.2.7 Recording and Playback (LE1)	**Compliance Verified**
81.3.2 Alternate Power Source* (LE1)	**Compliance Verified**

Standards	Findings
82 Central Records	
82.1.1 Privacy and Security (LE1)	**Compliance Verified**
82.1.2 Juvenile Records (LE1)	**Compliance Verified**
82.1.6 Computer File Backup and Storage* (LE1)	**Compliance Verified**
82.2.3 Case Numbering System (LE1)	**Compliance Verified**
82.2.5 Reports by Phone, Mail or Internet	**Compliance Verified**
82.3.1 Master Name Index	**Compliance Verified**
83 Collection and Preservation of Evidence	
83.1.1 24-Hour Availability (LE1)	**Compliance Verified**
83.2.1 Guidelines and Procedures (LE1)	**Compliance Verified**
83.2.5 Procedures, Seizure of Electronic Equipment	**Compliance Verified**
84 Property and Evidence Control	
84.1.1 Evidence/Property Control System (LE1)	**Compliance Verified**
84.1.2 Storage and Security (LE1)	**Compliance Verified**
84.1.3 Temporary Security (LE1)	**Compliance Verified**
84.1.4 Security of Controlled Substances, Weapons for Training (LE1)	**Compliance Verified**
91 Campus Law Enforcement	
91.1.1 Risk Assessment and Analysis* (LE1)	**Not Applicable by Function**
91.1.2 Out of Agency Budget Coordination	**Not Applicable by Function**
91.1.3 Campus Background Investigation (LE1)	**Not Applicable by Function**
91.1.4 Campus Security Escort Service (LE1)	**Not Applicable by Function**
91.1.5 Emergency Notification System (LE1)	**Not Applicable by Function**
91.1.6 Behavioral Threat Assessment (LE1)	**Not Applicable by Function**
91.1.7 Security Camera Responsibilities* (LE1)	**Not Applicable by Function**
91.1.8 Emergency Only Phones and Devices* (LE1)	**Not Applicable by Function**
91.1.9 Administrative Investigation Procedures (LE1)	**Not Applicable by Function**
91.2.1 Agency Role and Responsibilities (LE1)	**Not Applicable by Function**
91.2.2 Personnel Assigned to Medical Centers	**Not Applicable by Function**
91.2.3 First Responses Responsibilities	**Not Applicable by Function**
91.3.1 Agency Role and Responsibilities* (LE1)	**Not Applicable by Function**
91.4.1 Position Responsible for Clery Act* (LE1)	**Not Applicable by Function**

Comments:

Area of Interest: Pursuits

Executive Summary: This area of interest was suggested by the agency as an area to review based on the high liability nature of vehicle pursuits. The written directive utilized by the agency in meeting the standards clearly define the conditions that permit pursuits by personnel, provides for vehicle high speed drivers training that supports safe operations, requires a report regarding the pursuit detailing all aspects of the pursuit, a comprehensive evaluation of each pursuit by supervisors, command staff and subject matter experts. A complete report of each to the pursuit is provided to the pursuit policy subject matter expert, who prepares an annual report of findings relating to policy compliance.

Details of Review/Interviews: The Accreditation Manager arranged for two interviews with agency personnel. Sergeant Michael Rosignol who is the Law Enforcement Vehicle Operations (LEVO) specialist. He coordinates all training relating to emergency vehicle operations which includes the basic academy high speed vehicle operations training as well as in-service training every two years on pursuit driving. Training includes the written directive pursuit policies of the agency, high speed vehicle operations, communications during the pursuits, the use of roadblocks and forcible stopping techniques, primary and secondary officer responsibilities, supervisory and command level responsibilities, pursuit terminations, supervisory and command staff reviews, use of body and in-car camera systems as well as the pursuit reporting requirements. Sergeant Rosignol advised that the initial training in the basic academy involves 40 hours of training that includes eight hours of classroom and 32 hours of actual behind the wheel training. Officers receive in-service training every two years that involves either classroom or actual behind the wheel training (or a combination of both). That training consists of refresher training on the agency written directive, any relevant legal issues surrounding pursuits as well as any trends related to errors or deviations from those written directives.

Corporal Alan Hadley is a patrol supervisor responsible for reviewing all reports, and actions, to include pursuit reports, that occur on his shift. Corporal Hadley advised that he relies heavily on the "Drive Cam" system to assist with those reviews. "Drive Cam' is the agencies in-car video recording system. The system activates anytime the squad car lights and siren are activated and in fact, backs-up the recording for six seconds before activation to record the reason for the activation. The system is also activated any time there are any sudden vehicle movements – sudden braking, hard acceleration, sharp turns, etc. After reviewing all reports and video files, Corporal Hadley signs off on the report and forwards that incident report up his chain of command. That chain of command includes direct supervisors as well as the agency police attorney and Sergeant Michael Rosignol, who is the training supervisor for the Law Enforcement Vehicle Operations (LEVO) specialist. That chain of command review will determine if policy is followed or if there is a violation of policy and the corrective action needed to prevent future violations.

Accreditation Manager John Farrell, Policy Accreditation Coordinators Heather Dublonsky and Kimberly Boothe, were interviewed regarding the process for policy revisions. Mr. Farrell advised that all agency policies and procedures are reviewed annually by subject matter experts. Anytime a policy needs revision, that policy is forwarded to the agency Policy Review Committee. That committee is comprised of six Majors from across the agency, representatives from the Police Attorney's Office and Internal Affairs. The Accreditation Manager also sits on that committee. Any revision required by the agency is extensively reviewed by that committee, reviewed by subject matter experts and the Accreditation Manager (for compliance with CALEA standards) prior to being approved by the Office of the Sheriff.

Area of Interest: Mental Illness

Executive Summary: This area of interest was suggested by the agency as an area to review based innovation and statewide recognition of the Behavioral Response Unit's training and implementation. The written directive utilized by the agency in meeting the standards clearly define the response protocols for agency personnel responding to calls for service involving mental illness behaviors, provides for training agency personnel on recognizing, proper response actions, resources available to field patrol units and a comprehensive review and evaluation of each call for service involving agency response to mental illness.

Details of Review/Interviews: The Accreditation Manager arranged for two interviews with agency personnel to include Sergeant Bruce Vail, supervisor of the Behavioral Response Unit (BRU). Sergeant Vail coordinates all training relating to the BRU training as well as training any employee that may engage with a person experiencing mental illness. The BRU responds to any call involving a person in a mental health crisis and operates as a two-person team. One is a trained mental health clinician from Devereux Advanced Behavioral Health and the other is an Orange County Deputy Sheriff that has received Crisis Intervention Team (CIT) training. This effort began in December of 2020 and consisted of only two teams. The clinicians are mental health professionals and the deputies all are CIT trained, each receiving 40 hours of Crisis Intervention Team training. Before being released for call response, the clinicians and the BRU deputies participated in an additional 40 hours of specialized Behavioral Response Unit training, which involved response protocols, resources available and follow-up responsibilities.

The clinicians do most of the interactions. The deputies are a resource to the clinician, but mainly handle situational awareness and other people at the response scene. The deputies will make sure the clinician and the area are safe. The Clinician can refer to community-based resources for substance abuse, mental health issues and veteran PTSD assistance. The agency tries to utilize a CIT trained veteran deputy for those responses.

The first year the BRU operated with two teams. That increased to three teams in year 3 and four teams in year 4. They are now prepping up for 10 teams once funding is received. The entire agency is trained on the resources offered by the BRU. The agency plans to have every patrol deputy trained in CIT response by the end of the year.

Corporal Alan Hadley advised the BRU is an excellent resource for field patrol deputies. The unit not only relieves them from the call once they arrive, but there seems to be a reduction in the number of calls received due to the resources provided and the immediacy of the person in crisis receiving those resources. Patrol supervisors review all mental health calls for service to ensure the deputies are performing up to expectations. They review body camera and reports and any deputy that may need refresher training on those responses are referred to the BRU for additional training.

Patrol Deputies are also receiving training in Autism response as well as response to veterans suffering from PTSD.

Findings: The agency is in compliance with all standards relating to the pursuit of motor vehicles as well as the response to mental illness calls for service. The agency has developed a comprehensive review of both pursuits and mental health calls for service that lend themselves to revision of agency general orders and directives as well as initial and in-service training of deputies and supervisors. The review systems implemented by the agency allow supervisors to quickly identify weaknesses in personnel performance and recommend the correct corrective action. The command staff review processes allow for an in-depth review of necessary changes in agency policy and training with the intent of preventing policy violations and improved agency response to those calls for service. Those review processes also allow for extremely detailed data collection which further enable the agency to analyze not only corrective actions but also success stories that can be utilized in training. Every supervisor and deputy interviewed showed understanding of the policy and the actions that must be taken to ensure the success of their mission.

Public Portal Summary: The compliance review of the Orange County Sheriff's Office (FL) occurred the week of January 20, 2023. The Public Portal standard was effective on January 1, 2023. As such, the agency did not have the opportunity to develop and post the public portal. However, the agency does maintain a link on their website that allows for commending an employee as well as filing a complaint. The agency also conducts a survey of stakeholders as required by the standard.

Statistical Data Tables: The data tables provided by the agency are complete and consistent with the established reporting parameters.

Compliance Data Summary: All standards identified as Not Applicable by the agency have been verified. The agency is well within the identified threshold for elected 20% standards.

Statistical data on compliance with applicable standards to ensure that the agency complies within the identified limits:

Number of Interviews Conducted 6
Assessor(s) Name Russ McElwee
Assessment Start and End Dates 1/20/2023 – 1/31/2023
Mandatory (M) Compliance 347
Other-Than-Mandatory (O) Compliance 55
Standards Issues 0
Waiver 0
(O) Elect 20% 1
Not Applicable 58
Total 461
Percentage of applicable other-than-mandatory standards 98.21%

Notes: The agency is in compliance with all applicable standards. The agency categorized 58 standards as not applicable by function which have been verified as appropriately categorized during the remote web-based assessment. The agency categorized one (1) standard as elected 20% which is within the limits prescribed by the Commission.

Response from Agency Regarding Findings:

CEO Feedback not provided.

YEAR 3 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: N/A
On 11/3/2023, the Year 3 Remote Web-based Assessment of Orange County (FL) Sheriff's Office was conducted. The review was conducted remotely and included 103 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.1.1 Oath of Office (LE1) (MMMM)	**Compliance Verified**
1.1.3 Agency's Role in Criminal Justice Diversion Programs (OOOO)	**Compliance Verified**
1.1.4 Consular Notification (MMMM)	**Compliance Verified**
1.2.9 Biased Policing* (LE1) (MMMM)	**Compliance Verified**
2 Agency Jurisdiction and Mutual Aid	
2.1.4 Requesting Assistance: Federal LE/National Guard (MMMM)	**Compliance Verified**
4 Use of Force	
4.1.5 Rendering Medical Aid Following Police Actions (LE1) (MMMM)	**Compliance Verified**
4.2.1 Reporting Uses of Force* (LE1) (MMMM)	**Compliance Verified**
4.2.4 Analyze Reports* (LE1) (MMMM)	**Compliance Verified**
4.3.3 Annual/Biennial Proficiency Training* (LE1) (MMMM)	**Compliance Verified**
11 Organization and Administration	
11.1.1 Description of Organization (LE1) (MMMM)	**Compliance Verified**
11.4.2 Accountability for Agency Forms	**Compliance Verified**
12 Direction	
12.1.4 Functional Communication/Cooperation	**Compliance Verified**
15 Planning and Research, Goals and Objectives, and Crime Analysis	
15.1.1 Activities of Planning and Research	**Compliance Verified**
15.1.4 Succession Planning	**Compliance Verified**
15.2.1 Annual Updating/Goals and Objectives* (LE1)	**Compliance Verified**
17 Fiscal Management and Agency Property	
17.2.1 Budget Process and Responsibility Described	**Compliance Verified**
17.4.2 Cash Fund/Accounts Maintenance* (LE1)	**Compliance Verified**
17.5.2 Operational Readiness (LE1)	**Compliance Verified**
21 Classification and Delineation of Duties and Responsibilities	

Standards	Findings
21.1.1 Job Analysis	**Compliance Verified**
22 Personnel Management System	
22.1.1 Salary Program	**Compliance Verified**
22.1.3 Benefits Program (LE1)	**Compliance Verified**
22.1.8 Employee Identification (LE1)	**Compliance Verified**
22.2.1 Physical Examinations	**Compliance Verified**
22.2.5 Extra-Duty Employment (LE1)	**Compliance Verified**
26 Disciplinary Procedures and Internal Investigations	
26.1.2 Employee Awards	**Compliance Verified**
26.1.8 Records	**Compliance Verified**
26.2.5 Annual Statistical Summaries; Public Availability*	**Compliance Verified**
26.3.4 Informing Complainant	**Compliance Verified**
26.3.5 Statement of Allegations/Rights (LE1)	**Compliance Verified**
26.3.7 Relieved from Duty	**Compliance Verified**
26.3.8 Conclusion of Fact	**Compliance Verified**
31 Recruitment and Selection	
31.2.1 Recruitment Plan (LE1)	**Compliance Verified**
31.3.3 Maintaining Applicant Contact	**Compliance Verified**
31.4.1 Selection Process Described (LE1)	**Compliance Verified**
31.4.5 Notification of Ineligibility	**Compliance Verified**
31.4.7 Selection Criteria (LE1) (MMMM)	**Compliance Verified**
33 Training and Career Development	
33.1.1 Training Committee	**Compliance Verified**
33.1.4 Lesson Plan Requirements	**Compliance Verified**
33.7.1 Non-sworn Orientation	**Compliance Verified**
33.7.2 Non-Sworn Pre-Service and In-Service Training	**Compliance Verified**
33.8.2 Skill Development Training Upon Promotion (LE1)	**Compliance Verified**
33.8.3 Career Development Program	**Compliance Verified**
33.8.4 Educational Incentives	**Compliance Verified**
34 Promotion	
34.1.5 Eligibility Lists	**Compliance Verified**
34.1.6 Promotional Probation	**Compliance Verified**

Standards	Findings
35 Performance Evaluation	
35.1.5 Evaluation Components	**Compliance Verified**
35.1.6 Unsatisfactory Performance	**Compliance Verified**
35.1.7 Employee Consultation	**Compliance Verified**
40 Crime Analysis and Intelligence	
40.2.3 Criminal Intelligence Procedures* (LE1)	**Compliance Verified**
41 Patrol	
41.1.1 Shift/Beat Assignment	**Compliance Verified**
41.1.4 Agency Service Animals	**Compliance Verified**
41.2.1 Responding Procedures (LE1)	**Compliance Verified**
41.3.1 Patrol Vehicles Lights, Sirens	**Compliance Verified**
41.3.2 Equipment Specification/Replenishment (LE1)	**Compliance Verified**
41.3.3 Occupant Safety Restraints	**Compliance Verified**
41.3.7 Mobile Data Access	**Compliance Verified**
42 Criminal Investigation	
42.1.3 Case File Management (LE1)	**Compliance Verified**
42.2.4 Investigative Task Forces	**Compliance Verified**
42.2.6 Informants (LE1)	**Compliance Verified**
43 Vice, Drugs, and Organized Crime	
43.1.3 Confidential Funds	**Compliance Verified**
43.1.4 Equipment, Authorization and Control	**Compliance Verified**
43.1.5 Covert Operations (LE1)	**Compliance Verified**
44 Juvenile Operations	
44.2.1 Handling Offenders (LE1)	**Compliance Verified**
44.2.2 Procedures for Custody (LE1)	**Compliance Verified**
44.2.3 Custodial Interrogation and Interviews (LE1)	**Compliance Verified**
44.2.4 School Services Program	**Compliance Verified**
45 Crime Prevention and Community Involvement	
45.1.2 Community Involvement and Organizing Community Groups	**Compliance Verified**
45.3.1 Program Description	**Compliance Verified**
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.8 Equipment Inspection*	**Compliance Verified**

Standards	Findings
46.1.9 All Hazard Plan Training* (LE1)	**Compliance Verified**
46.1.11 Personnel Identification	**Agency Elected 20%**
46.2.2 Tactical Team Selection	**Compliance Verified**
46.2.3 Tactical Team Equipment	**Compliance Verified**
46.3.1 Providing Awareness Information	**Compliance Verified**
46.3.2 Hazmat Awareness (LE1)	**Compliance Verified**
54 Public Information	
54.1.3 Media Access (LE1)	**Compliance Verified**
55 Victim/Witness Assistance	
55.1.1 Victim/Witness Assistance	**Compliance Verified**
55.2.6 Next-of-Kin Notification	**Compliance Verified**
61 Traffic	
61.1.1 Selective Enforcement Activities*	**Compliance Verified**
61.1.10 DUI Procedures (LE1)	**Compliance Verified**
61.3.4 School Crossing Guards*	**Compliance Verified**
70 Detainee Transportation	
70.1.3 Procedures, Transporting by Vehicle	**Compliance Verified**
70.1.4 Interruption of Transport	**Compliance Verified**
71 Processing and Temporary Detention	
71.4.3 Inspections* (LE1)	**Compliance Verified**
73 Court Security	
73.2.1 Facilities, Equipment, Security Survey*	**Compliance Verified**
73.3.1 Weapon Lockboxes (LE1)	**Compliance Verified**
73.5.1 Training*	**Compliance Verified**
73.5.3 Detainee Property Security	**Compliance Verified**
73.5.11 Pest Control Inspection*	**Compliance Verified**
73.5.17 Facility Security Inspections*	**Compliance Verified**
73.5.23 Audio/Visual Surveillance **Notes:** N/A by function. The Orange County Sheriff's Office doesn't use audio/video surveillance in court holding rooms.	**Not Applicable by Function**
74 Legal Process	
74.1.1 Information, Recording (LE1)	**Compliance Verified**
81 Communications	

Standards	Findings
81.2.3 Recording Information (LE1)	**Compliance Verified**
81.2.11 Misdirected Emergency Calls (LE1)	**Compliance Verified**
81.3.1 Communications Center Security (LE1)	**Compliance Verified**
81.3.2 Alternate Power Source* (LE1)	**Compliance Verified**
82 Central Records	
82.3.3 Traffic Records System	**Compliance Verified**
82.3.4 Traffic Citation Maintenance (LE1)	**Compliance Verified**
83 Collection and Preservation of Evidence	
83.2.6 Report Preparation (LE1)	**Compliance Verified**
83.3.2 Evidence, Laboratory Submission (LE1)	**Compliance Verified**
84 Property and Evidence Control	
84.1.6 Inspections and Reports* (LE1)	**Compliance Verified**
84.1.7 Final Disposition	**Compliance Verified**
84.1.8 Property Acquired through the Civil Process	**Compliance Verified**

Comments:

No report comments provided.

Area of Interest: Juvenile Programs and Outreach

Lieutenant Elizabeth Sovacool, Lieutenant Merlin Ghobrial, and Sergeant Anthony Shea were interviewed regarding this area of interest. All provided extensive details about the agency's policies, procedures, training, and overall processes related to handling juvenile offenders and youth outreach programs within the Orange County Sheriff's Office. Lieutenant Sovacool is the commander of the department's Youth Services section, which is responsible for all school resource officers (SROs) assigned to the Orange County Public Schools. Lieutenant Ghobrial supervises the section that is responsible for juvenile programs and outreach. Sergeant Shea oversees the department's juvenile civil citation program.

As part of the review process, standards in Chapter 44 (Juvenile Operations) were reviewed in conjunction with the interviews with agency personnel. The agency policies and procedures are structured in a manner which provides clear guidance in the processes and procedures related to dealing with juvenile offenders. The department policies place an emphasis on using custodial arrests involving juveniles only when necessary and utilizing youth diversion programs when appropriate to keep juveniles from entering the formal court processes. All Deputies within the department review policies regarding juvenile operations frequently and the agency provides training to officers related to handling juvenile offenders.

The Orange County Sheriff's Office provides school resource officers (SROs) to all schools within Orange County. Lieutenant Sovacool supervises approximately 156 SROs and 24 supervisors. All SROs assigned to the school system work for the Orange County Sheriff's Office and fall under the command/control of the Sheriff's Office. Any Deputy assigned to the SRO position receives a basic two-week SRO training course. Additionally, SROs receive training related to racial intelligence, emotional intelligence, tactical medicine, crisis intervention, and responses to active threat incidents. The SROs work directly with the Orange County Public School Police on matters that arise within the school system. SROs have a wonderful working relationship with students and staff in the school system. The SRO program

has been vital not only for security of the schools but building positive relationships with community youth. The Sheriff and the executive staff of the agency are kept informed about the SRO program and activity on a weekly basis. Lieutenant Sovacool submits a weekly report to her chain of command detailing SRO activities, threats within the schools, training, offenses handled by the SROs, and incidents involving students in mental health crisis (Baker Act incidents). The department also oversees the Guardian Program within the school system. The Guardian Program is trained security officers that are being utilized within the county's charter schools to provide security. All guardians assigned to the charter schools receive a minimum of 144 hours of training and meet all requirements in the state of Florida. All guardians also receive approval from the Sheriff's Office prior to being assigned to the school system in this role.

The Orange County Sheriff's Office firmly believes in giving first-time, low-level, and non-violent juvenile offenders a second chance. The department uses the juvenile civil citation program to assist with their youth diversion efforts. The juvenile civil citation program allows the agency to work with the prosecutor and juvenile justice center in diverting low level youthful offenders from formal court proceedings. The department also consults with victims involved in these cases to ensure that they agree with a juvenile offender participating in the juvenile civil citation program. The juvenile civil citation program is frequently used by SROs within the school system. Annual training is provided to SROs about the department's juvenile civil citation program. The department collects data on this program and attempts to identify trends related to juvenile offenders participating in the program. Meetings within the department and regionally are held to continually improve the department's effectiveness in handling juvenile offenders.

The department maintains or participates in many juvenile outreach programs to maintain contact with juveniles and their families within Orange County. Some of these youth outreach programs include the Law Enforcement Explorer Post, Teen Academy, Police Athletic League, and Deputies mentoring at risk youth within various programs. The department employs a full-time occupant protection specialist who assists with educating the community about child safety seats and the importance of occupant protection involving children. The Orange County Sheriff's Office participates in various community events to provide education and prevention materials to families in attendance. The department utilizes a Game Trailer to connect with youths at some of these events and within the school system. The Game Trailer is a large trailer that is taken to various locations by the department. The trailer contains several video gaming systems and large television screens. Deputies can play video games with youth at these community events near the video game trailer. The department has outstanding relationships with community partners that assist with youth outreach. Some of these partners include Boys & Girls Club, Harbor House, and The Children Safety Village.

The Sheriff and the executive command staff of the agency are kept informed frequently about the department's efforts related to juvenile offenders and juvenile outreach programs. The department's youth outreach section submits quarterly reports documenting community events that were attended by the department and how many children were involved at these events. The department's programs and outreach efforts are adjusted based upon community needs.

Area of Interest: 911 Communications

Communications Manager Cheryl Williams, Communications Manager Myra Allcock, and Communications Supervisor Sheri Pierce were interviewed regarding this area of interest. All provided extensive details about the agency's policies, procedures, training, and overall processes related to 911 communications within the Orange County Sheriff's Office. The Orange County Sheriff's Office Communications Center is authorized for 202 positions and is led by the Director of Communications. The Orange County Sheriff's Office Communications Center is the primary public safety answering point (PSAP) for Orange County. The Director of Communications is supported by 4 communications managers and several communications supervisors assigned to each shift within the center.

As part of the review process, the standards in Chapter 81 (Communications) were reviewed in conjunction with the interviews with communications center personnel. The communication policies and procedures are structured in a manner which provides clear guidance in the processes and procedures related to agency 911 operations. Communications policies are reviewed by 911 staff on a regular basis. New personnel hired within the center are provided access to policies and provided training on policy/procedures of the center during their communications

training process. The communications center is secure and only accessible to authorized staff members with a key card. The center a fully operational backup center that is available, during emergency situations or if the need arises to evacuate the primary PSAP location. All inspections and tests of the alternate power source are completed as required by the standard.

The Orange County Sheriff's Office Communications Center has a very comprehensive training program. New personnel are hired as 911 call-takers and receive training in this job specific area of the center. Once proficient as a call-taker, the new employee progresses to 911 dispatcher and receives training on talking on the radio with field units. The third and final progressive training step is new employees receive training as a teletype operator. During initial hire, new employees attend a 911 academy, which is 6-weeks in length. On-the job training is a minimum of 480 hours for call-taking and 640 hours for dispatching on the radio. The state of Florida requires certification and successfully completing a state exam for 911 communications personnel. Additionally, the state of Florida requires 12 hours of continuing education every two years for communications personnel to remain certified. The agency far exceeds this 12-hour state requirement for career development training with their staff. In addition to basic training requirements, 911 communications personnel receive a variety of specialized training, which includes handling suicidal callers and training related to the department's disaster recovery plan.

Newly promoted and existing supervisors within the communications center receive various leadership development training opportunities. The agency sends communications supervisors to APCO leadership development courses and various leadership seminars hosted by the Florida Department of Law Enforcement. Communications supervisors also participate in various planning exercises related to the agency's response to natural disasters or critical incidents. The communications center has also partnered with Valencia State Community College to enhance leadership development training for communications center supervisors. Supervisors attend a 4-month leadership development program at the community college.

The communications center collects and reviews a variety of data to ensure that a high level of performance is being maintained. Supervisors and managers are responsible for quality assurance checks of their personnel's calls. An emphasis is placed on quality assurance checks being done on all high priority calls. A weekly report is submitted by the communications manager documenting training activity within the agency. The Communications Director frequently meets with the supervisors within the center and the Director meets frequently with the Sheriff's executive staff to ensure that the Sheriff is kept informed about the activity within the communications center.

Area of Interest: K-9 Operations

This area of interest is a critical area of performance and was suggested as an area to review by the agency and agreed upon by the Compliance Service Member. Interviews were conducted with Sergeant David Stephens and Corporal Robert Lees. Both Sergeant Stephens and Corporal Lees are assigned full-time to the department's K-9 Unit. The Orange County Sheriff's Office provides 24-hour K-9 coverage across the county and has approximately thirty-one different K-9 teams. The department utilizes dual-purpose explosive detection and narcotic detection K-9s. The department also has a cadaver detection K-9 team and several bloodhound teams.

As part of the review process, the standard in Chapter 41 (K-9) was reviewed in conjunction with the interviews with Sergeant Stephens and Corporal Lees. The agency policies and procedures are structured in a manner which provides clear guidance in the processes and procedures related to agency K-9 operations. Agency policy clearly outlines selection processes for newly purchased K-9s and handlers when vacancies exist within the department's K-9 unit. Each K-9 squad is supervised by a Sergeant and Corporal. The Sergeant and Corporal assigned to each K-9 squad are responsible for ensuring that K-9 training is being conducted according to policy and K-9 certification requirements. K-9 supervisors are also responsible for conducting inspections of their assigned K-9 teams and equipment within the unit. K-9 supervisors are also responsible for inspecting K-9 training and deployment documentation to ensure that handlers are documenting K-9 activities appropriately.

Deputies who are transferred to the K-9 unit receive basic training with their newly assigned K-9 partner. New K-9

handlers attend a 12-week state certification K-9 course, which focuses on patrol duties of the handler/K-9. The department then hosts additional in-house training that deals with the K-9/handler's area of detection (explosive or narcotics). After completion of the state basic academy and departmental detection certification, new K-9 handlers are then required to complete a K-9 field training process where they are paired with a Senior K-9 handler for 4-weeks prior to being assigned to a solo patrol with their K-9 partner. K-9 handlers complete recertification requirements in-house and with the state of Florida annually. A minimum of 16-hours of maintenance training is completed by all K-9 handlers. All Deputies within the Orange County Sheriff's Office receive a general K-9 course and information about the K-9 unit's capabilities during their basic recruit training. Updates from the K-9 unit may be sent out to the department when they are needed and reviewed by patrol personnel.

K-9 handlers are required to submit a use of force report in the department electronic reporting program when a K-9 is involved in a use of force incident. This reporting requirement is required for both K-9 use of force incidents involving an actual bite and those where the K-9 may have been involved in the custodial arrest without a bite. After the K9 use of force occurs, a K-9 supervisor is notified and responds to the scene. The K-9 supervisors begin the administrative review of the incident on-scene by gathering statements from persons involved, speaking with any witnesses, collecting evidence, and documenting their findings. The written review from the first line supervisor is then submitted through the chain of command for review and approval. K-9 supervisors who are tasked with conducting administrative reviews of K-9 use of force incidents are provided in-house training related to this process. The department also has procedures and reporting requirements in place to handle accidental K-9 bites if they occur. All accidental K-9 bites are reviewed by the K-9 supervisors for training needs and a complaint is generated for the department's professional standards unit to investigate.

The department utilizes their electronic software programs to collect a wide array of data related to K-9 deployments, training, care/maintenance, and K-9 use of force. Additionally, each K-9 handler is required to submit a monthly report detailing activity, training, and other relevant information. The K-9 supervisor then compiles a monthly report from this data that is submitted through the chain of command. Biannually, the K-9 supervisor conducts a K-9 bite ratio report for the unit. This report is used to identify any trends involving K-9 bites with specific K-9 teams that may need to be addressed. When an unusual trend is identified, it is further reviewed and addressed immediately if issues are present with a specific K-9 team.

Area of Interest: Confidential Informants and Informant Funds

This area of interest is a critical area of performance and was suggested as an area to review by the agency and agreed upon by the Compliance Service Member. An interview was conducted with Captain Susan Wallis. Captain Wallis is assigned to the department's Vice/Narcotics section and is the department's informant/informant fund manager. All informants and use of informant funds are reviewed by the Vice/Narcotics section of the agency and Captain Wallis. This central point of approval for all agency informants ensures consistency and accountability.

The Vice/Narcotics section of the agency is supervised by two Lieutenants and seven Sergeants. The Vice/Narcotics section is divided into two areas. One area is investigative, and the other areas focuses on street drugs/undercover narcotics enforcement. The investigative aera of the unit includes federal task force officers, nuisance abatement, the department's crime line tips, overdose squad, parcel squad, and civilian analysts. The Vice/Narcotics section includes approximately 50 sworn personnel. All personnel within the agency receive training during the academy on the use of informants. Personnel assigned to the Vice/Narcotics section of the agency receive training during their on-the-job training as a new Agent.

As part of the review process, all standards related to the use of informants and informant funds were reviewed in conjunction with the interviews with Captain Wallis. The agency policies and procedures are structured in a manner which provides clear guidance in the processes and procedures related to the usage of informants. The agency has clear procedures in place that govern the usage of informant funds. Agency policy outlines safeguards in dealing with informants and requirements that must be met to utilize someone as an informant. The agency reviews informants annually to assess their suitability in serving the agency as a confidential informant.

Investigative personnel requesting to utilize informant funds for any investigation are required to complete an agency form documenting the distribution of funds. The agency has established threshold limits for distribution of informant funds and the higher the amount the higher level of approval that is required for distribution. All informant files and investigative funds are stored in secured areas of the agency. The files and funds are only accessible to authorized persons.

The agency has good processes in place to ensure accountability and monitoring of informant funds. On a quarterly basis, the informant funds are audited. The results of these quarterly audits are reported to the department's accreditation and finance sections. Additionally, Sergeants conduct unannounced audits of their personnel's informant funds and tracking documentation. The findings of these audits are also reported to the executive command staff of the agency. If issues are identified during these audits, they are immediately further investigated, documented, and corrected.

Processes and reporting procedures are in place to ensure that the Sheriff and command staff are kept informed about the Vice/Narcotics section. Monthly meetings are held with all Captains and above within the agency. During these meetings, anything that is pertinent related to Vice/Narcotics is discussed. A monthly statistical report detailing enforcement activity, overdoses, and other unit specific activity is sent up the chain of command. The Major that oversees Vice/Narcotics meets with the Sheriff weekly to present statistics related to overdoses within the County.

Findings

This annual web-based review found that the Orange County Sheriff's Office integrates policies, procedures, training, and operational guidance into organizational culture, while providing law enforcement services in a variety of areas. Agency personnel that were interviewed expressed a commitment to CALEA, and a review of selected CALEA standards determined that the agency is compliant with all standards that were reviewed during this web-based review.

During this web-based review, interviews were conducted focusing on four areas of interest, including juvenile programs/outreach; 911 communications; K-9 operations; and confidential informants/informant funds. The department provided meaningful examples of how policies are developed to comply with CALEA standards and best practices; training is provided to give personnel the tools required to serve the public; operations are conducted in a manner that results in safe and professional law enforcement services to the community; and an analysis of all critical facets of the department (e.g., juvenile outreach, 911 communications, K-9 operations, confidential informants, etc.) is completed to ensure the agency is delivering law enforcement services at the highest levels to their community.

Public Portal Summary

The agency posted the CALEA Public Comment Portal as required by the standard. No comments were received during this assessment cycle.

Statistical Data Tables

The statistical data provided was complete and relevant to the assessment. No identifiable trends or patterns were identified that signaled a need for further study.

Summary:

Number of Interviews Conducted: 9
Compliance Services Member(s): Jeff Dodson (CSM)
Web-Based Assessment Start Date: 10/27/2023
Web-Based Assessment End Date: 11/04/2023

Standards Issues	0
Waiver	0
Applicable Mandatory (M)	346
Applicable Other-Than-Mandatory (O)	56
Not Applicable	59
Total:	461
Elect 20% (O)	2

Percentage of applicable other-than-mandatory standards:	96.429 %

Response from Agency Regarding Findings:

CSM Jeff Dodson did a thorough review and interviews remotely on a variety of subjects. The OCSO appreciates his hard work in looking at our compliance to standards and best practices.

YEAR 4 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Bruce Robertson (CSM)
On 6/1/2024, the Year 4 Remote Web-based Assessment of Orange County (FL) Sheriff's Office was conducted. The review was conducted remotely and included 136 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.2.1 Legal Authority Defined (LE1) (MMMM)	**Compliance Verified**
1.2.2 Legal Authority to Carry/Use Weapons (MMMM)	**Compliance Verified**
1.2.6 Alternatives to Arrest (MMMM)	**Compliance Verified**
2 Agency Jurisdiction and Mutual Aid	
2.1.3 Written Agreements for Mutual Aid (OOOO)	**Compliance Verified**
3 Contractual Agreements for Law Enforcement Services	
3.1.1 Written Agreement for Services Provided (LE1) (MMMM)	**Compliance Verified**
11 Organization and Administration	
11.2.1 Direct Command, Component	**Compliance Verified**
11.3.1 Responsibility/Authority (LE1)	**Compliance Verified**
11.3.2 Supervisory Accountability	**Compliance Verified**
11.4.1 Administrative Reporting Program	**Compliance Verified**
11.4.4 Computer Software Policy	**Compliance Verified**
15 Planning and Research, Goals and Objectives, and Crime Analysis	
15.1.2 Organizational Placement/Planning and Research	**Compliance Verified**
15.1.3 Multiyear Plan	**Compliance Verified**
15.2.2 System for Evaluation/Goals and Objectives	**Compliance Verified**
17 Fiscal Management and Agency Property	
17.1.1 CEO Authority and Responsibility	**Compliance Verified**
17.2.2 Functional Recommendations to Budget*	**Compliance Verified**
17.3.1 Requisition and Purchasing Procedures	**Compliance Verified**
17.4.3 Independent Audit	**Compliance Verified**
17.5.1 Inventory and Control	**Compliance Verified**
21 Classification and Delineation of Duties and Responsibilities	
21.2.1 Classification Plan (N/A O O O)	**Compliance Verified**

Standards	Findings
21.2.4 Workload Assessment*	**Compliance Verified**
22 Personnel Management System	
22.1.4 Personnel Support Services Program	**Compliance Verified**
22.1.6 Clothing and Equipment	**Compliance Verified**
22.1.10 Bonding/Liability Protection (M M M M)	**Compliance Verified**
22.2.2 General Health and Physical Fitness (LE1)	**Compliance Verified**
22.2.3 Fitness and Wellness Program	**Compliance Verified**
22.3.1 Agency Role	**Compliance Verified**
22.3.2 Ratification Responsibilities	**Compliance Verified**
26 Disciplinary Procedures and Internal Investigations	
26.2.2 Records, Maintenance and Security (LE1)	**Compliance Verified**
26.3.6 Submission to Tests, Procedures	**Compliance Verified**
31 Recruitment and Selection	
31.1.1 Agency Participation	**Compliance Verified**
31.1.2 Assignment/Recruitment	**Compliance Verified**
31.2.3 Equal Employment Opportunity Plan	**Compliance Verified**
31.3.2 Notification Expectations	**Compliance Verified**
31.4.2 Job Relatedness	**Compliance Verified**
31.4.3 Uniform Administration	**Compliance Verified**
31.4.6 Records	**Compliance Verified**
33 Training and Career Development	
33.1.6 Employee Training Record Maintenance (LE1)	**Compliance Verified**
33.2.3 Outside Academy, Role	**Compliance Verified**
33.2.4 Outside Academy, Agency Specific Training	**Compliance Verified**
33.3.1 Instructor Training	**Compliance Verified**
33.5.2 Shift Briefing Training	**Compliance Verified**
33.5.3 Accreditation Process Orientation (LE1)	**Compliance Verified**
33.5.4 Accreditation Manager Training	**Compliance Verified**
33.8.1 Training for Career Development Personnel Training	**Agency Elected 20%**
34 Promotion	
34.1.3 Job Relatedness	**Compliance Verified**
35 Performance Evaluation	

Standards	Findings
35.1.4 Evaluation Criteria	**Compliance Verified**
35.1.8 Rater Evaluation	**Agency Elected 20%**
41 Patrol	
41.1.3 Special-Purpose Vehicles	**Compliance Verified**
41.2.4 Notification Procedures (LE1)	**Compliance Verified**
41.2.5 Missing Persons (LE1)	**Compliance Verified**
41.2.6 Missing Children (LE1)	**Compliance Verified**
42 Criminal Investigation	
42.1.2 Case-Screening System	**Compliance Verified**
42.1.5 Habitual/Serious Offenders	**Compliance Verified**
42.1.6 Exculpatory Evidence (LE1) (M M M M)	**Compliance Verified**
42.2.1 Preliminary Investigations Steps (LE1)	**Compliance Verified**
42.2.2 Follow-Up Investigations Steps	**Compliance Verified**
42.2.5 Deception Detection Examinations	**Compliance Verified**
42.2.8 Interview Rooms (LE1)	**Compliance Verified**
43 Vice, Drugs, and Organized Crime	
43.1.2 Records, Storage and Security	**Compliance Verified**
44 Juvenile Operations	
44.1.2 Policy Input, Others	**Compliance Verified**
44.2.5 Community Youth Programs	**Compliance Verified**
45 Crime Prevention and Community Involvement	
45.1.3 Prevention Input	**Compliance Verified**
45.2.1 Community Input Process*	**Agency Elected 20%**
45.2.3 Accreditation Public Comment (LE1) (M M M M)	**Compliance Verified**
45.3.2 Training	**Compliance Verified**
45.3.3 Uniforms	**Compliance Verified**
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.5 Planning Function (LE1)	**Compliance Verified**
46.1.6 Logistics Function (LE1)	**Compliance Verified**
46.1.7 Finance/Administration Function (LE1)	**Compliance Verified**
46.1.12 Crowd Control Response Training	**Compliance Verified**
46.1.13 Continuity of Operations Plan (LE1) (M M M M)	**Compliance Verified**

Standards	Findings
46.2.1 Special Operations Activities	**Compliance Verified**
46.2.4 Crisis Negotiator Selection	**Compliance Verified**
46.2.5 Search and Rescue	**Compliance Verified**
46.2.6 VIP Security Plan	**Compliance Verified**
46.2.7 Special Events Plan (LE1)	**Compliance Verified**
54 Public Information	
54.1.1 Activities	**Compliance Verified**
54.1.2 Policy Input	**Agency Elected 20%**
54.1.4 Public Information Officer Training	**Compliance Verified**
55 Victim/Witness Assistance	
55.2.1 Initial Assistance	**Compliance Verified**
55.2.3 Assistance, Preliminary Investigation	**Compliance Verified**
55.2.4 Assistance, Follow-Up Investigation	**Compliance Verified**
61 Traffic	
61.1.2 Uniform Enforcement Procedures (LE1)	**Compliance Verified**
61.1.6 Enforcement Practices	**Compliance Verified**
61.1.7 Stopping/Approaching (LE1)	**Compliance Verified**
61.1.8 Speed-Measuring Devices	**Compliance Verified**
61.1.9 Impaired Driver Enforcement Program	**Compliance Verified**
61.1.11 License Reexamination Referrals	**Compliance Verified**
61.1.12 Parking Enforcement	**Compliance Verified**
61.2.2 Collision/Crash Scene Duties	**Compliance Verified**
61.3.1 Traffic Engineering	**Compliance Verified**
61.3.2 Direction/Control Procedures (LE1)	**Compliance Verified**
61.4.1 Motorist Assistance (LE1)	**Compliance Verified**
61.4.2 Hazardous Roadway Conditions (LE1)	**Compliance Verified**
61.4.3 Towing (LE1)	**Compliance Verified**
61.4.4 Traffic Safety Materials	**Compliance Verified**
70 Detainee Transportation	
70.1.5 Prisoner Communication	**Compliance Verified**
70.2.1 Detainee Restraint Methods (LE1)	**Compliance Verified**
70.3.1 Sick, Injured, Disabled	**Compliance Verified**

Standards	Findings
70.3.2 Hospital Security and Control	**Compliance Verified**
71 Processing and Temporary Detention	
71.3.2 Immovable Objects	**Not Applicable by Function**
71.4.1 Physical Conditions (LE1)	**Compliance Verified**
73 Court Security	
73.3.2 Use of Restraints	**Compliance Verified**
73.4.1 Identification, Availability, Operational Readiness	**Compliance Verified**
73.5.2 Detainee Searches	**Compliance Verified**
73.5.5 Procedure for Medical Assistance	**Compliance Verified**
73.5.6 First Aid Kit*	**Compliance Verified**
73.5.7 Access of Nonessential Persons	**Compliance Verified**
73.5.8 Minimum Conditions*	**Compliance Verified**
73.5.10 Evacuation Plan	**Compliance Verified**
73.5.12 Securing Weapons (LE1)	**Compliance Verified**
73.5.13 Entering Occupied Cells	**Compliance Verified**
73.5.14 Key Control	**Compliance Verified**
73.5.15 Facility Door Security	**Compliance Verified**
73.5.16 Cell Security Checks	**Compliance Verified**
73.5.20 Escape Procedures	**Compliance Verified**
73.5.22 Posted Access to Medical Service	**Compliance Verified**
73.5.24 Supervision of Opposite Gender	**Compliance Verified**
74 Legal Process	
74.1.2 Execution/Attempt Service, Recording	**Compliance Verified**
74.1.3 Warrant/Wanted Person Procedures	**Compliance Verified**
74.3.1 Procedure, Criminal Process	**Compliance Verified**
81 Communications	
81.2.2 Continuous, Two-Way Capability (LE1)	**Compliance Verified**
81.2.5 Access to Resources (LE1)	**Compliance Verified**
81.2.9 Alternative Methods of Communication	**Compliance Verified**
81.2.10 Emergency Messages (LE1)	**Compliance Verified**
82 Central Records	
82.1.4 Crime Reporting	**Compliance Verified**

Standards	Findings
82.2.1 Field Reporting System (LE1)	**Compliance Verified**
82.2.2 Reporting Requirements (LE1)	**Compliance Verified**
82.2.4 Report Distribution	**Compliance Verified**
82.3.6 ID Number and Criminal History	**Compliance Verified**
83 Collection and Preservation of Evidence	
83.2.2 Photography, Video and Audio Evidence	**Compliance Verified**
83.2.3 Fingerprinting	**Compliance Verified**
83.2.4 Equipment and Supplies (LE1)	**Compliance Verified**
83.3.1 Collecting from Known Source	**Compliance Verified**
84 Property and Evidence Control	
84.1.5 Records, Status of Property (LE1)	**Compliance Verified**
84.1.6 Inspections and Reports* (LE1)	**Compliance Verified**

Comments:

No report comments provided.

Findings

N/A

Public Portal Summary

The agency opened its public portal. Once comment was received. The comment was positive and spoke of an incident which occurred twenty years ago and the officer who assisted was a “hero.”

Statistical Data Tables

The data tables provided by the agency are complete and consistent with the established reporting parameters.

Summary:

Number of Interviews Conducted: 0
Compliance Services Member(s): Bruce Robertson (CSM)
Web-Based Assessment Start Date: 05/24/2024
Web-Based Assessment End Date: 06/01/2024

Standards Issues	0
Waiver	0
Applicable Mandatory (M)	345
Applicable Other-Than-Mandatory (O)	56
Not Applicable	60
Total:	461
Elect 20% (O)	6

Percentage of applicable other-than-mandatory standards:	89.286 %

Response from Agency Regarding Findings:

CEO Feedback not provided.

SITE-BASED ASSESSMENT

9/10/2024

Observable Standards Review

During the Site-Based Assessment assessors were able to view all required Observable Standards. All standards observed met or exceeded the appropriate CALEA requirements.

Summary of Agency Adjustments to Standards Issues

There were no standard issues that required follow up.

Summary Public Access Portal

There was one entry on the Public Access Portal. A motorist was extremely grateful to a deputy who stopped to render assistance on the interstate. The Deputy's actions were characterized exceptional. The citizen viewed him as a "true hero".

Area of Interest: Emergency Management

The geographical location of Orange County makes it susceptible to weather events, especially hurricanes. In order to provide services to residents and the visiting public the Orange County Sheriff's Office has developed a robust Emergency Management function. The Critical Incident Management Team (CIMT) has responsibility for this function.

The Agency has comprehensive All Hazards Plan. OCSO satisfies all requirements of the Federal Emergency Management Agency (FEMA) regarding the Incident Command System(ICS). The CIMT commander is tasked with planning the response to critical incident events. The Agency has a Continuity of Operations Plan(COOP). This plan was utilized during the OCSO's response to COVID. CIMT regularly works with state and federal partners.

The Agency has a well-equipped Emergency Operations Center at the Sheriff's Operations Center. If a full county activation is required Sheriff's Office personnel will have a presence in the County EOC.

The Hurricane Disaster Response Team is part of CIMT. The Agency utilizes HURREVAC software provided by the National Hurricane Center's Forecast Advisories to assist officials in making evacuation decisions in the event of pending hurricanes. The public can keep apprised of emergency and weather conditions by enrolling in OCSO's Code Red system. The system will provide notifications through electronic devices chosen by enrolled persons.

The Hurricane Disaster Response Team (HDRT) is the function that responds to Orange County events, as well as anywhere in Florida or the Southeast. In 2022, OCSO personnel deployed to the Fort Meyers area for Hurricane Ian. In 2023 they responded to North Florida to assist in recovery efforts stemming from Hurricane Idalia. Communications personnel are participants in the Florida Telecommunicator Emergency Response. Telecommunicators can respond to disasters throughout Florida to relieve those telecommunicators whose agencies have been impacted by emergency events. The team is equipped with specialized vehicles and equipment. This includes a commercial grade food truck. Vehicles and equipment are regularly inspected by CIMT personnel to ensure operational readiness.

Personnel applying for positions in this function are shown a video which describes the assigned duties. This is to assess an applicant's true interest in positions. Training for assigned personnel is extensive. In 2023 members received over 1700 hours of training. Personnel assigned to ICS required functions are cross-trained in all functions for greater operational flexibility.

Area of Interest: Mental Illness Responses

The Orange County Sheriff's Office staffs a Behavioral Response Unit. The Behavioral Response Unit (BRU) is a CoResponder program in which trained mental health clinicians from Devereaux Advanced Behavioral Health are paired
with Orange County deputies to respond to calls for service involved mental health crisis. The unit is comprised of eight sworn and six civilian employees. The agency staffs a full-time clinician at the Communications Center. This position is a valuable resource to the public and the agency. The clinician is on site and available to screen calls for service, as well as handle many calls for service. The agency has seen a decrease in the number of calls that require a response. Clinicians are mental health professionals, and the deputies are all Crisis Intervention Trained and are required to complete 40 hours of Crisis Intervention Team Training. The Teams also complete 40 hours of specialized Behavioral Response Training.

The BRU clinicians are able to assess the needs of the individual, determine the best course of treatment, access community resources and provide follow-up to keep individuals engaged in services. The BRU team assists with Crisis De-escalation and intervention with individuals experiencing a mental health crisis, diversion from potential arrest or involuntary hospitalization, referrals to long term services in the community, and bridging the gap between current services and new services. The BRU was founded in 2020. Since the induction of the BRU, the agency has not had any arrests or had to use force on any incidents in which the BRU responded.

In addition to the BRU, the agency is committed to Crisis Intervention. The agency strives to have all employees trained in Crisis Intervention and most recently focused on ensuring training for civilian employees as well. The agency currently has approximately 1097 employees, both sworn and civilian who are trained and certified in Crisis Intervention. OCSO utilizes the Crisis Intervention Team model developed in Memphis Tennessee. The agency strives to direct subjects who are in mental crises into treatment rather than jail.

Area of Interest: Recruiting and Selection of Personnel

The Orange County Sheriff's Office is an agency whose service area includes Disney World. Employing approximately 1697 sworn personnel and 733 civilian personnel. The agency is committed to hiring professional candidates and this is apparent by the quality and quantity of personnel dedicated to the process. Orange County utilizes seven staff recruiters, the recruiters process paperwork and monitor recruitment across social media platforms utilizing graphic designs to appeal to different generations.

The Orange County Sheriff's Office actively recruits deputies who have either already completed a basic police academy or who are currently enrolled in an academy unsponsored. Field recruiters focus their outreach efforts to the twenty-three Florida Department of Law Enforcement sanctioned police academies located within 150 miles of Orange County, in addition the agency attended several recruitment events through the State of Florida, the Southeast region of the United Sates and Puerto Rico.

The agency strives to recruit female and minority applicants. They have created events specifically intended to attract minority applicants. They hosted a hiring event during the Women's Awareness month at the Central Florida Fairgrounds, visited several historically black colleges and universities, and hosted a job fair during the National Latino Peace Officers Association Convention. They are committed to making strides in attracting qualified candidates to further diversify their staffing.

Orange County has robust hiring process for all personnel and strictly adheres to agency policy and state hiring standards. Agency written directives reflect CALEA standards associated with the hiring process for its personnel. Applicants are invited to complete their application online. Applications are screened by a recruiter to determine suitability for a position based upon state and agency requirements. If an applicant is deemed suitable, the Recruiter will review a processing matrix to determine necessary testing. Candidates will take a written skills test. Upon

successful completion of the testing session all new hires are scheduled for a Truth Verification Appointment followed up by a pre-employment selection review board, and a physical agility test. All applicants are subject to an extensive background investigation conducted by OCSO sworn personnel. Upon completion of the background investigation phase all materials and findings are provided to OCSO command staff for final hiring approval. Sworn candidates will also be scheduled for a physical and a psychological examination. OCSO strictly adheres to state requirements and agency policy surrounding the confidentiality and retention periodsby appropriately storing personnel records with restricted access.

The agency strives to ensure a 90-day hiring process for all positions. The 90-day process is dependent on the applicant being responsive to communication from the agency. Recruiting for non-sworn dispatcher positions is also a priority for OCSO as they have seen increasing vacancies in these positions as well. Proactive recruiting efforts are underway to increase the number of applicants, it helps that their dispatchers are the highest paid in the Central Florida area.

Area of Interest: Response to Active Threats

Sheriff Mina is especially cognizant of the challenges presented by active threats and agency response. Sheriff Mina was the Chief of the Orlando Police Department when the Pulse Nightclub shootings occurred. In that event 49 people were killed and 53 people were injured. Following that incident, then Chief Mina asked for an independent investigation into the police response. Sheriff Mina has also served as a member of the team which completed the Department of Justice review of the Robb Elementary School shooting in Uvalde, TX. He has brought those experiences and the application of the CALEA process to this agency.

All policies and procedures relevant to the response to active threats are grounded and mirrored in CALEA standards. All new employees receive Active Shooter Response training. Sworn personnel receive state required annual training in related subjects. All training and incidents are reviewed utilizing after action reports. Supervision and management use these reports to assess future policy revisions, training, tactical response and equipment needs. The Agency utilizes various methods to provide training. Classroom lecture, shooting simulators and live- fire exercises are utilized. During the Site-based assessment team members viewed a current training video delivered through PowerDMS regarding Breach Techniques. Training is provided by certified instructors utilizing structured lesson plans. All lesson plans are approved by the commander of the training function.

The Agency has a full-time SWAT team consisting of 16 members and a Hazardous Devices Team. These personnel are extremely well trained especially in the the topics regarding active threat response. In 2023 the team logged over 10,000 hours of training. Team members imparted knowledge and skills to other agency members and other local partner law enforcement agencies. This consisted of over 1500 hours of training and 44 Active Assailant Response classes. OCSO provides 152 deputies as School Resource Officers to the 130 Orange County Public Schools. In 2023 SRO's reported and investigated 52 Threats.

OCSO provides state mandated training for the Guardian Program. This program trains school personnel to stop active assailants. The program consists of extensive training that includes legal issues and 130 hours of firearms training. School guardians have no law enforcement powers but only serve to stop active threats occurring in their respective schools.
The Agency co-ordinates mandated Active Assailant drills in conjunction with school personnel. They also participate in Active Threat Management meetings.

OCSO provides an active uniformed presence at Walt Disney World's Disney Springs. This function consists of 32 bicycle equipped officers. They are also available to respond to incidents inside the amusement parks. In addition to the training received by all deputies, assigned personnel participate in training specifically for this environment. This includes special weapon system deployment techniques.

Findings

The Orange County Sheriff's Office received their Initial Advanced Law Enforcement Accreditation in 1995. Sheriff John W. Mina was first elected to office in 2018. Sheriff Mina brought with him 28 years of experience with the Orlando Police Department where he rose to the rank of Chief of Police.

Prior to the site-based assessment the agency and the assessment services team identified four areas of interest to include Emergency Management, Mental Illness Responses, Recruiting and Selection of Personnel and Response to Active Threats. Details regarding these areas has been detailed in this report. All policies and procedures reviewed are grounded in the applicable Florida statutes and CALEA standards and practices. All policies and practices meet or exceed CALEA standards.
During the Site-based Assessment assessors visited the Communications Center, the Orange County Emergency Operations Center. a sector facility and the Disney Spring's detachment office. The assessment team observed a shift briefing, roll call training and the opening ceremony for the OCSO Youth Camp. Every employee encountered were very knowledgeable about their assigned duties.

The Orange County Sheriff's Office policies and procedures are established to ensure the success of the organization. Utilizing the CALEA process OCSO continuously reviews and updates policies and improve performance. OCSO captures relevant data provided in after action reviews, required reports and analyses. This information is utilized at every level of supervision and management to determine agency goals, manpower allocations, training and equipment needs.

Sheriff Mina, his command staff and all personnel encountered utilize the CALEA process as a roadmap for continuous improvement.

The Orange County Sheriff's Office has woven accreditation into the fabric of agency culture. Sheriff Mina and his staff embrace the CALEA process as an integral factor in providing the highest quality law enforcement service to Orange County residents and millions of visitors .

Interview: Agency

Agency personnel were the primary sources who provided site-based information. Assessors Walters and Asbe interacted with over 70 employees. All employees exhibited professionalism and knowledge about their assigned responsibilities.

Interview: Parent/Partner Agencies

Two management personnel from the Orange County Public Schools provided input regarding the relationship with the Orange County Sheriff's Office. Both of them praised OCSO for their responsiveness and the inter-agency communication.
The Sheriff's Office provides numerous training activities which are beneficial at all levels of the school district.
They also appreciate the skill level and quality of the School Resource Officers provided by OCSO.

Interview: Community

A member of the Sheriff's Citizen Advisory Committee praised Sheriff Mina and his staff for their commitment to transparency.
Sheriff Mina has tasked the committee to provide feedback on issues and policy.

Summary:

Number of Interviews Conducted: 71
Assessors' Names: Charles Walters (Assessor), Christi Asbe (Assessor)
Site-Based Assessment Start Date: 07/15/2024

Site-Based Assessment End Date: 07/18/2024

STATISTICS AND DATA TABLES

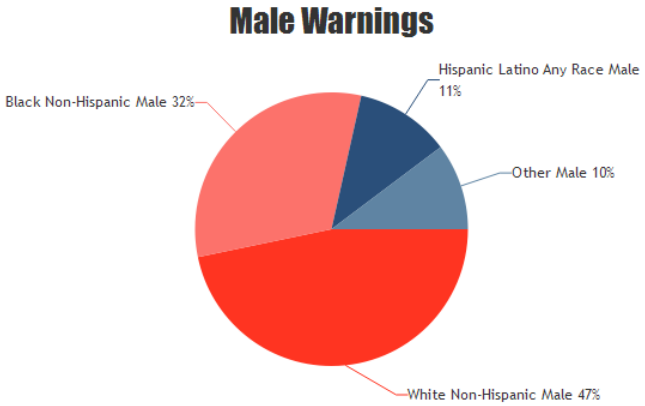
Overview

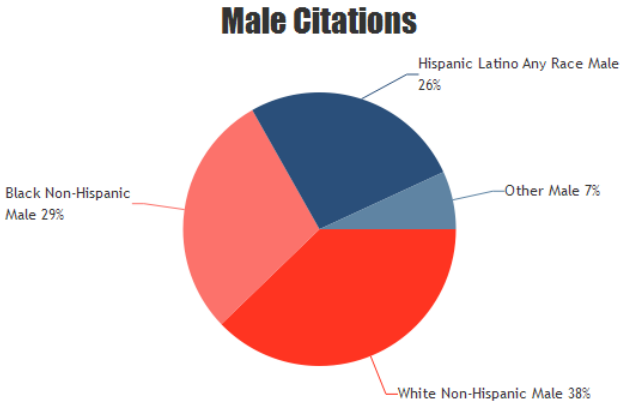
The following information reflects empirical data submitted by the candidate agency specifically related to CALEA Standards. Although the data does not confirm compliance with the respective standards, they are indicators of the impact of the agency's use of standards to address the standards' intent

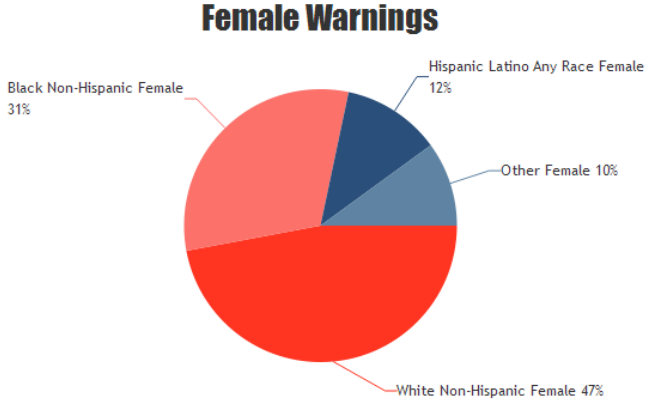
Traffic Warnings & Citations - Reaccreditation Year 1

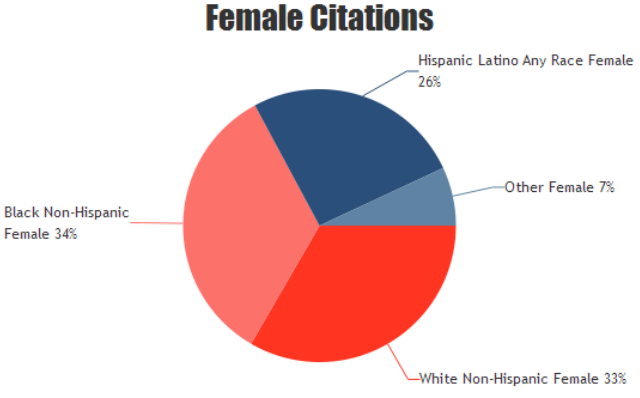
Data Collection Period: 1/1/2020 - 12/31/2020

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	5881	8651	14532
Black Non-Hispanic Male	3998	6647	10645
Hispanic Latino Any Race Male	1416	6028	7444
Other Male	1289	1570	2859
White Non-Hispanic Female	3236	3713	6949
Black Non-Hispanic Female	2150	3762	5912
Hispanic Latino Any Race Female	803	2882	3685
Other Female	689	772	1461
TOTAL	19462	34025	53487









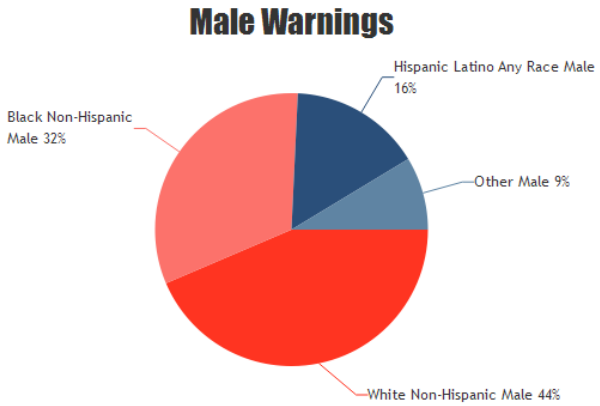
Legend

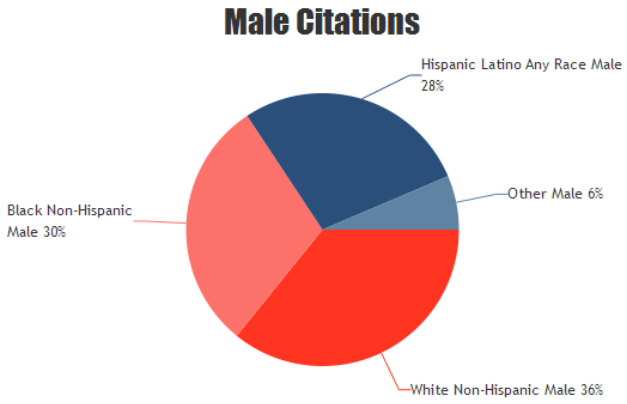
White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

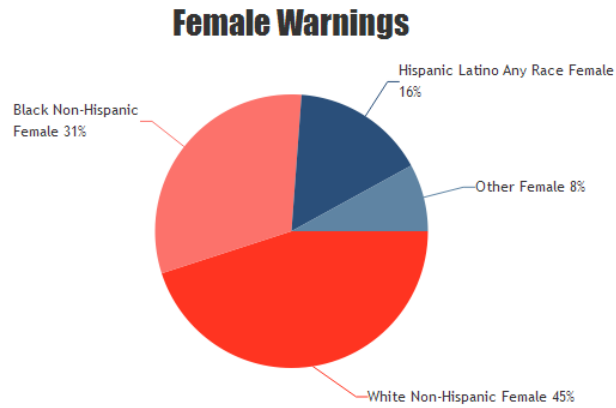
Traffic Warnings & Citations - Reaccreditation Year 2

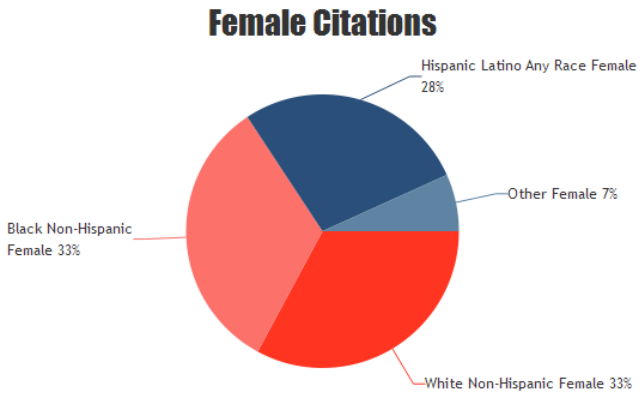
Data Collection Period: 1/1/2021 - 12/31/2021

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	6305	7848	14153
Black Non-Hispanic Male	4656	6544	11200
Hispanic Latino Any Race Male	2258	6116	8374
Other Male	1252	1403	2655
White Non-Hispanic Female	3769	3211	6980
Black Non-Hispanic Female	2608	3209	5817
Hispanic Latino Any Race Female	1328	2689	4017
Other Female	666	659	1325
TOTAL	22842	31679	54521









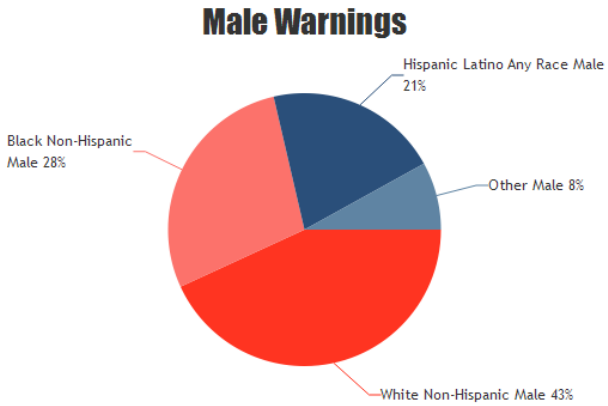
Legend

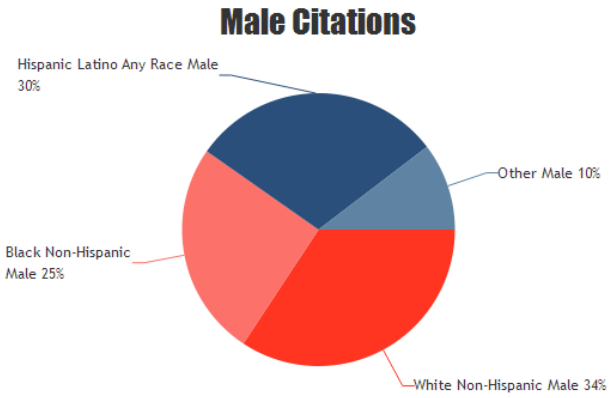
White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

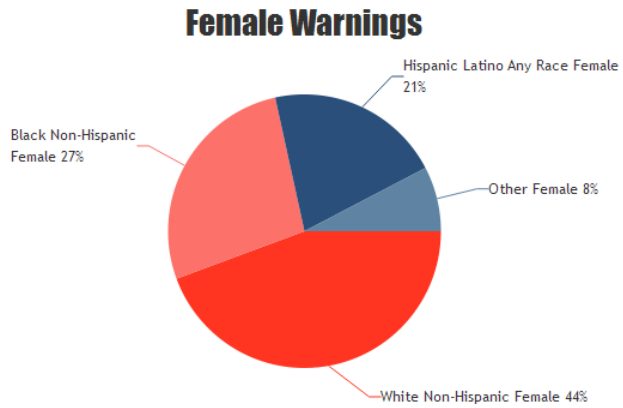
Traffic Warnings & Citations - Reaccreditation Year 3

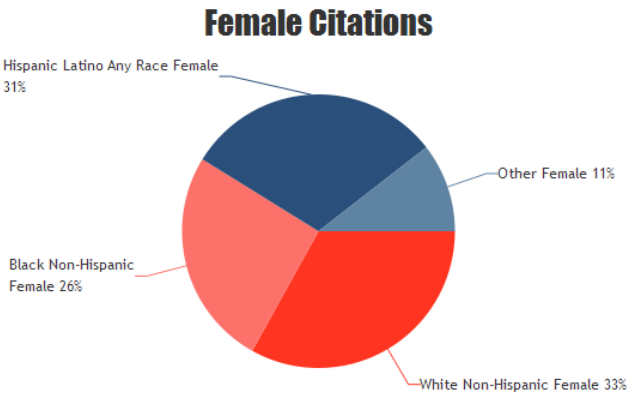
Data Collection Period: 1/1/2022 - 12/31/2022

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	4162	6927	11089
Black Non-Hispanic Male	2725	5144	7869
Hispanic Latino Any Race Male	1987	6041	8028
Other Male	775	2095	2870
White Non-Hispanic Female	2703	3424	6127
Black Non-Hispanic Female	1658	2667	4325
Hispanic Latino Any Race Female	1267	3179	4446
Other Female	466	1087	1553
TOTAL	15743	30564	46307









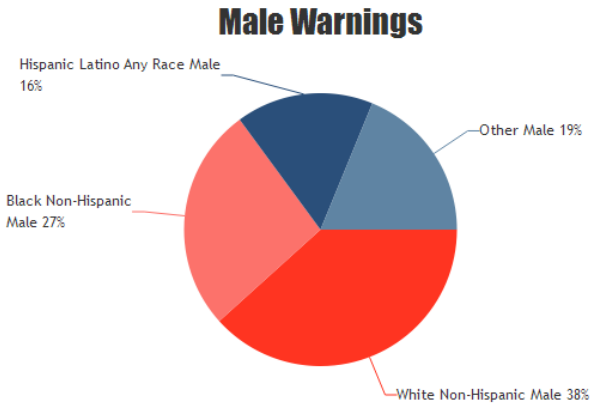
Legend

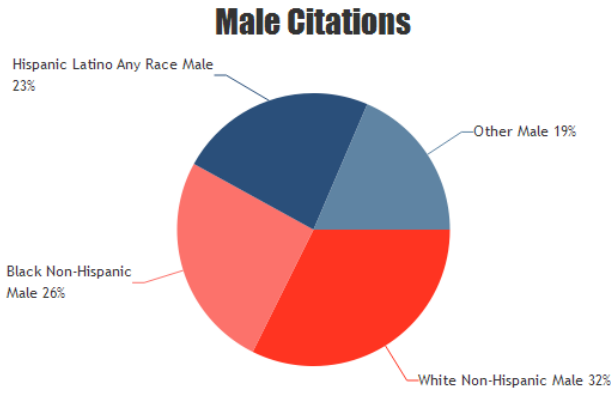
White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

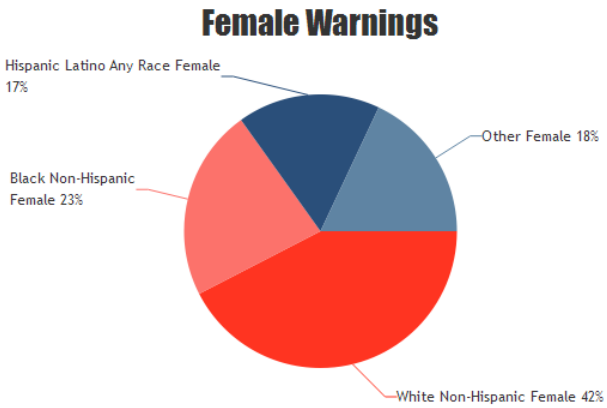
Traffic Warnings & Citations - Reaccreditation Year 4

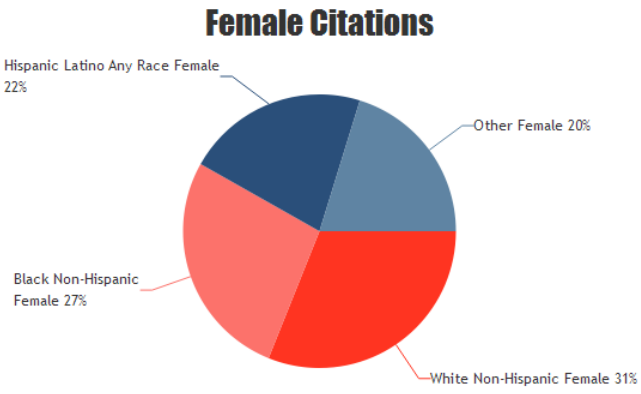
Data Collection Period: 1/1/2023 - 12/31/2023

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	3816	8528	12344
Black Non-Hispanic Male	2650	6766	9416
Hispanic Latino Any Race Male	1622	6184	7806
Other Male	1872	4890	6762
White Non-Hispanic Female	2742	4246	6988
Black Non-Hispanic Female	1465	3701	5166
Hispanic Latino Any Race Female	1093	2952	4045
Other Female	1162	2762	3924
TOTAL	16422	40029	56451









Legend

White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

Biased Based Profiling

Year 1 Data Collection Period: 1/1/2020-12/31/2020

Year 2 Data Collection Period: 1/1/2021-12/31/2021

Year 3 Data Collection Period: 1/1/2022-12/31/2022

Year 4 Data Collection Period: 1/1/2023-12/31/2023

Complaints from:	Year 1	Year 2	Year 3	Year 4
Traffic Contacts	9	13	18	2
Field Contacts	0	0	0	0
Asset Forfeiture	0	0	0	0

Reaccreditation Year 3 Notes:

In the last 4 year cycle we reported 5 complaints, during the first 3 years of this cycle we have reported 40 complaints. This has been due to the implementation of IAPro during year 1. The IAPRO system was able to appropriately document the types of complaints. IF any complaint had any concern even mentioned the Professional Standards was adding the Bias Based, to the complaint to investigate all allegations. NO sustained allegations have been found out of the 40 complaints.

Legend

Traffic Contacts	
Field Contacts	
Asset Forfeiture	

Use Of Force - Reaccreditation Year 1

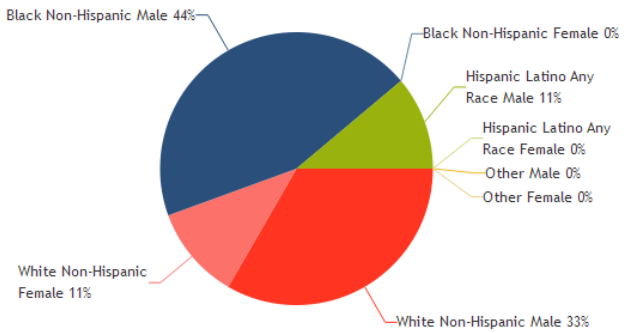
Data Collection Period: 1/1/2020 - 12/31/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									9
Discharge	3	1	4	0	1	0	0	0	9
Display Only									
ECW									38
Discharge Only	9	0	19	0	9	1	0	0	38
Display Only									
Baton	0	0	1	0	1	0	0	0	2
Chemical/OC	4	0	13	1	4	1	6	0	29
Weaponless	21	1	24	7	15	3	0	0	71
Canine									14
Release Only									
Release and Bite	5	0	3	0	6	0	0	0	14
Total Uses of Force	42	2	64	8	36	5	6	0	163
Total Number of Incidents Resulting In Officer Injury or Death	14	1	2	0	8	0	0	0	25
Total Use of Force Arrests	35	0	44	5	27	3	0	0	114
Total Number of Suspects Receiving Non-Fatal Injuries	24	0	23	1	16	2	0	0	66
Total Number of Suspects Receiving Fatal Injuries	0	1	3	0	0	0	0	0	4
Total Agency Custodial Arrests	3786	1685	6870	1811	4102	986	30	10	19280
Total Use of Force Complaints	3	1	7	0	3	0	0	0	14

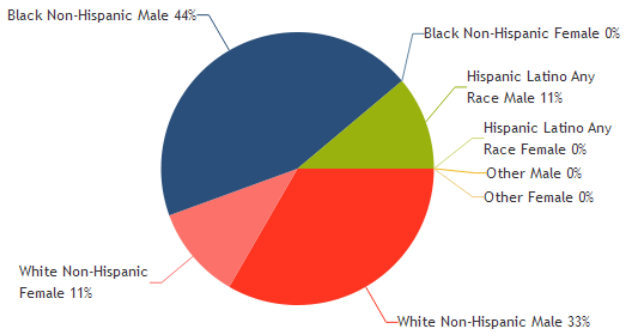
Reaccreditation Year 1 Notes:

OCSO does not collect Display of Firearm or ECW information at this time. K9 release only is only captured in raw data, not by Race and Sex. There were 406 K9 Release only during 2020.

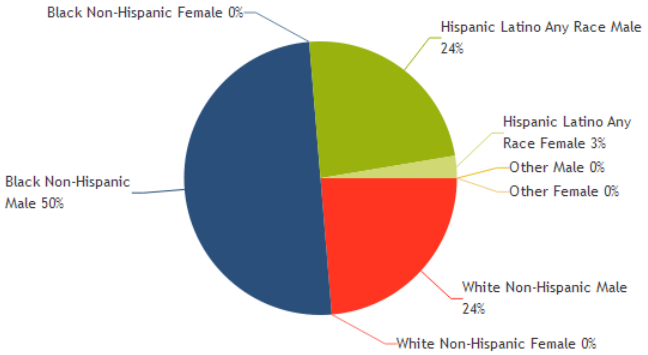
Total Firearm



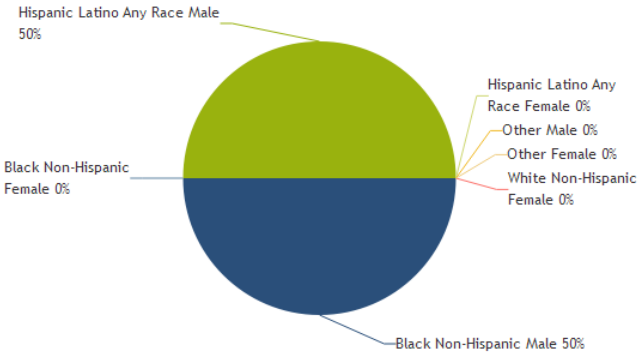
Firearm Discharge



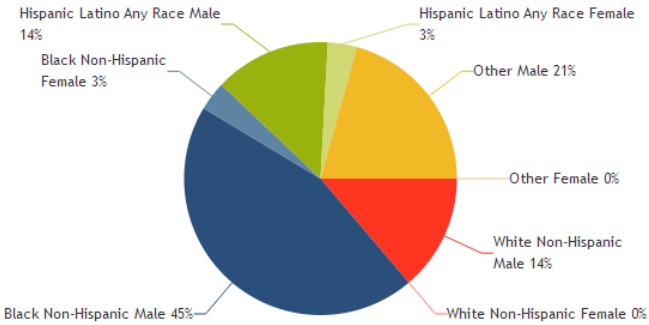
ECW Discharge



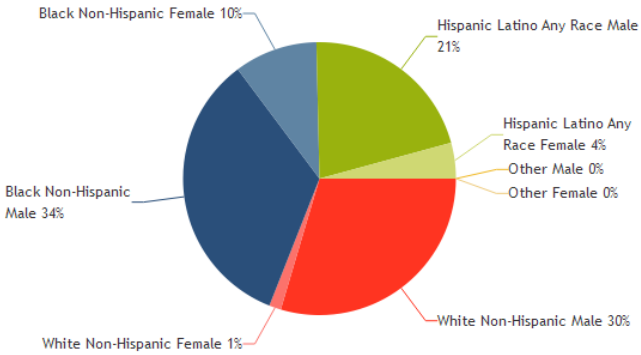
Baton



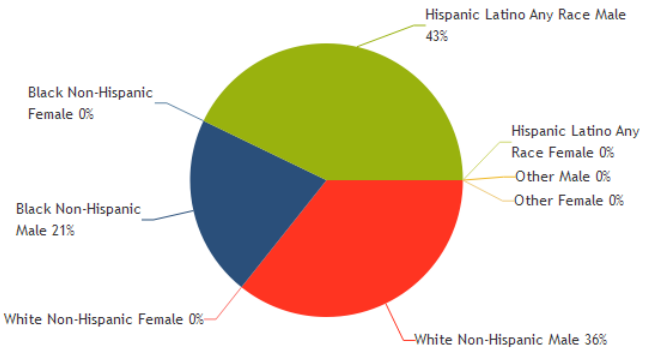
Chemical/OC



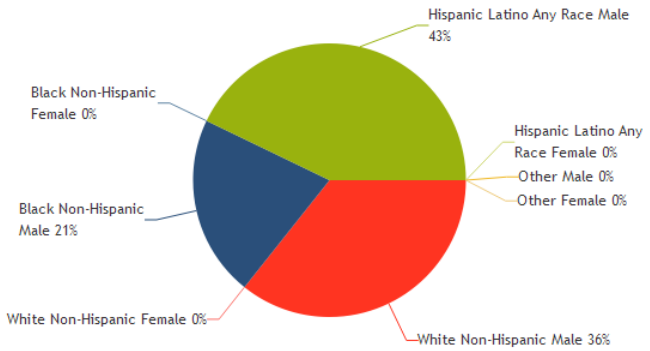
Weaponless



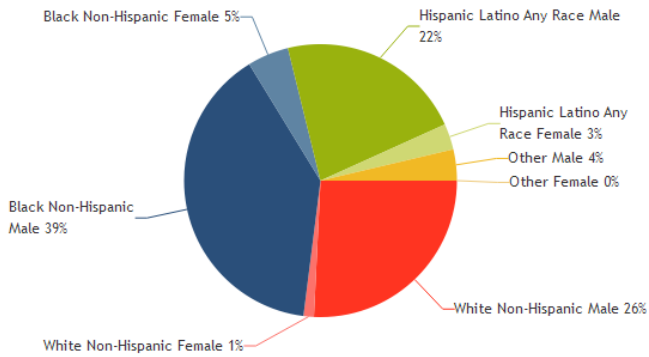
Total Canine



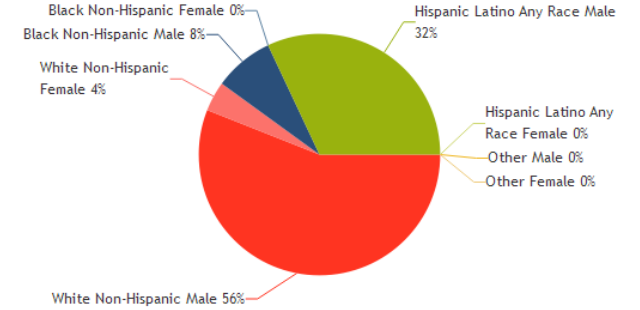
Canine: Release and Bite



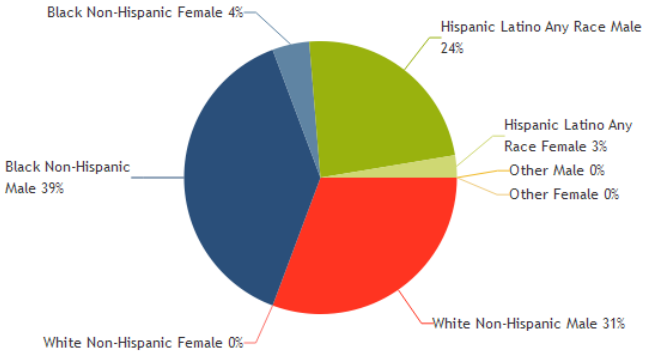
Total Uses of Force



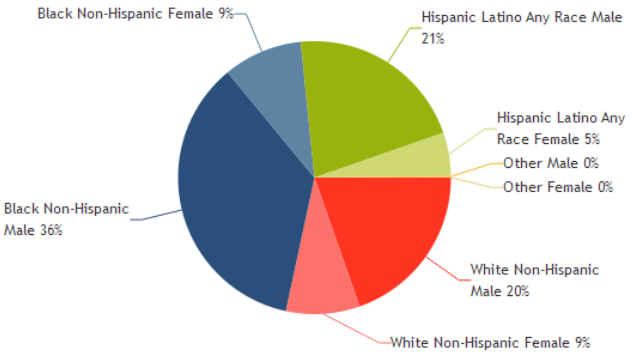
Total Number of Incidents Resulting in Officer Injury or Death



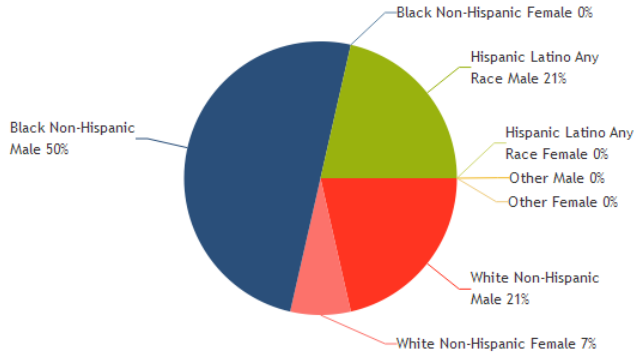
Total Use of Force Arrests



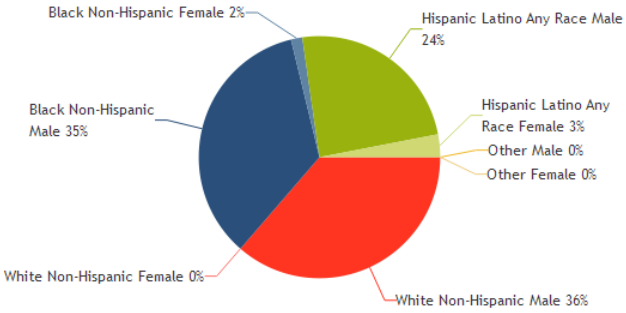
Total Agency Custodial Arrests



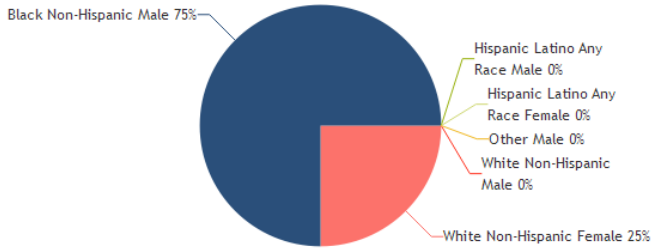
Total Use of Force Complaints



Total Number of Suspects Receiving Non-Fatal Injuries



Total Number of Suspects Receiving Fatal Injuries



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Use Of Force - Reaccreditation Year 2

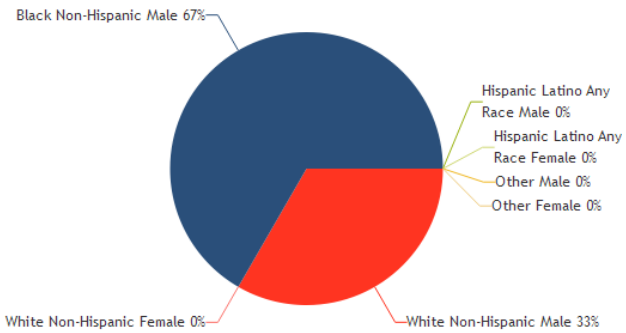
Data Collection Period: 1/1/2021 - 12/31/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									3
Discharge	1	0	2	0	0	0	0	0	3
Display Only									
ECW									57
Discharge Only	10	0	29	0	17	1	0	0	57
Display Only									
Baton	0	0	0	0	1	0	0	0	1
Chemical/OC	5	0	8	7	2	0	0	0	22
Weaponless	27	6	43	13	30	6	1	0	126
Canine									230
Release Only	35	9	91	13	55	2	0	1	206
Release and Bite	4	0	12	2	6	0	0	0	24
Total Uses of Force	82	15	185	35	111	9	1	1	439
Total Number of Incidents Resulting In Officer Injury or Death	29	5	5	0	12	0	3	2	56
Total Use of Force Arrests	30	4	61	8	35	4	0	0	142
Total Number of Suspects Receiving Non-Fatal Injuries	11	3	22	3	12	1	1	0	53
Total Number of Suspects Receiving Fatal Injuries	1	0	1	0	0	0	0	0	2
Total Agency Custodial Arrests	3545	1543	6662	1762	4060	984	17	6	18579
Total Use of Force Complaints	2	2	7	7	1	1	0	0	20

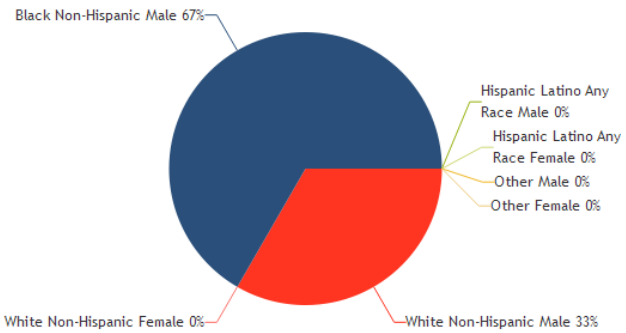
Reaccreditation Year 2 Notes:

THE OCSO does not collect data on Display of Firearm or ECD.

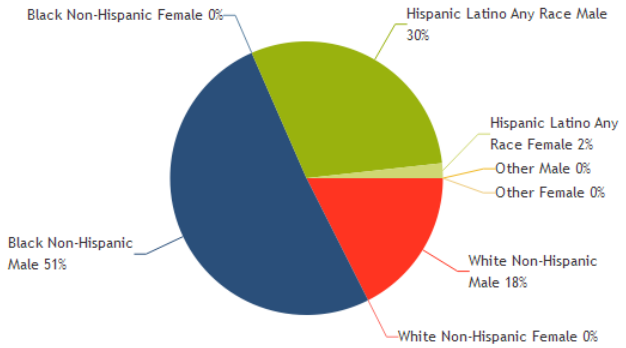
Total Firearm



Firearm Discharge

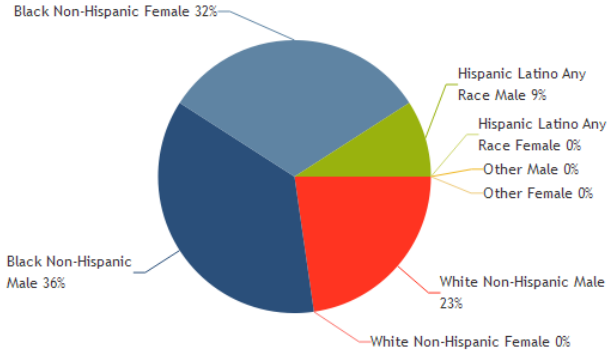


ECW Discharge

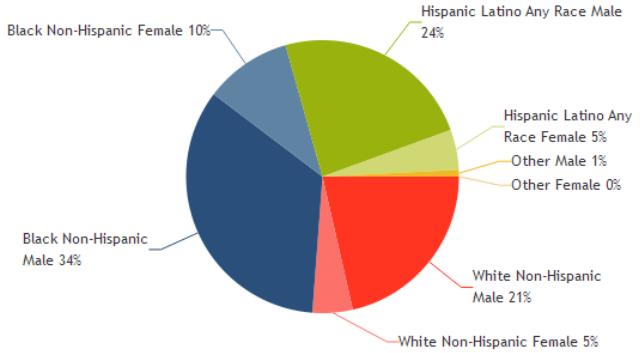


Baton

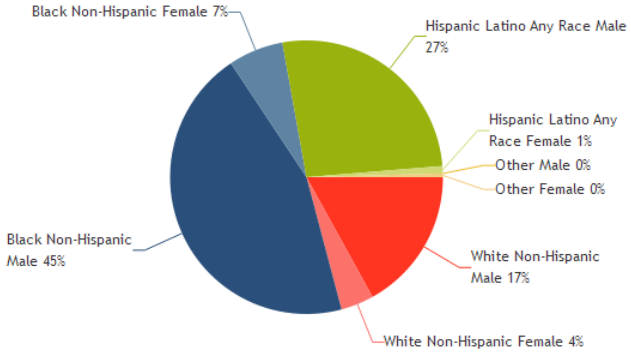
Chemical/OC



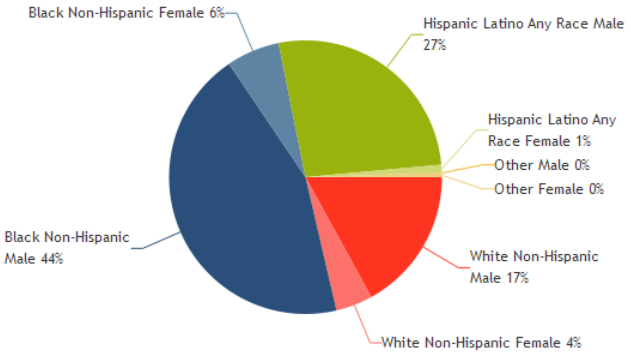
Weaponless



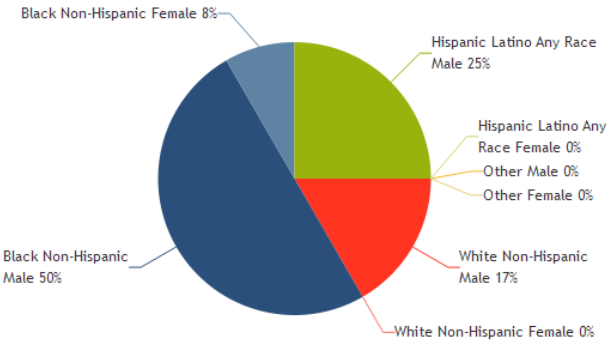
Total Canine



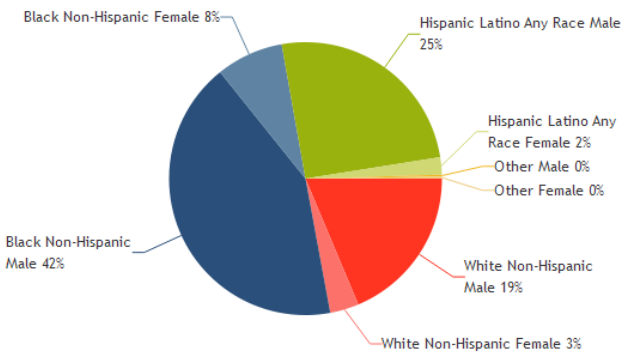
Canine: Release Only



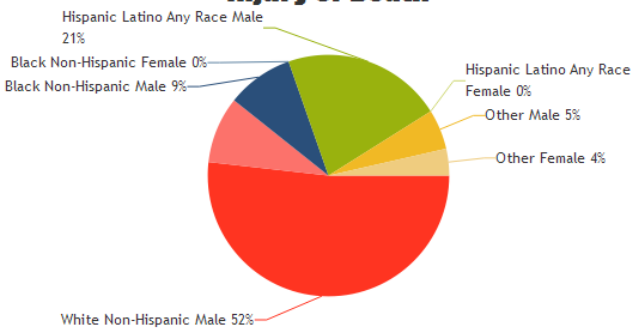
Canine: Release and Bite



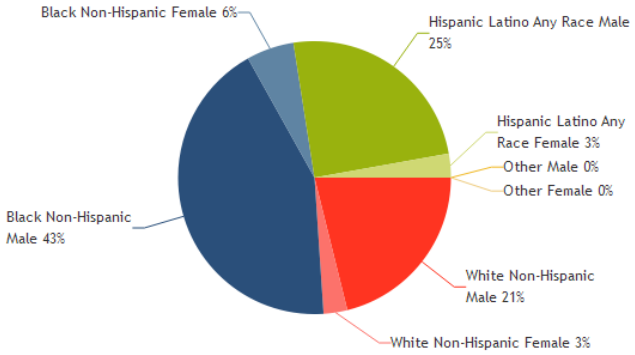
Total Uses of Force



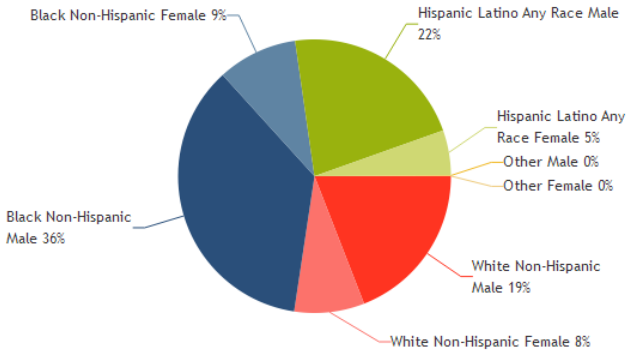
Total Number of Incidents Resulting in Officer Injury or Death



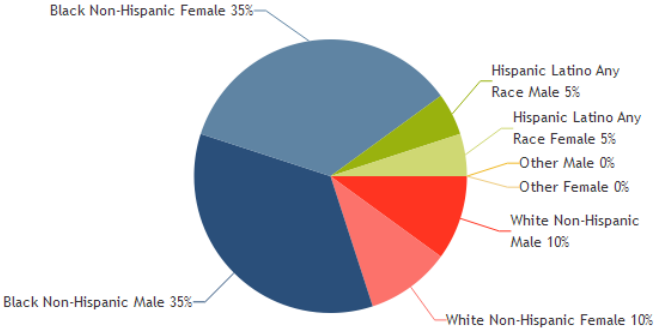
Total Use of Force Arrests



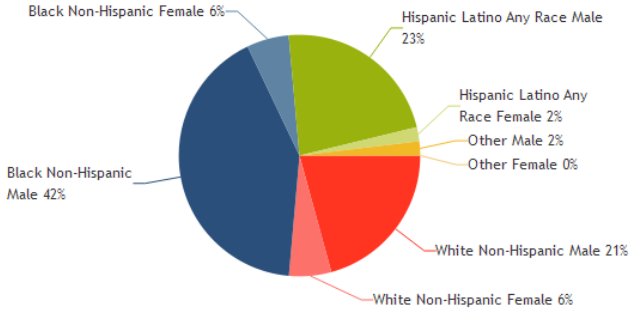
Total Agency Custodial Arrests



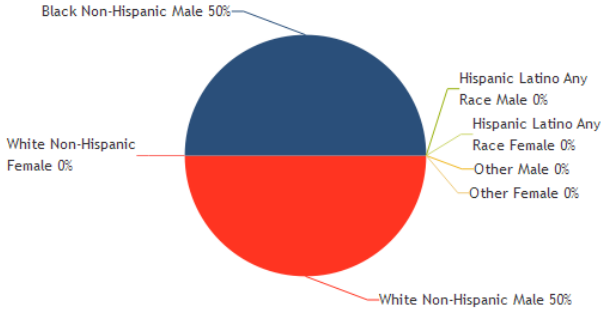
Total Use of Force Complaints



Total Number of Suspects Receiving Non-Fatal Injuries



Total Number of Suspects Receiving Fatal Injuries



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Use Of Force - Reaccreditation Year 3

Data Collection Period: 1/1/2022 - 12/31/2022

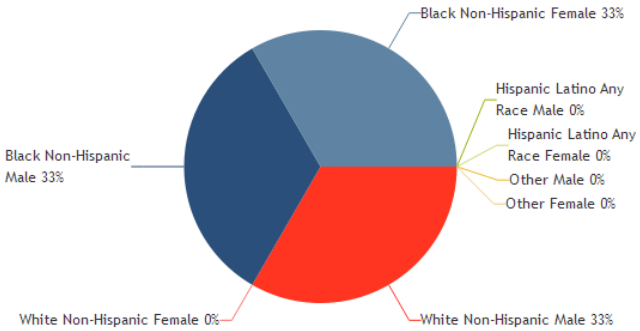
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									3
Discharge	1	0	1	1	0	0	0	0	3
Display Only									
ECW									44
Discharge Only	6	0	23	2	12	0	1	0	44
Display Only									
Baton	0	0	1	0	1	0	0	0	2
Chemical/OC	1	1	2	2	3	1	1	1	12
Weaponless	18	4	39	8	31	5	5	1	111
Canine									265
Release Only	28	21	117	12	62	6	0	1	247
Release and Bite	4	0	4	0	10	0	0	0	18
Total Uses of Force	58	26	187	25	119	12	7	3	437
Total Number of Incidents Resulting In Officer Injury or Death	19	2	1	1	7	1	3	1	35
Total Use of Force Arrests	19	4	40	5	36	5	7	0	116
Total Number of Suspects Receiving Non-Fatal Injuries	14	2	18	3	33	2	3	1	76
Total Number of Suspects Receiving Fatal Injuries	1	0	1	0	0	0	0	0	2
Total Agency Custodial Arrests	3298	1458	6281	1697	3860	1030	16	4	17644
Total Use of Force Complaints	5	3	6	1	0	0	0	0	15

Reaccreditation Year 3 Notes:

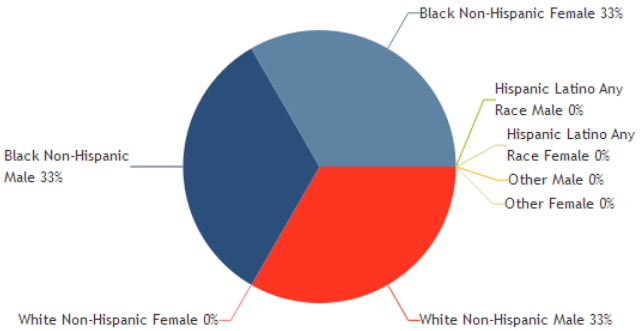
Non-Fatal injuries is any person who is brought to a hospital for treatment, regardless of extent of injury.

OCSO does not collect data on the Display of Firearms or ECD's at this time. We are switching to a new CAD system (Central Square) and we are adding the reporting method for displays to that system when it comes on-line.

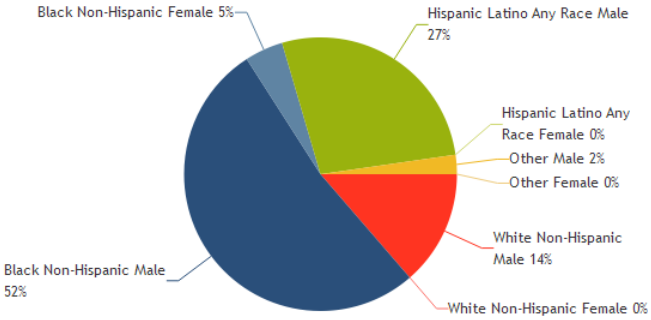
Total Firearm



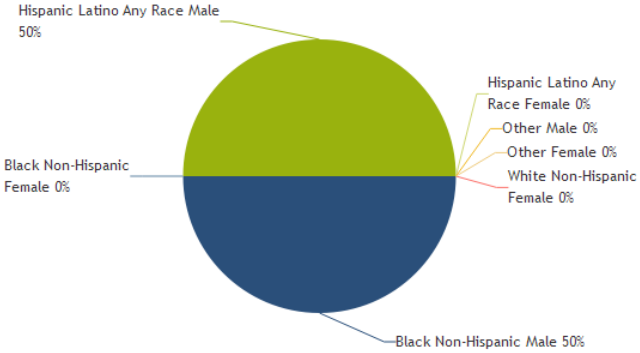
Firearm Discharge



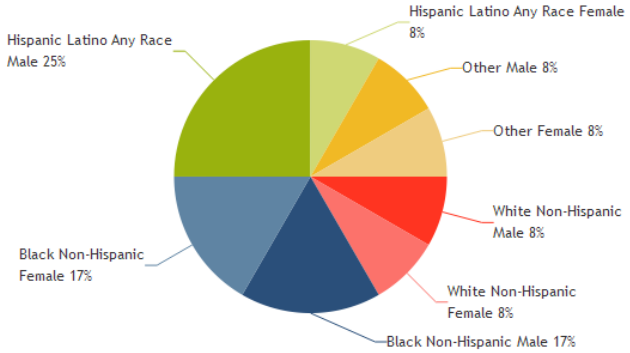
ECW Discharge



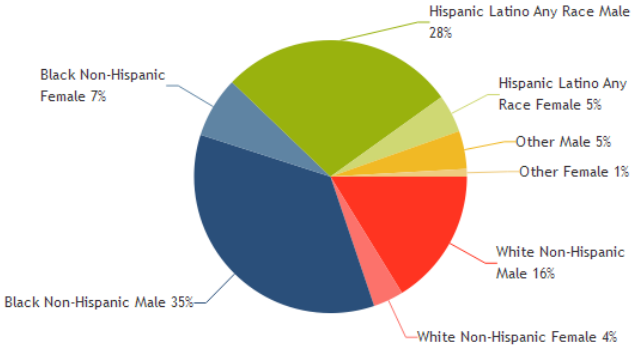
Baton



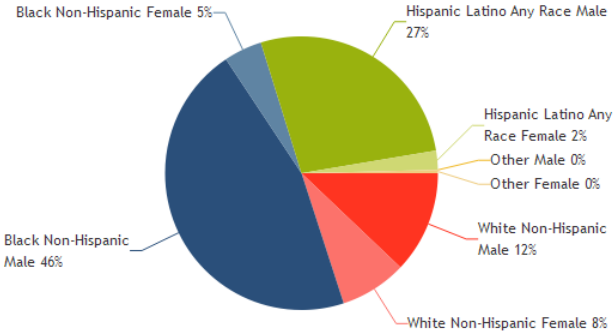
Chemical/OC



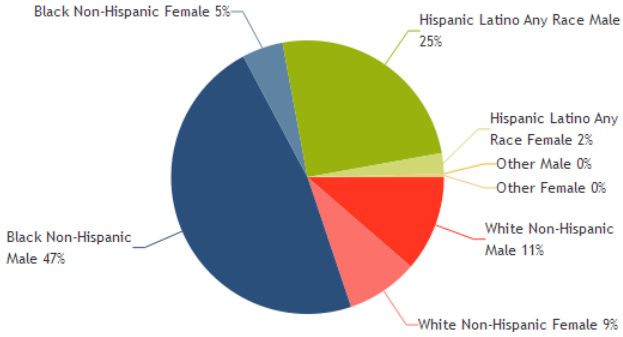
Weaponless



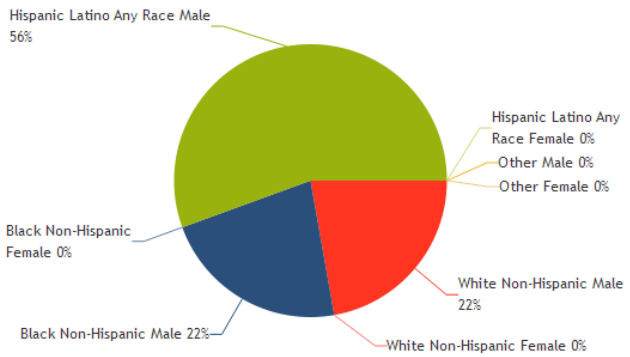
Total Canine



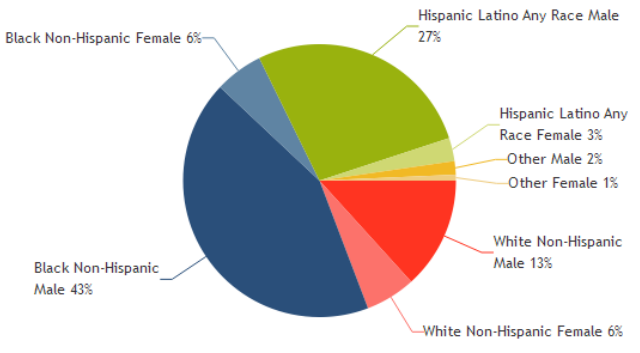
Canine: Release Only



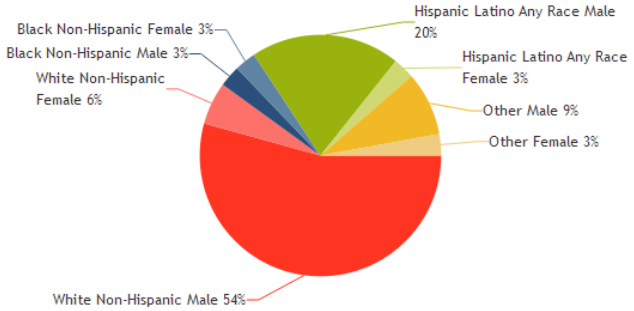
Canine: Release and Bite



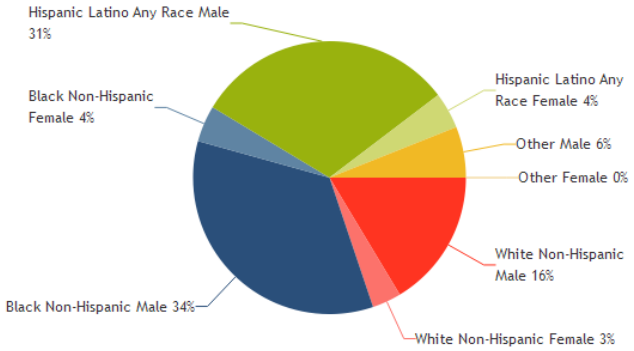
Total Uses of Force



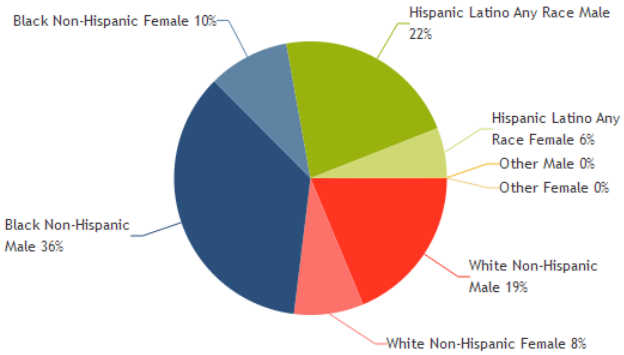
Total Number of Incidents Resulting in Officer Injury or Death



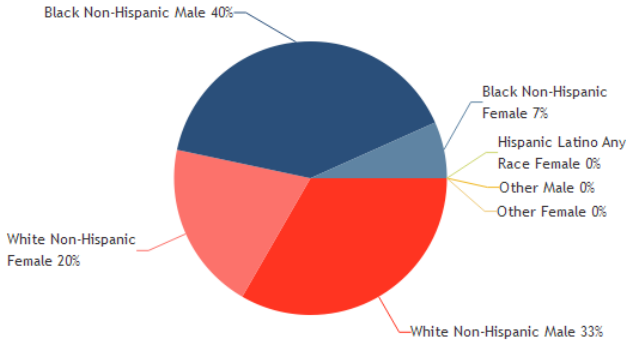
Total Use of Force Arrests



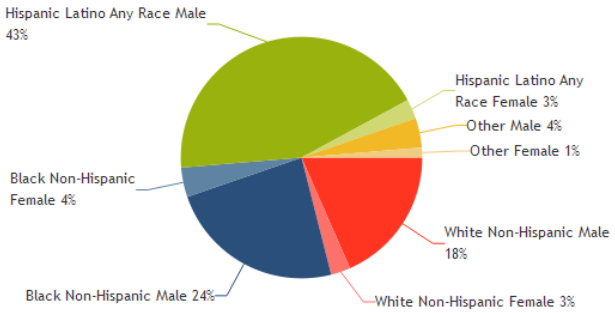
Total Agency Custodial Arrests



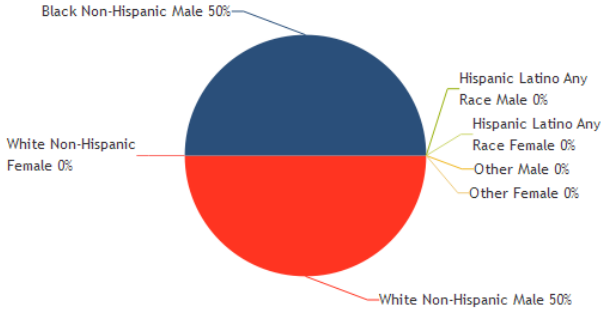
Total Use of Force Complaints



Total Number of Suspects Receiving Non-Fatal Injuries



Total Number of Suspects Receiving Fatal Injuries



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Use Of Force - Reaccreditation Year 4

Data Collection Period: 1/1/2023 - 12/31/2023

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									1
Discharge	0	0	0	0	1	0	0	0	1
Display Only									
ECW									63
Discharge Only	12	1	34	0	16	0	0	0	63
Display Only									
Baton	0	0	3	0	1	0	0	0	4
Chemical/OC	4	1	13	4	5	0	1	0	28
Weaponless	34	7	39	8	33	4	3	2	130
Canine									257
Release Only	23	10	123	15	43	11	4	0	229
Release and Bite	5	0	9	1	13	0	0	0	28
Total Uses of Force	78	19	221	28	112	15	8	2	483
Total Number of Incidents Resulting In Officer Injury or Death	30	1	3	1	15	0	1	1	52
Total Use of Force Arrests	34	7	67	10	44	3	3	0	168
Total Number of Suspects Receiving Non-Fatal Injuries	32	5	49	4	41	2	2	0	135
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	1	0	0	0	1
Total Agency Custodial Arrests	3019	1255	6836	1804	3984	1090	29	8	18025
Total Use of Force Complaints	2	2	2	3	3	3	3	3	21

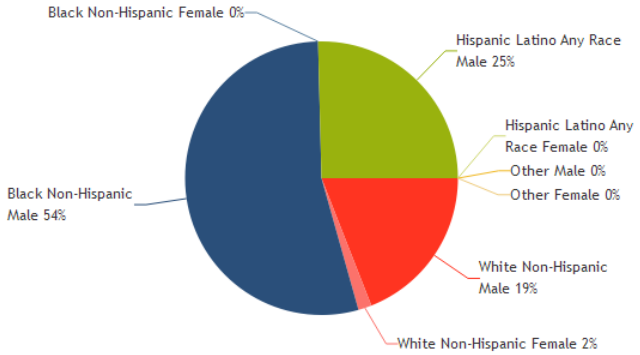
Reaccreditation Year 4 Notes:

Currently the OCSO does not collect Display of Firearm or Taser's (ECD's). There is a plan in place with the new reporting system to capture this data in future years.

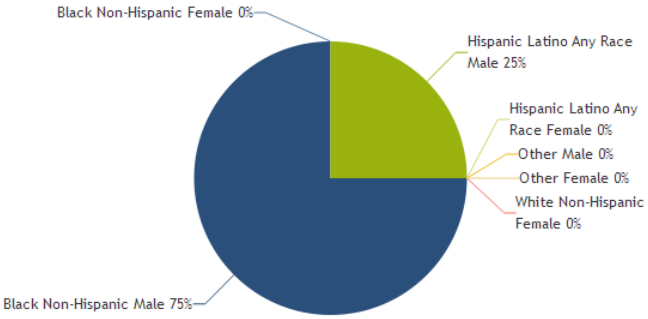
Total Firearm

Firearm Discharge

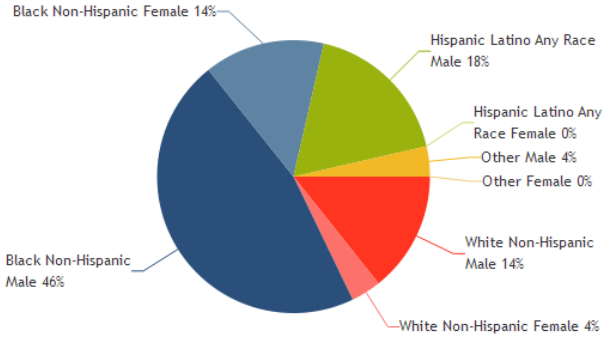
ECW Discharge



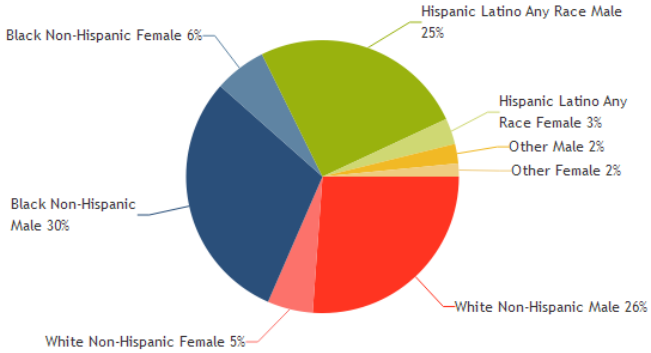
Baton



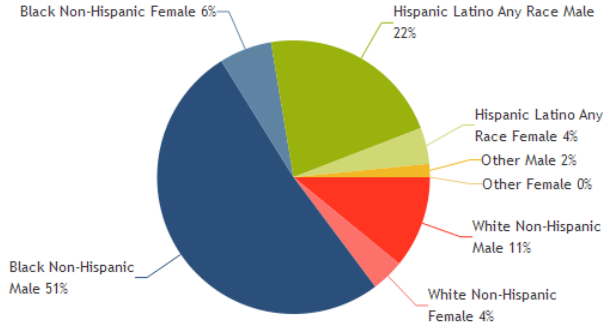
Chemical/OC



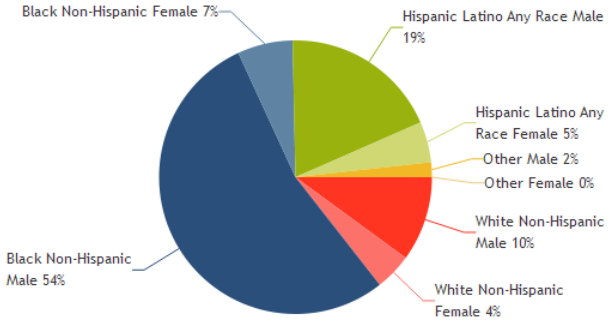
Weaponless



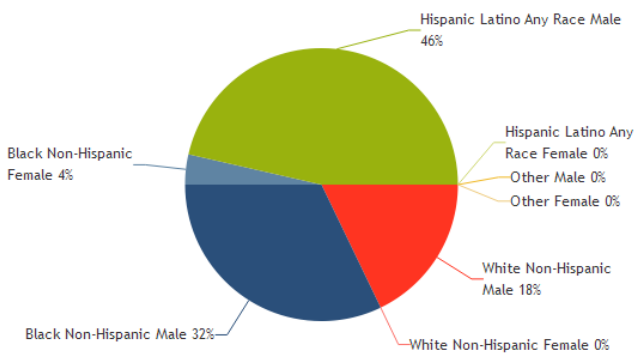
Total Canine



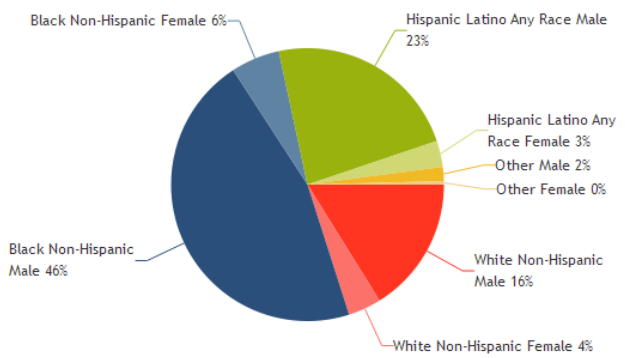
Canine: Release Only



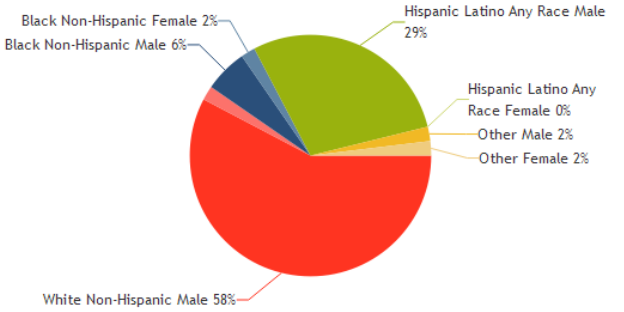
Canine: Release and Bite



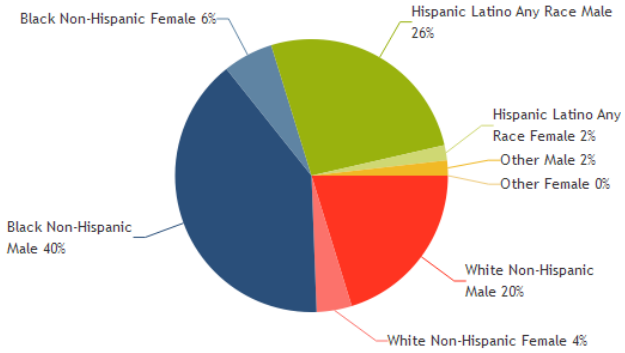
Total Uses of Force



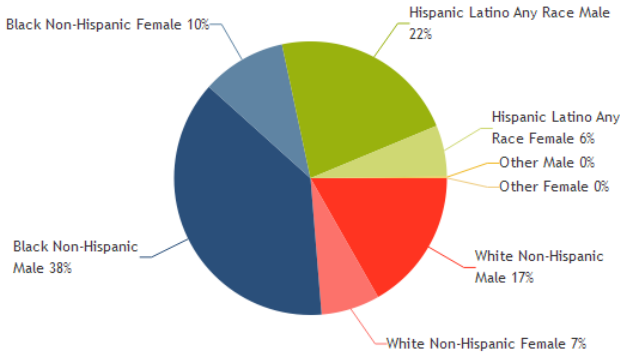
Total Number of Incidents Resulting in Officer Injury or Death



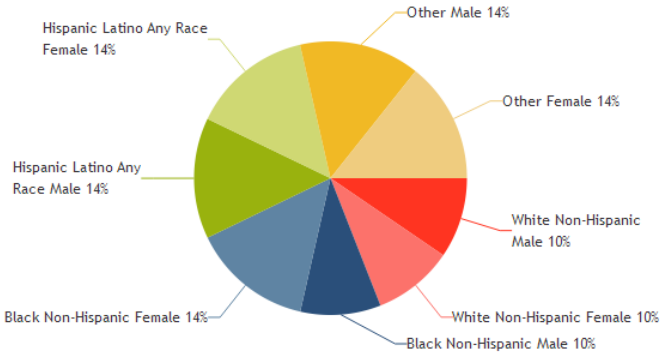
Total Use of Force Arrests



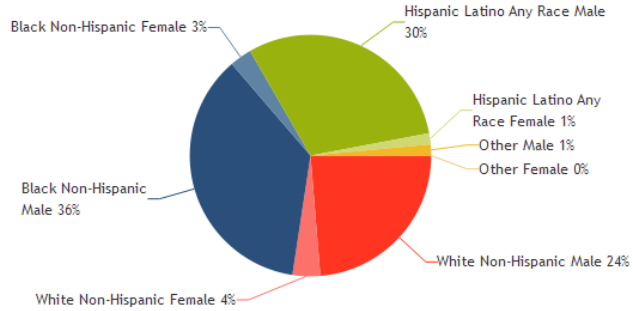
Total Agency Custodial Arrests



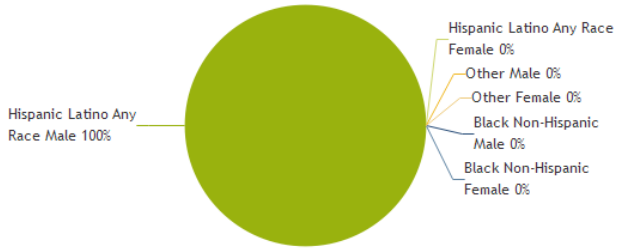
Total Use of Force Complaints



Total Number of Suspects Receiving Non-Fatal Injuries



Total Number of Suspects Receiving Fatal Injuries



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Grievances

Year 1 Data Collection Period: 1/1/2020-12/31/2020

Year 2 Data Collection Period: 1/1/2021-12/31/2021

Year 3 Data Collection Period: 1/1/2022-12/31/2022

Year 4 Data Collection Period: 1/1/2023-12/31/2023

Grievances	Year 1	Year 2	Year 3	Year 4
Number	2	5	7	15

Personnel Actions

Year 1 Data Collection Period: 1/1/2020-12/31/2020

Year 2 Data Collection Period: 1/1/2021-12/31/2021

Year 3 Data Collection Period: 1/1/2022-12/31/2022

Year 4 Data Collection Period: 1/1/2023-12/31/2023

	Year 1	Year 2	Year 3	Year 4
Suspension	49	58	41	46
Demotion	2	2	1	1
Resign In Lieu of Termination	7	12	11	8
Termination	10	14	1	19
Other	52	49	49	52
Total	120	135	103	126
Commendations	1050	2131	2307	921

Complaints and Internal Affairs - Reaccreditation Year 4

Data Collection Period: 1/1/2020 - 12/31/2023

	Year 1	Year 2	Year 3	Year 4
External/Citizen Complaint				
Citizen Complaint	588	873	697	682
Sustained	66	158	106	74
Not Sustained	172	188	134	144
Unfounded	138	147	134	119
Exonerated	213	380	316	332
Internal/Directed Complaint				
Directed Complaint		158	171	345
Sustained		123	118	280
Not Sustained		16	17	28
Unfounded		9	5	7
Exonerated		10	14	16

Calls For Service / Crime Data - Reaccreditation Year 4

Data Collection Period: 1/1/2020 - 12/31/2023

	Year 1	Year 2	Year 3	Year 4
Calls for Service				
Calls for Service	1133810	1296306	1247510	1358735
Crime Data				
Murder	69	58	62	61
Forcible Rape	394	425	439	
Robbery	817	721	911	602
Aggravated Assault	3284	2820	3299	
Burglary	2353	1835	2260	2692
Larceny-Theft	11698	10703	12108	
Motor Vehicle Theft	1826	1583	2022	
Arson				

Reaccreditation Year 4 Notes:

The Orange County Sheriff's Office has began implementing the new Florida Incident-Based Reporting System (FIBRS) and National Incident Based Reporting System (NIBRS) which are incident-based reporting systems, replacing the older Uniform Crime Reporting (UCR) summary-based reporting system.

Crime Data numbers for 2023 (Year 4 Accreditation cycle) are captured in a different manner than in past years, and the numbers may seem different based on which category of UCR Part I versus FIBRS/NIBRS reporting from previous years.

Beginning in the next accreditation cycle (2024), the Orange County Sheriff's Office will be reporting the FIBRS/NIBRS crime statistics, which aligns with evolving law enforcement standards to provide more comprehensive and detailed information on reported crimes.

Motor Vehicle Pursuit

Year 1 Data Collection Period: 1/1/2020-12/31/2020

Year 2 Data Collection Period: 1/1/2021-12/31/2021

Year 3 Data Collection Period: 1/1/2022-12/31/2022

Year 4 Data Collection Period: 1/1/2023-12/31/2023

	Year 1	Year 2	Year 3	Year 4
Pursuits				
Total Pursuits	17	18	21	16
Forcible stopping techniques used	3	3	4	0
Terminated by Agency	4	2	3	4
Policy Compliant	15	14	21	15
Policy Non-Compliant	2	4	0	1
Collisions				
Injuries				
Total Collisions	6	8	6	5
Officer	0	0	0	0
Suspect	0	1	3	3
ThirdParty	0	1	1	2
Reason Initiated				
Traffic	2	2	1	1
Felony	15	16	20	13
Misdemeanor	0	0	0	2

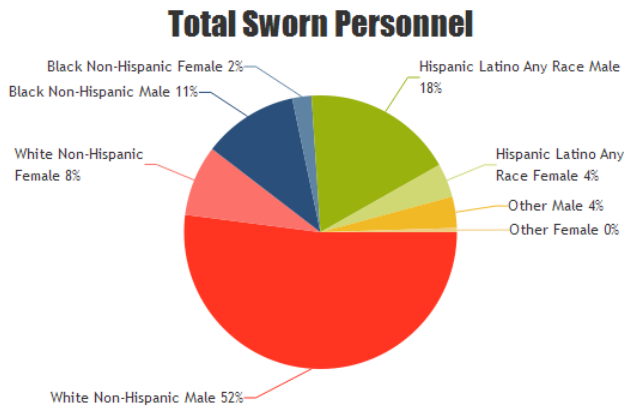
Agency Breakdown Report - Reaccreditation Year 1

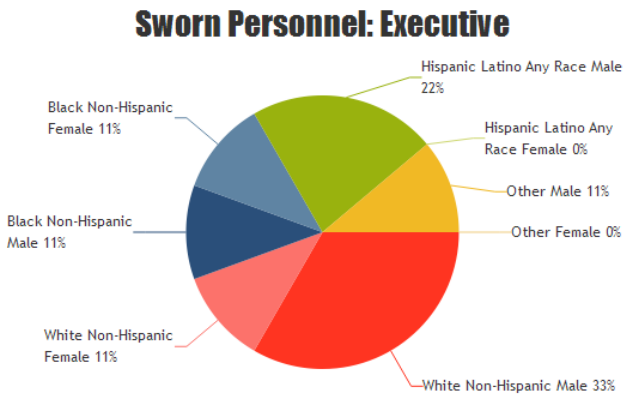
Data Collection Period: 1/1/2020 - 12/31/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	3	1	1	1	2	0	1	0	9
Command	48	11	13	0	5	1	0	0	78
Supervisory Positions	176	28	27	6	34	10	12	0	293
Non-Supervisory Positions	618	96	142	30	249	54	47	8	1,244
Sub Total									1,624
Non Sworn Personnel									
Executive	1	1	0	0	0	0	1	0	3
Managerial	11	14	1	7	2	0	1	0	36
Supervisory Positions	17	43	1	13	3	13	0	0	90
Non-Supervisory Positions	79	210	27	102	43	84	7	16	568
Sub Total									697
Total									2,321

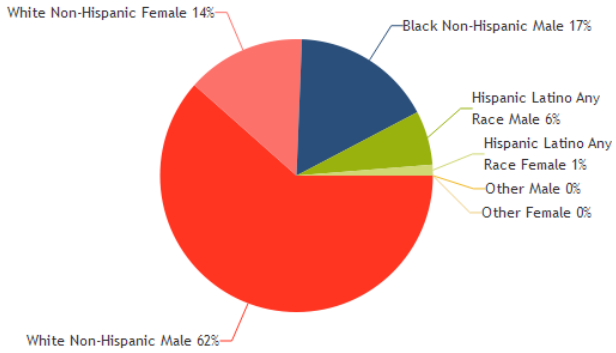
Reaccreditation Year 1 Notes:

The Orange County Sheriffs Office had a 2.72% increase in Sworn Deputies and a 2.20% increase in civilian personnel between 2019 and 2020.

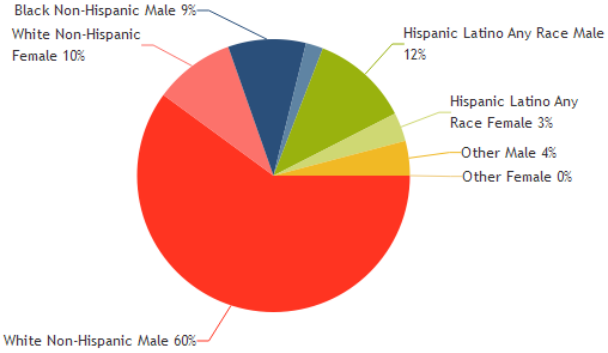




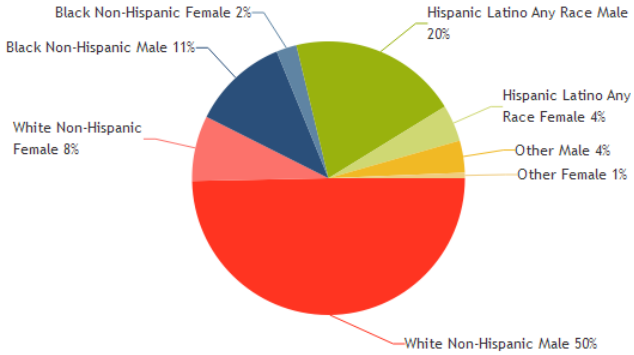
Sworn Personnel: Command



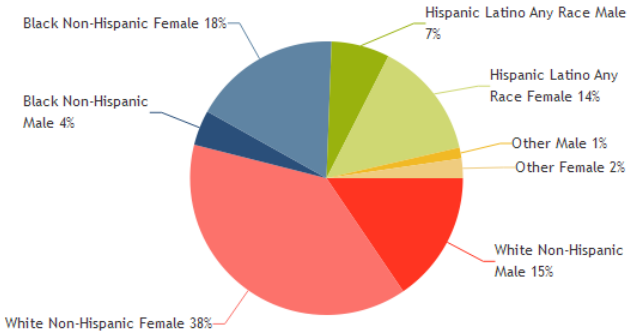
Sworn Personnel: Supervisory Positions



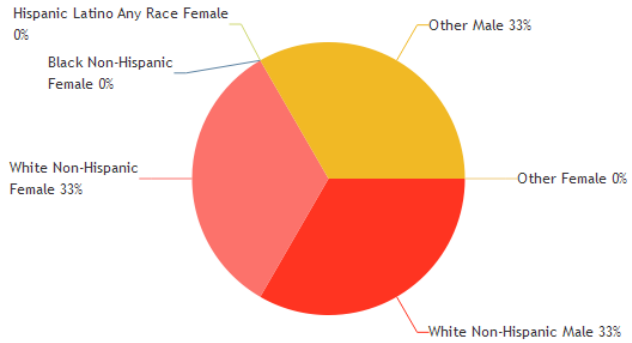
Sworn Personnel: Non-Supervisory Positions



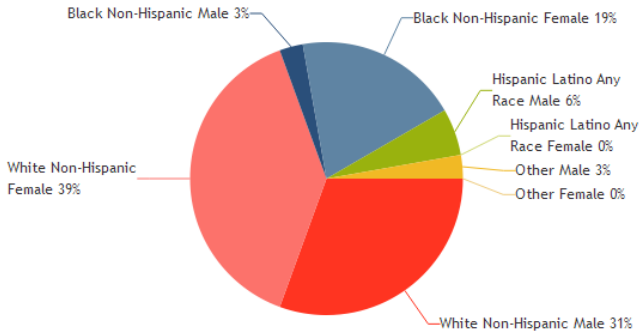
Total Non-Sworn Personnel



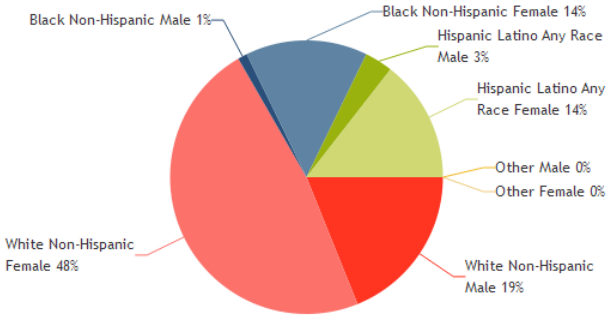
Non-Sworn Personnel: Executive



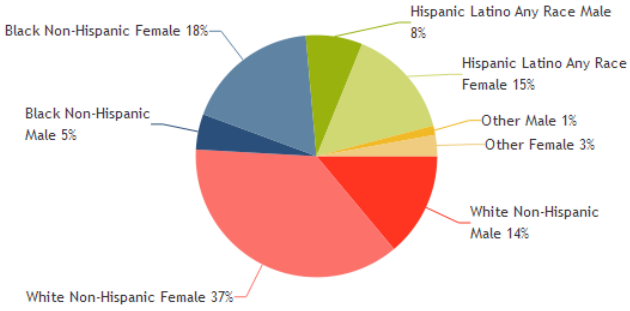
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



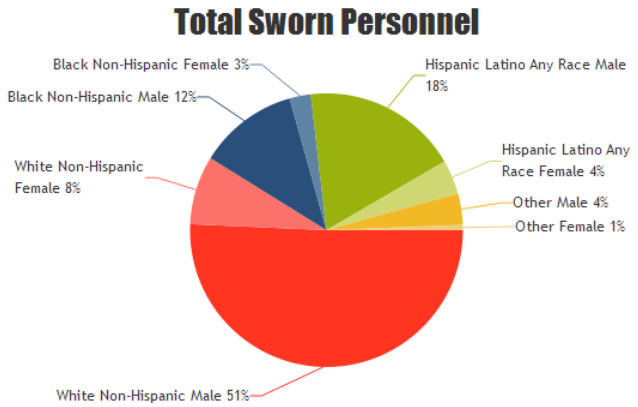
Legend

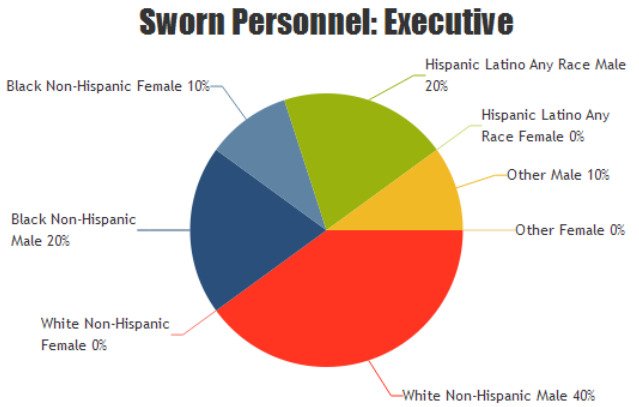
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

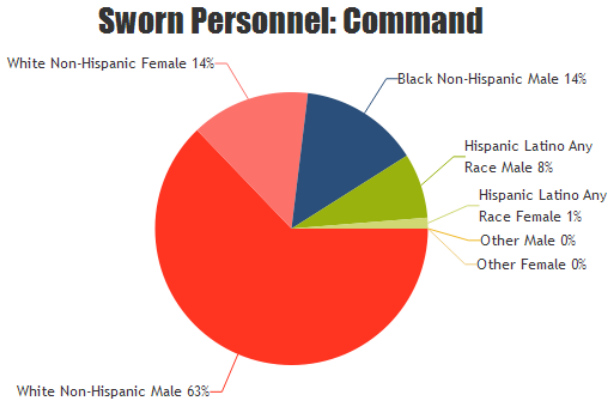
Agency Breakdown Report - Reaccreditation Year 2

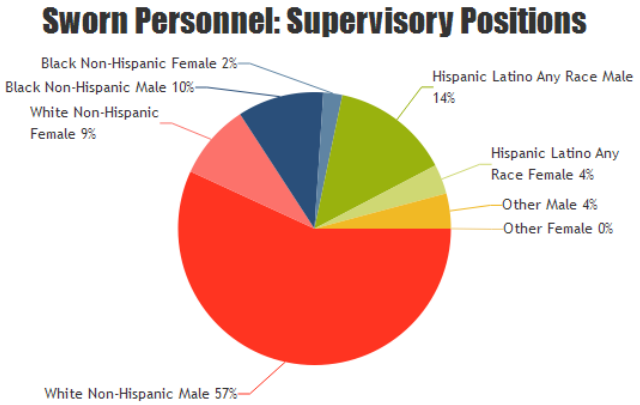
Data Collection Period: 1/1/2021 - 12/31/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	4	0	2	1	2	0	1	0	10
Command	49	11	11	0	6	1	0	0	78
Supervisory Positions	178	28	32	7	44	11	13	0	313
Non-Supervisory Positions	593	93	147	33	248	54	46	10	1,224
Sub Total									1,625
Non Sworn Personnel									
Executive	1	0	0	0	0	0	1	0	2
Managerial	10	12	1	7	2	0	1	0	33
Supervisory Positions	16	37	1	13	4	16	0	0	87
Non-Supervisory Positions	68	188	22	102	37	71	8	14	510
Sub Total									632
Total									2,257

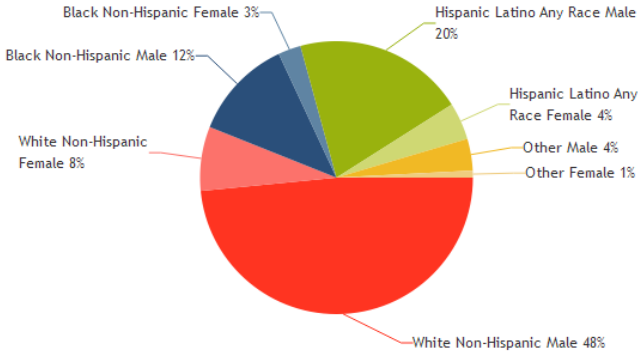




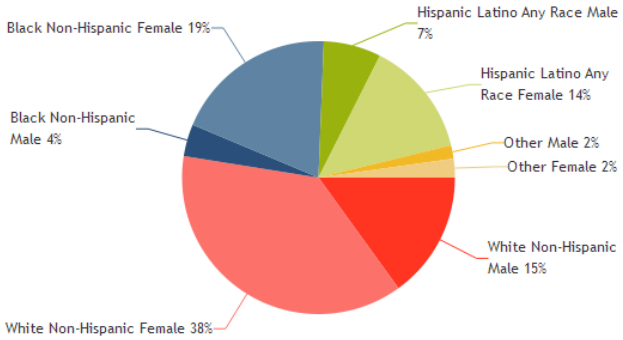




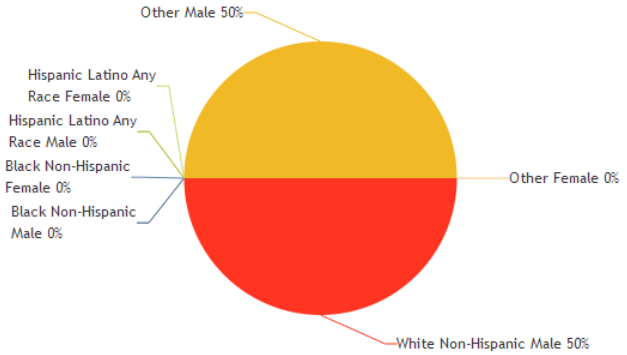
Sworn Personnel: Non-Supervisory Positions



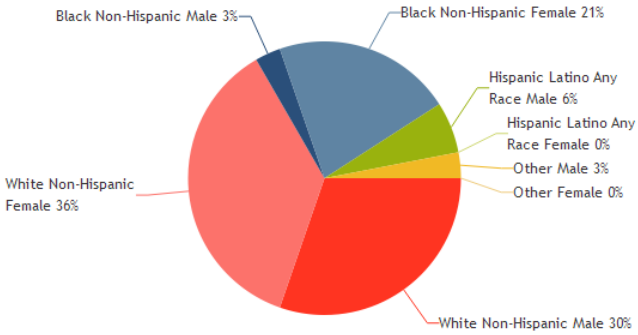
Total Non-Sworn Personnel



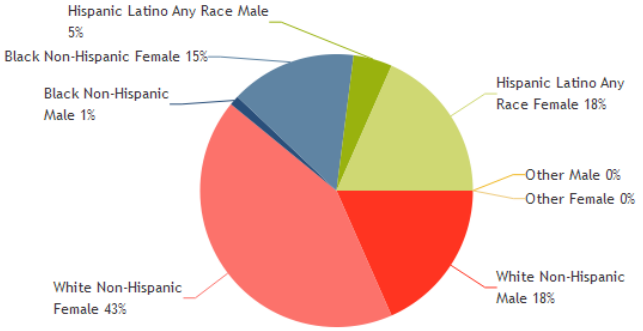
Non-Sworn Personnel: Executive



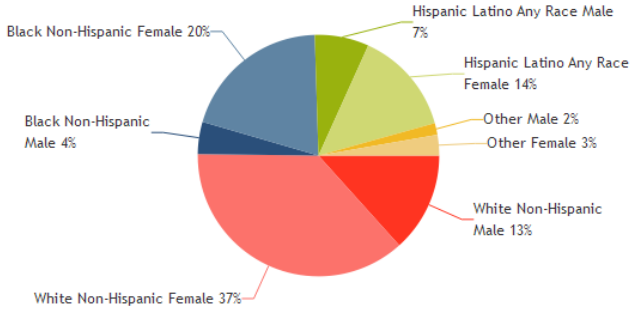
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



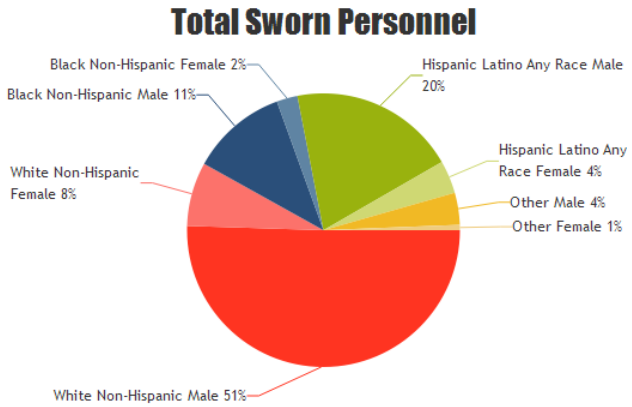
Legend

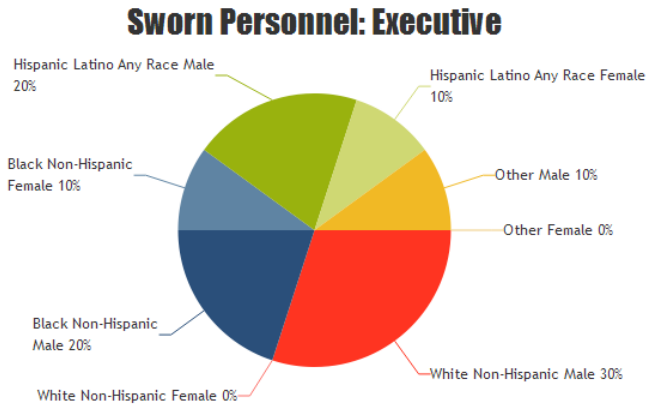
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

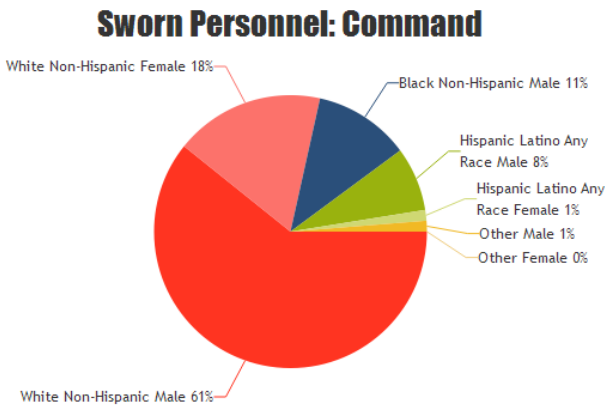
Agency Breakdown Report - Reaccreditation Year 3

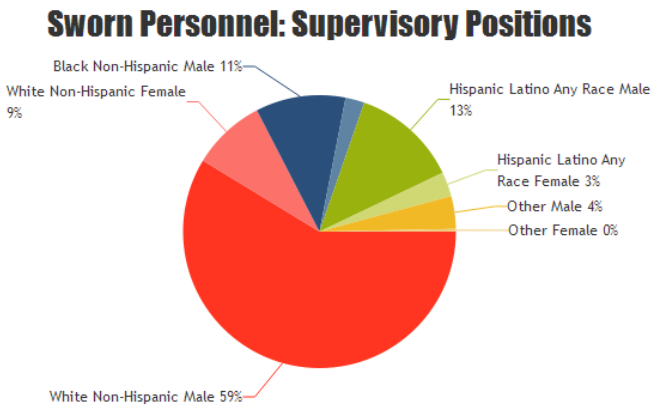
Data Collection Period: 1/1/2022 - 12/31/2022

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	3	0	2	1	2	1	1	0	10
Command	48	14	9	0	6	1	1	0	79
Supervisory Positions	182	27	33	7	39	9	12	1	310
Non-Supervisory Positions	582	81	140	32	272	52	47	9	1,215
Sub Total									1,614
Non Sworn Personnel									
Executive	0	1	0	0	0	0	1	0	2
Managerial	9	12	1	8	3	1	1	0	35
Supervisory Positions	19	37	1	14	3	14	0	0	88
Non-Supervisory Positions	57	185	21	88	38	65	10	18	482
Sub Total									607
Total									2,221

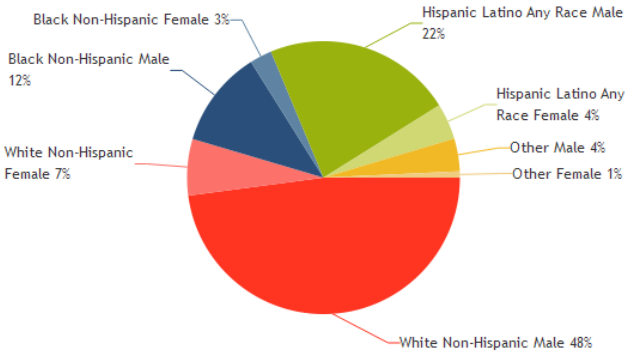




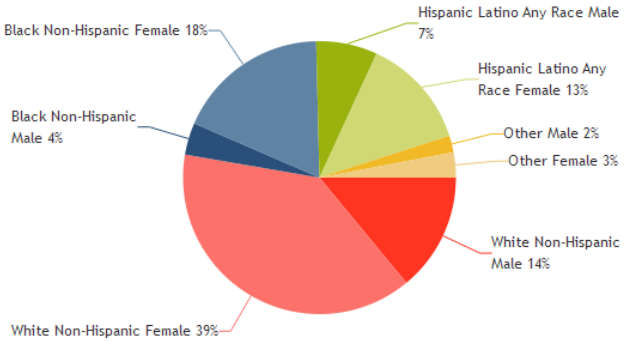




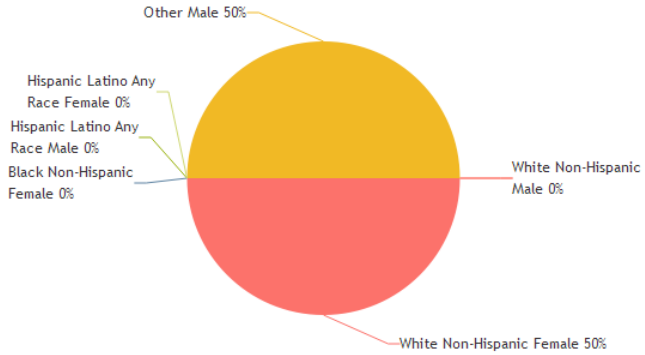
Sworn Personnel: Non-Supervisory Positions



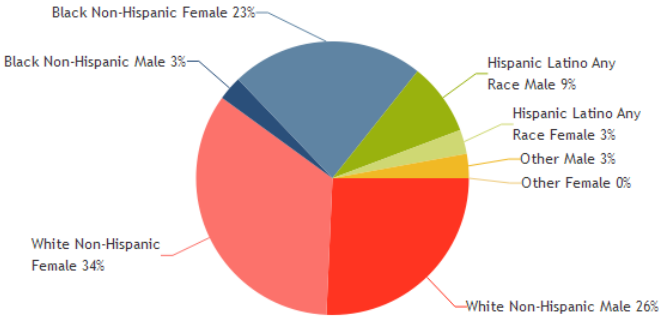
Total Non-Sworn Personnel



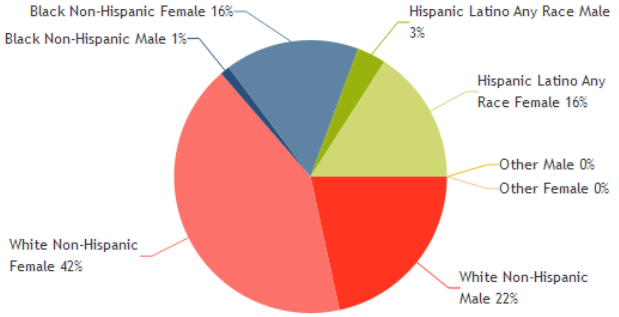
Non-Sworn Personnel: Executive



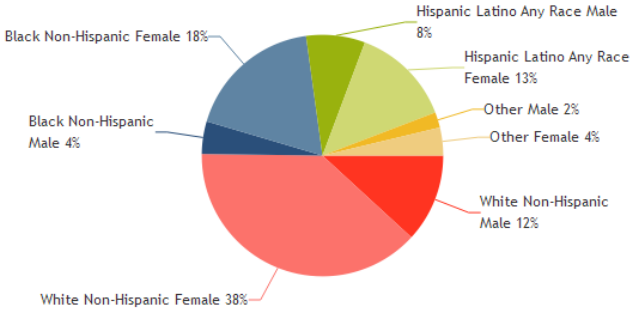
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



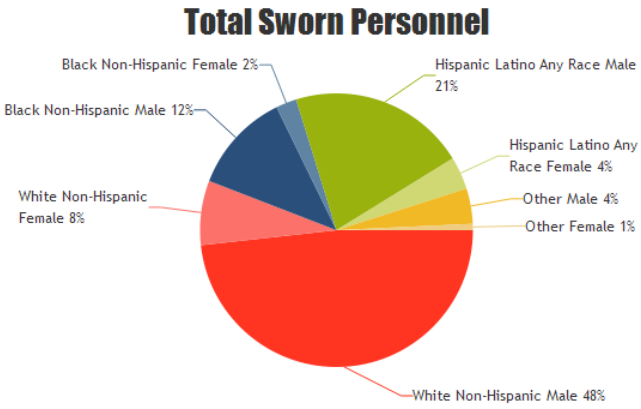
Legend

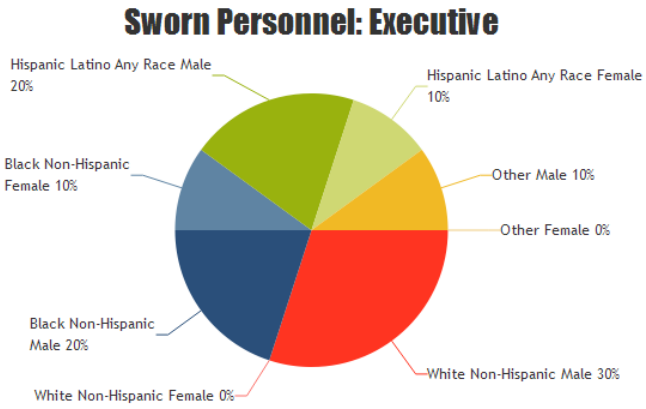
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

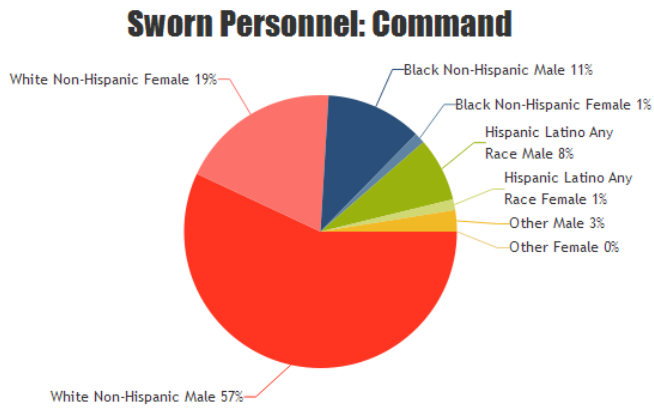
Agency Breakdown Report - Reaccreditation Year 4

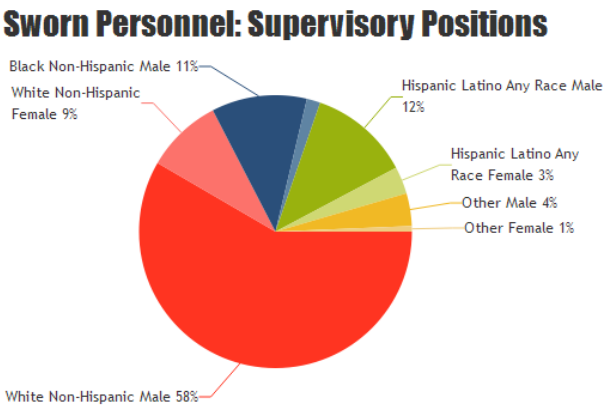
Data Collection Period: 1/1/2023 - 12/31/2023

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	3	0	2	1	2	1	1	0	10
Command	45	15	9	1	6	1	2	0	79
Supervisory Positions	181	28	35	5	37	10	12	2	310
Non-Supervisory Positions	557	81	148	33	297	51	53	10	1,230
Sub Total									1,629
Non Sworn Personnel									
Executive	0	1	0	0	0	0	1	0	2
Managerial	8	10	1	7	4	3	2	0	35
Supervisory Positions	21	38	1	14	3	11	0	1	89
Non-Supervisory Positions	72	171	25	95	48	80	12	23	526
Sub Total									652
Total									2,281

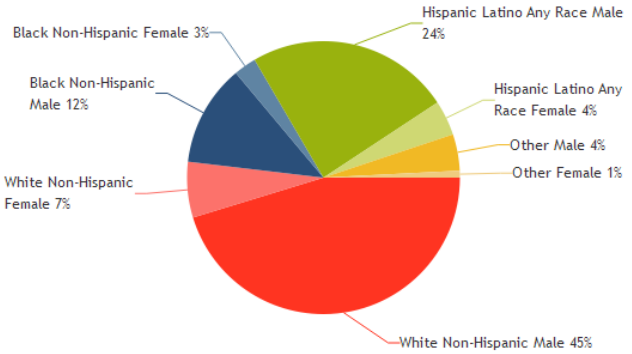




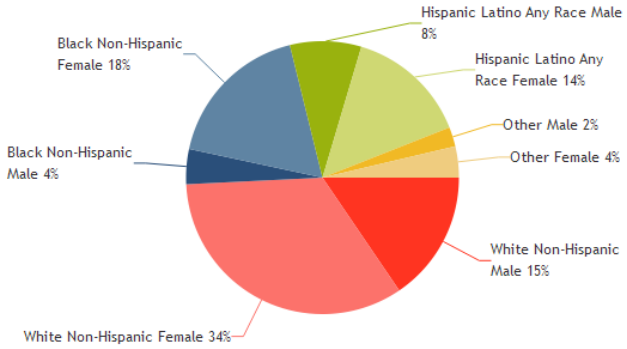




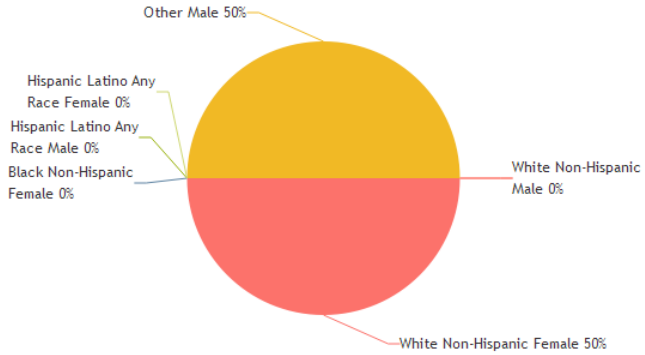
Sworn Personnel: Non-Supervisory Positions



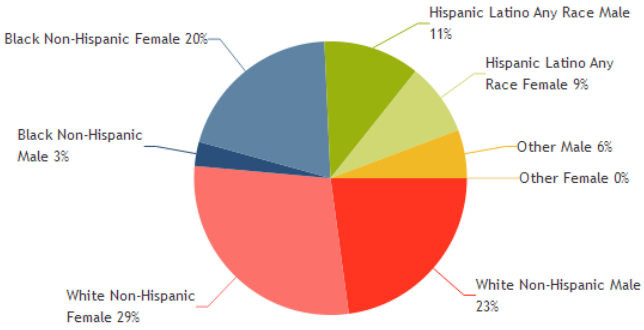
Total Non-Sworn Personnel



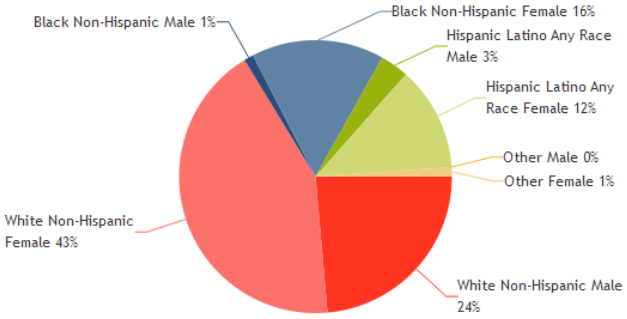
Non-Sworn Personnel: Executive



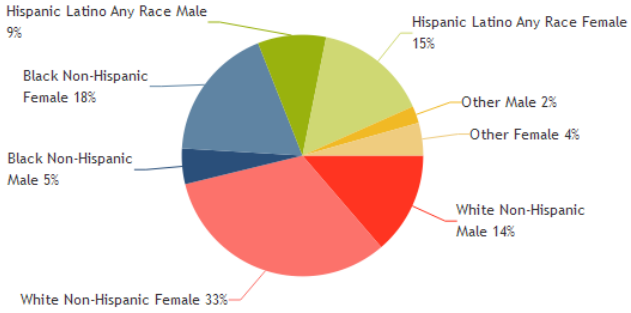
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

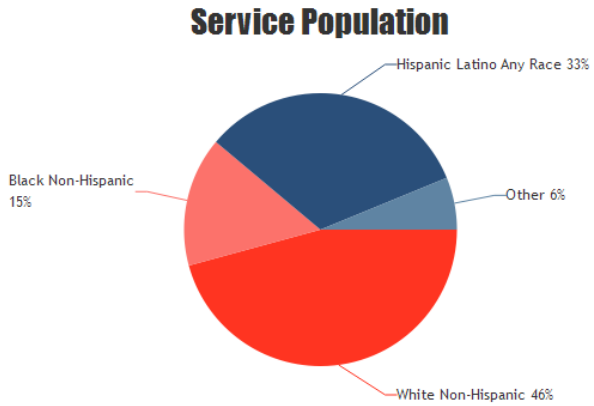
Agency Demographics Report - Reaccreditation Year 1

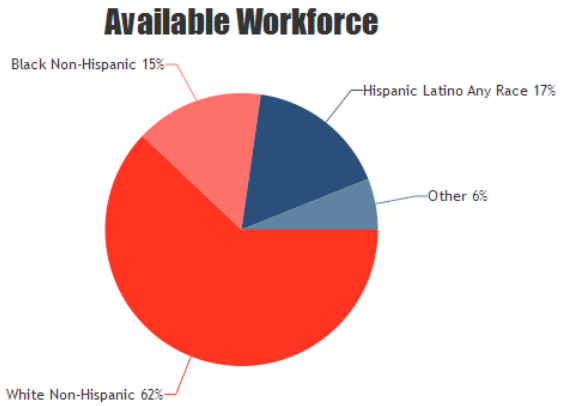
Data Collection Period: 1/1/2020 - 12/31/2020

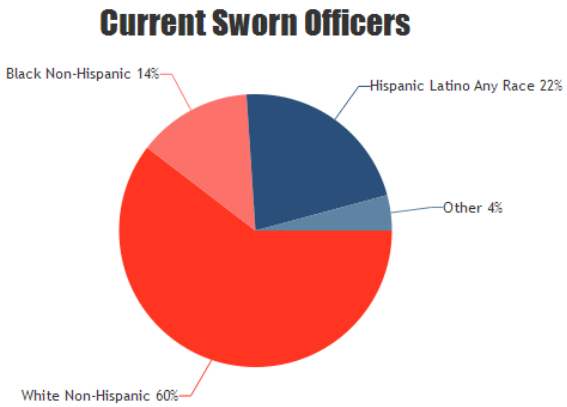
	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	637699	46%	292615	62 %	981	60%	136	8%	982	62%	141	9%
Black Non-Hispanic	213817	15%	71729	15 %	220	14%	37	2%	208	13%	34	2%
Hispanic Latino Any Race	455659	33%	78654	17 %	355	22%	65	4%	331	21%	61	4%
Other	86277	6%	28528	6 %	68	4%	8	0%	60	4%	7	0%
Total	1393452		471526		1624		246		1581		243	

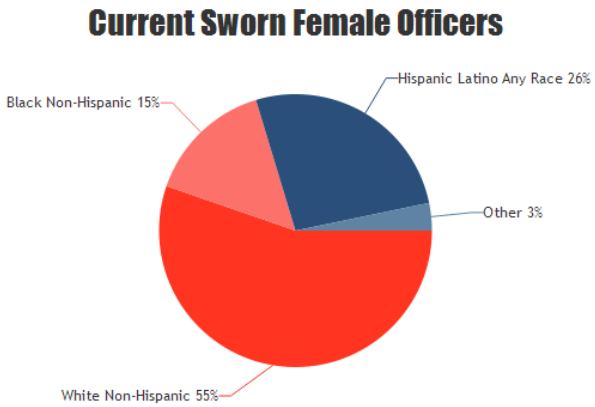
Reaccreditation Year 1 Notes:

In the Previous Assessment (2016-2019) Females represented 15.4% of the overall Sworn.

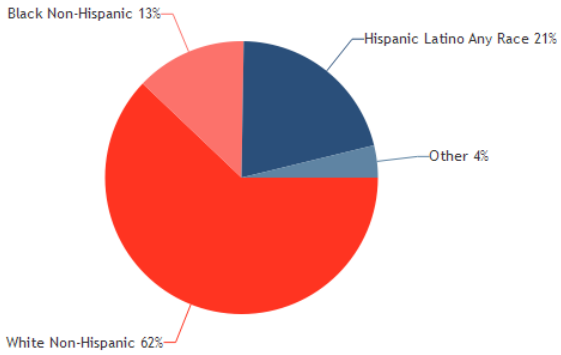




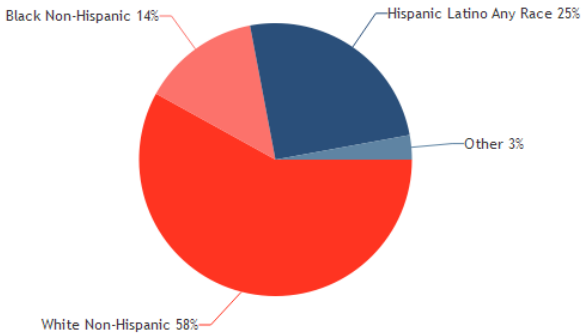




Prior Sworn Officers



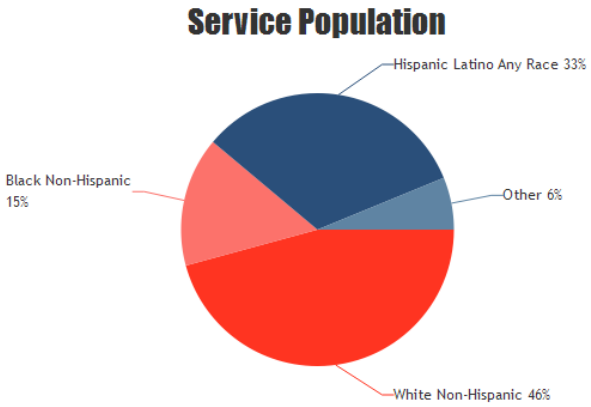
Prior Sworn Female Officers

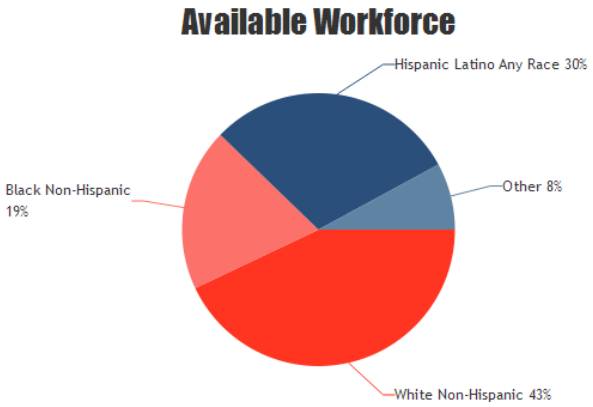


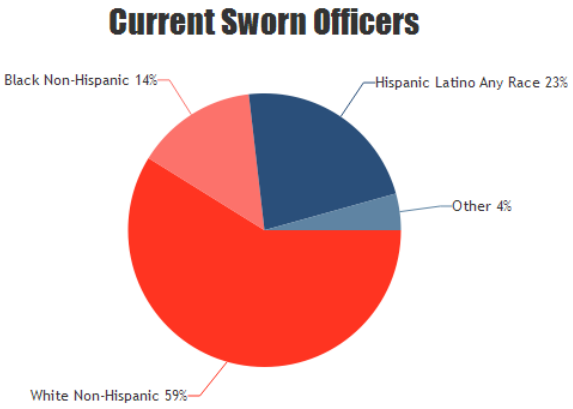
Agency Demographics Report - Reaccreditation Year 2

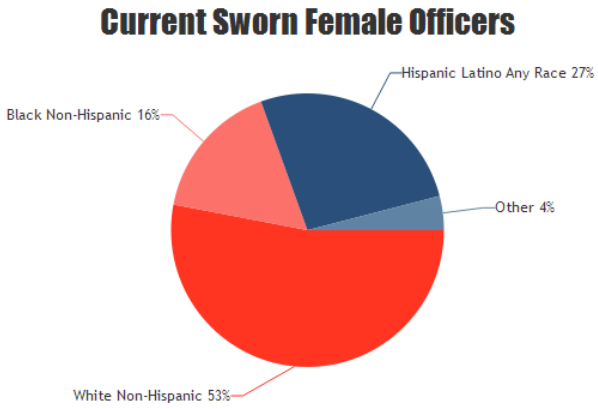
Data Collection Period: 1/1/2021 - 12/31/2021

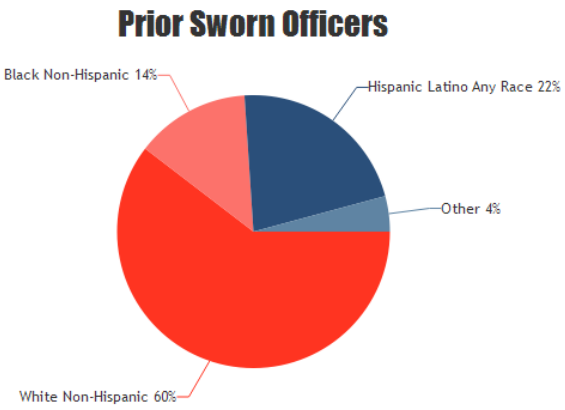
	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	651105	46%	302440	43 %	956	59%	132	8%	981	60%	136	8%
Black Non-Hispanic	218312	15%	135655	19 %	233	14%	41	3%	220	14%	37	2%
Hispanic Latino Any Race	465238	33%	210340	30 %	366	23%	66	4%	355	22%	65	4%
Other	88091	6%	55660	8 %	70	4%	10	1%	68	4%	8	0%
Total	1422746		704095		1625		249		1624		246	

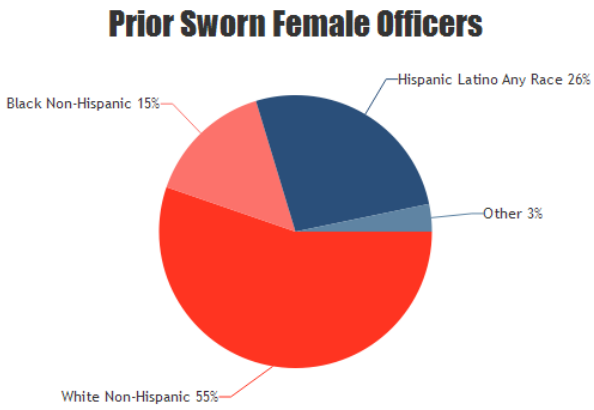








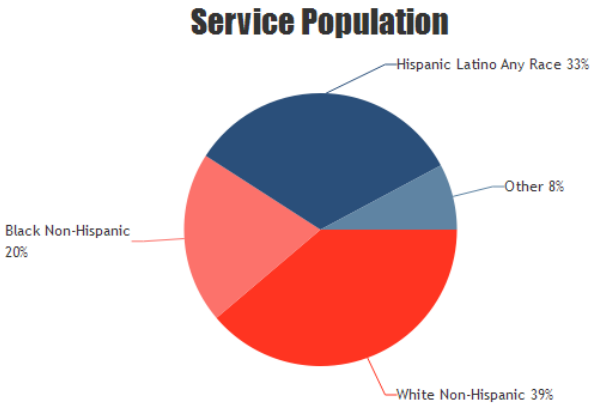


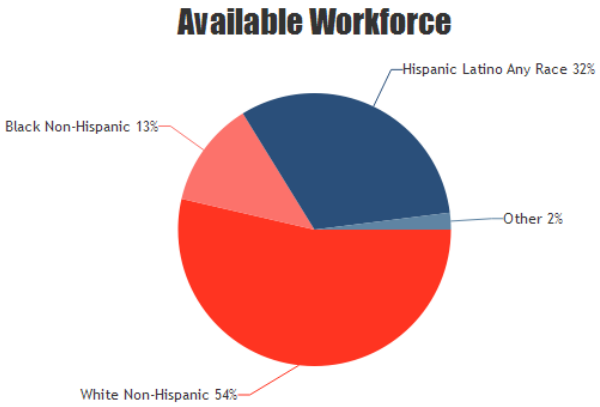


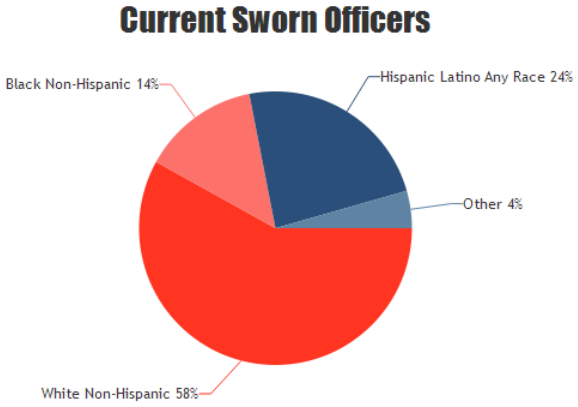
Agency Demographics Report - Reaccreditation Year 3

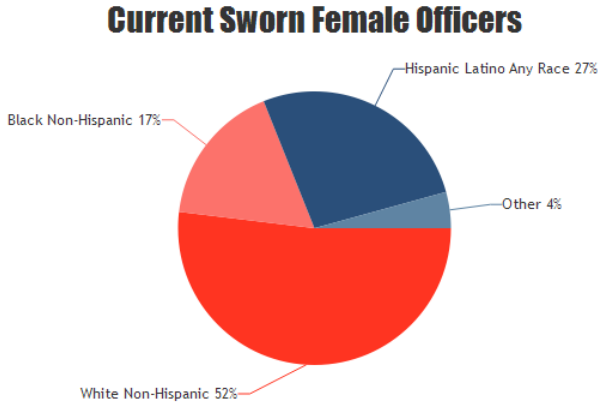
Data Collection Period: 1/1/2022 - 12/31/2022

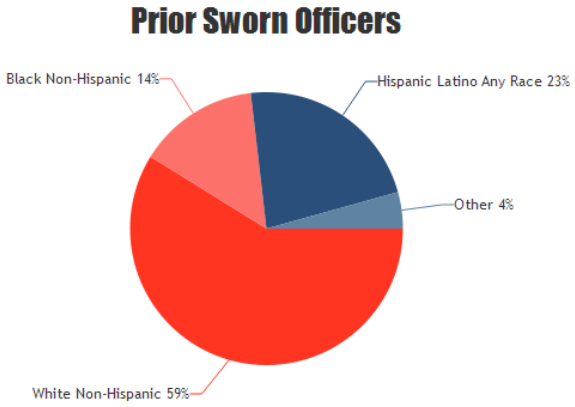
	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	574753	39%	246882	54 %	937	58%	122	8%	956	59%	132	8%
Black Non-Hispanic	300708	20%	57936	13 %	224	14%	40	2%	233	14%	41	3%
Hispanic Latino Any Race	490317	33%	146476	32 %	382	24%	63	4%	366	23%	66	4%
Other	115543	8%	9134	2 %	71	4%	10	1%	70	4%	10	1%
Total	1481321		460428		1614		235		1625		249	

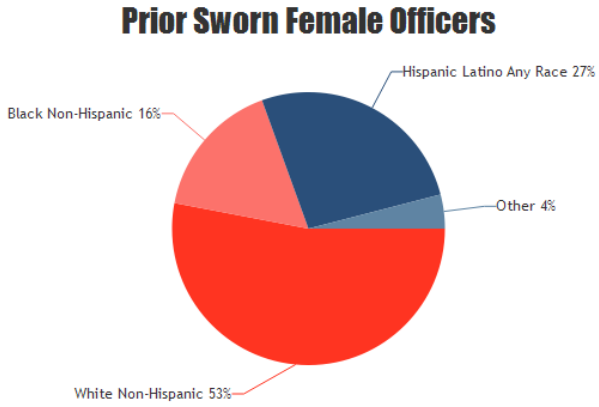












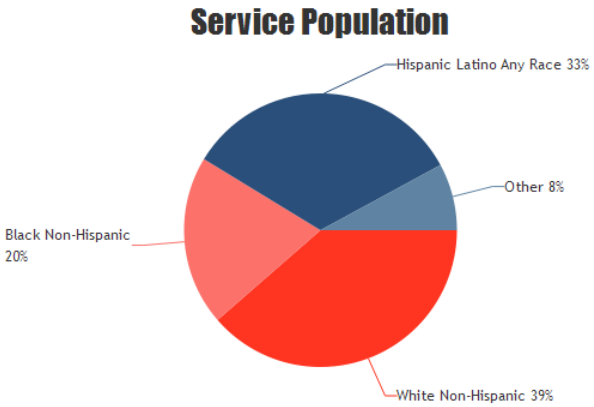
Agency Demographics Report - Reaccreditation Year 4

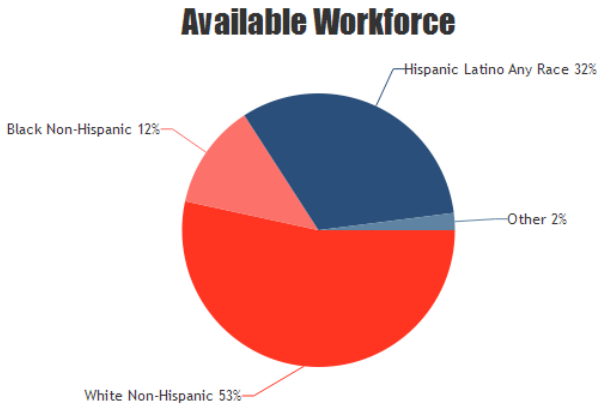
Data Collection Period: 1/1/2023 - 12/31/2023

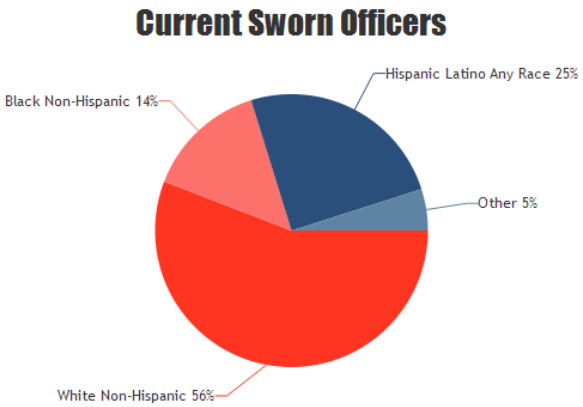
	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	576279	39%	247512	53 %	910	56%	124	8%	982	62%	141	9%
Black Non-Hispanic	300083	20%	57826	12 %	234	14%	40	2%	208	13%	34	2%
Hispanic Latino Any Race	498646	33%	148945	32 %	405	25%	63	4%	331	21%	61	4%
Other	117943	8%	9329	2 %	80	5%	12	1%	60	4%	7	0%
Total	1492951		463612		1629		239		1581		243	

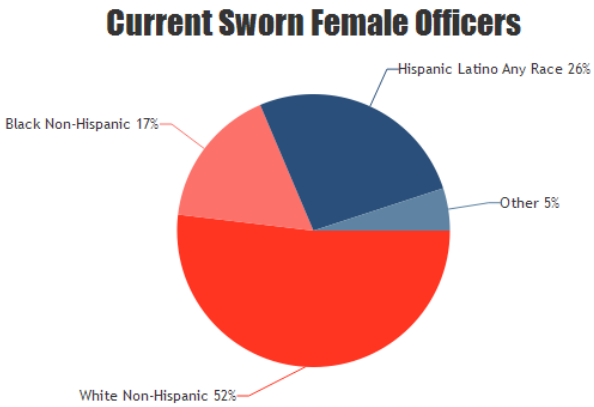
Reaccreditation Year 4 Notes:

Last CALEA assessment had 243 female deputies of the 1581 (15.37%) total Sworn.
This assessment we have 239 female deputies of the 1629 (14.67%) total Sworn. A decrease of (0.70%) in 4 years.

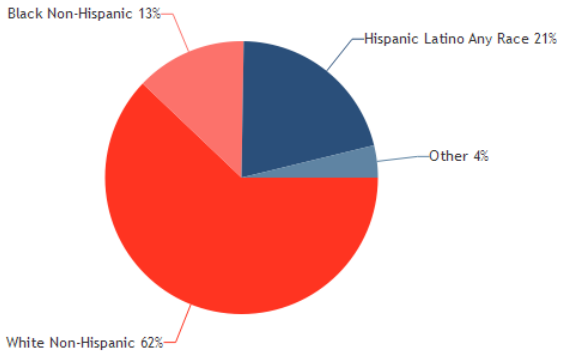




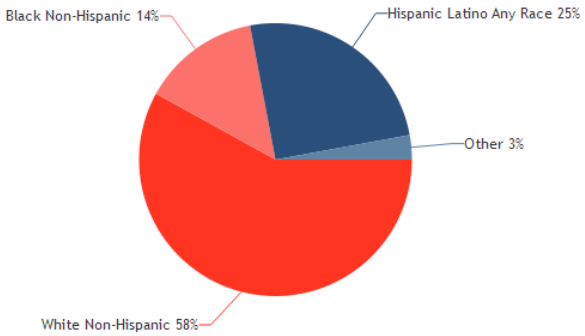




Prior Sworn Officers



Prior Sworn Female Officers



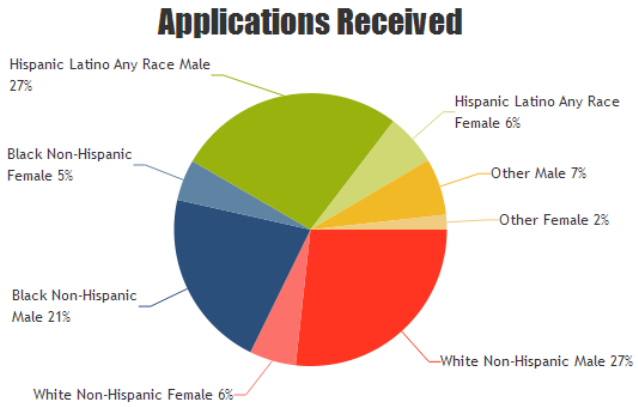
Sworn Officer Selection - Reaccreditation Year 1

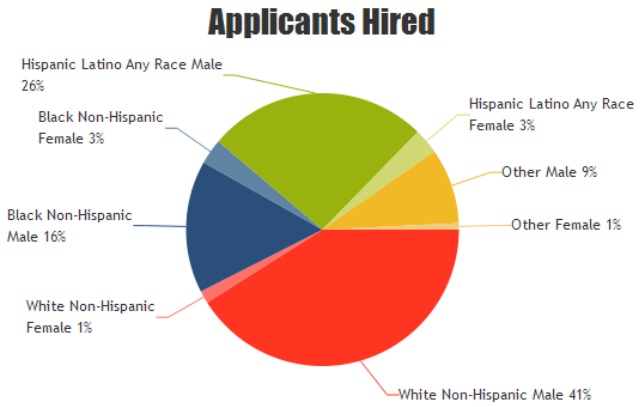
Data Collection Period: 1/1/2020 - 12/31/2020

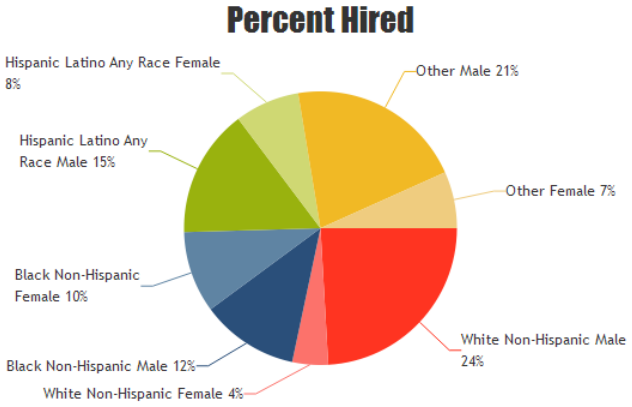
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	978	202	777	178	988	224	246	64	3657
Applicants Hired	55	2	21	4	35	4	12	1	134
Percent Hired	6%	1%	3%	2%	4%	2%	5%	2%	N/A
Percent of Workforce Population	4%		2%		2%		1%		N/A

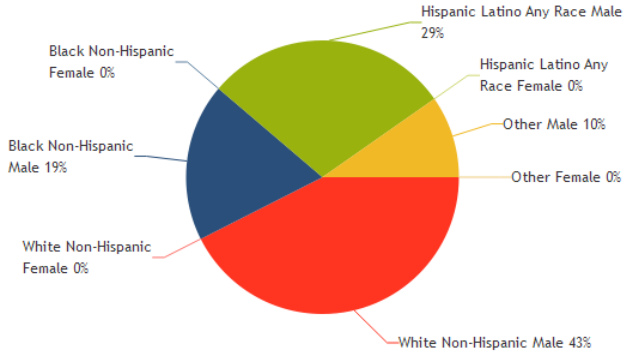
Reaccreditation Year 1 Notes:

41% - White Male, 2% - White Female
16% - Black Male, 3% Black Female
26% - Hispanic Male, 3% Hispanic Female
9% - Other Male, 1% Other Female
8% Female Hired









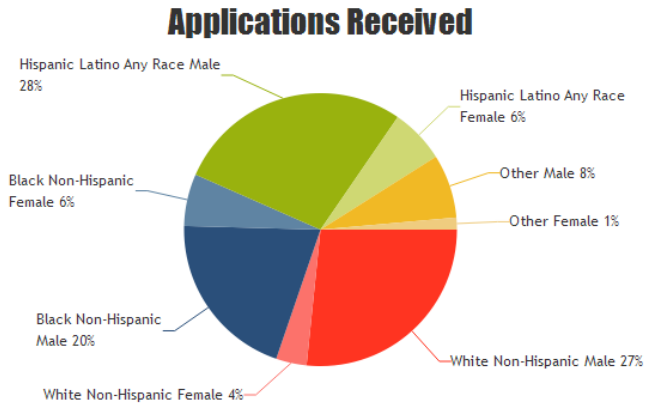
Legend

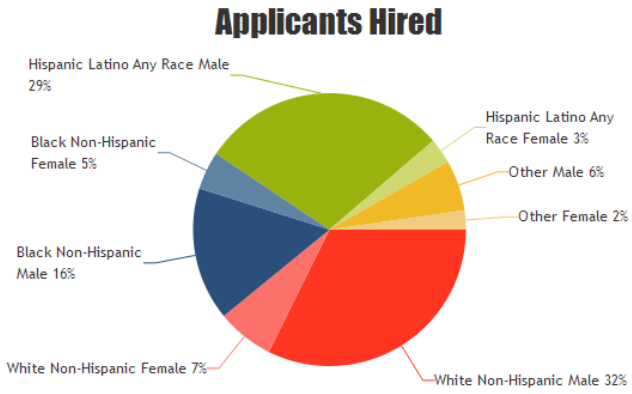
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

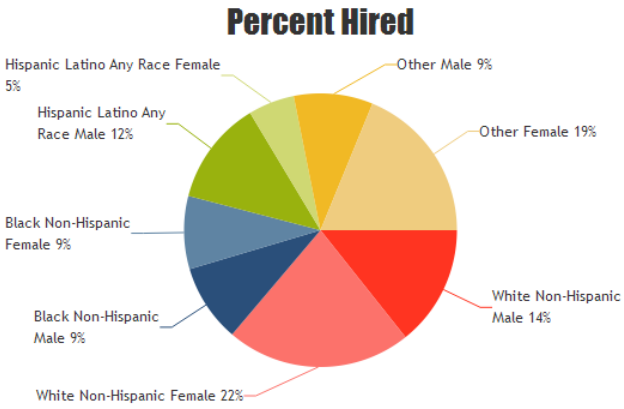
Sworn Officer Selection - Reaccreditation Year 2

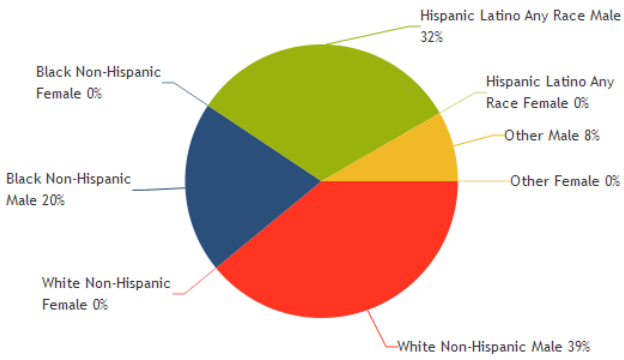
Data Collection Period: 1/1/2021 - 12/31/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	829	113	628	192	871	201	235	44	3113
Applicants Hired	43	9	21	6	39	4	8	3	133
Percent Hired	5%	8%	3%	3%	4%	2%	3%	7%	N/A
Percent of Workforce Population	3%		2%		3%		1%		N/A









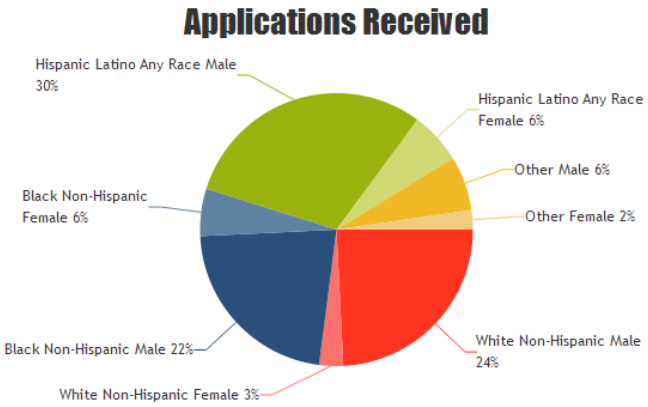
Legend

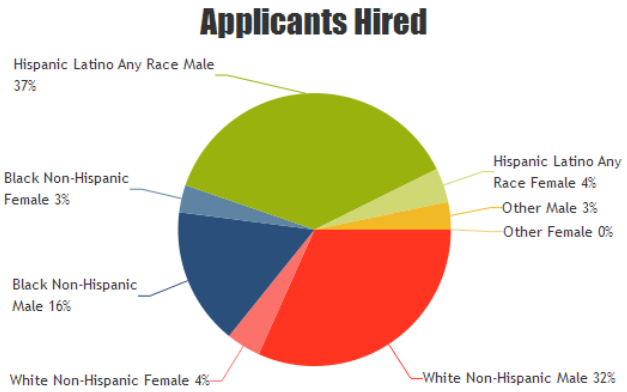
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

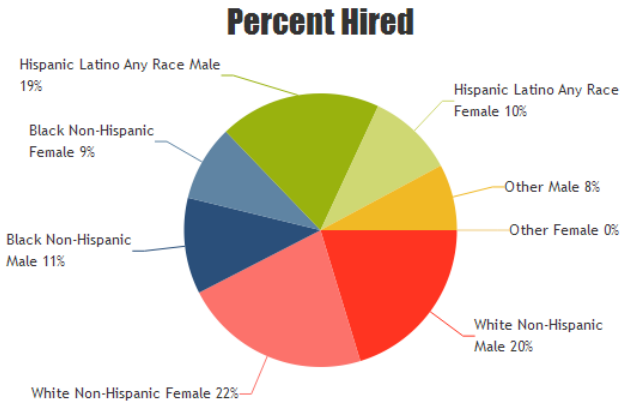
Sworn Officer Selection - Reaccreditation Year 3

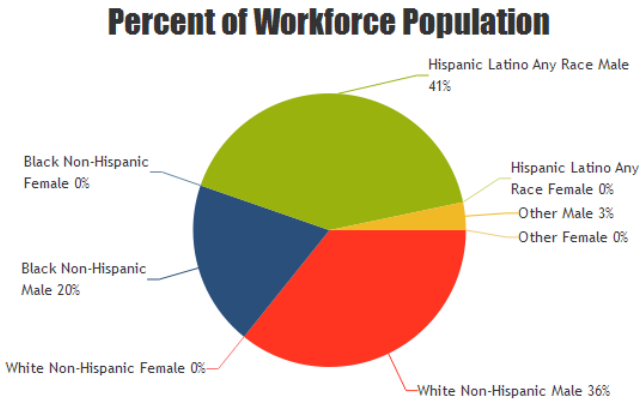
Data Collection Period: 1/1/2022 - 12/31/2022

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	665	78	610	154	832	169	177	63	2748
Applicants Hired	39	5	20	4	46	5	4	0	123
Percent Hired	6%	6%	3%	3%	6%	3%	2%	0%	N/A
Percent of Workforce Population	3%		1%		3%		0%		N/A









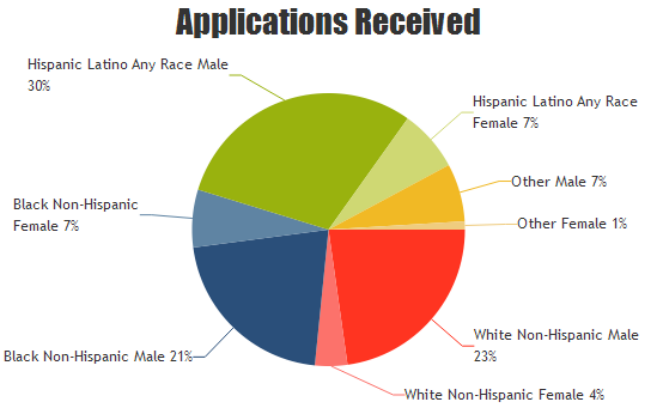
Legend

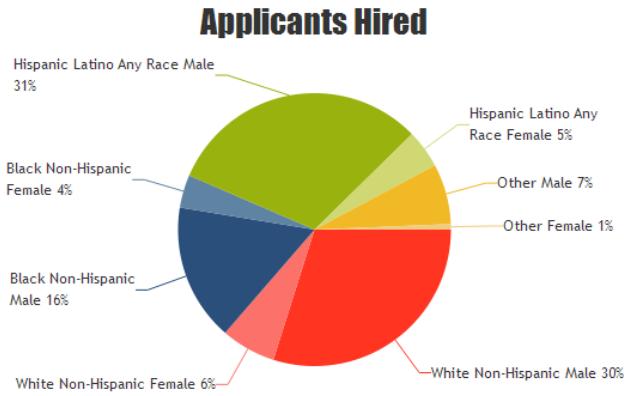
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

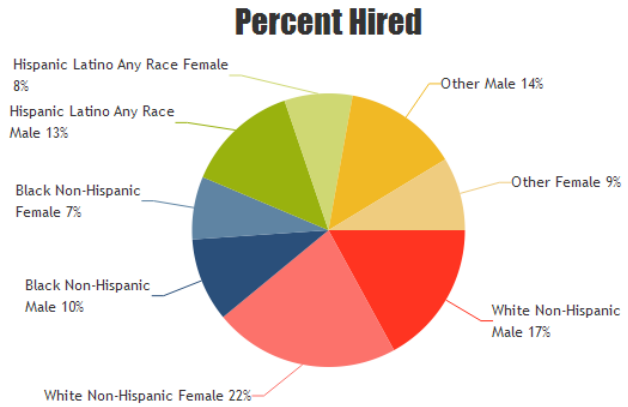
Sworn Officer Selection - Reaccreditation Year 4

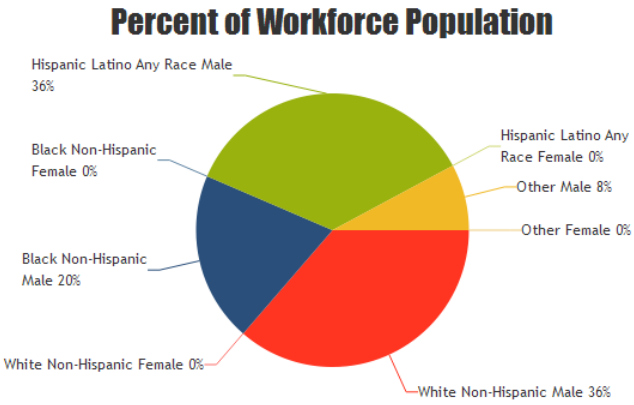
Data Collection Period: 1/1/2023 - 12/31/2023

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	654	110	612	196	865	210	197	28	2872
Applicants Hired	46	10	25	6	48	7	11	1	154
Percent Hired	7%	9%	4%	3%	6%	3%	6%	4%	N/A
Percent of Workforce Population	3%		2%		3%		1%		N/A









Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

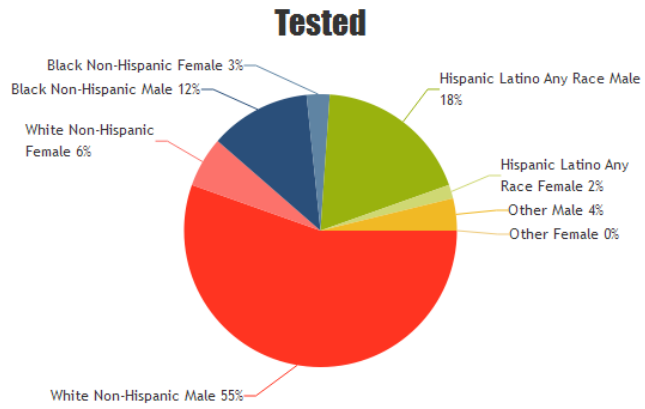
Sworn Officer Promotions - Reaccreditation Year 1

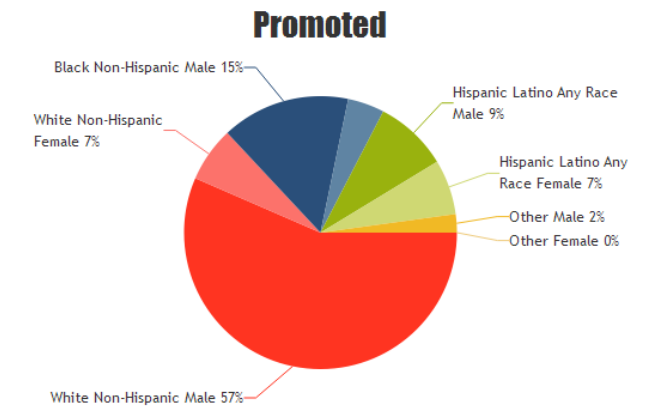
Data Collection Period: 1/1/2020 - 12/31/2020

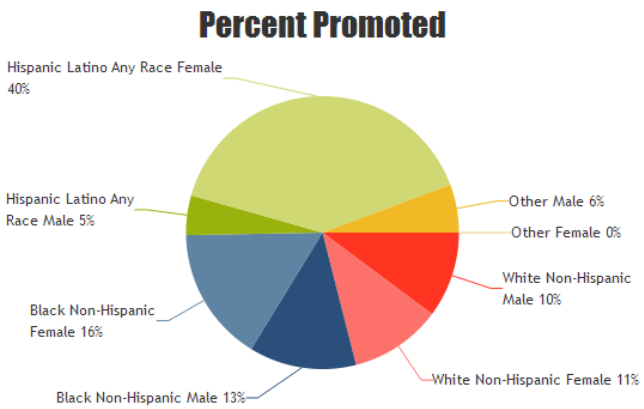
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	102	11	22	5	34	3	7	0	184
Eligible After Testing	0	0	0	0	0	0	0	0	0
Promoted	26	3	7	2	4	3	1	0	46
Percent Promoted	25 %	27 %	32 %	40 %	12 %	100 %	14 %	%	N/A

Reaccreditation Year 1 Notes:

The Corporal Sergeant promotional list was not certified until January of 2021, therefor no eligible after testing made the 2020 numbers. (***The chart above should be creating percentages from promoted divided by the Total promoted number***)
56% - White Male, 7% - White Female
15% - Black Male, 5% Black Female
9% - Hispanic Male, 7% Hispanic Female
2% - Other Male
17% female promoted







Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Promotions - Reaccreditation Year 2

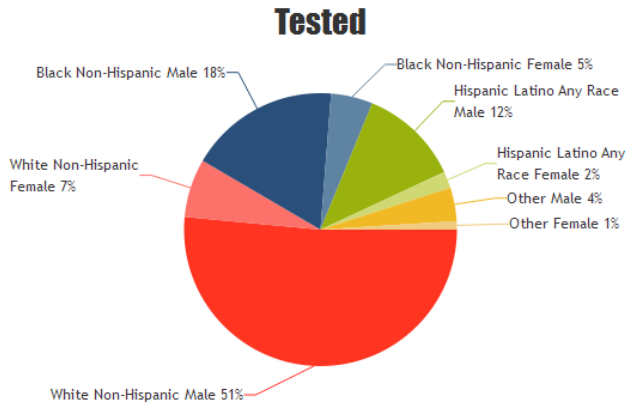
Data Collection Period: 1/1/2021 - 12/31/2021

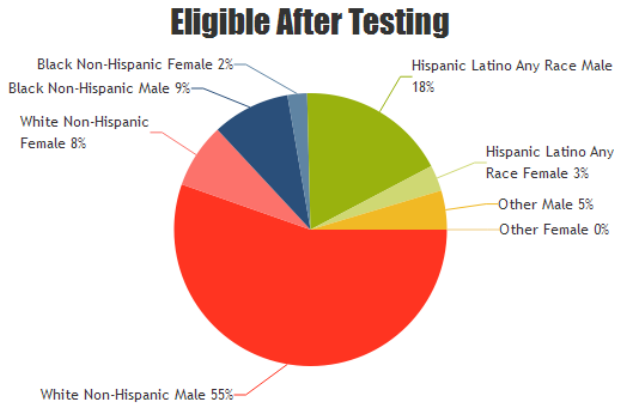
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	52	7	18	5	12	2	4	1	101
Eligible After Testing	72	10	12	3	23	4	6	0	130
Promoted	42	7	13	2	20	2	4	0	90
Percent Promoted	81 %	100 %	72 %	40 %	167 %	100 %	100 %	0 %	N/A

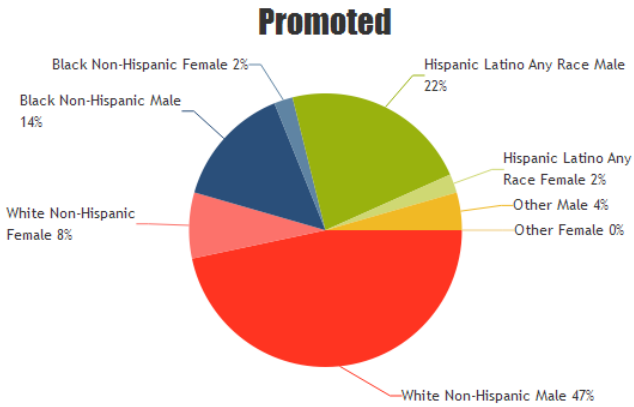
Reaccreditation Year 2 Notes:

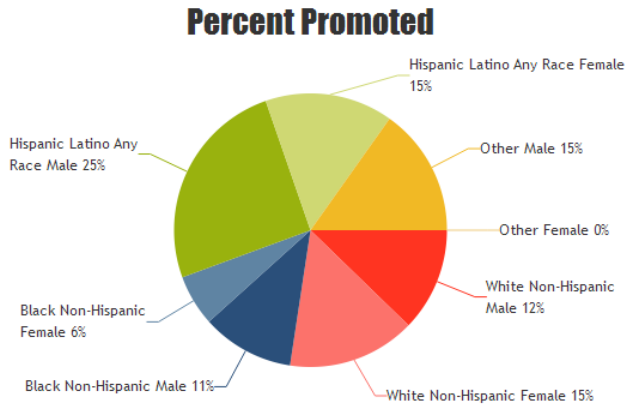
Promotional Lists are good for 2 years. The year the test were taken as opposed to the final eligibility lists after testing are in different years, therefore making the numbers not look correct. We utilize the dates of the test, versus the date of eligibility and dates of promotions during 1 calendar year and not the specific testing position.

This makes the Percent Promoted should be based on the eligible after testing no the tested. (Percent Promoted - (WM 58%, WF 70%, BM 108%, BF 67%, HM 86%, HF 50%, OM 67%, OF 0%) or the percentage of promoted per race for 2021 (WM 47%, WF 8%, BM 15%, BF 2%, HM 23%, HF 2%, OM 5%, OF 0%)









Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

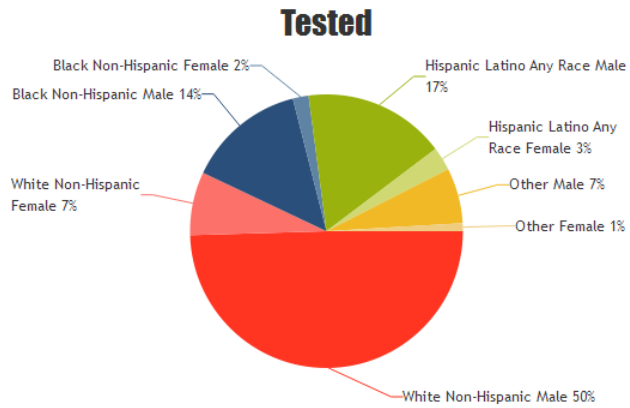
Sworn Officer Promotions - Reaccreditation Year 3

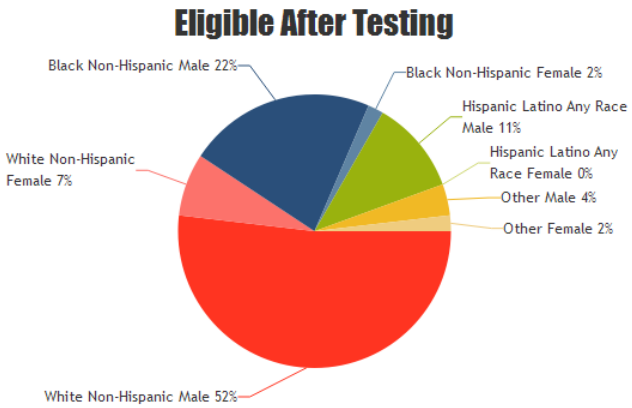
Data Collection Period: 1/1/2022 - 12/31/2022

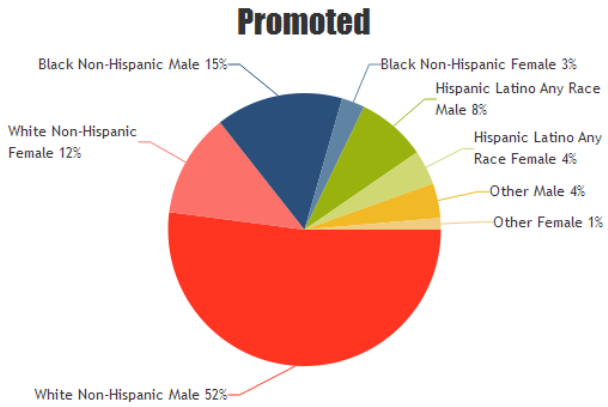
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	53	8	15	2	18	3	7	1	107
Eligible After Testing	28	4	12	1	6	0	2	1	54
Promoted	38	9	11	2	6	3	3	1	73
Percent Promoted	72 %	113 %	73 %	100 %	33 %	100 %	43 %	100 %	N/A

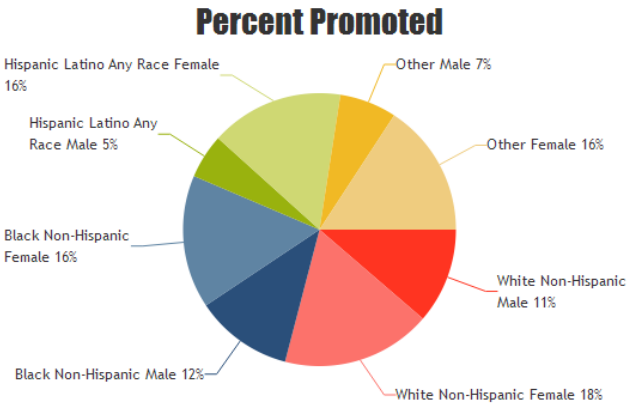
Reaccreditation Year 3 Notes:

The Tested and Eligible lists may be different as tests are conducted near the end of the year, and the eligibility may not be completed until the next calendar year. OCSO tracks all three separately. The date of the Test, The Date the eligibility list is approved, and the date of official promotions.









Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Promotions - Reaccreditation Year 4

Data Collection Period: 1/1/2023 - 12/31/2023

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	8	5	4	1	3	3	0	0	24
Eligible After Testing	35	9	11	0	14	5	4	1	79
Promoted	13	6	6	1	2	1	3	1	33
Percent Promoted	163 %	120 %	150 %	100 %	67 %	33 %	%	%	N/A

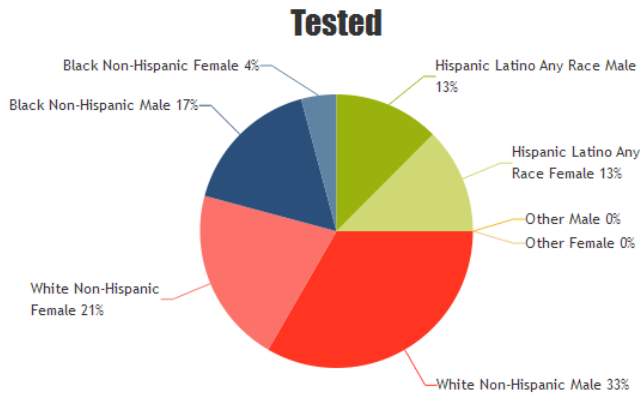
Reaccreditation Year 4 Notes:

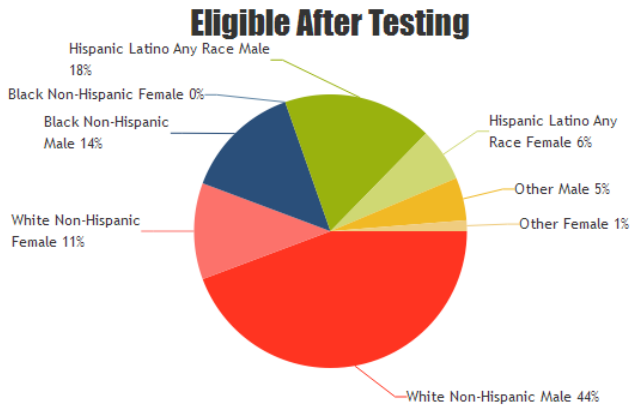
The Orange County SO tests are a 2 year list for Corporal and Sergeant. The test was administered in 2022, however the Corporal and Sergeant list were not certified until January of 2023, making the number of eligible after testing seem off.

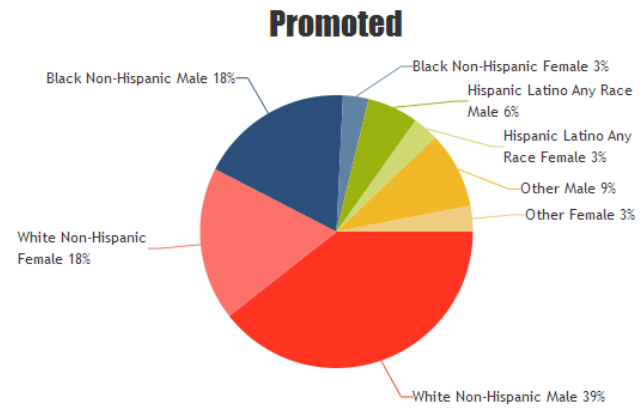
The only test this year administered was the Lieutenant's test, which is a never ending list.

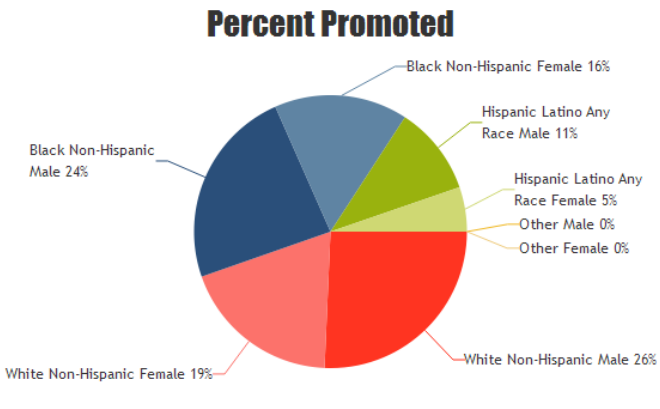
The percentage Promoted should be changed to determine to the total promoted during the Year (33) versus each race/gender. For 2023 (WM 39%, WF 18%, BM 18%, BF 3%, HM 6%, HF 3%, OM 9%, OF 3%)

The total percentage of promoted for the 4 years would be: (WM 50%, WF 11%, BM 15%, BF 3%, HM 13%, HF 3%, OM 5%, OF 1%)









Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	