



Sheriff John W. Mina

ORANGE COUNTY SHERIFF'S OFFICE

INTEROFFICE MEMORANDUM

April 30, 2024

TO: Sheriff John W. Mina

VIA: Chain of Command

FROM: Captain Antorrio Wright *TW*
Office of the Undersheriff
Professional Standards Section

SUBJECT: Professional Standards Annual Report for 2023

Complaints and Administrative Investigations

In 2023, The Orange County Sheriff's Office received 1,027 complaints regarding employees' actions. Of the 1,027 complaints, 848 complaints were addressed by the employee's chain of command. 133 complaints rose to the level of an administrative investigation. Professional Standards addressed an additional 46 administrative investigations.

<u>External Complaints</u>	682	<u>Internal Complaints</u>	345	<u>Actions Taken</u>	111
Sustained	74	Sustained	280	Suspensions	46
Not Sustained	144	Not Sustained	28	Demotions	0
Unfounded	119	Unfounded	7	Resignations in Lieu	8
Exonerated	332	Exonerated	16	Terminations	5
*Still Active	13	*Still Active	14	Written Reprimands	52

Excessive Use of Force Allegations

In 2023, the Professional Standards Section received 20 claims of excessive force. One of the accusations resulted in an administrative investigation in which one employee was sustained. The remaining allegations were exonerated or unfounded.

Deputy-Involved Shootings

In 2023, the agency had one incident categorized as a deputy-involved shooting. The shooting is still under investigation by the Florida Department of Law Enforcement (FDLE) or is still in the process of being reviewed by the State Attorney's Office.

Early Identification System

General Order 17.1.3 - Early Identification System and the Commission on Accreditation for Law Enforcement Agencies (CALEA) Standard 35.1.9, requires an annual review of the agency's Early Identification System (EIS).

Complaints, administrative investigations, inquiries, and events requiring the initiation of a *Response to Resistance Report* are tracked and monitored. An alert is generated if an employee receives a complaint and/or initiates a *Response to Resistance Report* totaling four events within 12 months.

In 2023, there were 93 sworn employees that required a review because of an Early Identification System alert. A review of each employee's actions which triggered the alert was conducted by the deputy's chain of command and two employees required further intervention or corrective action.

Biased Based Profiling Complaints

General Order 6.2.2 - Biased Based Profiling and CALEA Standards 1.2.9, requires "*an annual administrative review of agency practices to include citizen concerns*" in regard to biased based profiling.

In 2023, the Orange County Sheriff's Office had extensive contact with our citizens and visitors through enforcement and public safety actions. There were two received allegations of biased based profiling. After a review of the available incident reports, body-worn camera footage, the allegations of *Biased Based Profiling* were not sustained, exonerated, or unfounded and did not rise to the level of an administrative investigation.



Sheriff John W. Mina

ORANGE COUNTY SHERIFF'S OFFICE

INTEROFFICE MEMORANDUM

May 2, 2023

TO: Sheriff John W. Mina

VIA: Chain of Command

FROM: Captain Michael Segreaves
Office of the Undersheriff
Professional Standards Section

SUBJECT: Professional Standards Annual Report for 2022

Complaints and Administrative Investigations

In 2022, The Orange County Sheriff's Office received 868 complaints regarding deputies' actions. Of the 868 complaints, 741 complaints were addressed by the employees' chain of command and never rose to the level of an administrative investigation. 127 complaints rose to the level of an administrative investigation.

External Complaints	697	Internal Complaints	171	Actions Taken	103
Sustained	106	Sustained	118	Suspensions	41
Not Sustained	134	Not Sustained	17	Demotions	1
Unfounded	134	Unfounded	5	Resignations in Lieu	11
Exonerated	316	Exonerated	14	Terminations	1
*Still Active	7	*Still Active	17	Written Reprimands	49

Excessive Use of Force Allegations

In 2022, the Professional Standards Section received 15 claims of excessive force. One of the accusations resulted in administrative investigations in which one employee was sustained. The remaining allegations were exonerated, unfounded, or not sustained.

Deputy-Involved Shootings

In 2022, the agency had three separate incidents categorized as deputy-involved shootings. All the shootings are still under investigation by the Florida Department of Law Enforcement (FDLE) or are still in the process of being reviewed by the State Attorney's Office.

Early Identification System

General Order 17.1.3 - Early Identification System and the Commission on Accreditation for Law Enforcement Agencies (CALEA) Standard 35.1.9, requires an annual review of the agency's Early Identification System (EIS).

Complaints, administrative investigations, inquiries, and events requiring the initiation of a *Response to Resistance Report* are tracked and monitored. An alert is generated if an employee receives a complaint and/or initiates a *Response to Resistance Report* totaling three events within six months or four events within 12 months.

In 2022, there were 81 sworn employees that required a review because of an Early Identification System alert. A review of each employee's actions which triggered the alert was conducted by the deputy's chain of command, and no employees required further intervention or corrective action.

Biased Based Profiling Complaints

General Order 6.2.2 - Biased Based Profiling and CALEA Standards 1.2.9, requires "*an annual administrative review of agency practices to include citizen concerns*" in regard to biased based profiling.

The Orange County Sheriff's Office continued to provide initial and in-service training during 2022 to employees on topics including, but not limited to, field contacts, traffic stops, search issues, asset seizure and forfeiture, interview techniques, cultural diversity, discrimination, and community support.

In 2022, the Orange County Sheriff's Office had extensive contact with our citizens and visitors through enforcement and public safety actions. There were 18 received allegations of biased based profiling. After a review of the available incident reports, body-worn camera footage, and witness testimony, the allegations of *Biased Based Profiling* were not sustained, exonerated, or unfounded and did not rise to the level of an administrative investigation.



Sheriff John W. Mina

ORANGE COUNTY SHERIFF'S OFFICE

INTEROFFICE MEMORANDUM

March 28, 2022

TO: Sheriff John W. Mina

VIA: Chain of Command

FROM: Captain Michael Segreaves
Office of the Undersheriff
Professional Standards Section

SUBJECT: Professional Standards Annual Report for 2021

Complaints and Administrative Investigations

In 2021, The Orange County Sheriff's Office received 683 complaints. Of the 683 complaints, 563 complaints were addressed by the employee's chain of command and never rose to the level of an administrative investigation, most of which was due to the review of body-worn camera footage.

Of the 683 complaints, 120 complaints rose to the level of an administrative investigation, which involved 143 employees.

Excessive Use of Force Allegations

In 2021, the Professional Standards Section received 20 claims of excessive force, which involved 27 employees. Two of the accusations resulted in administrative investigations in which one was not sustained and the other was exonerated. Both administrative investigations were initiated internally by the employee's chain of command. The remaining allegations were exonerated or unfounded.

Deputy-Involved Shootings

In 2021, the agency had three separate incidents categorized as deputy-involved shootings. A total of five deputies were involved during the three incidents. All of the shootings are still under investigation by the Florida Department of Law Enforcement (FDLE) or are being reviewed by the State Attorney's Office.

Early Identification System

General Order 17.1.3 - Early Identification System and the Commission on Accreditation for Law Enforcement Agencies (CALEA) Standard 35.1.9, requires an annual review of the agency's Early Identification System (EIS).

Complaints, administrative investigations, inquiries, and events requiring the initiation of a *Response to Resistance Report* are tracked and monitored. An alert is generated if an employee receives a complaint and/or initiates a *Response to Resistance Report* totaling three events within six months or four events within 12 months.

In 2021, there were 48 sworn employees that required a review because of an Early Identification System alert. A review of each employee's actions were conducted by his or her chain of command and no employees required intervention or corrective action.

Biased Based Profiling Complaints

General Order 6.2.2 - Biased Based Profiling and CALEA Standards 1.2.9, requires "*an annual administrative review of agency practices to include citizen concerns*" in regard to biased based profiling.

The Orange County Sheriff's Office continued to provide initial and in-service training during 2021 to employees on topics including, but not limited to, field contacts, traffic stops, search issues, asset seizure and forfeiture, interview techniques, cultural diversity, discrimination, and community support.

In 2021, the Orange County Sheriff's Office had substantial contact with our citizens and visitors through enforcement and public safety actions. There was 13 received allegations of biased based profiling. After a review of the available incident reports, body worn camera footage, the allegations of *Biased Based Profiling* were not sustained, exonerated, or unfounded and did not rise to the level of an administrative investigation.



Sheriff John W. Mina

ORANGE COUNTY SHERIFF'S OFFICE

INTEROFFICE MEMORANDUM

March 30, 2021

TO: Sheriff John W. Mina

VIA: Chain of Command

FROM: Captain Carlos Espinosa
Office of the Undersheriff
Professional Standards Section

SUBJECT: Professional Standards Annual Report for 2020

Administrative Investigations

In 2020, the Orange County Sheriff's Office initiated 126 administrative investigations resulting in 108 sustained cases. The agency received 589 complaints that were addressed and never rose to the level of an administrative investigation, most of which were due to the review of body worn camera videos.

<u>Disciplinary Actions</u>	<u>2020</u>
Suspension without Pay	49
Resigned or Retired During Investigation	7
Written Reprimand	52
Not Sustained/Exonerated/Unfounded	18
TOTAL	126

<u>Complaints</u>	<u>2020</u>
Sustained	66
Not Sustained	172
Unfounded	138
Exonerated	213
TOTAL	589

Excessive Use of Force Allegations

During 2020, the Professional Standards Section received a total of 26 allegations of excessive force. 10 of the allegations resulted in administrative investigations in which 8 were sustained for *Excessive Use of Force*. 8 of the 10 administrative investigations were initiated internally by the employee's chain of command. The remaining allegations were not sustained, exonerated, or unfounded.

Deputy Involved Shootings

In 2020, the agency had 9 deputy involved shootings incidents. There were a total of 18 deputies involved in the shootings. 3 of the shootings are still under investigation with the State Attorney's Office. All deputies involved were *Exonerated* regarding their use of deadly force in the completed cases.

Early Identification System

General Order 17.1.3 (Early Identification System) and CALEA Standard 35.1.9, requires an annual review of the agency's Early Identification System (EIS).

The Early Identification System has been in existence since October 1999 and was upgraded during October 2020 to IAPro and Blue Team (CI Technologies). Complaints, administrative investigations, inquiries, and events requiring the initiation of a Response to Resistance Form (previously referred to as a Use of Force Form) are tracked. An alert is generated if an employee received a complaint and/or initiates a Defensive Tactics Form totaling 3 events within 6 months or 5 events within 12 months.

During the calendar year of 2020, there were 19 sworn employees that required a review because of an Early Identification System alert. This was an increase from 2019 which identified 17 employees who required a review because of the Early Identification System alert.

A review of each of the identified employees was conducted by their chain of command and no employees required intervention or corrective action.

Biased Based Profiling Complaints

General Order 6.2.2 (Biased Based Profiling) and CALEA Standards 1.2.9, requires "*an annual administrative review of agency practices to include citizen concerns*" in regard to biased based profiling.

The Orange County Sheriff's Office continued to provide initial and in-service training to employees on topics including, but not limited to, field contacts, traffic stops, search issues, asset seizure and forfeiture, interview techniques, cultural diversity, discrimination, and community support.

During 2020, the Orange County Sheriff's Office had substantial contact with our citizens and visitors through enforcement and public safety actions. There was 9 received allegations of biased based profiling which occurred in 2020. After a review of the available incident report, body worn camera footage, the allegation of Biased Based Profiling was not sustained, exonerated, or unfounded and did not rise to the level of an administrative investigation.



Sheriff John W. Mina

ORANGE COUNTY SHERIFF'S OFFICE

INTEROFFICE MEMORANDUM

May 27, 2020

TO: Sheriff John W. Mina

VIA: Chain of Command

FROM: Captain Carlos Espinosa *CE*
Office of the Undersheriff
Professional Standards Section

SUBJECT: Professional Standards Annual Statistical Report for 2019

Attached please find the Professional Standards Summary of investigations and inquiries conducted via the Professional Standards Section and other divisions throughout the agency for 2019.

Investigations and Inquiries

In 2019, the Orange County Sheriff's Office initiated 95 formal investigations and 18 inquiries. Our agency responded to 1,307,923 calls for service in 2019. We received 602 citizen concerns that were addressed and never rose to the level of an investigation or inquiry most of which were due to review of body worn camera videos. 25 of the investigations and 13 of the inquiries were conducted by Professional Standards with the remaining 57 investigations and inquiries being conducted outside of this section.

Currently there are six investigations that have carried over to 2020. One is from 2017, and is due to military leave. The remaining 5 investigations are tolled pending State Attorney closure (2 are shooting cases).

2019 investigations resulted in 2 terminations, 6 resignations during investigations or appeal and 1 at-will termination. Of the 95 formal investigations, 85 were *Sustained*. The top 3 violations of sustained cases were *unsatisfactory performance - 31, operating vehicles-25, and violation of rules-15*.

Excessive Use of Force Allegations

During 2019, Professional Standards received a total of 6 allegations of excessive force. All of the 6 remained as inquiries that never rose to a policy violation.

Deputy Involved Shootings

In 2019, the agency had 5 deputy involved shootings. There were a total of 12 deputies involved in the shootings. Two of the shootings are still under investigation with the State Attorney's Office and in the other shootings, all deputies involved were *Exonerated*.

Criminal Investigations

During 2019, the Professional Standards Section conducted 5 criminal investigations involving 4 agency sworn employees and 1 civilian employee. Four criminal cases are pending trial with the State Attorney's Office. The other criminal case was dropped by the State Attorney, who filed a *No Information Notice* stating the investigation was not suitable for prosecution (Brett Bailey).