

Johnson County Sheriff's Office Professional Standards Unit 2009 Annual Report

INTRODUCTION:

The Professional Standards Unit has responsibilities in two areas: internal investigations and Compliance Audits. Section I of this report will address the internal investigation function and Section II will address the Compliance Audit function.

Complaints are made in two basic categories;

- External which come from citizens or other agencies, and
- Internal which are initiated by Sheriff's Office employees (either supervisors or co-workers).

SECTION I - INTERNAL INVESTIGATIONS

Internal investigations are initiated by complaints which come from two basic sources; external which come from citizens or other agencies, and internal which are initiated by Sheriff's Office employees (either supervisors or co-workers.) For purposes of clarification, this section of the report will be divided into Total Complaints, External Complaints, and Internal Complaints.

Total Complaints:

A total of 110 cases were opened through the Professional Standards Unit, alleging:

- 124 standards violated;
- 16 against the Sheriff's Office, and;
- Involving 87 different staff members.

Of the 110 cases, 77 were external and 33 were internal complaints (see figure 1 for dispositions.)

These 110 cases represent an increase over 2008 of 120% however, this number is not indicative of an increase in actual complaints. During late 2008 and early 2009 an effort was made to educate supervisors that any complaint made by a citizen, even those that are easily resolved at the supervisory level, must be reported to PSU for assignment of a case number and tracking. The

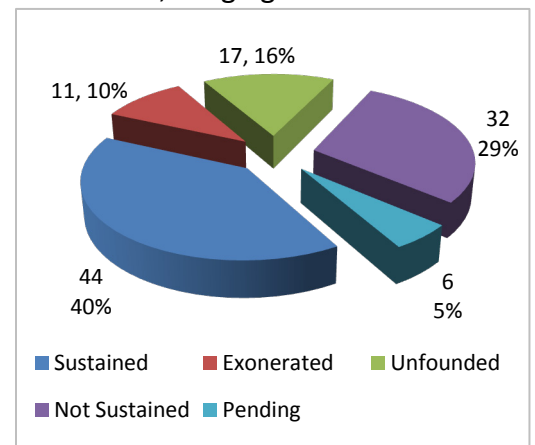


Figure 1

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large increase over 2008 numbers is a result of this more accurate reporting. A further increase in 2010 over the 2009 numbers should be anticipated as the education process took well into 2009.

Cases involved allegations of 124 Standards violations. Those violations and the disposition of each are listed in Table 1.

Cases are categorized as either Major or Minor, based on the potential penalties for the various allegations. Of the cases, 32 (29%) were categorized as Major and 78 (71%) were categorized as Minor.

External Complaints:

External sources originated 77 cases. Of these, 23 (30%) were categorized as Major and 54 (70%) were categorized as Minor. Five of these cases remained pending at the end of 2009 (two Major and 3 Minor.)

Dispositions of the 72 remaining cases were:

- 18 – Sustained
- 8 – Not Sustained
- 33 – Unfounded
- 13 – Exonerated

Sanctions resulting from the 18 sustained cases included:

- 1 – Termination
- 3 – Suspensions
- 3 – Official Reprimands
- 2 – Counseling Statements
- 1 – Performance Feedback Conference
- 7 – Verbal Counseling
- 1 – Medical Contractor counseled

Violation	Times Alleged	Sustained	Exonerated	Unfounded	Not Sustained	Pending
Abuse of Position	7	0	2	5	0	0
Arrest, Search and Seizure	2	0	1	1	0	0
Associations	2	1	0	1	0	0
Conformance to Laws	8	3	0	4	0	1
Courtesy	24	8	6	5	4	1
Gifts and Gratuities	1	1	0	0	0	0
Identification	1	0	1	0	0	0
Information Technology/Com m. Systems usage	6	5	0	1	0	0
Insubordination	4	4	0	0	0	0
Intervention	2	2	0	0	0	0
Neglect of Duty	7	1	4	2	0	0
Possession and Use of Drugs	1	1	0	0	0	0
Racial profiling	1	0	1	0	0	0
Reporting for Duty	1	1	0	0	0	0
Sexual, Ethnic, Racial or Religious Harassment	3	3	0	0	0	0
Subject Control	1	0	0	1	0	0
Treatment of Prisoners	14	1	1	7	2	3
Truthfulness	2	0	0	0	1	1
Unbecoming Conduct	19	8	2	5	3	1
Unsatisfactory Performance	6	3	1	1	1	0
Use of Sheriff's Office Facilities/ Equipment	9	9	0	0	0	0
Violation of Rules	3	2	0	0	0	1

Table 1

Internal Complaints:

Internal sources originated 33 cases. Of these, 9 (27%) were categorized as Major and 24 (73%) were categorized as Minor. Two of these cases (Major) remained pending at the end of 2009.

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Dispositions of the 31 remaining cases were:

- 25 – Sustained
- 4 – Not Sustained
- 1 – Unfounded
- 1 – Exonerated

There was 28 staff members involved in the 25 sustained cases. Sanctions imposed included:

- 1 – Termination
- 2 – Suspensions
- 7 – Official Reprimands
- 12 – Counseling Statements
- 3 – Verbal Counseling
- 1 – Performance Feedback Conference
- 2 – Additional Training

SECTION II – COMPLIANCE AUDITS

In March of 2009 the first internal compliance audit was conducted, using the Warrants Unit as the initial trial audit. This test went well and the process was adapted for use in auditing other Sheriff's Office Units.

The Compliance Audit process provides unit commanders input as to the parameters to be audited. Individual commanders provide a list of questions to be answered by audit staff which result in demonstrating not only compliance with policy, but also better the mid and upper level managers with a litmus to gauge effectiveness of both individuals and the unit as a whole.

During 2009 the following audits were conducted:

- 09-01: Warrants – Compliance Audit resulting in an overall score of 97.2% .
- 09-02: Evidence/Property Room – Inventory and Process Audit. This was not a Compliance Audit, meaning there was no scoring mechanism; therefore this audit was not scored.
- 09-03: Court Security – Compliance Audit resulting in an overall score of 99.4%.
- 09-04: Civil – Compliance Audit resulting in an overall score of 98.9%.
- 09-05: Personnel – Compliance Audit resulting in an overall score of 99.7%.