

Johnson County Sheriff's Office Professional Standards Unit 2010 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 137 cases were opened through the Professional Standards Unit, alleging:

- 190 standards violated;
- 20 against the Sheriff's Office, and;
- Involving 93 different staff members.

Of the 137 cases, 73 were external and 64 were internal complaints (see figure 1 for dispositions.)

These 137 cases represent an increase over 2009 of 24.55%. This more accurately represents complaint activity. Due to a change in reporting requirements which occurred in early 2009, an additional increase of 10-12% can be expected for 2011.

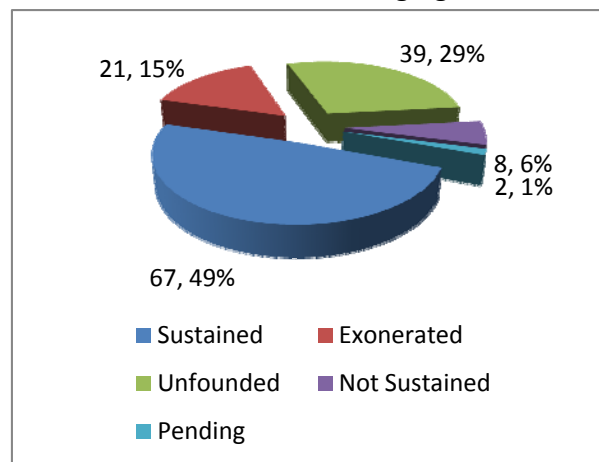


Figure 1

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Cases involved allegations of 190 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, 49 (35.8%) were categorized as Major and 88 (64.2%) were categorized as Minor.

External Complaints:

External sources originated 73 cases, a decrease of 5.2%. Of these, 26 (35.6%) were categorized as Major and 47 (64.4%) were categorized as Minor. One case categorized as Major remained pending.

Dispositions of the remaining 72 cases were:

- 11 – Sustained (-38.9% Change)
- 8 – Not Sustained (No Change)
- 34 – Unfounded (3.0% Change)
- 19 – Exonerated (46.2% Change)

Sanctions resulting from the 11 sustained cases included:

- 1 – Official Reprimands
- 1 – Performance Feedback Conference
- 5 – Verbal Counseling
- 1 – Training
- 3 – None

Violation	Times Alleged	Sustained	Exonerated	Unfounded	Not Sustained	Pending
Absence from Duty	4	4	0	0	0	0
Abuse of Position	8	1	3	4	0	0
Arrest, Search and Seizure	3	0	3	0	0	0
Associations	1	1	0	0	0	0
Chain of Command	1	1	0	0	0	0
Conformance to Laws	13	4	2	3	3	1
Courtesy	21	7	3	11	0	0
Information Technology/Com. Systems usage	5	5	0	0	0	0
Insubordination	6	6	0	0	0	0
Knowledge of Standards	1	1	0	0	0	0
Neglect of Duty	15	7	3	4	0	1
Possession and Use of Drugs	1	0	0	1	0	0
Reporting for Duty	4	4	0	0	0	0
Sexual, Ethnic, Racial or Religious Harassment	14	0	3	11	0	0
Subject Control	3	1	2	0	0	0
Treatment of Prisoners	21	1	4	15	1	0
Truthfulness	6	1	3	2	0	0
Unbecoming Conduct	17	10	1	5	1	0
Unsatisfactory Performance	21	14	0	5	2	0
Use of Sheriff's Office Facilities/ Equipment	3	2	0	1	0	0
Violation of Rules	19	16	0	1	0	2

Table 1

Internal Complaints:

Internal sources originated 64 cases, an increase of 93.9%. Of these, 23 (35.9%) were categorized as Major and 41 (64.1%) were categorized as Minor. One case categorized as Major remained pending.

Dispositions of the 63 remaining cases were:

- 56 – Sustained (124.0% Change)

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- 0 – Not Sustained (-100.0% Change)
- 5 – Unfounded (400.0% Change)
- 2 – Exonerated (100.0% Change)

There was 58 staff members involved in the 56 sustained cases. Sanctions imposed included:

- 2 – Termination
- 9 – Suspensions
- 16 – Official Reprimands
- 25 – Counseling Statements
 - 1 – Verbal Counseling
 - 2 – Performance Feedback Conference
 - 6 – Additional Training
 - 6 – None

SECTION II – COMPLIANCE AUDITS

During 2010 the following audits were conducted:

- 10-01: Directed Patrol Unit – Compliance Audit resulting in an overall score of 98.0%.
- 10-02: Patrol – Compliance Audit resulting in an overall score of 97.3%.
- 10-03: Community Policing – Compliance Audit resulting in an overall score of 96.2%.

No additional audits were completed during 2010 due to staffing constraints.