

Johnson County Sheriff's Office Professional Standards Unit 2012 Annual Report

In prior years, the Professional Standards Unit has served purposes and responsibilities in two areas, including internal investigations and compliance audits. No audits were completed in 2012. This report will focus on the internal investigations of the unit.

Complaints received are determined to originate from an external party, such as a citizen complaint or from an outside agency; or internally, from a Sheriff's Office employee such as a supervisor or co-worker.

In 2012, the Professional Standards Unit opened 100 cases involving allegations of employee misconduct. Those allegations involved:

Violation	Times Alleged	Sustained	Exonerated	Unfounded	Not Sustained	Pending
Prohibited Conduct	8	7	0	1	0	0
Off-Duty Law Enforcement Action/Contact	1	1	0	0	0	0
Neglect of Duty	4	2	1	1	0	0
Audit	1	1	0	0	0	0
Sexual, Ethnic, Racial or Religious Harassment	4	0	0	4	0	0
Violations of Rules	7	6	1	0	0	0
Unbecoming Conduct	16	9	0	5	2	0
Department Vehicle Parking	1	0	0	1	0	0
Insubordination	2	2	0	0	0	0
Employee Grievance	1	0	0	1	0	0
Conformance to Laws	9	7	0	0	2	0
Supervision	1	1	0	0	0	0
Courtesy	12	2	3	5	2	0
Giglio	1	0	0	1	0	0
Abuse of Position	3	1	0	2	0	0
Treatment of Prisoners	8	1	3	2	2	0
Truthfulness	3	2	0	1	0	0
Racial Profiling	4	0	1	2	1	0
Associations	1	0	0	1	0	0
Use of Sheriff's Office Facilities/ Equipment	5	3	0	2	0	0
Unsatisfactory Performance	17	16	0	0	1	0
Reporting for Duty	1	1	0	0	0	0

- 110 Professional Standards Violations involving:
 - 67 different staff members
 - 13 against the Sheriff
 - 3 against the contracted medical provider for the Sheriff, Corporate Care Solutions.

Those violations and the dispositions of each are listed in Table 1.

Of those 100 cases opened, 46 complaints came from external sources and 54 were internal complaints. Cases are classified as either Major, Minor, or Type Unknown (fact-finding, inquiry) based on the potential penalties for the various allegations. Of the cases, 36 were classified as Major; 48 Minor; and 16 as Type Unknown.

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External Complaints:

Professional Standards received 46 complaints from outside (external) sources. Of those, 20 cases were classified as Major violations; 19 were considered Minor; and seven (7) were listed as Type Unknown. The dispositions of the complaints were as follows:

- 20 Major
 - 7 Sustained
 - 3 Not Sustained
 - 6 Unfounded
 - 4 Exonerated
- 19 Minor
 - 3 Sustained
 - 4 Not Sustained
 - 9 Unfounded
 - 3 Exonerated
- 7 Unknown
 - 2 Sustained
 - 1 Not Sustained
 - 2 Unfounded
 - 2 Exonerated

Of the 20 Major complaints, seven (7) were sustained. The applied sanctions for those complaints were as follows:

- 2 Verbal Counseling
- 1 Training/Counseling Statement
- 2 Counseling Statement
- 5 Suspensions

It should be noted that the 5 suspensions reflected come from two complaints on two different deputies. One deputy was involved in a complaint involving four (4) different violations. A suspension was the sanction for the major violations. Education Based Discipline was offered to the deputy however the offer was later rescinded. The other deputy received a suspension and utilized the Education Based Discipline for one of his suspension days.

Internal Complaints

Professional Standards received 54 internal complaints. Of those, 16 were classified as Major; 29 Minor; and 9 Type Unknown. The applied sanctions for those complaints are as follows:

16 Major

- 8 Sustained

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- 1 Counseling Statement
- 5 Official Reprimands
- 1 Suspension
- 3 Resignation (two officers)
- 5 Unfounded

29 Minor

- 27 Sustained
 - 15 Counseling Statements
 - 9 Official Reprimands
 - 1 Performance Feedback Conference
 - 2 Training
 - 1 Training/Counseling Statement
 - 1 Verbal Counseling
- 1 Not Sustained
- 1 Unfounded

9 Type Unknown

- 6 Sustained
 - 5 Counseling Statements
 - 1 Official Reprimand
- 1 Not Sustained
- 2 Unfounded

Compliance Audits

No audits were completed in 2012.