

Johnson County Sheriff's Office Professional Standards Unit 2013 Annual Report

The Professional Standards Unit, comprised of two investigators, recorded 106 cases for 2013. This was a 6% increase from 2012 (100 to 106).

Cases 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.

Of those 106 cases, 48 (45%) were external and 58 (55%) were from internal sources. This remained relatively consistent to 2012, which included 46 (46%) external and 54 (54%) internal cases.

Violation	Times Alleged	Sustained	Exonerated	Unfounded	Not Sustained	Pending
Prohibited Conduct	1	1	0	0	0	0
Neglect of Duty	6	4	1	1	0	0
Sexual, Ethnic, Racial or Religious Harassment	5	1	0	3	1	0
Violation of Rules	12	11	0	1	0	0
Unbecoming Conduct	21	17	0	1	3	0
Insubordination	3	3	0	0	0	0
Conformance to Laws	9	4	0	3	1	1
Courtesy	12	0	4	8	0	0
Retaliation	1	0	0	1	0	0
Arrest, Search and Seizure	4	0	2	2	0	0
Intervention	1	1	0	0	0	0
Abuse of Position	2	1	0	1	0	0
Treatment of Prisoners	3	1	1	1	0	0
Information Technology/Communication Systems Usage	3	3	0	0	0	0
Associations	2	1	0	1	0	0
Use of Sheriff's Office Facilities/Equipment	1	1	0	0	0	0
Truthfulness	1	1	0	0	0	0
Racial Profiling	1	0	0	1	0	0
Subject Control	2	0	0	2	0	0
Absence from Duty	1	1	0	0	0	0
Unsatisfactory Performance	29	26	0	3	0	0
Reporting for Duty	2	2	0	0	0	0

The cases involved 122 complaints concerning:

- 22 different Standards (see table)
- 77 different Staff Members
- 11 against Division/Agency

Cases can be investigated either by the Division, where the accused employee is assigned; or by the Professional Standards Unit, depending on the severity of the violation. PSU primarily investigates matters that are categorized as A, B, or AR violations. Divisions primarily investigate matters that are C or D violations.

PSU investigated 37 (35%) of those cases. The Divisions investigated 69 (65%) of the cases.

PSU coordinated 5 Professional Standards Disciplinary Boards (convened for category A and B violations), and 5 Divisional Hearings (convened for category C violations).

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Statistical information is broken down separately for Bureaus and Divisions within the Sheriff's Office. The below information includes complaints made against individual staff members, as well as the Division in general when no specific employee was named or determined.

Detention Bureau

Detention

In 2013, a total of 48 cases (45%) involved the Detention Bureau, including 41 cases involving 36 different employees and seven (7) cases against the Division. This is an increase of 12 cases over the 36 reported cases in 2012.

- 41 Cases, involving 36 different employees
 - 32 Sworn
 - 3 Civilian Specialists
 - 1 Civilian
 - 31 Internal Cases
 - 27 sustained
 - 10 External
 - 8 sustained

Of those 35 sustained cases, the following sanctions were administered:

- 3 Verbal Counseling (2 internal, 1 external)
- 15 Counseling Statements (12 internal, 3 external)
- 9 Official Reprimands (8 internal, 1 external)
- 2 Suspensions (both external)
 - 1 resulted from a PSU Board
 - 1 resulted from a Divisional Hearing
- 5 Terminations
 - 2 resulted from PSU Boards (2 Sworn)
 - 3 resulted from direct terminations (2 Civilian Specialist, 1 Sworn)
- 1 Resignation prior to PSU Board

Other cases resulted in the following:

- 1 Unfounded (Internal)
 - Resulted from a PSU Board
- 1 Not Sustained (External)
- 4 Pending (3 Internal, 1 External)

Seven (7) additional cases were recorded against the Detention Division due to generalized allegations against the division and not a specific staff member. All of these allegations were external and resulted in the following dispositions:

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- 1 Exonerated
- 4 Unfounded
- 1 Not Sustained
- 1 Sustained

Operations Bureau

Patrol

Fifteen different staff members in the Patrol Division were the subjects of 27 cases (25%). Seven of these cases were internal complaints and 20 were from external sources. In 2012, the Patrol Division recorded 22 cases.

- 7 Sustained
 - 2 Verbal Counseling (1 Internal, 1 External)
 - 4 Counseling Statements (3 Internal, 1 External)
 - 1 Official Reprimand (Internal)
- 5 Exonerated (1 Internal, 4 External)
- 14 Unfounded (1 Internal, 13 External)
- 1 Not Sustained (External)

Warrants

The Warrants Division had two cases recorded involving three different staff members (.02%). Both cases were received from external sources and were determined to be unfounded. The Warrants Division had no complaints in 2012.

Communications Bureau

Communications

A total of 14 cases were recorded involving the Communications Division and its staff, including 12 cases involving 10 different staff members and two against the Division (13%). External sources initiated four of the cases, while 10 were made internally. In 2012, Communications had five cases.

Of the 12 cases made against staff members:

- 11 Sustained
 - 1 Verbal Counseling (External)
 - 5 Counseling Statements (All Internal)
 - 2 Official Reprimands (1 Internal, 1 External)
 - 3 Suspensions (All Internal)
 - 2 resulted from Divisional Hearings
 - 1 resulted from PSU Board

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- 1 Unfounded (External)

Two of the cases were made generally against the Division and not a specific staff member. Both of those cases were initiated by External sources and were determined to be unfounded.

Judicial Services Bureau

Civil/Collections

A total of six (6) cases were recorded for this division, including one (1) case specific to a Collections staff member, four (4) to specific Civil staff members and one (1) directed to the Division. Of those six cases, five were from External sources.

Of the cases involving specific staff members:

- 2 Sustained (Both Internal)
 - 2 Official Reprimands
- 2 Unfounded (Both External)
- 1 Exonerated (External)

The case against the Division was initiated by an External source and was determined to be unfounded.

Court Security

One (1) case involved one staff member. The matter was sustained and resulted in a performance improvement plan/training.

Administrative Bureau

Criminalistics Laboratory

Six (6) cases involving five (5) different staff members were recorded for the Crime Lab. Five of those complaints were made internally, with one being made from an external source. One case involved the Crime Lab as a Division.

Of the six cases involving staff members:

- 4 Sustained (All Internal)
 - 2 Official Reprimands
 - 1 resulted from a Divisional Hearing
 - 1 Suspension
 - Resulted from a Divisional Hearing
 - 1 Transfer from Division
- 2 Unfounded (1 Internal, 1 External)

The case involving the Division was initiated internally and was sustained.

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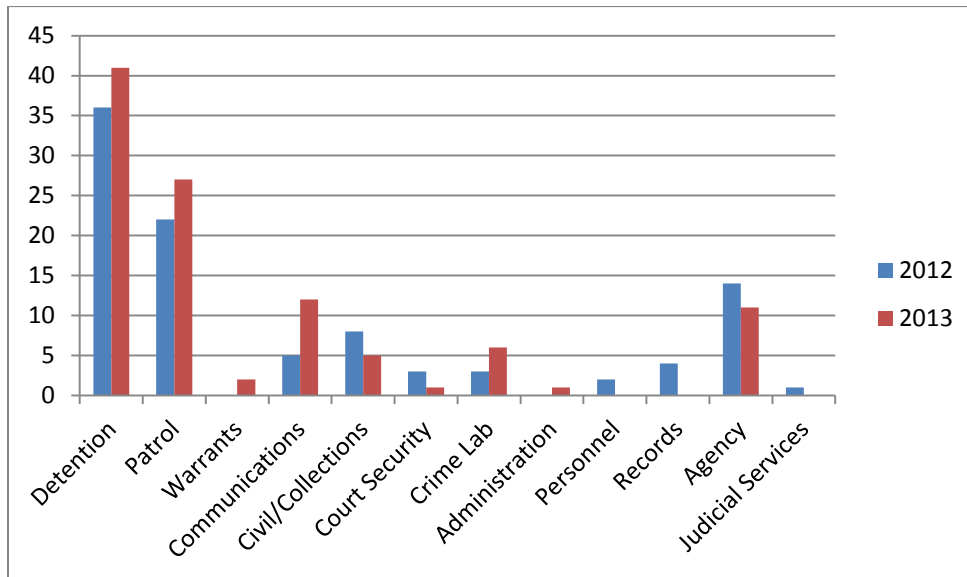
Administration

One (1) case was made internally against a staff member. The matter was sustained and resulted in a counseling statement.

Comparison to 2012

The chart below represents cases from 2012 and 2013.

- Detention increased 13.8 % (36 to 41)
- Warrants increased 100% (0 to 2)
- Civil decreased 37.5% (8 to 6)
- Crime Lab increased 100% (3 to 6)
- Personnel decreased 100% (1 to 0)
- Agency decreased 21.4% (14 to 11)
- Patrol increased 22.7% (22 to 27)
- Communications increased 140% (5 to 12)
- Court Security decreased 66.6% (3 to 1)
- Administration increased 100 (0 to 1)
- Records decreased 100% (4 to 0)
- Judicial Services decreased 100% (1 to 0)



Awards

In 2013, 232 different staff members received over 400 awards. Listed below, the awards are separated by Divisions:

Administration (Fiscal, Purchasing, PIO, etc.)	8
Civil/Tag	22
Communications	68
Court Security	58
Crime Lab	24
Detention	85
Directed Investigations	29
Fleet Management	2

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Investigations	18
Operations	1
Patrol	52
Personnel	1
Research and Planning	5
Sheriff/Agency	8
Training	7
Warrants	13
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	401

Use of Force

In 2013, 186 different officers were involved in 147 Use of Force incidents. The Use of Force incidents are separated by Division as follows:

Central Booking Facility	66
New Century ADC	45
Patrol	26
Court Security	4
Warrants	2
Civil	2
Training	1
Court Services	1
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	147

Racial or Biased Based Policing

In July, 2013, the annual report to the Kansas Attorney General's Office regarding racial or biased-based policing was submitted. The annual report year runs from July 1, 2012 to June 30, 2013. A total of eight (8) cases matched the criteria to report to the AG's office. Seven (7) of those cases were from 2012 and one was prior to July, 2013.

Professional Standards recorded two cases involving issues relating to racial or biased based policing in 2013, including the aforementioned case. Both were investigated to the extent possible. In one case involving a member of the Patrol division; the matter was determined to be unfounded. The second case was not sustained as it could not be determined if a member of the Sheriff's Office Detention staff was involved in the alleged inappropriate racial comment or a member of another agency.