



2020 INTERNAL AFFAIRS ANNUAL REPORT

THE PALM BEACH COUNTY SHERIFF'S OFFICE



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THE PALM BEACH COUNTY SHERIFF'S OFFICE

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A MESSAGE FROM THE SHERIFF

The Palm Beach County Sheriff's Office is presenting to our community the 2020 Internal Affairs Annual Report. The over 4,000 dedicated and professional employees are committed to providing the highest level of

professional service in order to maintain a safe community environment.

The Division of Internal Affairs has created this annual report for our citizens in an effort to be as transparent as possible. Our hope is that this report will help you understand the seriousness with which we approach your complaints and the processes we follow. This report will give you an overview of our activities in 2020 and compare similar data from previous years.

This agency is built on a foundation of trust and performance achieved through the setting of goals and the willingness to adapt. It is my hope that you will find the information in this report reassuring and helpful. I look forward to working with all members of our community. We will work together and make this a better and safer place to live, work and visit.

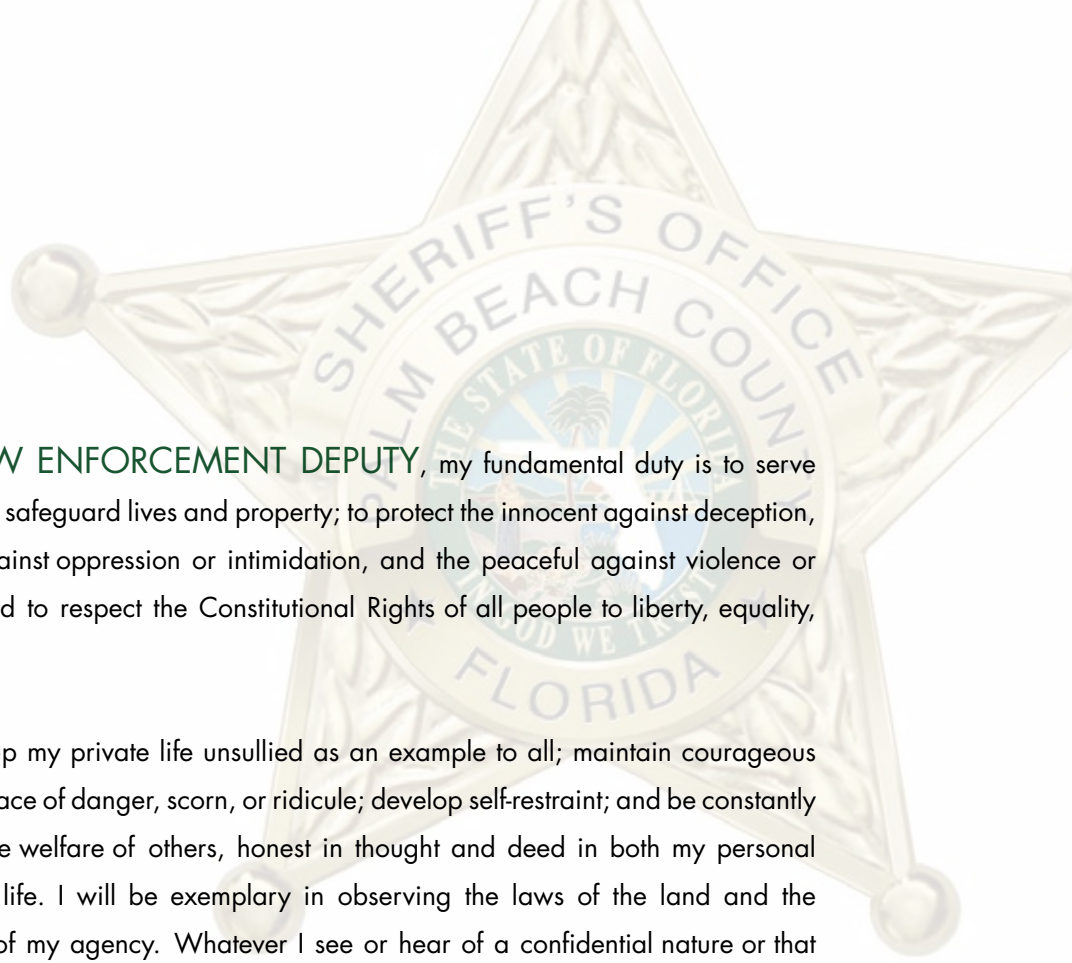


Sincerely,

A handwritten signature in blue ink, appearing to be 'R. Bradshaw'.

Sheriff Ric Bradshaw

Code of Ethics



AS A LAW ENFORCEMENT DEPUTY, my fundamental duty is to serve mankind; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation, and the peaceful against violence or disorder; and to respect the Constitutional Rights of all people to liberty, equality, and justice.

I WILL keep my private life unsullied as an example to all; maintain courageous calm in the face of danger, scorn, or ridicule; develop self-restraint; and be constantly mindful of the welfare of others, honest in thought and deed in both my personal and official life. I will be exemplary in observing the laws of the land and the regulations of my agency. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty.

I WILL never act officiously or permit personal feelings, prejudices, animosities or friendships to influence my decisions. With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without unnecessary force or violence and never accepting gratuities.

I RECOGNIZE the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of police service. I will constantly strive to achieve these objectives and ideals, dedicating myself to my chosen profession...law enforcement.

MISSION STATEMENT

The Palm Beach County Sheriff's Office is committed to protecting the public, reducing the incidence and fear of crime, and enhancing the quality of life in our community. The Agency does this by doing the right thing through:

INTEGRITY

We have integrity. We are bound by the highest standards of ethical conduct. As role models, we exemplify honesty and good character, instilling community trust.

PROFESSIONALISM

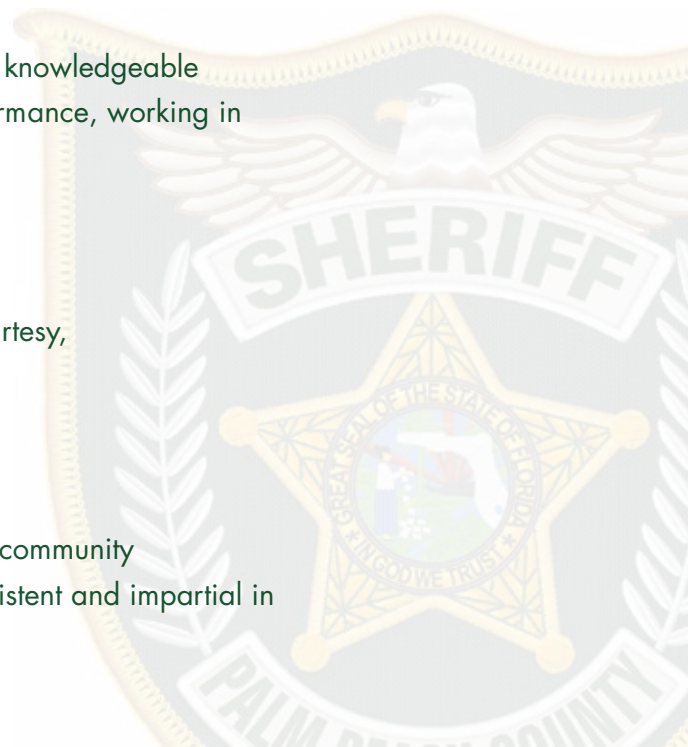
We are professional. We are well-trained, competent, knowledgeable employees who demonstrate the highest level of performance, working in partnership with the community.

RESPECT

We show respect. We treat everyone with dignity, courtesy, and compassion.

FAIRNESS

We are fair. We treat employees and members of the community equitably while valuing cultural diversity. We are consistent and impartial in protecting the constitutional rights of all.



INTRODUCTION

The Palm Beach County Sheriff's Office Division of Internal Affairs is charged with the receipt, processing and investigation of allegations made against members of the Sheriff's Office, whether sworn or civilian.

Florida Law requires that all law enforcement and corrections agencies establish a system for the receipt, review and investigation of allegations of employee misconduct received by the agency. All allegations received by Palm Beach County Sheriff's Office are reviewed by the Division of Internal Affairs then submitted to the Sheriff for initial authorization to investigate the allegation, and following the conclusion of the investigation, for final disposition.

As will be discussed later in this report, the Palm Beach County Sheriff's Office has a responsibility to its employees and the community to identify and assist employees who display symptoms of job stress and/or performance related issues. Subsequently, the Palm Beach County Sheriff's Office employs an Early Intervention System (EIS).

EIS captures specific data about the behavior of Deputies and aids in the timely detection of problematic behaviors. The number and type of community complaints, use of force

incidents, as well as the number of vehicle accidents a deputy might be involved in, are potential factors in this assessment. These reports help identify and provide documentation of members who experience a certain frequency of involvement and are not intended as a statement of misconduct but simply a presentation of quantitative facts to be used as a management tool to identify performance issues.

This 2020 Annual Report will provide statistical information gathered from the Early Intervention System (EIS) in use by the Palm Beach County Sheriff's Office Division of Internal Affairs, as well as an analysis on internal administrative investigations and processes.

Note: Data contained within this report reflects the constant influx of new information received on a daily basis and is applicable as of date published.

Disposition may reflect open cases from previous years.





Professional Compliance Bureau

In December, 2017, Sheriff Bradshaw created the Professional Compliance Bureau with the intention of maintaining the highest level of service to the citizens of Palm Beach County. The Professional Compliance Bureau consists of the Division of Internal Affairs, the Training Division, and Staff Inspections:

Internal Affairs

The primary function of the Division of Internal Affairs is the receipt, processing and investigation of complaints made against employees of the Palm Beach County Sheriff's Office. When a complaint is received, every effort is made to ensure a thorough, timely, and fair investigation of the allegation(s) contained in the complaint. The openness of the agency in the acceptance of a complaint is a principle element of professionalism and community responsiveness. All complaints are processed and reviewed by the Division of Internal Affairs and submitted to the Sheriff of Palm Beach County for review and final disposition.

Training

The Training Division has a multitude of responsibilities and is committed to providing the best training possible to the 4,000+ employees of the Sheriff's Office. Classroom and practical training is administered through In-Service classes, along with additional internal and external specialty classes offered to all Sworn Law Enforcement, Corrections personnel and civilian employees as well. Our employees are committed to protecting and serving the community and upholding our guiding principles of Professionalism, Respect, Integrity and Fairness.

The PBSO Training Division has established a reputation of excellence in the law enforcement community. We have hosted local agencies at our facilities for individualized training and international police forces as well. The PBSO Training staff is constantly striving to improve and advance their skill set by following the latest trends in law enforcement training, equipment and tactics.

Staff Inspections

The Palm Beach County Sheriff's Office was initially accredited by the Commission on Florida Law Enforcement Accreditation in June 2000, successfully achieving reaccreditation every three years since. In October 2018, the Sheriff's Office achieved its sixth reaccreditation with Excelsior Recognition. Excelsior Recognition is only granted to agencies that have continuously adhered to the standards over five reaccreditation cycles. The Staff Inspections/Accreditation Unit manages the process for the agency, maintaining proofs of compliance and the general orders system. Staff inspectors conduct inspections of the various functional units of the Sheriff's Office to assure compliance with both general orders and accreditation standards. Through this process, the citizens of Palm Beach County are assured they are served by one of the most professional law enforcement agencies in the United States.



DIVISION OF INTERNAL AFFAIRS

The function of the Division of Internal Affairs is to provide fact-finding assistance to the Sheriff and Executive Staff members. Internal Affairs provides a systematic, objective and impartial investigation of complaints alleging employee misconduct.

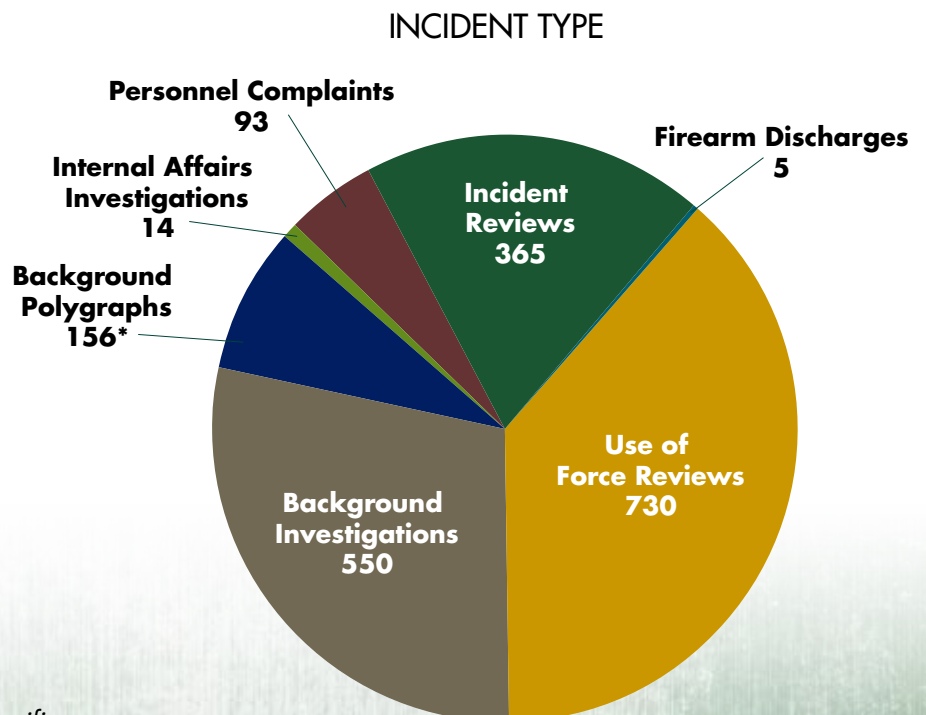
The Division of Internal Affairs is currently commanded by a Captain, who reports to the Major of the Professional Compliance Bureau, who reports directly to the Sheriff of Palm Beach County. The Division includes the following personnel, one (1) Lieutenant, fourteen (14) Sergeants, one (1) Office Manager, one (1) Unit Manager, one (1) Chief Security Manager, two (2) Security Technicians, three (3) Polygraph Operators, six (6) full-time Background Investigators, three (3) part-time Background Investigators, four (4) Internal Affairs Analysts, and five (5) Internal Affairs Specialists.

The investigators assigned to the Division of Internal Affairs have decades of combined law enforcement/investigative experience. Many have supervised investigative units within the agency.

In addition to investigating allegations of misconduct against Sheriff's Office employees, the Division of Internal Affairs is responsible for the following:

- Agency and Building Security
- Public Records Request(s) relating to Administrative Investigations
- Pre-Employment Background Investigations
- Pre-Employment Polygraph Examinations
- Documentation Management
- Disciplinary Appeals regulated under Florida law

**In 2020,
the Division
of Internal Affairs
was responsible
for the following:**



**123 initial exams and 33 specific exams*

INVESTIGATION TYPES

It is the responsibility of PBSO to provide a systematic, objective and impartial method of investigating complaints of inappropriate behavior or allegations of misconduct by employees. PBSO has identified the types of incidents that require review and a report by a supervisor (sergeant or civilian equivalent) or higher-ranking personnel and the method used for completing the reports. Certain incidents, because of their complexity and/or severity, will be investigated by the Division of Internal Affairs (IA).

Incident Review (IR)

A review undertaken upon receipt of a complaint. Conducted for the thorough gathering and securing of evidence and facts to discover truth and reach conclusions as to the possibility an employee has violated any rules, regulations, policies, procedures, general orders, and/or laws. Based upon this review, the Sheriff will determine the need for further investigation.

Personnel Complaint Investigation (PC)

An investigation involving gathering and securing evidence and facts to determine whether an employee has violated rules, regulations, policies, procedures, directives and/or general orders of the agency. PC Investigations are generally assigned to a chain-of-command supervisor for investigation, but can, at the direction of the Sheriff or designee, be investigated by the Division of Internal Affairs.

Internal Affairs Investigation (IA)

A comprehensive investigation gathering and securing evidence and facts to discover truth and reach conclusions as to whether an employee has violated any rules, regulations, policies, procedures, directives and/or general orders of the agency.

Court Appearance Requirement (CAR)

An investigation involving gathering and securing evidence to determine whether an employee failed to appear for a required court appearance (any court related activity in which a subpoena was received). The investigating supervisor will gather all required documentation and determine from the employee if there was a valid reason for the missed court appearance.

Disciplinary Review Request (DRR)

An investigation involving gathering and securing evidence and facts to determine whether an employee has violated rules, regulations, policies, procedures, directives and/or general orders of the agency. DRR's are generally initiated by an agency supervisor after he has personally witnessed or gathered enough evidence to support a violation of any rules, regulations, policies, procedures, directives, or general orders. DRR's are completed without interviewing the involved employee.

Crash Review Board (CRB)

The Crash Review Board (CRB) reviews traffic crashes/incidents received from Risk Management involving PBSO employees and volunteers. The CRB makes a determination regarding the employee's or volunteer's involvement in the crash/incident to determine if it was "At Fault" or "Not at fault" with a finding requiring a majority vote.

INVESTIGATIVE FINDINGS

Once the investigation has been completed, a finding will be established in accordance with Palm Beach County Sheriff's Office General Order 222.03-Division of Internal Affairs. The following are the allowable dispositions:

EXONERATED

The alleged actions of the agency or the employee did occur, however, the actions of the agency or the employee were consistent with agency policy and Florida law.

UNFOUNDED

The allegation is either demonstrably false or there was no credible evidence to support the complaint.

NOT SUSTAINED

There is insufficient proof to confirm or refute the allegation.

SUSTAINED

The alleged actions of the agency or the employee were supported by the preponderance of the evidence as occurring and were inconsistent with agency policy or Florida law.

CALL LOAD: INVESTIGATION VOLUME

2020

Calls for service 1,163,851

Citizen Contacts 1450

Percent of calls resulting in complaint .12%

2019

Calls for service 1,047,810

Citizen Contacts 1781

Percent of calls resulting in complaint .16%

2018

Calls for service 1,055,135

Citizen Contacts 1702

Percent of calls resulting in complaint .16%

DISCHARGE AND DISPLAY OF FIREARMS

The most important purpose of law enforcement is the protection of human life, and the use of deadly force must be strictly limited to situations involving the protection of human life.

The policy of the Palm Beach County Sheriff's Office dictates that all Deputies will act in good faith when using force and conform to the provisions of Florida State Statutes and may use only the amount of force reasonably necessary to affect lawful objectives. Deadly force is force which is likely to cause death or great bodily harm. Deadly force includes the discharge of firearms but may apply to the use of defensive techniques or even automobiles under some circumstances.

Beginning in December 2016, The Palm Beach County Sheriff's Office entered into a Memorandum of Understanding (MOU) with the Florida Department of Law Enforcement (FDLE). The MOU outlines the circumstances in which the FDLE would investigate officer involved shootings involving PBSO deputies.

Per Sheriff Ric Bradshaw: "As sheriff, I am continually striving to listen to the concerns of the community," Bradshaw said in a statement. "To bring a higher level of transparency and appearance of independent outside investigation, I decided to have FDLE investigate the criminal aspect of our deputy-involved shootings."

Palm Beach Post Feb 4, 2017

A Deputy Sheriff may use as much force as is reasonably necessary, short of deadly force, to retain custody of an arrested person. If the arrested person resists, the Deputy Sheriff may increase the force to counter the resistance. The Deputy Sheriff has no duty to retreat as the force escalates, and if the force should increase to

the point where the arrested person threatens the Deputy Sheriff with death or serious bodily harm, the Deputy Sheriff may use deadly force.

Deputy Sheriffs who use deadly force or accidentally discharge a firearm while on or off-duty whether or not personal injury, death or property damage occurred, shall immediately report the incident to an on-duty supervisor, who will immediately report the incident to the Sheriff and complete a Use of Force Blue Team.

The Training Division, the Division of Internal Affairs, and the Department of Legal Affairs review all incidents involving discharge of firearms. Additionally, the Division of Internal Affairs maintains the statistical data derived from reports of discharges of firearms by Palm Beach County Sheriff's Deputies.

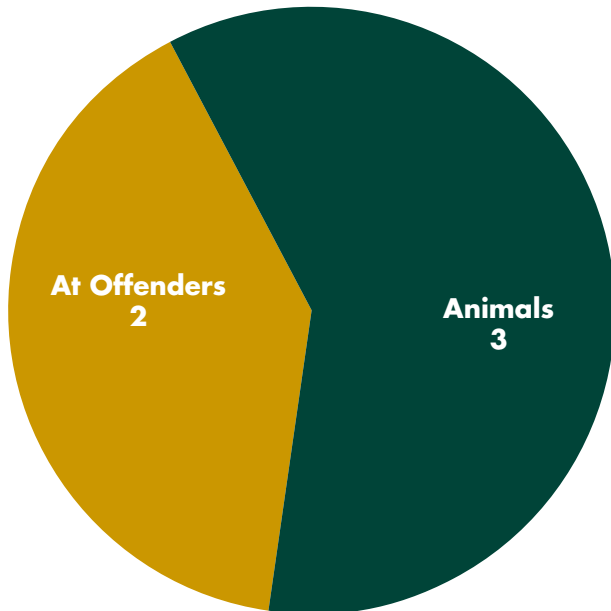
In cases involving a Use of Force, an internal administrative investigation is conducted parallel with a criminal investigation. All deputy-involved shootings, where there is injury or death, are presented for review by the Office of the State Attorney for the 15th Judicial Circuit. The Office of the State Attorney issues a finding on the deputy's Use of Deadly Force, and makes a legal determination whether the case will be presented to the Grand Jury for consideration of criminal prosecution or not.

The Division of Internal Affairs is notified, but does not respond to all discharge of firearm incidents involving Palm Beach County Sheriff's Deputies, only those involving a control of persons or use of force.

Cases where members use their firearm to destroy menacing animals or suffer an unintentional or accidental discharge are generally investigated by the member's chain of command to determine potential violations of Florida law or Sheriff's Office policy. If in the initial review, violations of Florida law or Sheriff's Office policy are identified, applicable investigations are initiated.

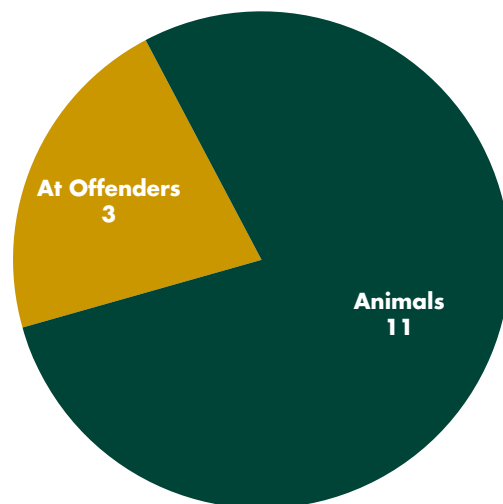
STATISTICS FOR FIREARM DISCHARGES/DISPLAYS

2020 STATISTICS
TOTAL: 5

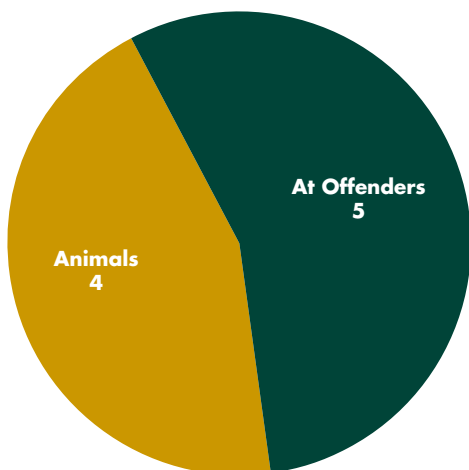


Tracking Display of Firearms allows for the compiling of statistical data, monitoring of allegations regarding the careless handling of firearms, identifying Early Intervention trends and patterns, and it places PBSO into "best practice methods" as recognized by the US Department of Justice, and Police Executive Research Forum (PERF).

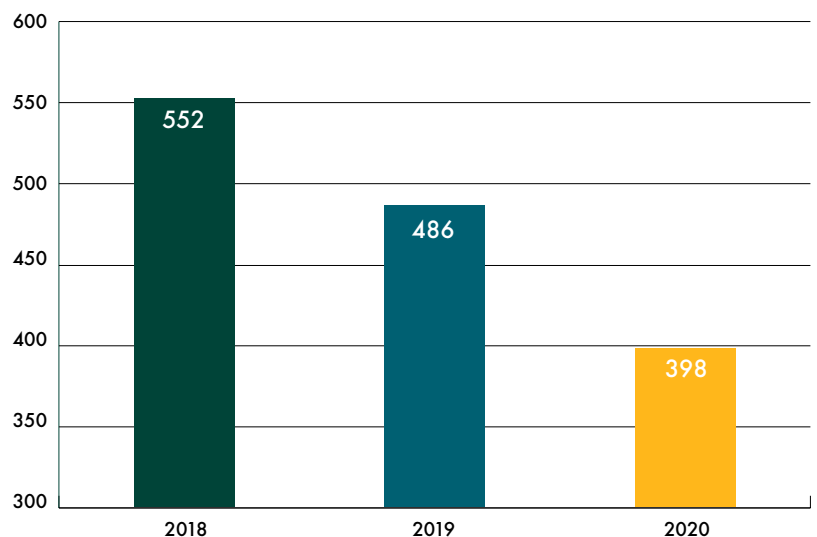
2019 STATISTICS
TOTAL: 14



2018 STATISTICS
TOTAL: 9



DISPLAY OF FIREARMS
2018 TO 2020



SUMMARY FORMAT INCIDENT LISTING

Occurred date:
January 31, 2020

Disposition: Open

Currently under investigation and considered confidential pursuant to FSS 119.

Occurred date:
May 4, 2020

Disposition: Justified

Deputy responded to a call of an alligator that had been struck by a vehicle. Based on the injury to the alligator it was determined it needed to be euthanized. Deputy fired one round from his departmental issued shotgun killing the alligator.

Occurred date:
September 2, 2020

Disposition: Justified

While serving civil process at a residence, a pit bull dog aggressively charged a detective. The detective retreated and fired one round from her departmental issued handgun. The round missed the dog however caused it to run away.

Occurred date:
October 27, 2020

Disposition: Open

Currently under investigation and considered confidential pursuant to FSS 119.

Occurred date:
November 3, 2020

Disposition: Justified

Deputies responded to an unwanted guest call at which time they were confronted by an aggressive dog. Deputy discharged several rounds from his departmental issued handgun killing the dog.

OFFICER INVOLVED SHOOTINGS 2013 TO 2020

(These statistics reflect shootings at offenders only)



LEADING THE NATION IN POLICE REFORM





The safety of everyone in our community is my number one priority. We truly value the relationships that we've forged and we continue to build upon them each and every day. We fully understand the importance of having a good long-term relationship with our residents and those that visit and/or travel through Palm Beach County. It's the relationships that we've built and continue to work on that help to get us through the more challenging times that we have faced more recently. The actions of law enforcement officers are being scrutinized more closely, and the public is calling for policy changes and policing reform.

As an Accredited Excelsior Agency, we are deeply committed to providing the highest quality

of service possible. In order to succeed, we need the support of our community. We have to have the ability to listen and understand—and we do. Our policies and practices have to be sound, which means that they have to be fair, clear, and understood. We've taken significant steps to ensure that our policies are identified as "best practice," but we don't stop there. We've positioned our agency on the leading edge of change and we continue to work proactively in identifying better ways of providing great service to our community. In short, we have demonstrated our ability to make needed changes quickly and most of our policies/practices are established well before we encounter a cri-

Continued on page 18

sis or have to navigate through challenging times.

For example, there is a list of policy proposals through the #8CantWait campaign. Unfortunately, there are police agencies across this state and country that have not yet studied and adopted these changes. The Palm Beach County Sheriff's Office adopted these changes, and many more, several years ago.

Ban Chokeholds & Strangleholds.

We have never allowed chokeholds or strangleholds. We have only allowed for the use of a Lateral Vascular Neck Restraint, which is the only specialized technique that is endorsed and regulated by the Criminal Justice Standards and Training Commission (CJSTC). In an abundance of caution, and after listening to the public's concerns about any and all techniques involving the neck, we banned its use as a less than lethal technique. A deputy sheriff is only permitted to use the technique if deadly force is authorized to save their life or life of another, after all other reasonable means of defense have been exhausted.

Require De-Escalation.

We have established de-escalation techniques that have been developed and shared at the national level with other law enforcement agencies.

Require Warning Before Shooting.

We require a warning before deadly force is used, if feasible.

Exhaust All Alternatives Before Shooting.

We are only permitted to use the amount of force that is reasonable and necessary. Shooting would be a force of last resort to save their own life or the life of another.

Duty To Intervene.

We are mandated to intervene in any type of excessive force, or even when the deputy believes that another deputy is about to use unnecessary force.

Ban Shooting At Moving Vehicles.

Firing at moving vehicles is prohibited, unless the occupant is threatening the use of deadly force by some other means, other than the vehicle.

Establish Use of Force Continuum.

We have always adhered to a continuum. We are restricted to using only the amount of force which is needed in accomplishing our law enforcement objectives. Amount used is based on a totality of circumstances, with a number of



factors considered, with a decision-making model that we've taught and used for many years.

Require All Force Be Reported.

We not only require that all force be reported, but we mandate that a supervisor respond to the scene. There is also a multi-level review of the force that was used, which encompasses not only the deputy's command, but also Internal Affairs. Only about 3% of our arrests necessitate the use of any force.

The Palm Beach County Sheriff's Office has worked closely with the Police Executive Research Forum (PERF) and International Association of Chiefs of Police (IACP), which are nationally recognized organizations that promote best practices and the most modern effective policing strategies. Several members of my Command and Executive Staff have been members of various work groups that have actually helped to develop the #8CantWait and many other guiding principles involving the Use of Force, published by PERF.

We as an agency developed the concept of, "Tactical Pause," which has been shared with other law enforcement agencies throughout the country. The premise of the concept is to slow things down and utilize time that is generally on our side when responding to critical incidents/volatile situations. We carefully work through our decision-making model, marshal additional resources if needed, and work methodically and diligently for the best and most successful outcome possible. The sanctity

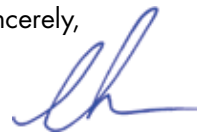
of human life is at the heart of what we do and that is reinforced in our Use of Force policy.

The Behavioral Services Division was created in 2013 so that we could respond more effectively to calls for service involving mental illness and people in crisis. Licensed counselors are paired up with deputies to work in teams so that a multi-faceted approach can be taken to address these specific types of concerns. Approximately 1,494 of our deputies have been formally trained in Crisis Intervention Techniques (CIT). Our model program has been shared with other law enforcement agencies in Palm Beach County, throughout the state, and across the nation. We continue to work with other agencies in the creation and implementation of their own programs.

As a part of my commitment to you and our community, I support the many great men and women that dedicate their lives to this noble profession and choose to serve their community in a way that we can all respect and appreciate. With that said, the policing profession is not perfect and we know that there is room for improvement to be made.

I will continue to work with our community stakeholders in addressing our shared concerns. My focus is on continuing to foster a solid long-term relationship with our community that is built on trust and the safety and fairness of everyone.

Sincerely,



Ric L. Bradshaw, Sheriff



INCIDENT REVIEWS

Incident Reviews are assigned by the Sheriff and/or Division of Internal Affairs Commander. These reviews are generally conducted at the Division level by either a Watch Commander or Field Supervisor, but may also be conducted by an Internal Affairs Investigator at the discretion of the Sheriff. Upon completion, Incident Reviews are submitted to the Sheriff or his designee for review and approval. The case files are marked and identified utilizing the prefix "IR" and followed by the last two digits of the calendar year and a sequence number.

Incident Reviews often involve allegations of a minor nature against agency employees or address issues of concerns, which may affect overall agency efficiency. Incident Reviews may be assigned in order to:

- More thoroughly document facts of an incident beyond the level of detail provided within offense reports and supplements written by Deputies at the time of occurrence.
- Determine in closer detail such issues as may be appropriate for revision of policy and procedure.

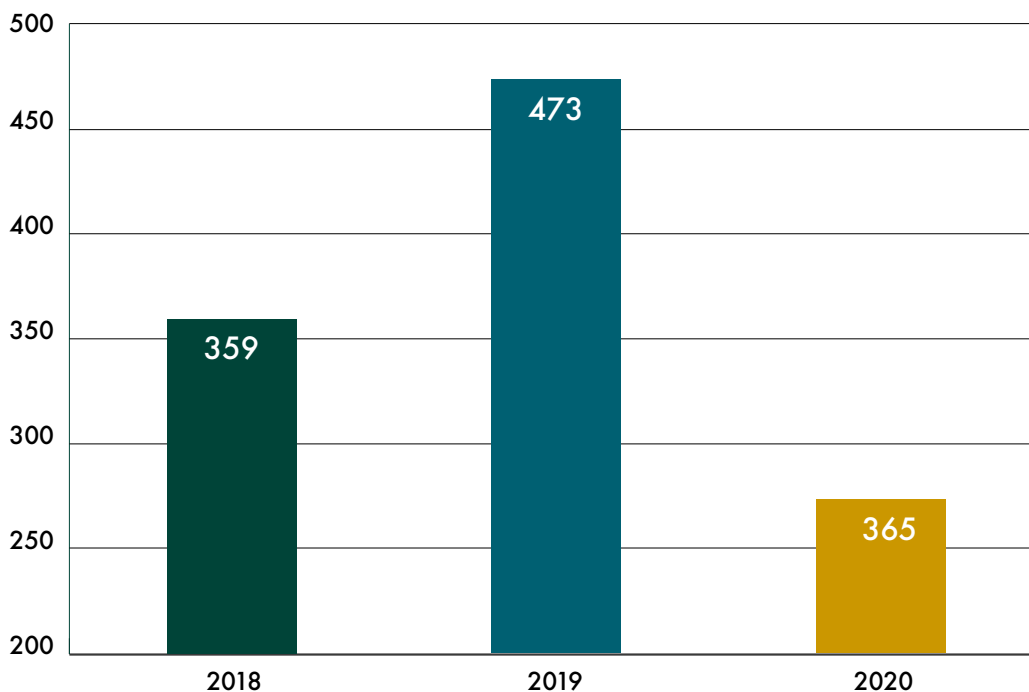
- Assess operational guidelines and effectiveness of a special operation or function.

In the event an Incident Review identifies potential policy violations, the Incident Review is upgraded to a Personnel Complaint or Internal Affairs Investigation depending upon the seriousness of the allegation.

Once a review is completed, it becomes subject to inspection and review in accordance with the provisions of Florida Public Records Law, Chapter 119. The Division of Internal Affairs maintains custody of all investigative reviews and documentary evidence. The Internal Affairs Commander is the custodian of records for the Division, and supervises the response to all requests for inspection or copies of those records made in compliance with the Florida Public Records Law, Chapter 119.

During the calendar year of 2020, the Division of Internal Affairs processed three hundred sixty-five (365) inquiries as Incident Reviews.

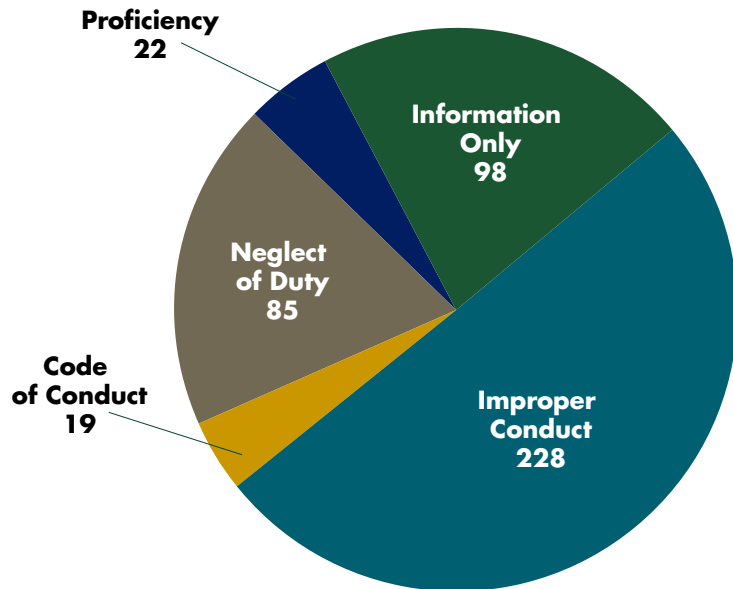
TOTAL NUMBER OF INCIDENT REVIEWS 2018 TO 2020



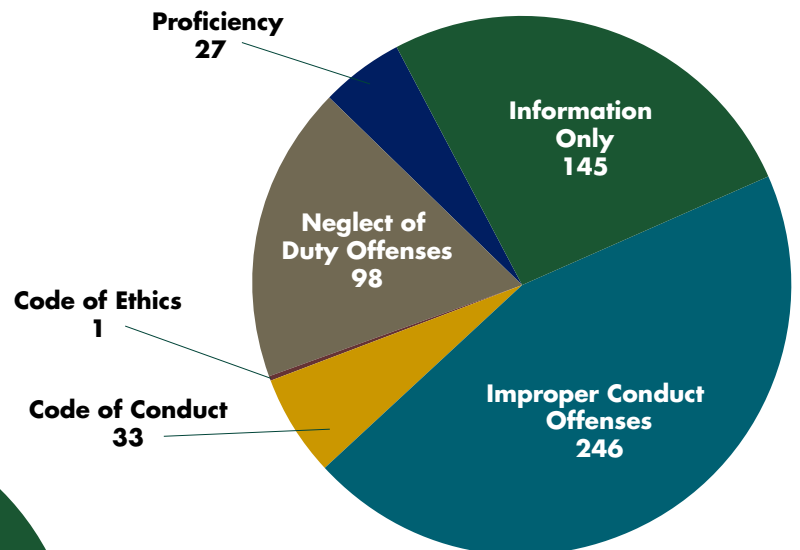
These charts reflect the allegations investigated in each Incident Review.

**Some Incident Reviews contain multiple charges therefore, these totals are higher than the total number of Incident Reviews conducted.*

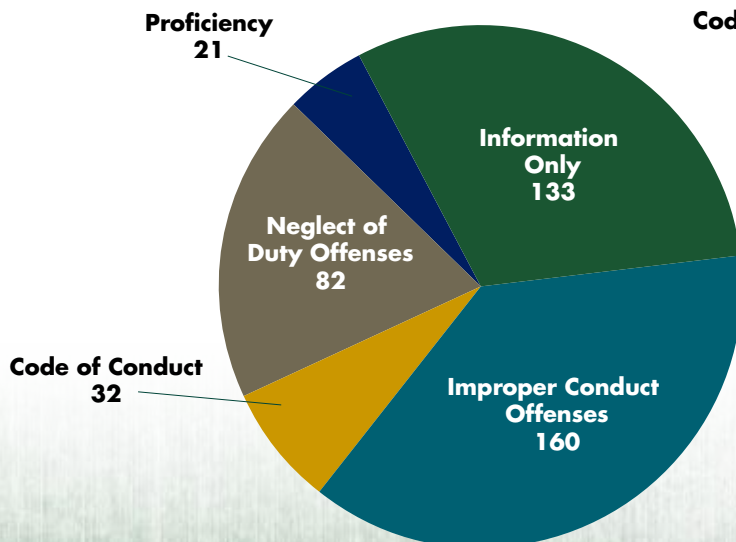
2020



2019



2018



DISCIPLINARY REVIEW REQUESTS

Disciplinary Review Requests are initiated by an agency supervisor and approved by a commanding officer. These requests are conducted at the Division level by a Field Supervisor but may also be conducted by an Internal Affairs Investigator. Upon completion, Disciplinary Review Requests are submitted to the Sheriff for final disposition and disciplinary recommendation. The case files are marked and identified utilizing the prefix "DRR" and followed by the last two digits of the calendar year and a sequence number.

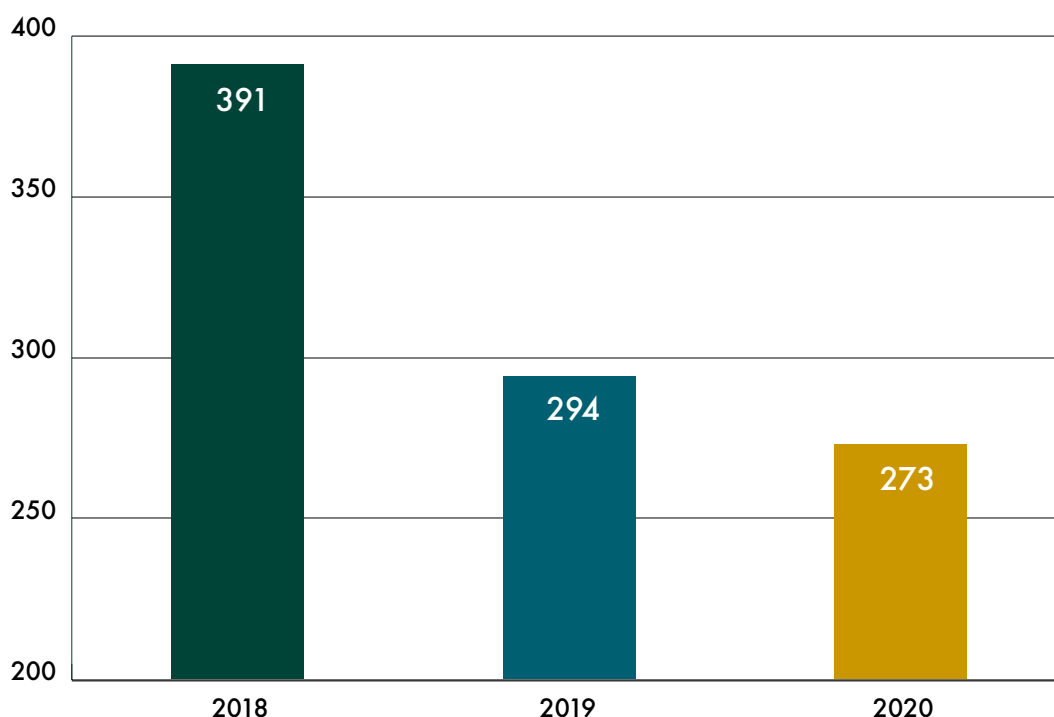
Disciplinary Review Requests involve allegations of a minor nature against agency employees. These investigations are generated when a supervisor has sufficient evidence/information to show an agency employee has violated an agency Rule and Regulation or General Order and does not require the supervisor to interview the employee. The supervisor completes the necessary paperwork and

forwards the request to their commanding officer for approval. These requests can only be used if the discipline requested is for a verbal reprimand, remedial training counseling, or a formal written reprimand. Once discipline is approved, it becomes subject to inspection and review in accordance with the provisions of Florida Public Records Law, Chapter 119.

The Division of Internal Affairs maintains custody of all investigative reviews and documentary evidence. The Internal Affairs Commander is the custodian of records for the Division and supervises the response to all requests for inspection or copies of those records made in compliance with the Florida Public Records Law, Chapter 119.

During the calendar year of 2020, the Division of Internal Affairs processed two hundred seventy-three (273) Disciplinary Review Requests.

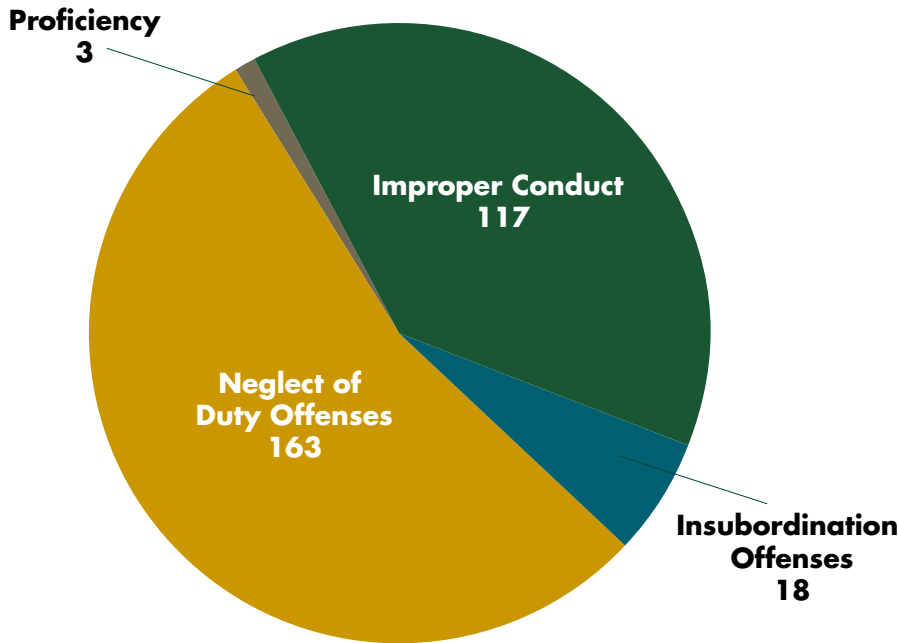
TOTAL NUMBER OF DISCIPLINARY REVIEW REQUESTS
2018 TO 2020



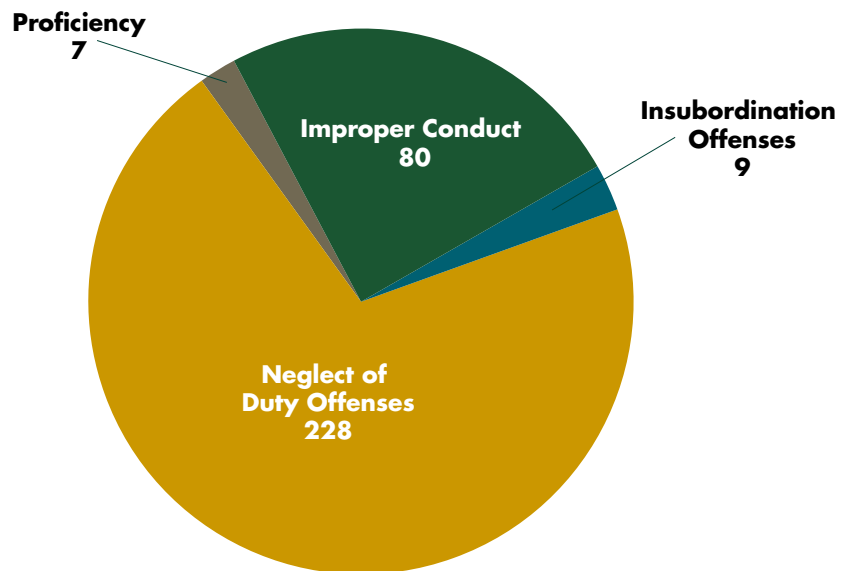
These charts reflect the sustained charges for DRR's

**Some DRR's contain more than one sustained charge therefore, these totals are higher than the total number of Disciplinary Review Requests.*

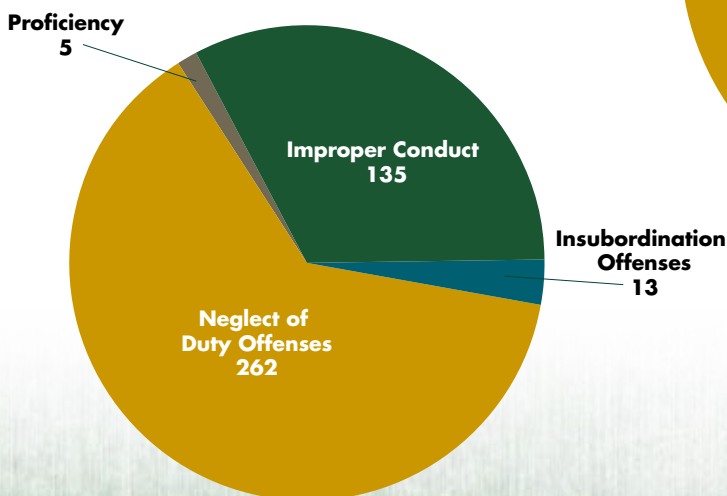
2020



2019



2018



PERSONNEL COMPLAINTS

Personnel Complaint investigations result from allegations of violations of Sheriff’s Office rules, regulations, policies and/or procedures. Personnel Complaint investigations are generally conducted at the Division level by either a Watch Commander or Field Supervisor, but may also be conducted by an Internal Affairs Investigator at the discretion of the Sheriff. All Personnel Complaint investigations are reviewed by Internal Affairs before submission to the Sheriff. The case files are assigned a case number utilizing the prefix “PC” and followed by the last two digits of the calendar year and a sequence number.

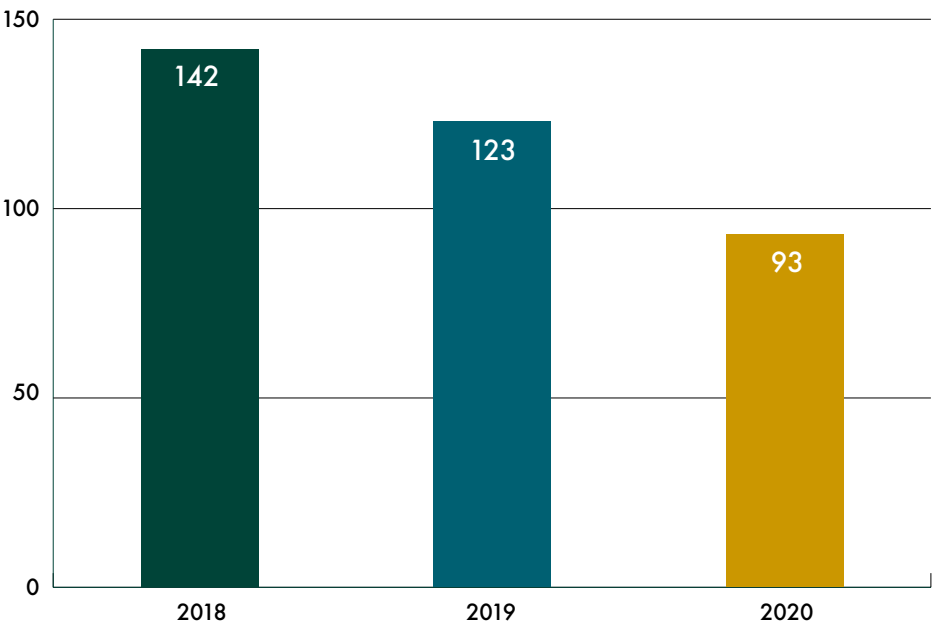
The Sheriff determines the disposition of the allegations against the focused member using the “preponderance of evidence” or “clear and convincing evidence” standard of proof. When violations of policy are substantiated, the investigation results are forwarded through the focused employee’s chain of command. The reviewing supervisors and commanders recommend corrective, remedial, or disciplinary ac-

tion as appropriate, based upon the evidence presented and/or discovered during the course of the investigation. The Sheriff then determines the final disciplinary action. Both the focused member(s) and the complainant are notified of the final disposition in writing.

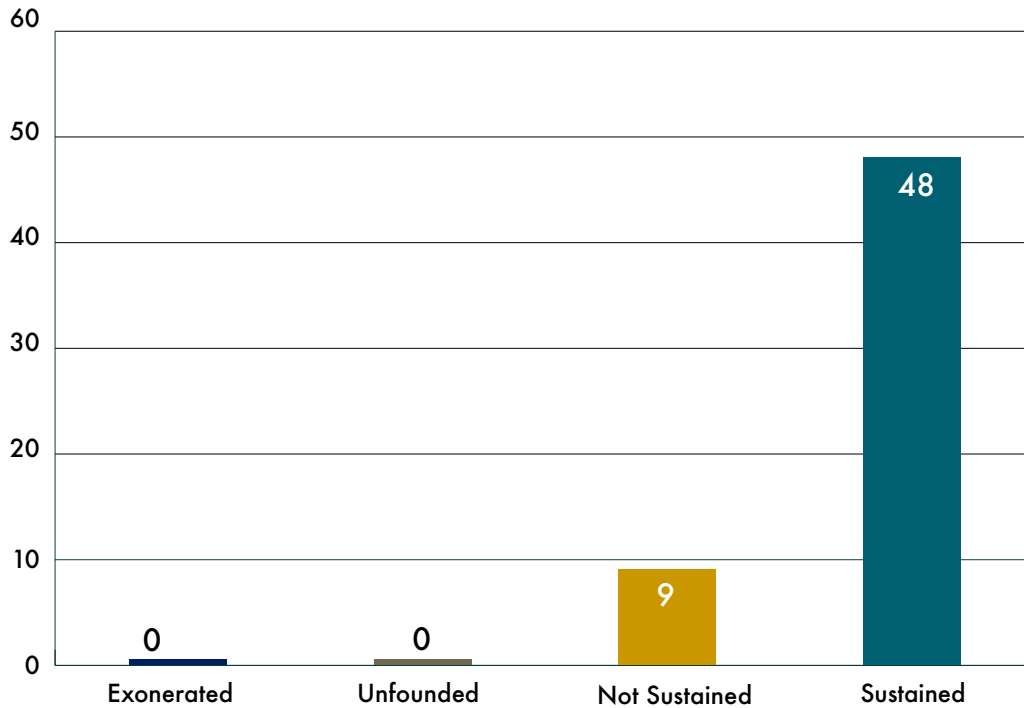
Once an investigation is completed, it becomes subject to inspection and review in accordance with the provision of the Florida Public Records Law, Chapter 119. The Division of Internal Affairs maintains custody of all investigative reviews and documentary evidence. The Internal Affairs Commander is the custodian of records for the Division and supervises the response to all requests for inspection or copies of those records made in compliance with the Florida Public Records Law, Chapter 119.

During the calendar year of 2020, the Division of Internal Affairs processed ninety-three (93) Personnel Complaints Investigations.

TOTAL NUMBER OF PERSONNEL COMPLAINTS
2018 TO 2020

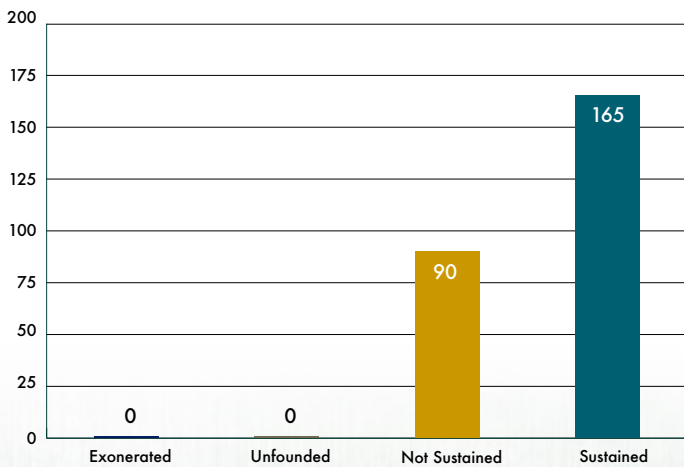


TOTAL NUMBER OF PERSONNEL COMPLAINT FINDINGS 2020

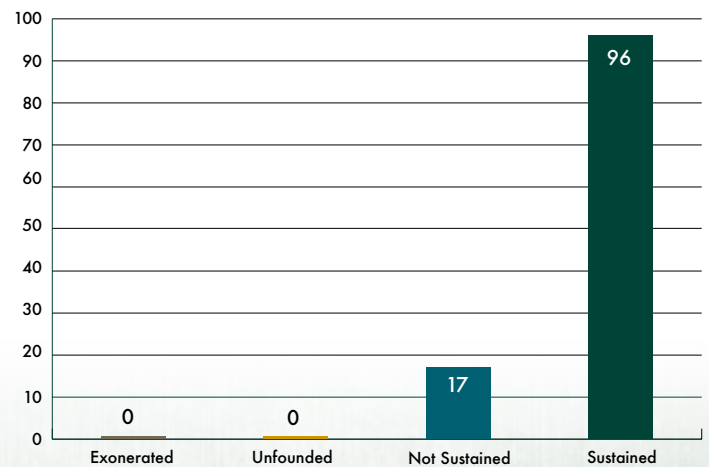


**Totals do not include the Personnel Complaints that are active investigations to include being tolled due to criminal investigations or that have been reclassified or voided.*

TOTAL NUMBER OF PERSONNEL COMPLAINT FINDINGS 2019



TOTAL NUMBER OF PERSONNEL COMPLAINT FINDINGS 2018



INTERNAL AFFAIRS INVESTIGATIONS

Internal Affairs investigations result from various complaints to include corruption, breach of civil rights, conduct involving moral turpitude, criminal misconduct, deputy involved shootings, major violations of Sheriff's Office rules, regulations, general orders and those complaints deemed appropriate by the Sheriff. Internal Affairs investigations are conducted by the full-time staff of the Division of Internal Affairs. The case files are assigned a case number utilizing the prefix "IA" and followed by the last two digits of the calendar year and a sequence number.

upon the evidence presented and/or discovered during the course of the investigation. The Sheriff then determines the final disciplinary action. Both the focused employee and the complainant are notified of the final disposition in writing.

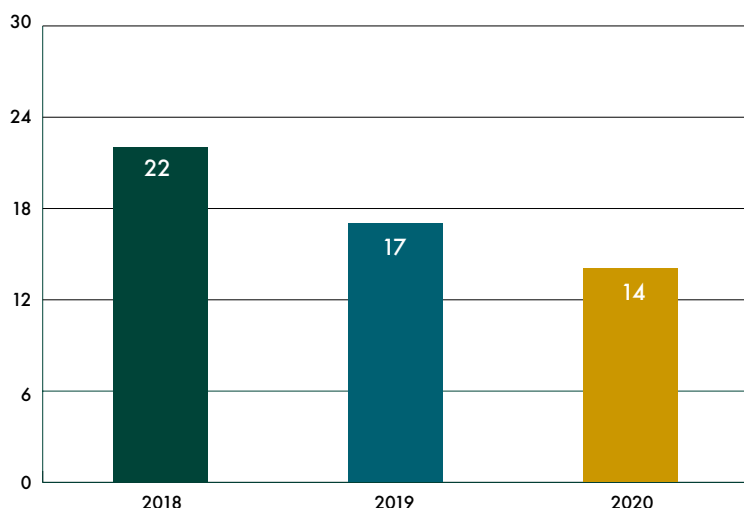
The Division of Internal Affairs maintains custody of all investigative reports and any other documentation or evidence. The Internal Affairs Commander is the custodian of records for the Division and supervises the response to all requests for inspection or copies of those records made in compliance with the Florida Public Records Law, Chapter 119.

Complaints sometimes involve allegations of a violation of criminal law against an agency member. In these cases, the Sheriff and/or the Division of Internal Affairs Commander refer the complaint information to a criminal investigator charged with the responsibility of conducting an investigation of any possible violation of criminal law. The completed criminal investigation is presented to the State Attorney for the 15th Judicial Circuit for review and if deemed necessary, prosecution. The Division of Internal Affairs conducts a parallel internal administrative investigation. The evidence documented in the criminal investigation later becomes part of

the internal administrative case. In this way, all pertinent facts are included in the Internal Affairs investigation for review by the Sheriff in making a final decision on the case.

During the calendar year of 2020, the Division of Internal Affairs processed fourteen (14) Internal Affairs Investigations.

TOTAL NUMBER OF INTERNAL AFFAIRS INVESTIGATIONS
2018 TO 2020

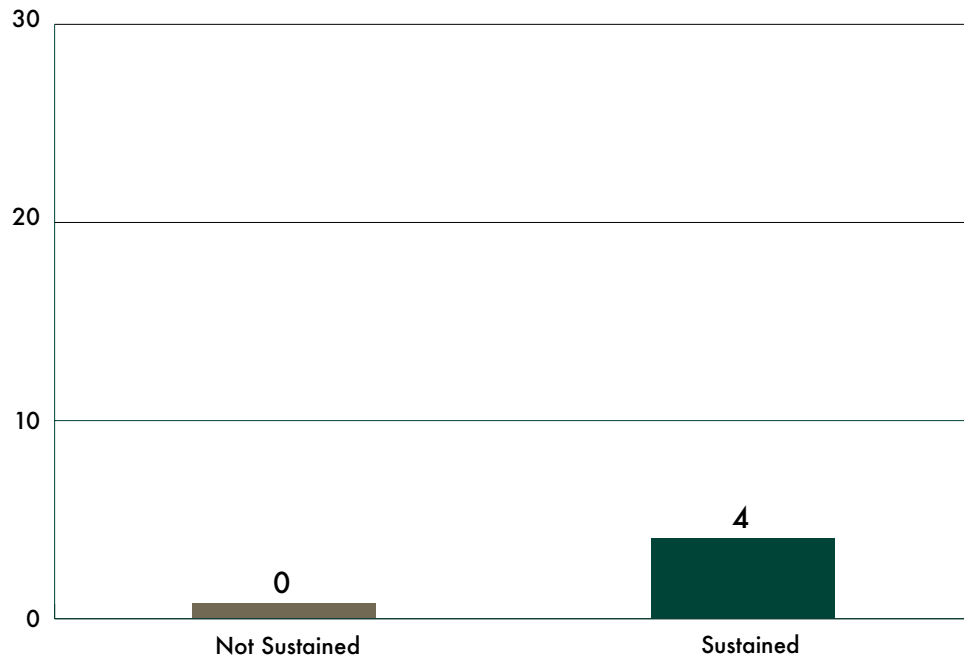


Once an investigation is completed, it becomes subject to inspection and review in accordance with the provisions of the Florida Public Records Law, Chapter 119. The Sheriff determines the disposition of the allegations against the focused member, using the "preponderance of evidence" or "clear and convincing evidence" standard of proof. When violations of policy are sustained, the investigation results are forwarded through the focused employee's chain of command. The reviewing supervisors and commanders recommend corrective, remedial, or disciplinary action as appropriate, based

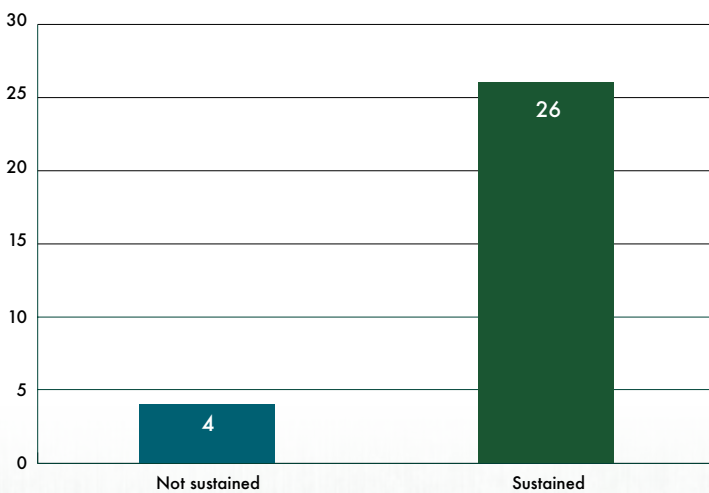
INTERNAL AFFAIRS INVESTIGATION FINDINGS

TOTAL NUMBER OF INTERNAL AFFAIRS FINDINGS 2020

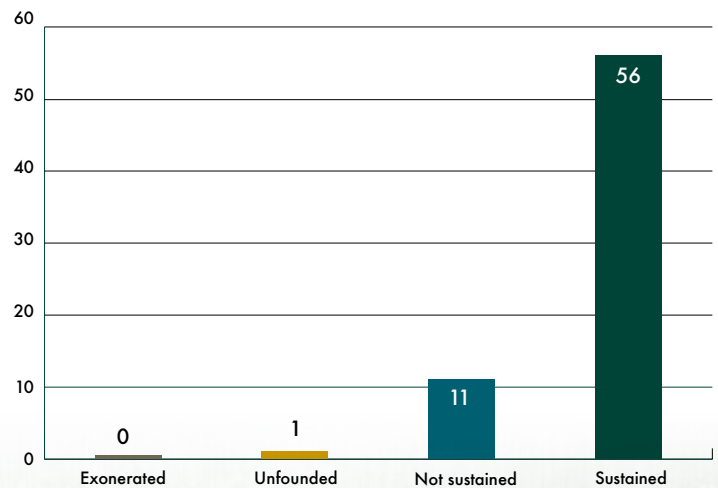
**Totals reflect the number of charges reflected in each Internal Affairs case and do not include active investigations to include those tolled due to criminal investigations.*



TOTAL NUMBER OF INTERNAL AFFAIRS FINDINGS 2019



TOTAL NUMBER OF INTERNAL AFFAIRS FINDINGS 2018

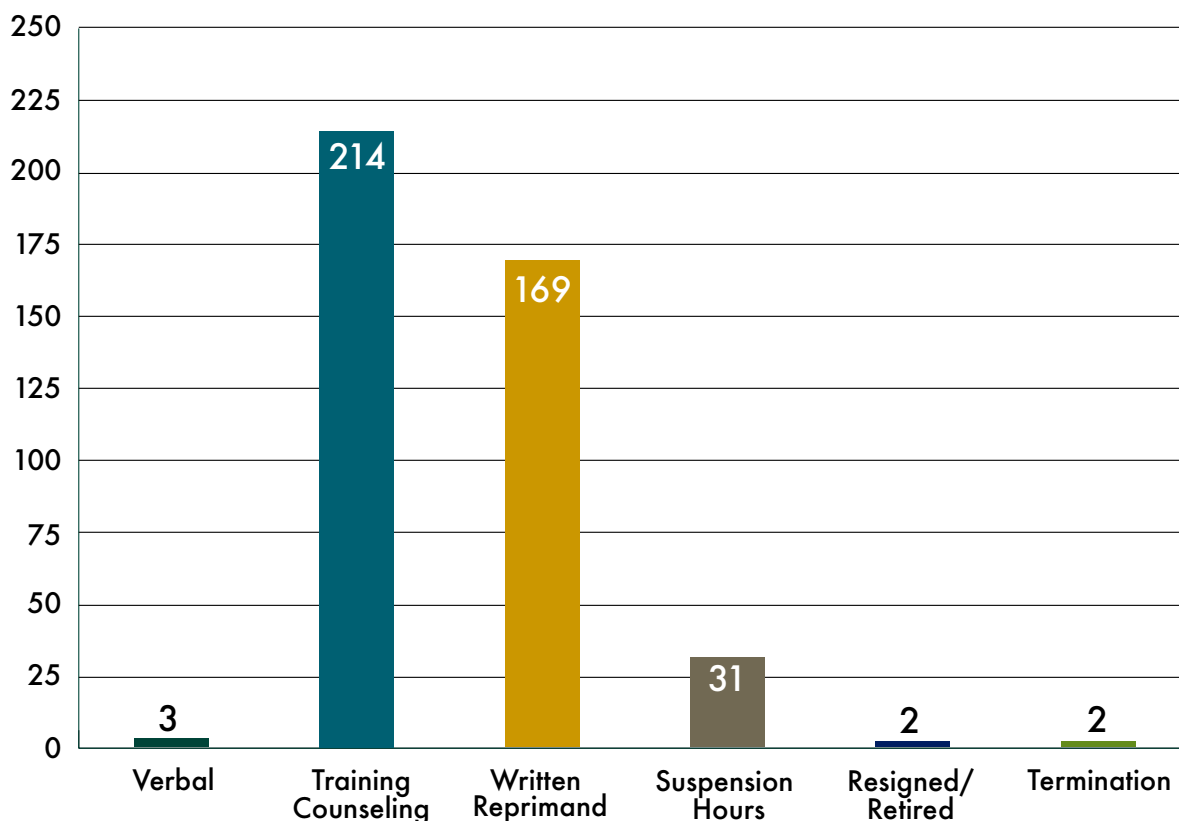


FINAL DISCIPLINE TOTALS

It is the policy of PBSO that discipline should be characterized as corrective rather than punitive, and that disciplinary actions are utilized as an element of an overall program to educate employees and promote proper conduct. Numerous factors are considered in determining the appropriate level of discipline to be assessed. Some of the factors involved include, but are not limited to, severity of the offense, prior violation of the same offense or of a different offense,

time intervals between offenses, effectiveness of prior disciplinary actions, willingness to improve, overall work performance, job attitude, and disciplinary actions previously administered to other comparable personnel for similar offenses. It is further understood that certain offenses are of such serious nature that immediate dismissal upon first offense is appropriate.

FINAL DISCIPLINE TOTALS 2020



**Totals do not include open investigations.*

***May include terminations from Administrative Investigations initiated in previous years.*

****The total number of terminations, resignations and retirements include more than one case involving the same employee.*

USE OF FORCE

The most important purpose of law enforcement is the protection of human life. In order to be consistent with that purpose, the use of control, often referred to as the use of force, must be limited to situations involving the protection of human life, resistance to arrest, defense against physical assault or force necessary to perform official duties and/or self-defense or in the defense of others.

The International Association of Chiefs of Police (IACP), Use of Force Project defines force as "that amount of effort required by police to compel compliance from an unwilling subject," and excessive use of force as "the application of an amount and/or frequency of force greater than that required to compel compliance from a willing or unwilling subject."

The IACP Use of Force Project collects data through reports of excessive use of force from citizen or department complaints against officers that are investigated and adjudicated (sustained)

and counted as excessive force incidents. This force includes physical, chemical, impact, electronic and firearm force.

The Palm Beach County Sheriff's Office records each use of force by members while acting in a professional capacity as a Deputy Sheriff. It is the responsibility of the Division of Internal Affairs, through the use of an advanced database, to collect a variety of data from those incidents to ensure the application of force by members of the agency is justified and within Agency policy.

In contrast to the IACP, the Palm Beach County Sheriff's Office collects the data from **all** reports of force by members of the Agency. Allegations of excessive force are reviewed by the Division of Internal Affairs, with the determination of a requirement for further investigation directed by the Sheriff.

The following pages outline the various subject matter data.

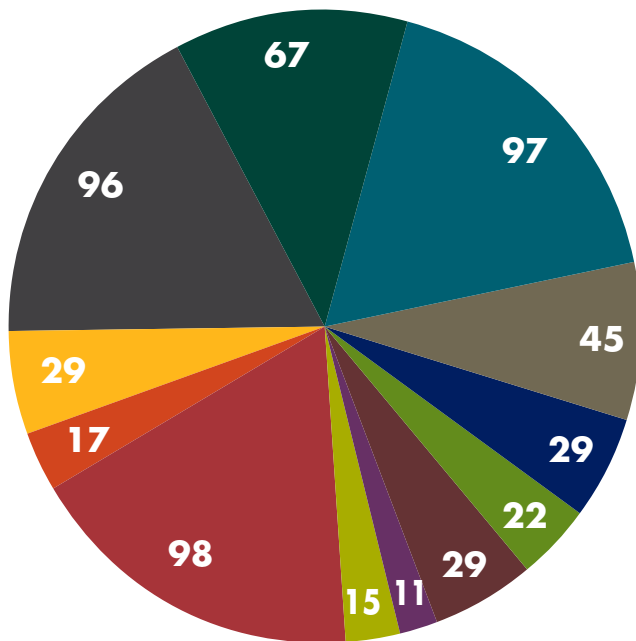


LAW ENFORCEMENT

2020 TOTALS

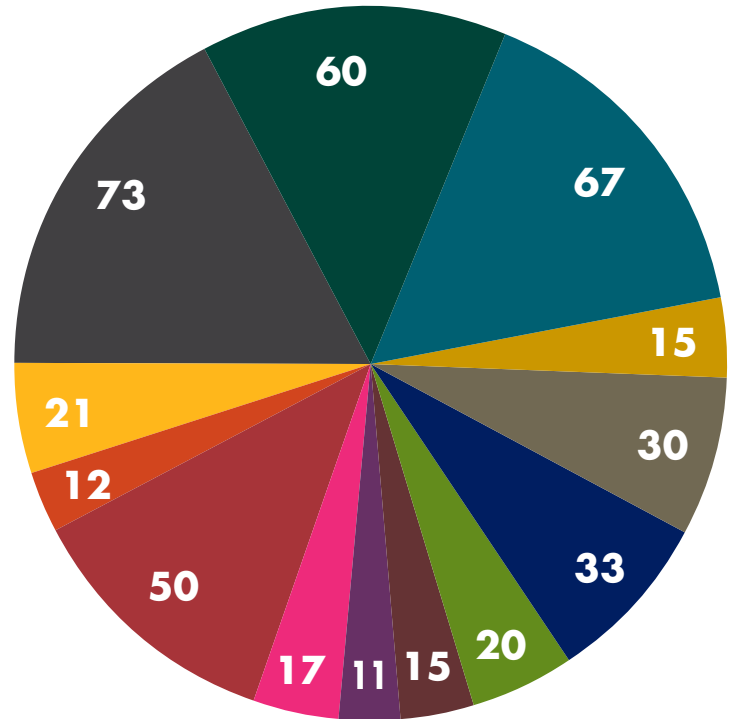
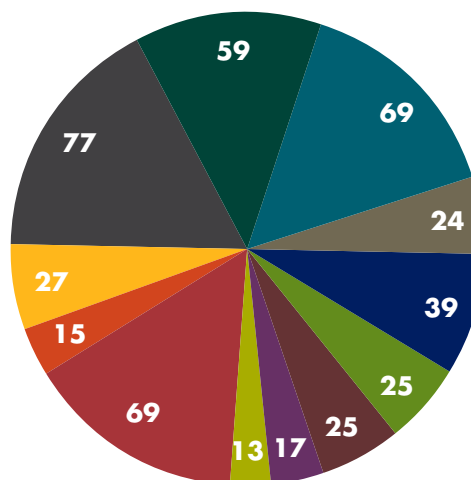
The charts below depict a comparison of the number of Use of Force incidents for Law Enforcement by district in 2018, 2019 and 2020

2019 TOTALS



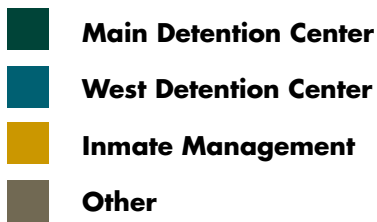
*Other includes those Districts with ten or fewer Use of Force incidents and control by personnel in various Divisional assignments to include Violent Crimes, Special Investigations, Training, Court Services and Contracts. K-9 is not included as it is covered later in this report.

2018 TOTALS

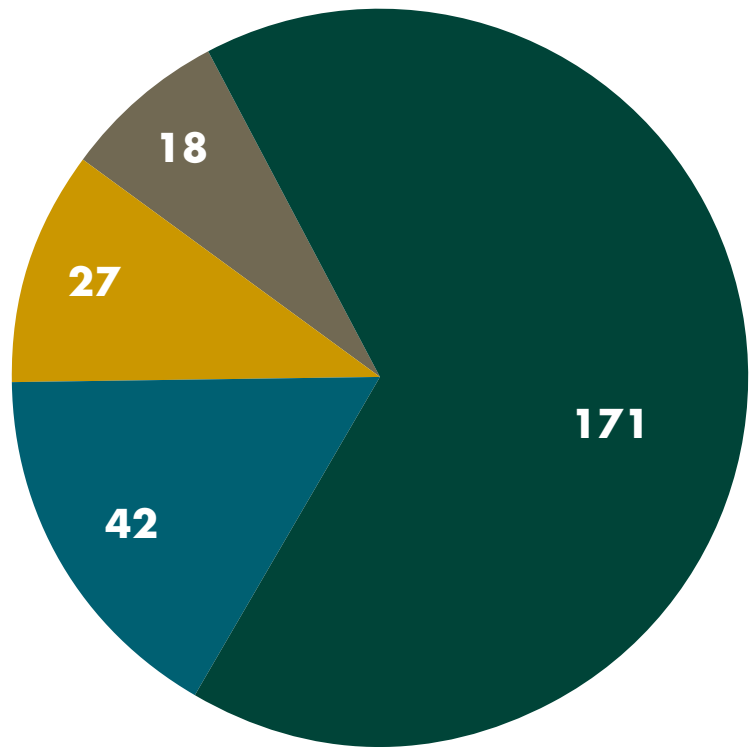


- District 1
- District 3
- District 4
- Glades Region
- District 6
- District 7
- District 8
- District 9
- District 10
- District 13
- District 14
- District 15
- District 16
- Other

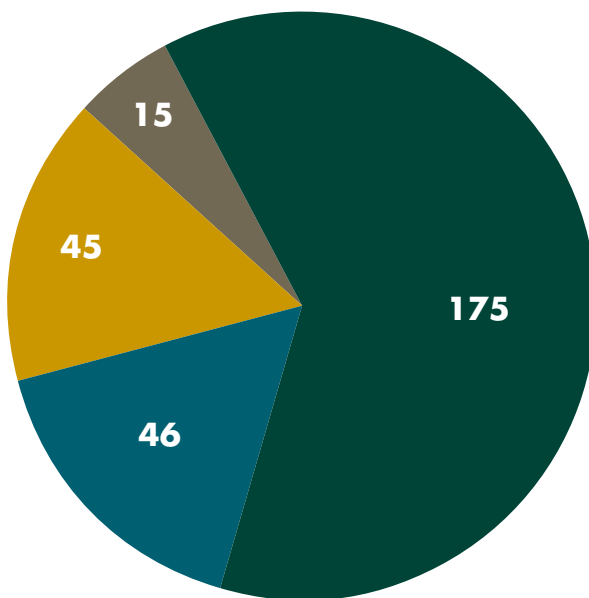
The charts below depict a comparison of the number of Use of Force incidents for Corrections by Section in 2018, 2019 and 2020



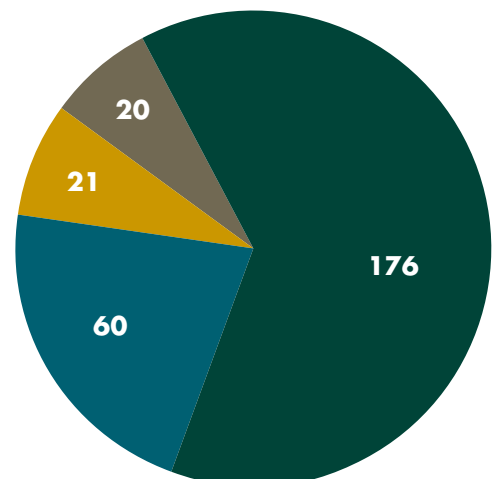
2020 TOTALS



2019 TOTALS



2018 TOTALS

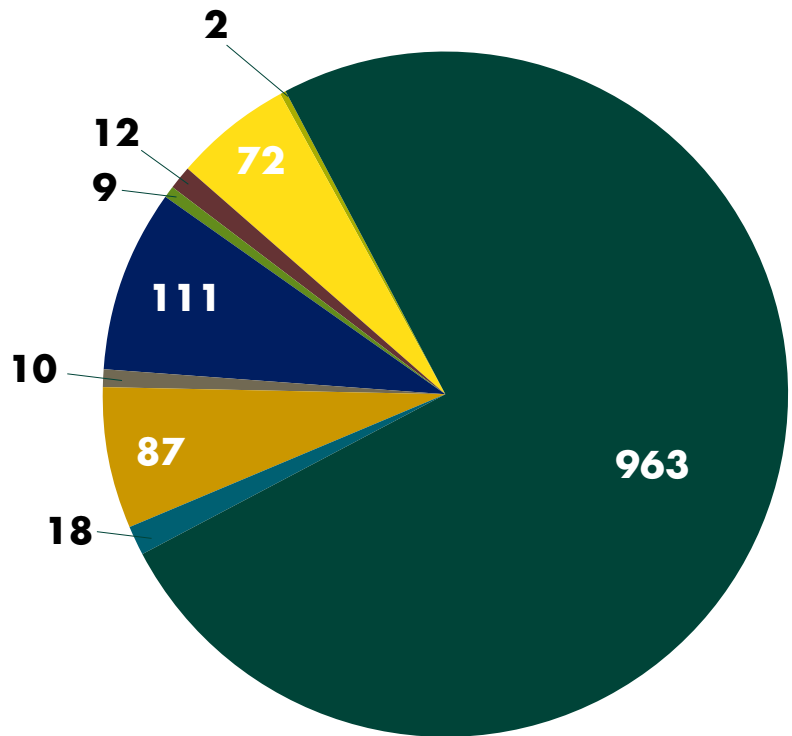


**Other includes Use of Force by Corrections Personnel in Corrections Support, Standards Development and Court Security.*

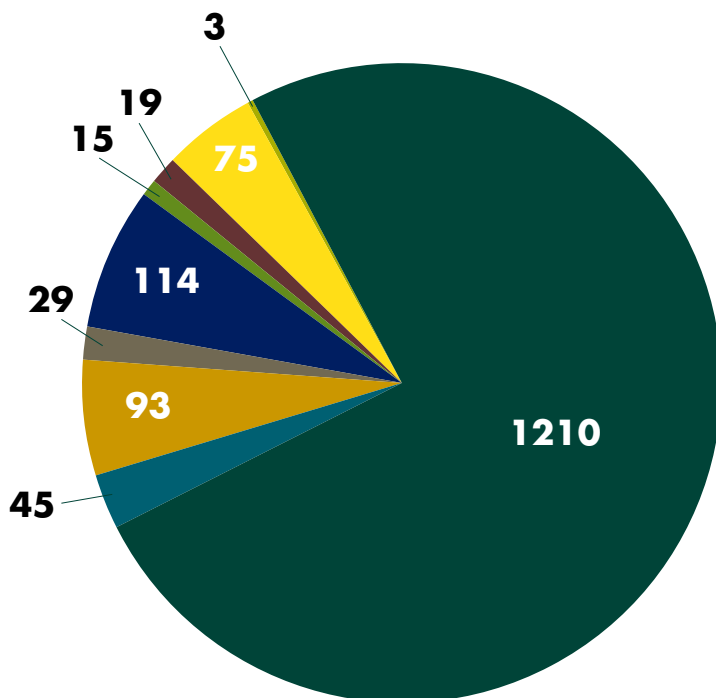
TYPES OF FORCE

2020 TOTALS

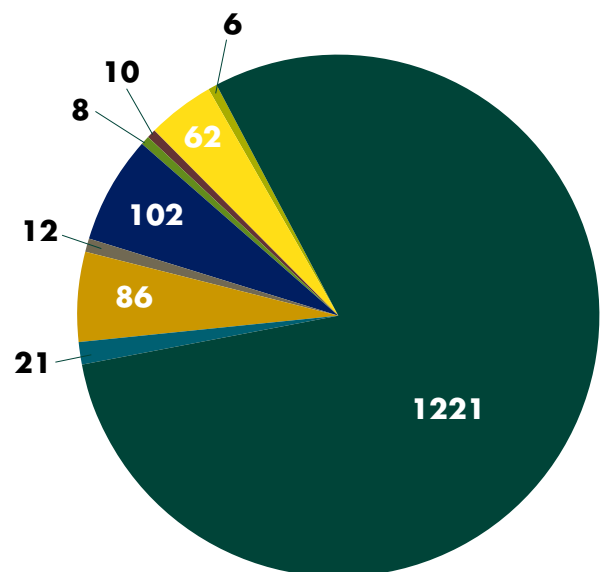
- Hands On
- Restraint Chair/Bed
- Chemical: O.C.
- Chemical: Pepperball
- Electronic Control Device: ECD
- Impact: Baton
- Impact: 40mm
- K9
- Firearm



2019 TOTALS

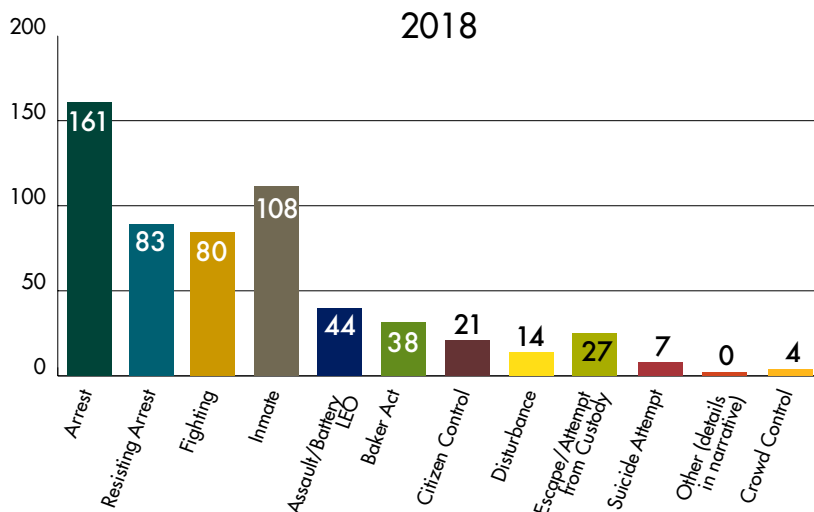
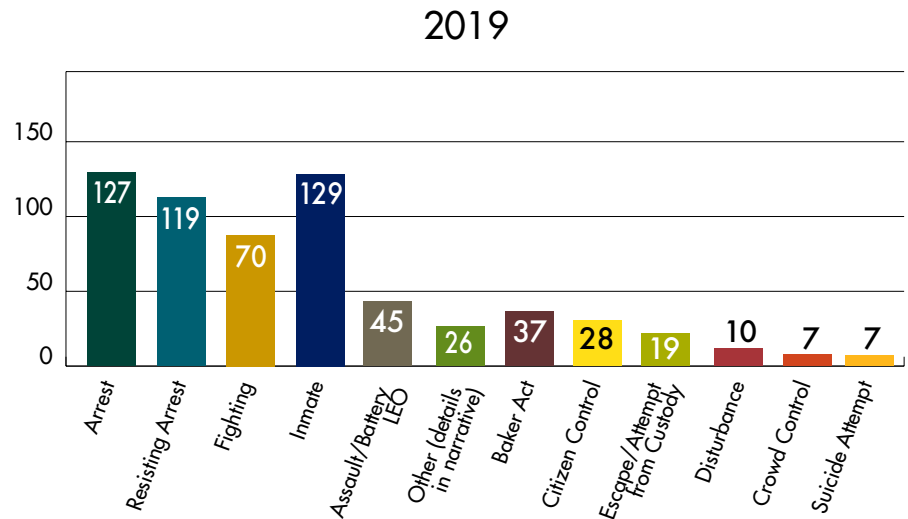
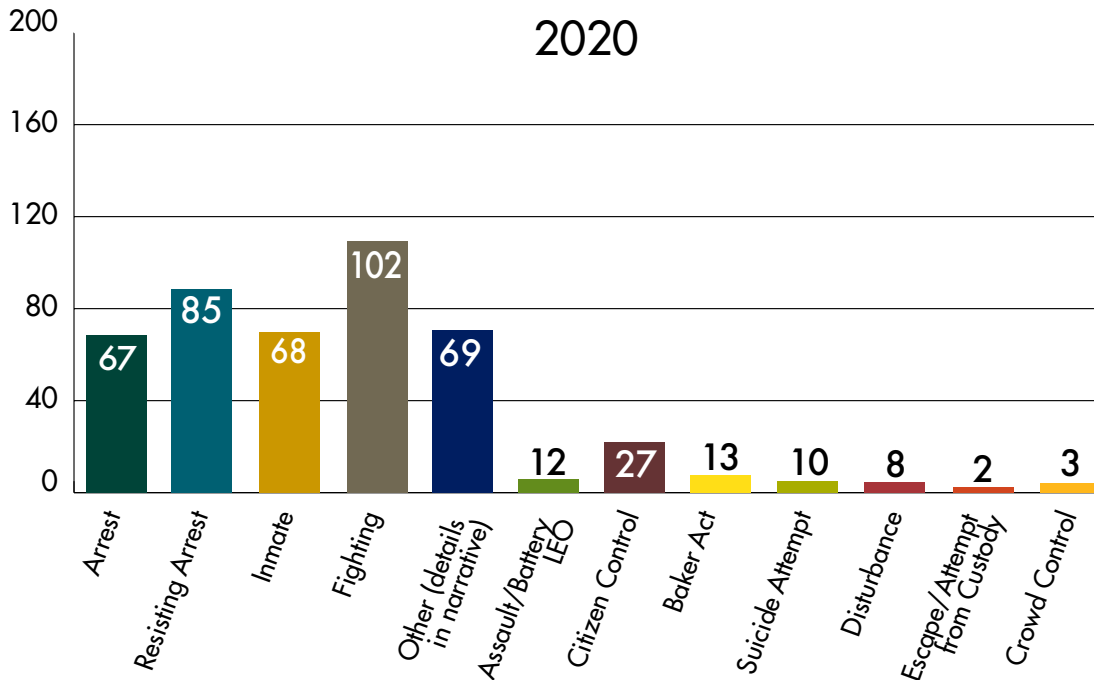


2018 TOTALS

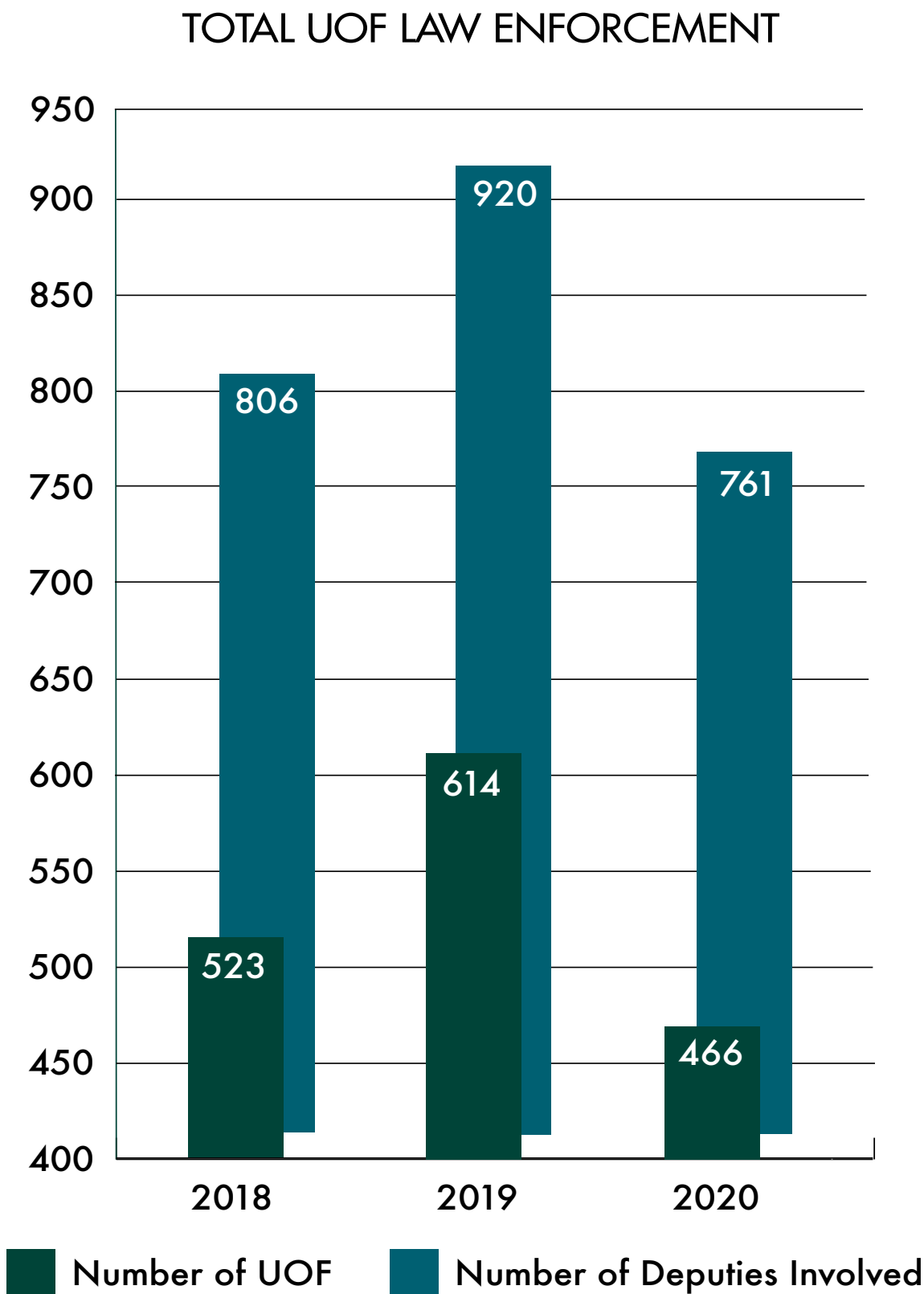


USE OF FORCE INCIDENTS

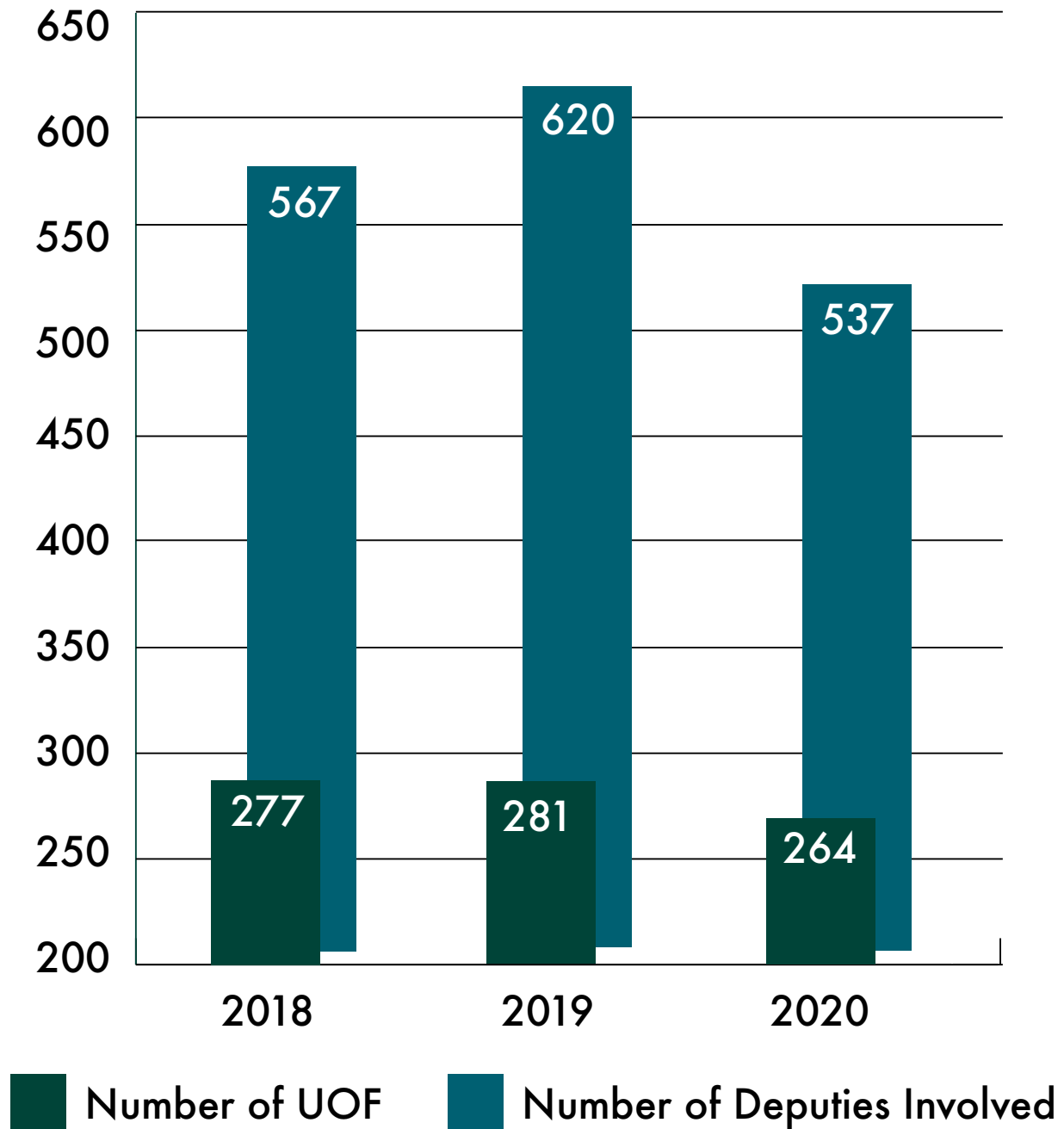
**1 Year Trend
by Reason**



USE OF FORCE REPORTS



TOTAL UOF CORRECTIONS



USE OF FORCE REPORTS

Use of Force incidents 466
Arrests 12,600
Arrests requiring force to be used 3.69%

Use of Force incidents 614
Arrests 16,929
Arrests requiring force to be used 3.63%

Use of Force incidents 523
Arrests 17,623
Arrests requiring force to be used 2.96%

2018 2019 2020

VEHICLE PURSUITS

One of the most litigated topics involving Law Enforcement is the police pursuit. When a law enforcement officer activates the emergency lights, signaling a driver to pull over, reasonable persons comply by not ignoring the officer's show of authority. The officer must generally initiate the stop based on either probable cause or reasonable suspicion that the vehicle's driver or a passenger is involved in activity that violates criminal or motor vehicle laws.

The primary concern of the Sheriff's Office is public safety and the protection of human life. However, on occasion, and frequently for reasons initially unknown to the officer, the driver will not stop, but flees in an effort to evade the officer. Compelling emergency circumstances may dictate the necessity of vehicle pursuit. Deputy Sheriffs engaging in a vehicle pursuit must always drive with due regard, consistent with "reasonable safety".

In a split-second, a Deputy Sheriff must assess whether there is a reasonable belief that the individual driving has committed a violent felony and is such a danger to society that the individual's escape would expose society to immediate death or danger such that warrants the use of deadly force.

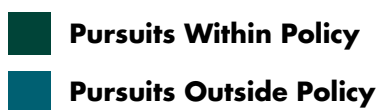
In that split-second, the Deputy Sheriff must consider all risk and take into account whether the need to engage in pursuit driving is "outweighed" by the potential risks to the public. Some of the considerations are:

The seriousness and/or dangerousness of the crime or matter warranting police involvement; Pedestrian and vehicular traffic patterns and volume; Time of day; Road conditions, weather conditions, lighting, and visibility; Terrain (curves, hills, building, etc.); The types of roadway and speeds involved; Likely effectiveness or ineffectiveness of emergency lights and siren; The capability and limitation of police equipment; The Deputy Sheriff's own skills in emergency driving; The familiarity of the area by the Deputy Sheriffs involved; The quality of radio communications; Alternate of safer methods of problem solving; Any other factor, which increases or decreases risk.

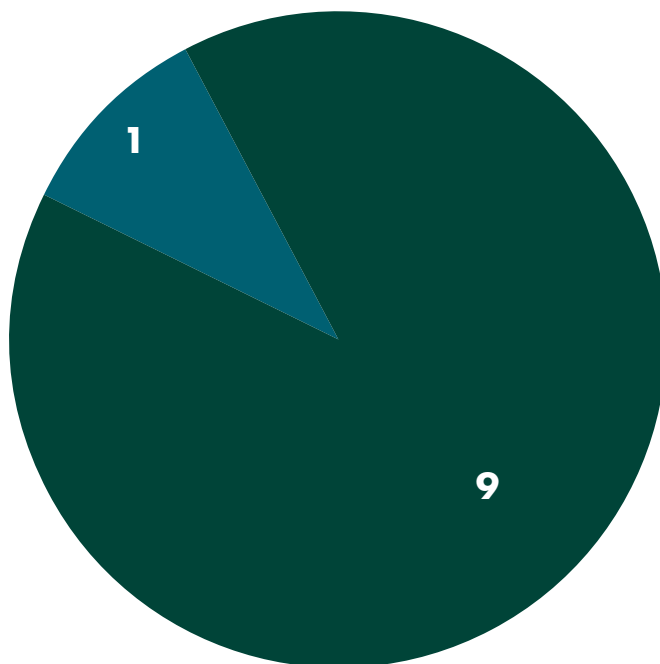
The Division of Internal Affairs maintains the statistical data derived from pursuits by Palm Beach County Sheriff's Deputies. Each pursuit is initially reviewed by the involved Deputies' supervisory chain and further reviewed and evaluated by the Training Division and the Division of Internal Affairs staff.



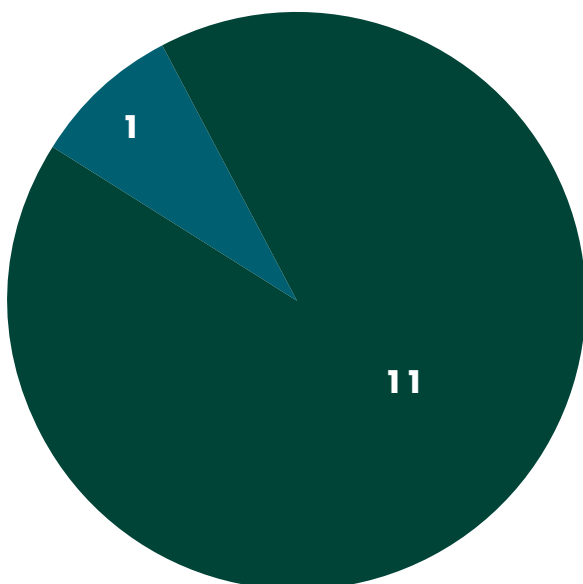
POLICE PURSUITS 3 YEAR COMPARISON



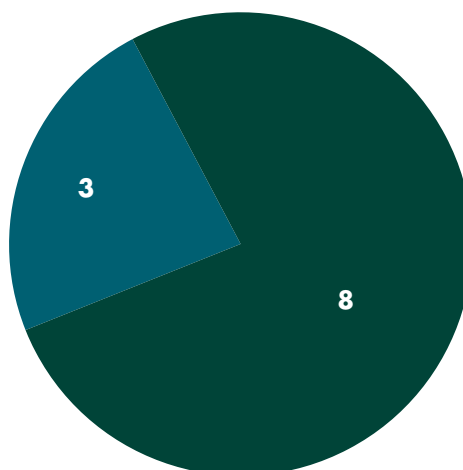
2020
TOTAL: 10 (2 INVOLVED CRASHES)



2019
TOTAL: 12 (6 INVOLVED CRASHES)

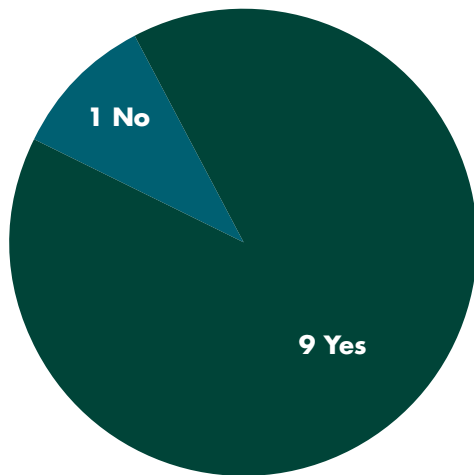


2018
TOTAL: 11 (5 INVOLVED CRASHES)

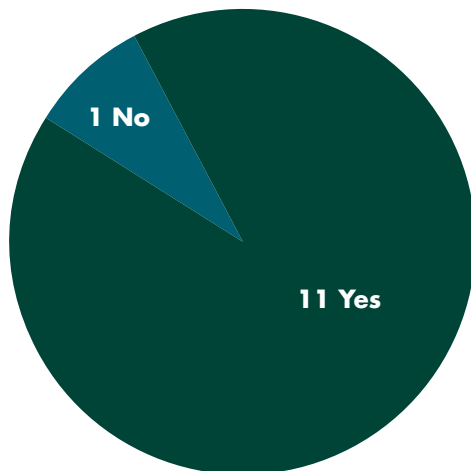


STOP DEVICE USED

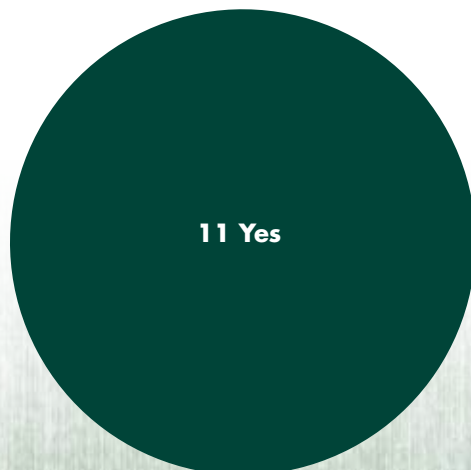
2020



2019

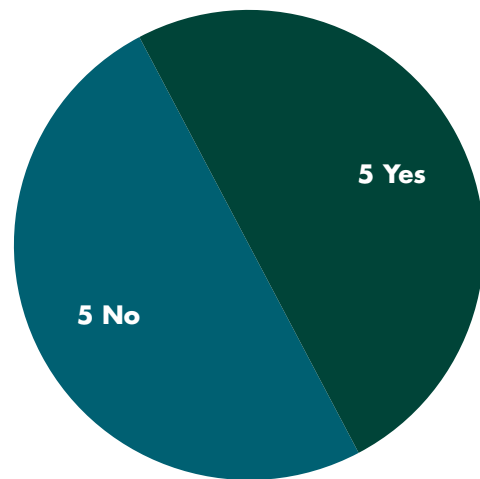


2018

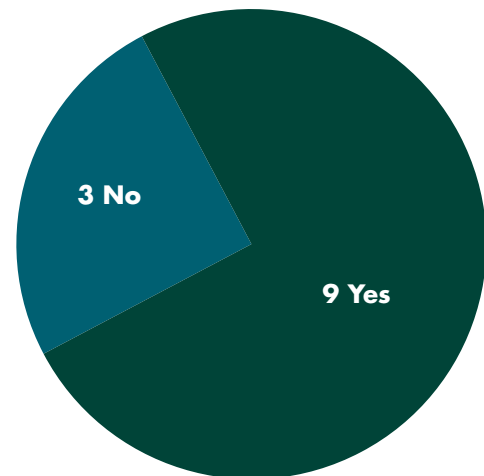


HELICOPTER USED

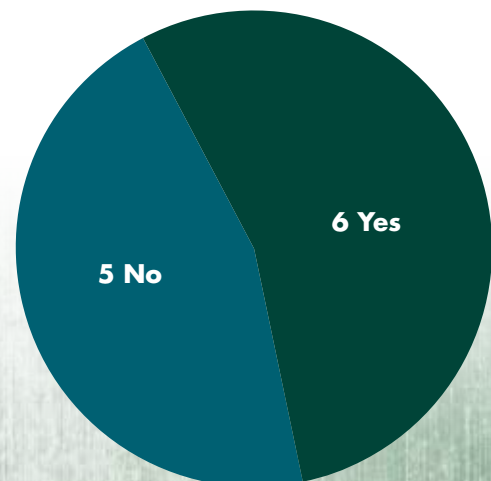
2020



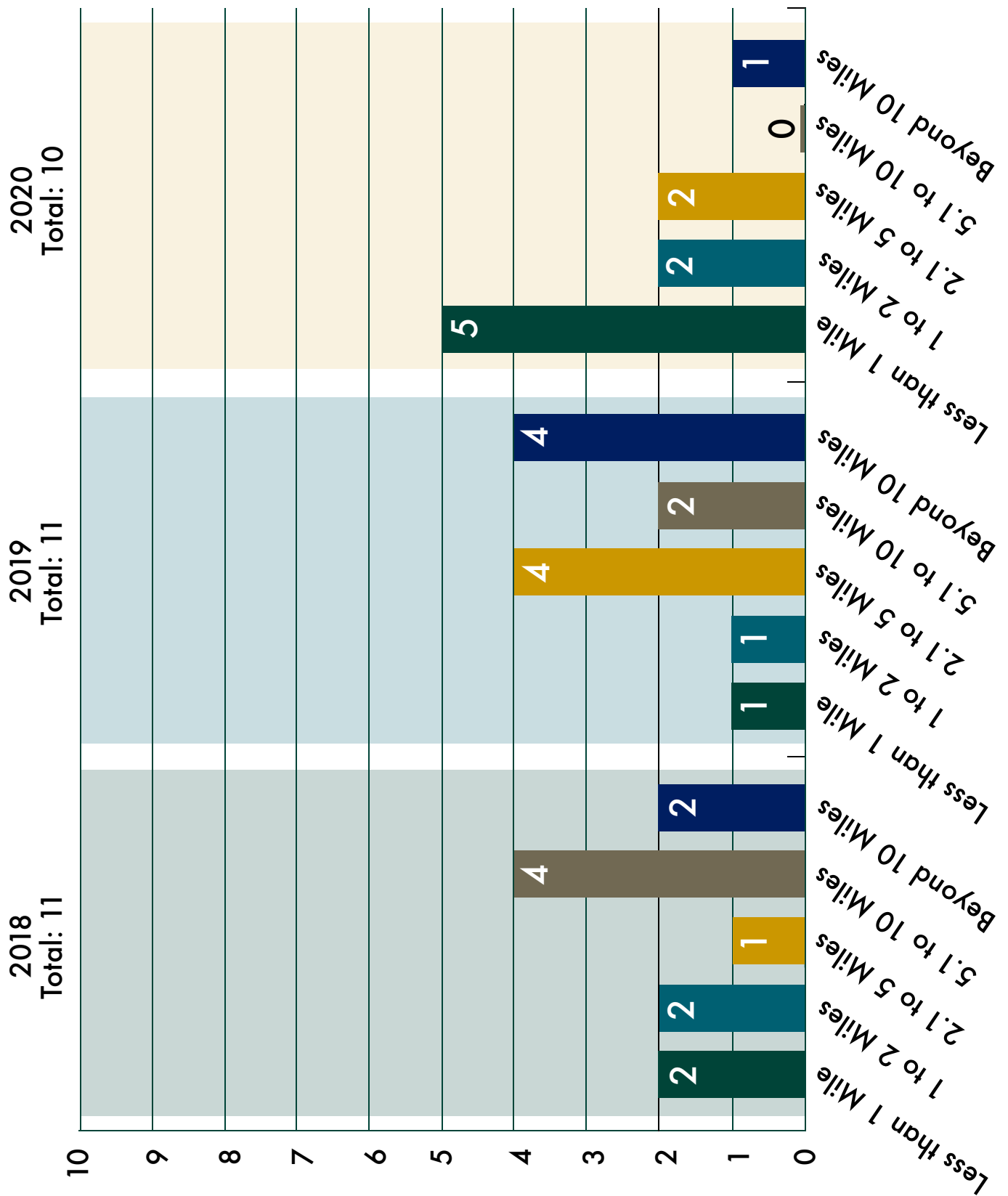
2019



2018



PURSUIT DISTANCE 2018-2020



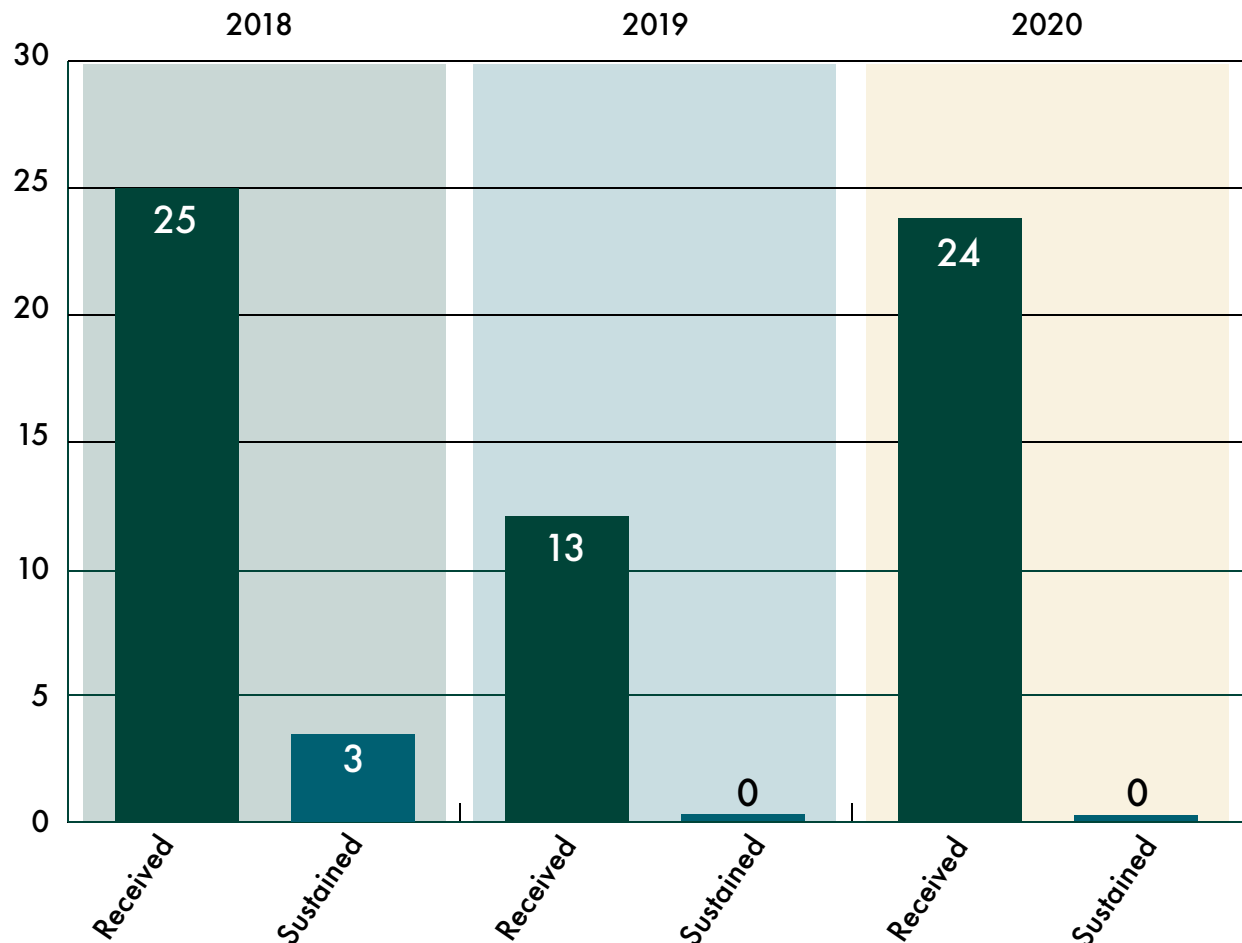
BIASED POLICING

A fundamental right guaranteed by the Constitution of the United States to all who live in this Nation is equal protection under the law. Along with this right to equal protection is the fundamental right to be free from unreasonable searches and seizures by government agents. Citizens are free to walk and drive our streets, highways, and other public places without police interference so long as they obey the law. They also are entitled to be free from crime, and from the depredations of criminals, and to drive and walk our public ways safe from the actions of reckless and careless drivers.

The PBSO is charged with protecting these rights for all citizens of Palm Beach County, regardless of race, color, religion, sex, national origin, age, disability, familial status, marital status or sexual orientation.

Because of the nature of our business, employees are required to be observant, to identify unusual occurrences and law violations, and to act upon them. It is this proactive enforcement that keeps our citizens free from crime, our streets and highways safe to drive upon, and that detects and apprehends criminals. It is the mission of the PBSO to accomplish this in a way that respects the dignity of all persons and yet sends a strong deterrent message to actual and potential lawbreakers that if they break the law, they are likely to encounter the police.

BIASED POLICING COMPLAINTS



POLICE CANINE AND THE USE OF FORCE

When discussing the use of force by law enforcement, frequently overlooked is the police canine; however, the police canine is an instrumentality of force, much like a baton or pepper spray and the rules that apply to police use of force generally apply to the use of the police canine.

The use of the police canine even to inflict serious injury may be reasonable and necessary based on the circumstances. As in all use of force by law enforcement, the issue will be decided through the reasonableness: was the force used proportionate to the apparent need to apprehend criminals, prevent escape, or protect persons.

As applied to police canine, the reasonableness standard means a canine bite is justifiable and lawful force if the threat to the officers or the public is serious. In the case of canines, the need for force must be sufficient to justify the in-

jury of a dog bite. A dog's bite is no different from a laceration inflicted by a baton, but generally less lethal than a gunshot. It is the need for force, not the injury inflicted, that determines whether the force used is justifiable.

There are many decisions from the U.S. Supreme Court, as they relate to the use of force and consequently to that force demonstrated by a police canine. As in other use of force, application of the three-part test decided in *Graham v Connor* justifies a canine deployment:

- The severity of the crime at issue;
- Whether the suspect poses an immediate threat to the safety of law enforcement officers or others;
- Whether the suspect is actively resisting arrest or attempting to evade arrest by flight.
- And the totality of the circumstances.

Palm Beach County Sheriff's Office policy strictly regulates the control of Sheriff's canines, consistent with case law, for canine usage and deployment.

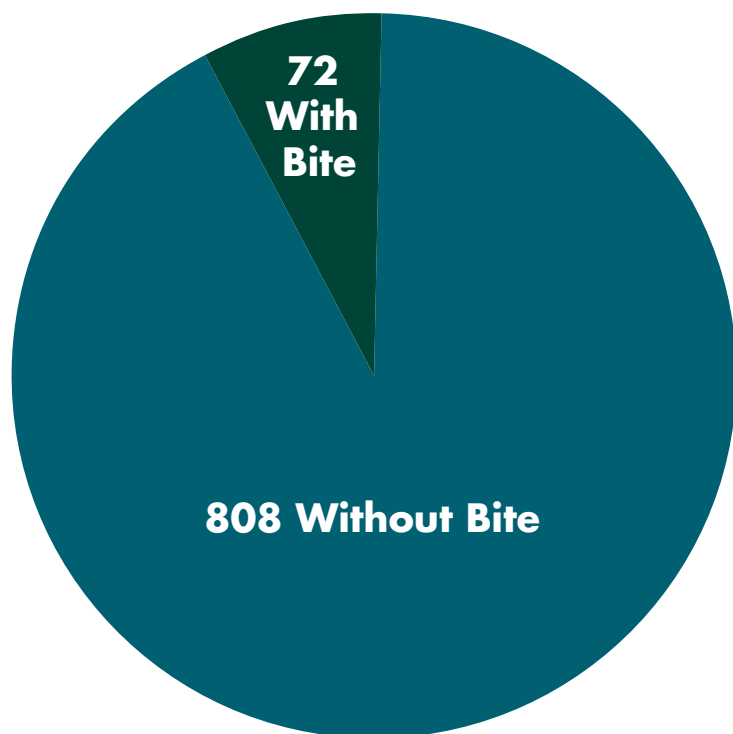
The Division of Internal Affairs maintains the statistical data derived from canine usage by Palm Beach County Sheriff's Deputies. Each usage is initially reviewed by the involved Deputies' supervisory chain and further reviewed and evaluated by the Division of Internal Affairs staff.

For 2020, PBSO Canine Deputies deployed their canines to apprehend suspects 880 times of which only 72 of the deployments resulted in actual bites to the suspect which is a bite ratio of 8.18%, well within the national acceptable average and lower than 2019 (9%).

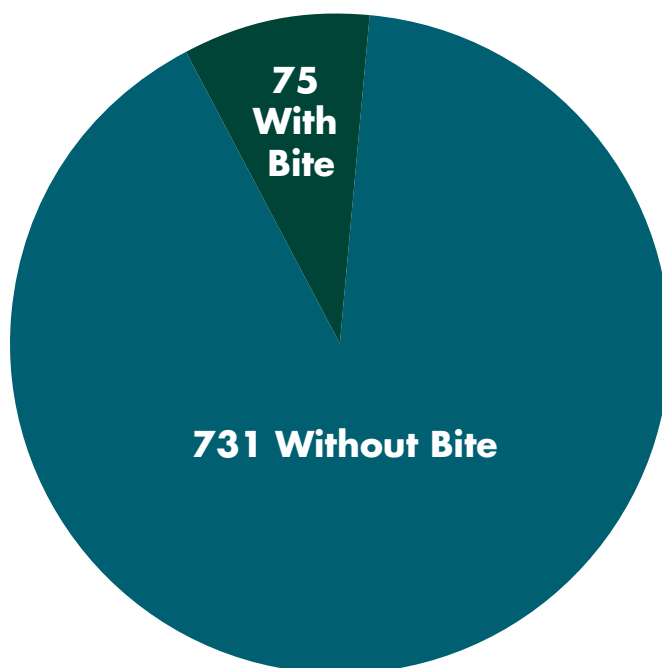


TOTAL K9 APPREHENSIONS: BITE RATIO

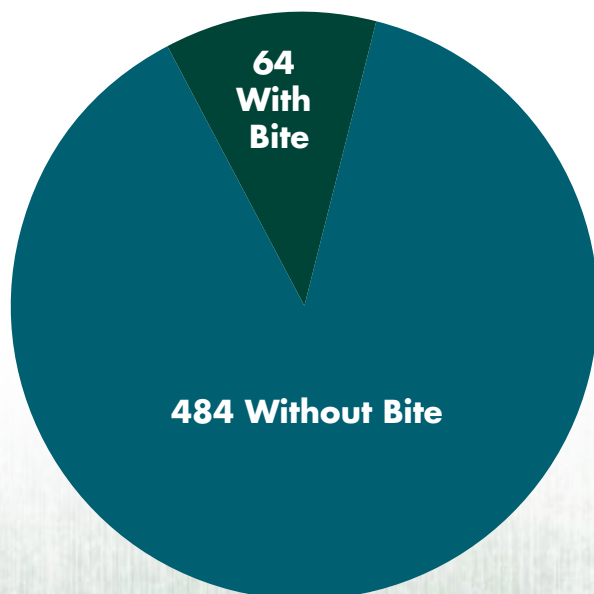
2020



2019



2018



EARLY INTERVENTION SYSTEM (EIS)

The Palm Beach County Sheriff's Office has a responsibility to its employees and the community to identify and assist employees who display symptoms of job stress and/or performance problems.

Since the 1980's, the Palm Beach County Sheriff's Office has employed a mechanism to track and monitor such issues. In the early days, it was referred to as an Early Warning System or EWS. This term has given way to Early Intervention System or EIS.

The EIS system captures specific pieces of information about the behavior of Deputies to help identify problematic behaviors early. Examples could include the number and type of community complaints, the number and type of use of control incidents, also referred to as use of force, and the number of vehicle accidents a deputy might be involved in.

The Palm Beach County Sheriff's Office Division of Internal Affairs produces reports for Executive Staff and Middle Management level supervision to provide information for review of Personnel Complaints and use of control issues. The reports help identify and provide documentation of members who experience a certain frequency of involvement in these types of complaints and reports.

Alerts are generated based upon a daily re-

view assessing both a specified period of time and frequency, often referred to as thresholds, on the following actions of officers: complaints received, control of persons, canine usage, vehicle pursuits, and discharge of firearms. These actions are categorized individually and each has its own threshold.

As an example, following a vehicle pursuit, the primary pursuing officer's supervisor will complete and submit, through the chain-of-command, required documentation capturing various criteria surrounding the pursuit. Upon final review, approval and submission into a database by the Division of Internal Affairs, the EIS process is initiated for that officer and the assessment period begins. As the twelve (12) months pass, if the officer is not involved as the primary officer in another vehicle pursuit, the process concludes without any alerts.

Conversely, if the officer is involved as the primary pursuing officer in five (5) more vehicle pursuits within those twelve (12) months, the alert is automatically generated and the officer's command is directed to complete a review of all five (5) vehicle pursuits outlined in the alert.

The thresholds for each category and a sample alert can be found on the following pages.



The following are the established thresholds, time periods and frequencies for each category. On the following page is a sample alert.

EIS I Report- Complaints (Formal I.A. and P.C.)

Deputies with five (5) or more complaints within the previous twenty-four (24) months.

EIS II Report- Use of Control

Deputies involved in five (5) or more control of person incidents for the previous twelve (12) months. (Excluding canine usage and firearm discharges).

EIS III Report – Canine Usage

A bite record of each canine, categorized by the deputy as the handler, will be reviewed quarterly.

EIS IV Report – Discharge of Firearms

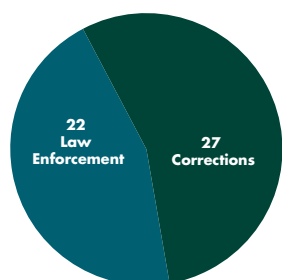
Deputies involved in three (3) or more firearm discharge incidents in the previous sixty (60) months.

EIS V Report – Vehicle Pursuits

Deputies involved in five (5) or more vehicle pursuit incidents as the initiating deputy for the previous twelve (12) months.

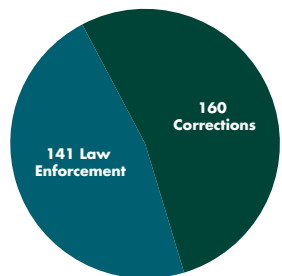
All thresholds are on a rolling calendar time period so that a deputy who has received an Early Intervention for one of these dimensions has been reviewed and counseled with a Supervisor to discuss policies, training and any potential concerns. This report however reflects a specific time period running from January 1, 2020 to December 31, 2020. It is important to remember these reports are not intended as a statement of misconduct, but are simply a presentation of quantitative facts to be used as a management tool to identify performance issues that infringe on the level of service expected of the Palm Beach County Sheriff's Office by the community and could be counterproductive to professional careers.

EARLY INTERVENTION USE OF CONTROL STATISTICAL SUMMARY



Number of employees with five (5) or more use of control reports for the year preceding December 31, 2020.

Total: 49



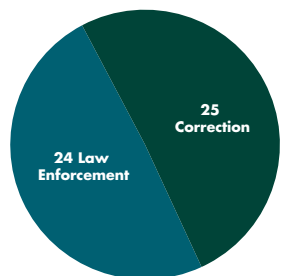
Total number of use of control reports associated with the employees reported in the above section.

Total: 301



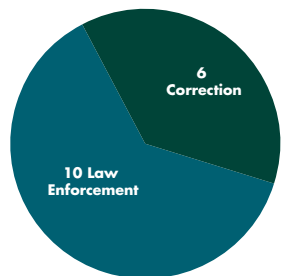
Number of employees who are new to the current EIS II Report.

Total: 33



Number of employees on the previous EIS II Report who are not on the current Report.

Total: 49



Number of employees who are repeaters on the current EIS II Report.

Total: 16





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