

Naples Police Department Professional Standards Division



F.Y. 2012-2013 Annual Report

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**Professional Standards Division
F.Y. 2012-2013
Annual Report**

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Professional Standards Bureau

F.Y. 2012-2013 Annual Report

Overview

The Professional Standards Bureau is responsible for ensuring that the Naples Police Department is operating within the boundaries and established guidelines of public trust and confidence. This division is responsible for the investigation of complaints against department employees, volunteers, and on occasion, other city employees; the verification of compliance of required Accreditation standards, inspections; the training of all police personnel; and the recruitment and hiring within the Naples Police Department. The Lieutenant of Professional Standards reports directly to the Administrative Captain.

The Professional Standards staff consists of: one lieutenant and one civilian employee.

The Professional Standards Bureau is tasked with the following responsibilities:

- Internal Affairs
- Training
- Accreditation
- Recruiting and Hiring
- Public Information

Internal Affairs

Internal Affairs is responsible for investigating police employees for the following matters: internal complaints, citizen complaints, officer involved traffic crashes, use of force.

Internal Affairs is also responsible to insure that all police records pertaining to the above mentioned investigations and discipline are tracked, analyzed for trends, and securely maintained.

The function of the Internal Affairs section is to provide fact-finding assistance to the Chief of Police. Internal Affairs provides a systematic, objective, and impartial method of investigating complaints of improper behavior by police officers or other personnel that may violate Department or City Rules & Regulations. All complaints, whether made by citizens or City employees, are investigated.

Complaints

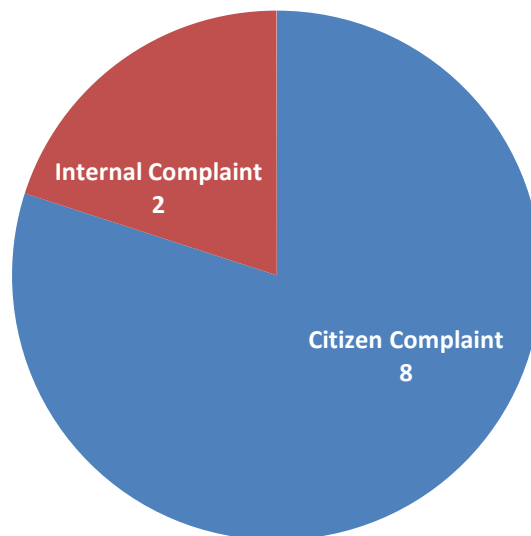
The Internal Affairs Section of the Naples Police Department is responsible for the investigation of complaints against department employees, volunteers and on occasion other city employees. This section is also responsible for maintaining employee complaint and disciplinary records.

Definitions of Case Findings

- Unfounded** The allegation was demonstrably false or there is no credible evidence to support the complaint.
- Exonerated** The incident occurred but the individual's actions were lawful and did not violate written policies.
- Not Sustained** Investigation failed to disclose sufficient evidence to prove or disprove the allegation.
- Sustained** The allegation is supported by sufficient evidence.

During the F.Y year 2012-2013, 10 total complaints were received by the Internal Affairs Section. These complaints are separated into categories to include internal complaints (INQ) and citizen complaints (CC). There were a total of 2 internal complaints, which are complaints made from within the agency. There were a total of 8 citizen complaints, which are complaints generated from outside of the agency.

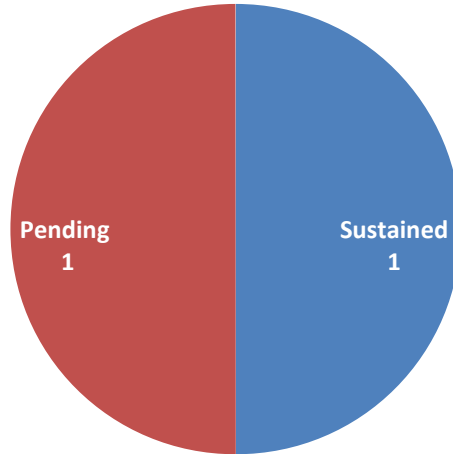
Type of Complaints



Internal Complaints (INQ)

During the F.Y. year 2012-2013, 2 Internal Complaints were assigned by Internal Affairs. There were* findings of the 2 complaints received/investigated. The findings in those investigations were determined to be as follows: 0 – Unfounded, 1 – Sustained, 0 – Not Sustained, 0 – Exonerated, and 1 – Pending.

Internal Complaints

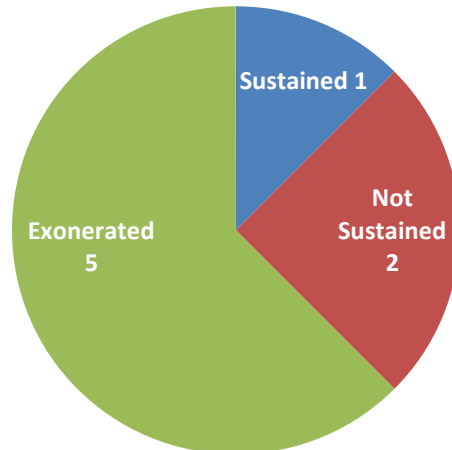


*Please note that one incident can involve more than one officer or allegation on an officer resulting in multiple findings per incident.

Citizen Complaints

The Internal Affairs Section received 8 documented citizen complaints requiring investigations. There were 8 findings resulting from the 8 investigations. The findings are as follows: 1 – Sustained, 2 – Not Sustained, and 5 – Exonerated.

Citizen Complaints



*Please note that one incident can involve more than one officer or allegation on an officer resulting in multiple findings per incident.

Employee Discipline

During F.Y. 2012-2013, there were four instances in which officers received discipline. The following discipline was issued: 1- Oral counseling, 2- 1-3 day suspensions and 1- 4-10 day suspension.



Response to Resistance

In F.Y. 2012-2013, Professional Standards received 11 Response to Resistance reports. Out of the 11 separate incidents, a total of 16 officers were involved. Of the 11 incidents, none resulted in officer injury and 6 resulted in injuries to the subject. All incidents were reviewed through the chain of command up to Professional Standards and were classified with a closing status as “Within Policy”.

Reason for use-of force:

Reason	Count	Percent of total
Combative	3	27%
Resist W/O Violence	3	27%
Resist with violence	1	9%
Subject fled	3	27%
Subject fled/resisted arrest	1	9%
Total	11	

Type of Service being rendered at time of use-of force:

Service type	Count	Percent of trend
Disturbance	2	18%
Intoxicated subject(s)	3	27%
Investigation	2	18%
Other	2	18%
Suspicious Person Call	1	9%
Traffic Stop	1	9%
Total	11	

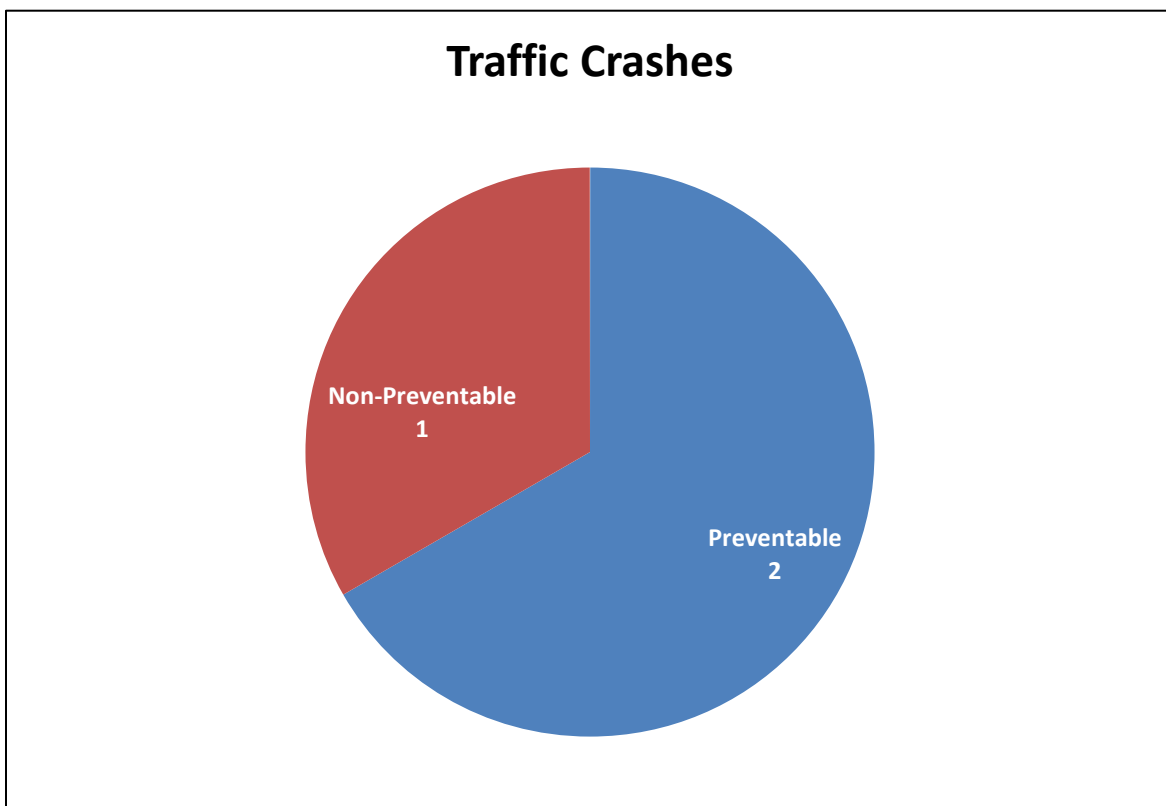
Average age of involved citizens: 32

Notes: 1. Each incident may have included multiple officers that used response to resistance.

Vehicle Pursuits / Traffic Crashes

Vehicle Pursuits: In F.Y. 2012-2013, there were 2 police vehicle pursuits. One pursuit was found to be within policy and the other was not. The officer involved in the pursuit that was out of policy was disciplined.

Traffic Crashes: Professional Standards received 3 reports of traffic "crashes" involving Police Department vehicles. Of the 3 reports, 2 were considered to be "Preventable", and 1 was "Non-Preventable."



Accreditation

An officer is temporarily assigned as the Accreditation manager. The Naples Police Department has spent 2013 reviewing and revising all of the General Orders and Standard Operating Procedures in preparation for accreditation. Accreditation is a voluntary process through which the Naples Police Department receives state recognition for meeting and maintaining professionally-recognized criteria for excellence in management and service delivery. The name of the accreditation body is Commission for Florida Accreditation (CFA). The Naples Police Department will be seeking full accreditation status in 2014.

Accreditation provides some of the following benefits to the department:

- Assures governmental leaders of the quality of services delivered by their law enforcement agency;
 - Provides a thorough review of the agency's status and readiness;
 - Reinforces the agency's ability to maintain the highest standards of law enforcement services that represent current professional practices;
 - Assures that agency personnel are trained and functioning according to established policies and procedures; and
 - Provides a quality work environment for well-trained professionals that aids in recruiting and retaining qualified personnel.

The Accreditation manager is charged with the responsibility of ensuring that the Naples Police Department remains in compliance with all the applicable accreditation standards designated by the state accrediting agency (CFA) between re-accreditation periods. Standards compliance is maintained through a variety of methods, which include continual review and updating of departmental written directives to include the General Orders and Standard Operating Procedures.

Training

Training coordinates the entire department's training needs and corresponding records. The Training section also coordinates the delivery of those courses and specialized in-service training to department members.

The Training section maintains all training records on a computer database and provides those records either to the Florida Division of Law Enforcement's (FDLE) Criminal Justice Standards and Training Commission (CJSTC) for inspection or for legal defenses relating to the various disciplines applied by the department personnel.

Recruitment

Recruitment provides one of the most important functions for the department. The recruiting function is important because the selection of suitable personnel applying for positions within the department is necessary to ensure that the best-qualified individuals are hired. Therefore, much effort and scrutiny is put into this process.

The Professional Standards Bureau works in conjunction with the city's Human Resources department to process candidates through the written examination. Extensive background investigations and professional testing are conducted preceding employment. Many candidates may be screened in order to fill one officer position. They also conduct orientation of all new employees.