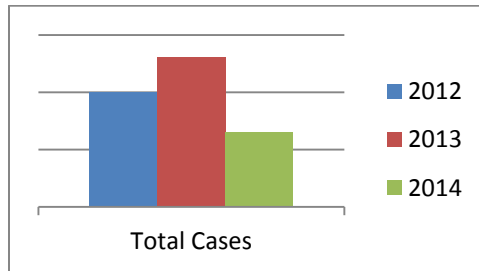
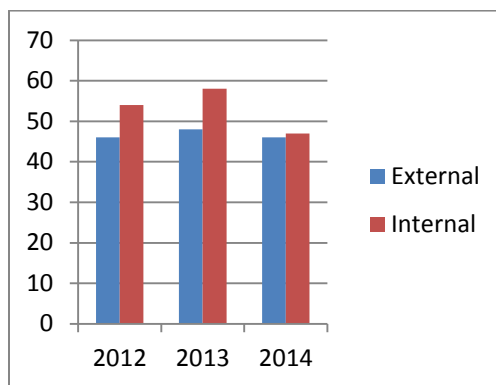


Johnson County Sheriff's Office Professional Standards Unit 2014 Annual Report

The Professional Standards Unit, comprised of two investigators, recorded 93 cases for 2014. This was a 12% decline in cases (106) from 2013, and a 7% decline in cases (100) from 2012.



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 93 cases, 46 (49%) were from external sources and 47 (51%) were from internal sources. This remained relatively consistent to previous years. In 2013, there were 48 (45%) external and 58 (55%) internal cases. In 2012, there were 46 (46%) external and 54 (54%) internal cases.



In May, 2014, new Professional Standards policies for Civilian (non-Civil Service) employees were introduced. These policies mirrored the Professional Standards in place for Civil Service employees. Eleven of the 93 cases involved Civilian employees violating eight different standards.¹

Civil Service employees were involved in 74 cases, violating 21 different standards. Nine cases were directed toward the agency rather than specific employees.

¹ One case involved two employees; one civilian and one Civil Service. Cases are defined as investigations that were conducted. Some of these cases involve multiple violations. For example, one case could include four different violations.

2014 PSU Annual Report

Violation	Times Alleged	Sustained	Exonerated	Unfounded	Not Sustained	Pending
Neglect of Duty	4	3	0	0	1	0
Knowledge of Standards	2	2	0	0	0	0
Sexual, Ethnic, Racial or Religious Harassment	3	2	0	0	1	0
Violation of Rules	15	10	1	2	2	0
Unbecoming Conduct	15	15	0	0	0	0
Insubordination	4	4	0	0	0	0
Conformance to Laws	13	5	2	5	1	0
Courtesy	15	5	2	5	3	
Giglio Inquiry	1	1	0	0	0	0
Retaliation	1	0	0	1	0	0
Arrest, Search and Seizure	2	1	1	0	0	0
Abuse of Position	4	2	0	1	1	0
Treatment of Prisoners	5	1	0	4	0	0
Information Technology/Communication Systems Usage	4	3	0	0	1	0
Associations	1	1	0	0	0	0
Truthfulness	1	1	0	0	0	0
Racial Profiling	8	0	3	5	0	0
Sheriff's Office Reports	1	1	0	0	0	0
Possession and Use of Drugs	1	1	0	0	0	0
Subject Control	4	1	2	1	0	0
Unsatisfactory Performance	12	10	0	1	1	0
Reporting for Duty	2	2	0	0	0	0
Civilian Prohibited Conduct	1	1	0	0	0	0
Civilian Conformance to Laws	1	0	0	0	1	0
Civilian Unbecoming Conduct	1	1	0	0	0	0
Civilian Unsatisfactory Performance	4	4	0	0	0	0
Civilian Violation of Rules	2	2	0	0	0	0
Civilian Insubordination	2	2	0	0	0	0
Civilian Courtesy	2	0	2	0	0	0
Civilian Information Technology/Communication Systems Usage	1	1	0	0	0	0
TOTALS	132	82	13	25	12	0

As shown in the table, there were 132 complaints concerning:

- 21 Civil Service Standards
- 8 Civilian Standards
- 78 different staff members
 - 10 against Agency
 - 94 against Deputies
 - 18 against Civilians
 - 3 against Sergeants
 - 6 against Lieutenants
 - 1 against Captain

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

All cases are investigated to the fullest extent. Disposition classifications are determined upon completion of the investigation. These dispositions include a matter being sustained, not sustained, exonerated or unfounded.

In 2014, PSU investigated 27 cases² (29%). The remaining 66 cases (71%) were investigated by the Divisions.

PSU coordinated five Professional Standards Disciplinary Boards³ (convened for category A and B violations), and four Divisional Hearings (convened for category C violations).

² Four of the cases were initiated by a criminal complaint and involved a criminal investigation. Professional Standards reviewed the criminal investigation and conducted the internal investigation.

³ One PSU Board was combined for two employees involving two cases due to similar charges encompassing same, relevant evidence and testimony.

2014 PSU Annual Report

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

The Johnson County Sheriff's Office maintains two Detention facilities; the New Century Adult Detention Center and the Central Booking Facility. In previous years, the cases involving Detention employees had been tracked and recorded generally under Detention. In 2013, a total of 48 cases involved Detention employees.

The remodeling and re-opening of Central Booking Facility was completed in August, 2013 and Professional Standards began tracking the cases by facility beginning in January, 2014. The cases involving Detention employees were tracked to record the specific facility they were assigned and the specific facility where the alleged incident occurred. In 2014, a total of 37 cases were recorded involving Detention employees. This reflects a 23% decline in cases, exclusive to Detention, from 2013.

Central Booking Facility

(23 total cases)

- 19 cases, involving 16 different employees
 - 11 Sworn
 - 3 Civilian Specialists
 - 15 Internal Cases
 - 13 sustained
 - 8 External Cases
 - 2 sustained

Of those 15 sustained cases, the following sanctions were administered:

- 5 Counseling Statements
- 7 Official Reprimands
- 2 Terminations
 - 1 resulted from a PSU Disciplinary Board (sworn)
 - 1 resulted from direct termination (Civilian Specialist)
- 1 Pending⁴

Other cases resulted in the following:

- 1 Unfounded
- 2 Not Sustained
- 1 Exonerated

⁴ This matter was resolved in 2015 and resulted in a demotion.

2014 PSU Annual Report

Four (4) additional cases were recorded against the Central Booking Facility 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:

- 3 Unfounded
- 1 Exonerated

New Century Adult Detention Center

(14 total cases)

- 12 cases, involving 14 employees⁵
 - 11 Sworn
 - 1 Civilian Specialist
 - 2 Civilians
 - 9 Internal cases
 - 8 sustained
 - 3 External cases
 - 1 Sustained

Of the 9 sustained cases, the following sanctions were administered:

- 3 Counseling Statements
- 4 Official Reprimands
- 1 Resignation
- 1 Termination

Other cases resulted in the following:

- 1 Not Sustained (Internal)
- 1 Exonerated
- 1 Unfounded (External)

Two (2) additional cases were recorded against the New Century Adult Detention Center due to generalized allegations against the Division and not a specific member. The two cases were both external and resulted in the following dispositions:

- 1 Sustained
- 1 Unfounded

The sustained cases resulted in a change in practices and procedures in the facility.

Operations Bureau

Directed Investigations Unit

Two cases involved staff assigned to the Directed Investigations Unit. One case involved a specific employee and came from an external source. Although it did not involve specific policy violations, it was still investigated. The disposition showed as sustained; however, no sanctions were applied. The

⁵ Two cases involved two employees each.

2014 PSU Annual Report

second case was directed at the unit from an internal source. This matter, too, was sustained. The sanctions included verbal counseling.

Investigations

The Investigations Division recorded one case in 2014. This case came from an internal source and was sustained. It resulted in a counseling statement.

Patrol

Seventeen different staff members in the Patrol Division were involved in 20 cases.⁶ Four of the cases came from internal sources, with the remaining 16 originating from external sources.

- 7 sustained
 - 2 Verbal Counseling (1 internal, 1 External)
 - 1 Counseling Statement (Internal)
 - 1 Training (External)
 - 1 Official Reprimand (Internal)
 - 1 Resignation (Internal)
 - 1 Termination (External)
- 4 Exonerated (All External)
- 7 Unfounded (All External)
- 2 Not Sustained (Both External)

Warrants

The Warrants Division had two cases recorded for the year. Both cases were received from internal sources. One case was determined to be not sustained. The second case was sustained; leading to the resignation of the involved staff member.

Communications Bureau

Communications

A total of eight cases were recorded involving seven different Communications staff members.

- 6 Sustained
 - 3 Counseling Statements
 - 2 Official Reprimands
 - 1 Suspension
- 2 Not Sustained

Judicial Services Bureau

Civil

Six staff members assigned to the Civil Division were associated to nine cases. Of those nine cases, six cases were reported from external sources.

⁶ Four employees were the subject employee of more than one case; two cases involved 2 employees each.

2014 PSU Annual Report

- 2 Sustained (1 Internal, 1 External)
 - 1 Verbal Counseling
 - 1 Official Reprimand
- 1 Exonerated (External)
- 4 Unfounded (All External)
- 2 Not Sustained (Both Internal)

Court Security

Three staff members assigned to Court Security were the subjects of four cases. One of those cases came from an external source.

- 3 Sustained (All Internal)
 - 1 Official Reprimand
 - 1 Suspension
 - 1 Resignation⁷
- 1 Unfounded (External)

Support Services Bureau

Fleet Management

Two of the three cases recorded against Fleet Management came from external sources and involved issues with Sheriff's Office vehicles. These cases were investigated and revealed that the vehicles involved were not Johnson County Sheriff's Office vehicles. Those cases were deemed unfounded. A third external case involved a staff member. The case was not sustained.

Records

One case was recorded against a staff member in the Records Division. The matter was sustained and resulted in an official reprimand.

Training

Training

Two of the three cases associated to this Division involved three different staff members enrolled as recruits at the Police Academy. Another case was associated to a staff member directly assigned to the Training Division who was working an extra assignment outside of the division.

- 2 Sustained (1 Internal, 1 External)
 - 1 Verbal Counseling
 - 1 Termination
- 1 Exonerated (External)

⁷ Employee resigned prior to the completion of the investigation.

2014 PSU Annual Report

Administrative Bureau

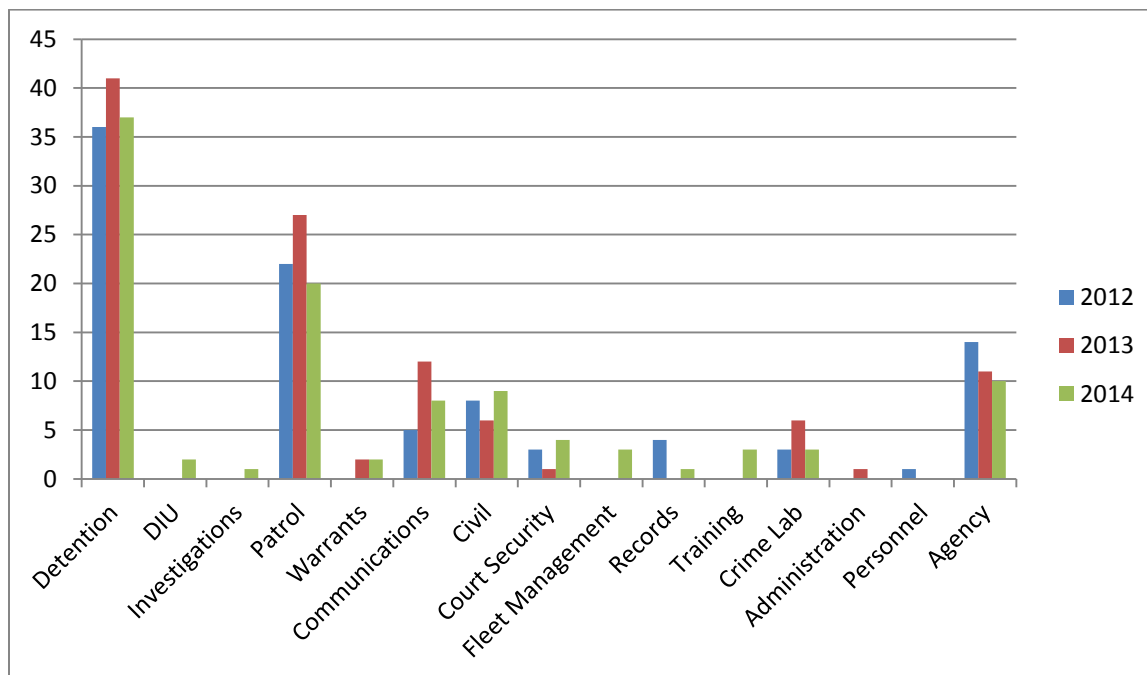
Criminalistics Laboratory

Three cases involving two different staff members were recorded in 2014.

- 2 Sustained (Both Internal)
 - 1 Official Reprimand
 - 1 Suspension
- 1 Unfounded (External)

Comparison to 2012 and 2013

The chart below represents cases from 2012, 2013 and 2014.



From 2013:

• Detention decreased 24% (41 to 31)	• DIU increased 100% (0 to 1)
• Investigations increased 100% (0 to 1)	• Patrol decreased 26% (27 to 20)
• Warrants remained the same	• Communications decreased 33% (12 to 8)
• Civil increased 50% (6 to 9)	• Court Security increased 300% (1 to 4)
• Fleet Management increased 300% (0 to 3)	• Training increased 300% (0 to 3)
• Crime Lab decreased 50% (6 to 3)	• Agency decreased 9% (11 to 10)

Awards

In 2014, 278 different staff members received 495 awards. This reflects a 23% increase in awards from 2013 (401 awards). Listed below, the awards are separated by Divisions:

2014 PSU Annual Report

Administration	8
Civil	43
Communications	48
Court Security	17
Crime Lab	32
Detention	137
DIU	19
Fleet Management	1
Investigations	50
JCSO/Sheriff	10
Volunteers	1
Patrol	72
Personnel	3
Research and Planning	3
Records	19
Training	14
Warrants	18
	<hr/>
	495

Use of Force

In 2014, 191 different staff members were involved in 161 Use of Force Incidents. The Use of Force Incidents are separated by location/Division of the incident:

Central Booking Facility	58
New Century Adult Detention Center	63
Patrol	31
Court Security	4
Court Services	1
Warrants	1
Civil	2
SERT	1
	<hr/>
	161 ⁸

Accidents

A total of 18 accidents were reported to PSU in 2014.

Civil	4
Crime Lab	1
Detention	1
Investigations	1
Patrol	11
	<hr/>
	18

⁸ A new Use of Force electronic database was introduced initially to Patrol in 2013. In May, 2014, the database was opened to the whole department. Numbers may be approximate due to outstanding reports not yet approved as of 02-01-2015.

Racial or Biased Based Policing

In July, 2014, the annual report to the Kansas Attorney General's Office regarding racial or biased-based policing was submitted. The annual report year included cases received between July 1, 2013 and June 30, 2014. A total of five (5) cases matched the criteria to report to the AG's office. Two (2) of those cases were from 2013 (one sustained; one not sustained), and three (3) cases were prior to July 1, 2014 (two exonerated; one unfounded⁹).

Professional Standards recorded six cases involving issues relating to racial or biased based policing in 2014, including the three aforementioned cases. One case that was reported actually occurred in November, 2013; however, was not reported until January, 2014. All of the cases were investigated to the extent possible, including contacting the complainant and offering to review video, if available. Of the six cases in 2014, two cases were exonerated and four were unfounded. Four of the complaints involved the Patrol Division and one involved the Civil Division. The remaining case involved a staff member assigned to the Training Division who was working an extra duty assignment.

⁹ Report to the Attorney General's Office reflected the unfounded case to be not sustained. This was erroneous and discovered at the time of this annual report.