

Lakeland
Police
Department

2019

Office of Professional Standards
Annual Report



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Office of Professional Standards Staff

- **Lieutenant Tye Thompson– Officer in Charge**
- **Sergeant LeRon Strong – Supervisor**
- **Detective Jamey Henderson – Internal Affairs**
- **Detective Stephanie Burcham – Internal Affairs**
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- **Accreditation Manager Donna Donato**
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Introduction

In 2019, the Lakeland Police Department (LPD) continued with department wide changes and restructuring as efforts were continued to increase operational efficiency. Several promotions and transfers occurred along with the hiring of **15** new police officers and **10** civilians. The agency continues to move forward and look for ways to improve, as well increase accountability throughout the Department. The contents of this report include the subjects the Office of Professional Standards reports on:

- Internal Affairs Statistical Summary and Analysis
- Early Intervention System and Review
- Use of Force Review and Analysis
- Pursuit Review Summary and Review
- Bias Free Policing Summary
- Analysis of Grievances
- Safety Board
- Citizen Service Survey

The Lakeland Police Department recognizes the following core values in conjunction with its mission:

- **R**espect
 - **I**ntegrity
 - **T**eamwork
 - **E**xcellence

In support of these values, the members of the Lakeland Police Department have adopted the following Mission Statement as a means of its commitment to excellence in serving the community:

“In partnership with the community, while affording dignity and respect to all persons, our mission is to maintain order and improve the quality of life of the citizens we serve.”

The Department’s Values and the Mission Statement are designed to support and foster a vision established by the organization’s Chief of Police and is reflected in the following statement:

“Our shared vision for the Lakeland Police Department is dedicated professionals working together to provide excellent service which enhances the quality of life in Lakeland.”

The Office of Professional Standards also has a Mission Statement in support of the agency, its members, and the community:

“The Office of Professional Standards assists Lakeland Police Department administrators, supervisors, and employees in maintaining high standards of accountability and integrity while providing effective and efficient law enforcement services. The members of the Office of Professional Standards assure fair and equal treatment to the citizens of Lakeland and the employees of the Lakeland Police Department.”

Office of Professional Standards

The OPS Unit is comprised of a Lieutenant (Officer-in-Charge), a Sergeant, three Detectives, Accreditation Manager, and an Office Support Specialist. The Units team approach continues to be successful as each member’s background and skills are complementary to working towards the Units goals. Although each member has specific responsibilities, each member can also assist with a variety of OPS functions.

OPS reports directly to the Chief of Police and is responsible for the management of the department’s complaint and administrative investigation process (Internal Affairs) and accreditation program. Further, this section is tasked with quality control and oversight that includes a review of the department’s higher liability incidents such as use of force actions and motor vehicle pursuits. OPS also works on special projects assigned by the Chief of Police and the management of the department’s Early Intervention Program. As such, this annual report was produced by OPS to serve many purposes, which include:

Identifying patterns and trends related to policy, training or supervision

An annual and historical review of the department's complaints of employee misconduct, use of force actions, vehicle pursuits and bias based policing practices allows the department as well as city officials to evaluate their delivery systems and methods for service to the community.

Record Keeping

The annual report contains information that covers the previous year's activities for a comparison over a period of time. This information will assist the agency in identifying trends present in either specific members or the entire department.

Building Trust

Citizens are mostly unaware of the actual responsibilities of the Office of Professional Standards. Employee conduct is primarily visible through media sources but little is known about the Department's review and investigation of such matters. This annual report provides insight into the processes used by the Department to document, investigate and review the actions of our members. Accountability of department personnel and transparency of the department is essential to public trust.

Quality Assurance

The 2019 Annual Report encompasses the following reports:

- Annual Statistical Summary
- Annual Analysis of Use of Force Incidents
- Annual Review of the Employee Intervention Program
- Annual Review of Motor Vehicle Pursuits
- Annual Review of Bias Based Policing
- Annual Analysis of Grievances
- Annual Review of Safety Board findings
- Annual Review of Citizen Service Survey

In 2019, efficiencies were continued along with other projects. Some of the major projects for OPS in addition to IA cases were:

- Created policy for the department to respond to, investigate, and review all incidents wherein a department member has been killed or seriously injured while on-duty.
- Records Retention Review
- OPS training for new first line supervisors

- OPS reviews General Orders throughout the year to identify and develop strategies of policing concepts to assess whether the General Orders are consistent with the Lakeland Police Department's practices and procedures.
- Implementation of Rapid Resolution Request Process (RRRP)
- Commission for Florida Law Enforcement (CFA) and Commission of Accreditation for Law Enforcement Agencies (CALEA) accreditation.

Moving forward in 2020

OPS will continue to improve workflow efficiency through the creation of additional "module(s)" and incident type updates in the Administrative Investigation Management (AIM) system. Streamlining and reducing the amount of time it takes supervisors to input newly reported incidents is important to OPS. Another priority for the Unit will be to educate supervisors on Internal Affairs case handling procedures and the Police Officer Bill of Rights. Further, with the completion of the OPS informational brochure "Administrative Investigations - What to Expect", the Unit will utilize this tool to educate all members about the administrative investigation process. OPS will also work with the Agency's Public Information Officer to evaluate the possibility of adopting the Citizen Service Survey Perspective Tool. Finally, with reassignment of Accreditation to the OPS Unit, the Accreditation Manager will continue to manage department forms and accreditation process for CFA and CALEA.

Internal Affairs

All received complaints (Citizen Complaints) or initiated complaints (Employee Incident Reports) were fully investigated by the Lakeland Police Department. The Agency takes these investigations seriously, as the complaints are recognized as a means of checks and balances to ensure our members treat citizens and co-workers with dignity and respect. The number of Citizen Complaints (22) and Employee Incident Reports (68) investigated in 2019 totaled 90.

The Lakeland Police Department implemented the Rapid Resolution Request Process (RRRP) in 2019. The RRRP is a voluntarily chosen process by a member who agrees a formal administrative investigation and disciplinary appeal can consume considerable time and resources. In some situations, the member may wish to acknowledge having violated agency policy and then accept discipline, rather than proceeding with a formal investigation and disciplinary appeal process. The Rapid Resolution Request Process affords the member and agency an opportunity to discuss the administrative charges

and to negotiate a mutually acceptable final discipline or action to the investigation, if any (General Order 11-3.16 Rapid Resolution). Seventeen members (17), whose administrative cases were eligible for participation in the department’s RRRP, choose to participate in the rapid resolution process. Discipline, if any, resulting, from these cases are documented in the corresponding tables (OPS or Supervisor Assigned Investigations).

Investigative Chain of Command Reviews/Investigations Assigned to Supervisors

Beginning in 2018, all supervisors in the Department, outside OPS, were only assigned investigative Chain of Command review cases which required no investigation. The investigative Chain of Command reviews assigned to supervisors are generated from allegations of employee misconduct, and/or violations of policy/procedure which are minor in nature; primarily, preventable traffic/property incidents and secondary employment violations. These investigations are initiated from within the Department (Employee Incident Report/EIR).

In 2019, there were 32 investigations, Employee Incidents, which involved 32 members that were assigned to supervisors for Chain of Command review. Of the 32 effected members, 16 choose to participate in the Rapid Resolution Request Process, and discipline, if any, was determined by the Chief of Police after he reviewed the cases. The following table shows a comparison, by month, to the previous four years. In comparing 2018 to 2019, the total number of supervisor completed reviews decreased by 13.51%.

Investigations Assigned to OPS					Investigations Assigned to Supervisors				
MONTHS	2016	2017	2018	2019	MONTHS	2016	2017	2018	2019
January	2	3	4	7	January	1	8	4	5
February	2	4	7	6	February	2	9	2	2
March	1	5	5	8	March	0	3	1	4
April	2	1	7	3	April	0	5	5	5
May	3	3	4	3	May	1	2	5	3
June	4	4	1	2	June	1	3	4	2
July	4	3	4	1	July	2	8	0	0
August	2	2	3	5	August	0	3	6	2
September	2	2	3	6	September	1	8	2	3
October	3	8	2	7	October	1	5	2	2
November	3	5	13	3	November	4	4	4	1
December	0	0	3	7	December	1	6	2	3
TOTALS	28	40	56	58	TOTALS	14	64	37	32

Investigations Assigned to OPS

Investigations handled by OPS are generated from allegations of employee misconduct, and/or violations of policy/procedure that are usually serious in nature. These investigations are initiated from either an external source (Citizen Complaint) or internal source within the department (Employee Incident Report). Further, they include, but are not limited to, serious complaints of member misconduct, complaints of excessive force, sexual harassment, moral turpitude, civil rights violations, and unlawful conduct. These types of investigations are assigned to the Office of Professional Standards as they require extensive investigation or involve multiple personnel within the department.

In 2019, 58 administrative investigations, involving 67 members, were assigned to the Office of Professional Standards which included a combination of citizen complaints (22) and internal employee incidents (36). Of the 67 effected members, one (1) sworn member choose to participate in the department's Rapid Resolution Request Process, and the Chief of Police made a determination of discipline after reviewing the case file. The table above shows a comparison, by month, to the previous years. In comparing 2019 to 2018, the total number of formal investigations increased by 3.57%.

Annual Internal Affairs Statistical Summary - Findings

The following tables represent the total number of allegations investigated in 2019, including the policy classification and the findings for both internal and external incidents. In several cases there were multiple allegations on one officer that were sustained, not sustained, etc.

Citizen Complaints (External Investigations)

Classification	Sustained	Not Sustained	Unfounded	Exonerated	Policy Failure	Other	TOTAL
Courtesy	1	2	5	0	0	0	8
Unlawful Conduct	0	0	0	0	0	0	0
Conduct Unbecoming	3	0	0	0	0	0	3
Job Knowledge/ Performance			1	1	0	0	2
Use of Force/Arrest		5		1	0	0	6
Bias Based Policing	0	0	0	0	0	0	0
Release of Info. /Records	0	0	0	0	0	0	0
OTHER (Dept. Member Prohibited Utilization of Social Media, Neglect of Duty, Notice to Appear, Official Identification)	4	1	1	0	0	0	6
TOTAL	8	8	7	2	0	0	25

*Nine complaints (involving 12 members) were still open at the time of this report. One complaint was closed in January 2020. (Not included in table)

* Includes 3 complaint findings (involving 6 members) from 2018 cases that were determined in 2019.

Employee Incident Reports (Internal Investigations)

Classification	Sustained	Not Sustained	Unfounded	Exonerated	Policy Failure	Other	TOTAL
Conduct Unbecoming	7	1	1	1	0	0	10
Unlawful Conduct	6	0	0	0	0	0	6
Reporting for Duty	1	0	0	0	0	0	1
Member's Duty to Report Misconduct	0	0	0	0	0	0	0
Neglect of Duty	4	0	0	0	0	0	4
Job Knowledge/Performance	5	1	0	0	0	0	6
Department Equipment and Vehicle Operation	28	0	0	0	0	0	28
Harassment in the Workplace	0	0	0	0	0	0	0
Untruthfulness	0	0	1	0	0	0	1
OTHER (Insubordination, Transport Operations, Use of Force - Reporting, Courtesy, Fraternalization, Interaction and Cooperation b/t Dept. Members, Leave w/out Pay, Sick Leave, Supv. Notification UOF)	12	0	1	2	1	1	17
TOTALS	63	2	3	3	1	1	73

*There were 9 EIR's closed in 2020, and 9 EIR's still open at the time this report was created. (Not included in table)

*Includes findings from 13 EIR's from 2018 that were closed in 2019.

FINAL DISCIPLINE OF ADMINISTRATIVE INVESTIGATIONS

The below listed tables provide the type of discipline or corrective action associated with the above investigated policy allegations. Some discipline resulted from multiple allegations and were combined into one corrective action. Additionally, several allegations were investigated and a finding was determined, however, due to the nature or timing of the case, discipline is still pending. (See tables on following page)

Supervisor Completed Investigations 2015-2019					
Discipline/Corrective Action	2015	2016	2017	2018	2019
Counseling/Retraining	1	1	31	28	16
Formal Warning	0	0	0	0	0
Written Reprimand	4	1	3	3	9
Suspension	0	0	0	1	0
Demotion	0	0	0	0	0
Termination	0	0	0	0	0
Resigned During Investigation	0	0	0	0	0
No Disciplinary Action	4	2	7	1	2
Other (Member Counseling w/ Supp., Education Based Discipline (EBD))	2	5	17	13	5
* Five (5) investigations were closed in 2020, and one was open when this reported was completed (Not included in table).					
*Includes discipline from six (6) 2018 investigations. (There was one case in which discipline was issued in 2018, EBD in lieu of Reprimand. However, the EBD was not completed on time so the member was issued a reprimand in 2019.					

OPS Completed Investigations 2015-2019					
Discipline/Corrective Action	2015	2016	2017	2018	2019
Counseling/Retraining	7	1	2	12	7
Written Reprimand	2	3	6	12	5
Suspension	0	1	10	3	6
Demotion	0	1	0	0	0
Termination	2	0	3	1*	2
Resigned/Retired During Investigation	3	0	1	1	2
Resigned in Lieu of Termination	1	1	1	1*	2
Education Based Discipline*	0	4	1	2	0
Other (Suspension w/ Supp.)	4	2	27	39	2
No Discipline	5	17	2	5	16
<i>*There were 16 investigations were pending, and four (4) closed in 2020 at the time of this report. (Not included in table).</i>					
<i>*Includes discipline from ten (10) Investigations from 2018.</i>					

USE OF FORCE (UOF) ANALYSIS

The Office of Professional Standards is the final repository for all documents used to report the application of force by members of the Lakeland Police Department. Data collected from these documents is entered into an electronic case management system (AIM – Administrative Investigations Management). The information is then used to identify trends and patterns of activity to determine any future training needs for Department members. This data is also used in preparation of the department’s Use of Force Report, with prior year’s data being displayed for comparison.

Analysis (Trends):

In 2019, the Office of Professional Standards received 566 entries (394 UOF’s and 172 K9 Deployments) into AIM that documented use of force actions taken by sworn personnel in the

performance of their duties. Use of force entries increased by 8.24% (30) and K9 deployments decreased by 3.91% (7) from 2018 to 2019. The decrease in K9 deployments were in the category of Demonstrations (Demo) (- 19.30%). Small increase is noted in the K9 deployment - Non-Bites category (+ 3.97%) in comparison to 2018. In the 566 UOF entries, force was used on 493 subjects by 787 officers (93 of the 493 subjects were handcuffed and released). There were 11 K-9 bites, 115 non-bite deployments (Not released, Presence only, and Recalled), and 46 Demonstrations (Demo) reported in 2019.

In 2019, 5,238 arrests were made in comparison to 5,588 in 2018. The number of total agency arrests decreased by 6.26%. Data reveals, of the 493 subjects force was used on in 2019, 367 of those subjects were arrested. The total number of subjects arrested using force decreased in comparison to 2018, however, the percentage of arrests made during a use of force action increased to 17.58% from 16.59% in 2018. Also, of the 5,238 total Agency arrests, force was only used 7% of the time. This can be attributed to the emphasis the department places on training sworn members to use that amount of force which is objectively reasonable to gain compliance from a person, control a situation, effect an arrest or protect themselves or others from harm.

The total number of Use of Force Actions decreased *overall* by 0.54% in comparison to 2018. Decreases are seen in the response options, empty hand control tactics (- 3%) and pointing of the CEW (- 49%). Increases are noted in the less lethal categories of CEW used (+ 29%), Aerosol Deterrent (+ 11%), and Pointing of a Weapon (+ 2%). The reasons for the preference of the CEW over OC and impact weapons appeared to be greater effectiveness, and decreased recovery time for the suspect from the application. (NOTE: In several UOF entries there were multiple officers who used force on one or more subject to gain compliance per incident. Use of physical force/empty hand control tactics were reported in 207 incidents, in which 324 empty hand control tactics were used. Approximately 1.5 empty hand control tactics were used per use of force incident where the officer used physical force.)

There were no lethal force incidents in 2019 which is a decrease from four (4) officers who used lethal force in two (2) UOF incidents during 2018. There were two (2) incidents in which officers had to discharge their firearms on aggressive dogs in 2019 (See Lethal Force Review).

Training deficiencies, excessive use of force issues, and the effectiveness of the various types of force

options used by department personnel are among the many reasons accurate reporting on use of force actions is essential. There was one use of force entry that was disapproved in 2019. In the reported incident, an officer was on-duty and attempted to stop multiple dirt bike motorcycles operating illegally. The officer deployed his CEW at an actively fleeing suspect who was on a dirt bike motorcycle. The suspect escaped, and the officer notified his supervisor of the CEW deployment. The officer's Chain of Command disapproved the CEW deployment in this instance because it was outside of LPD General Order 16-7.11(d)(6) which states a CEW shall not be used on a subject who is operating a motorcycle while in motion. Subsequently, the officer received a member counseling for violation of department policy. All other reported incidents of use of force were approved by officers Chain of Commands, however, several were sent back for corrections such as needing more detailed documentation to describe officer actions. Enhancements in report writing continues to be stressed to officers and newly promoted supervisors who are documenting most of the agencies Use of Force incidents.

After reviewing the above statistical summary, there are no significant concerns regarding use of force actions administered by Lakeland Police Department personnel during citizen encounters. The percentage of use of force actions in relation to the number of agency personnel, as well as the total number of arrests continues to be low. The Agency's use of force reporting policy and procedures promotes increased accountability as it relates to utilization of force by officers.

Use of Force Options:

- **Empty Hand Control Techniques:** This has now been combined into one definition that was formerly known as soft and hard empty control techniques. It is now defined as weaponless tactics used to overcome a subject's resistance to the exertion of an authorized member's authority or to protect persons from harm. Examples include but are not limited to, pain compliance, using joint locks, pressure point control methods, hand strikes and kicks.
- **Less Lethal Weapons:** Weapons not intended to cause serious injury or death, such as Aerosol Deterrent Spray, Expandable Baton, Bean Bag, Conducted Electrical Weapon (CEW) and Police Canines.
- **Lethal Force:** Any use of force, with or without a weapon likely to cause death or serious injury.
- **Weapons of Opportunity:** All other means of force that could be used such as a flashlight if the officer's only opportunity was to use an instrument such as this.

Reporting Procedures:

Department policy requires supervisors respond to the incident scene of all use of force actions that result in the following circumstances:

- Upon the request of the involved member or subject.
- Any discharge of a firearm (other than exceptions listed in 16.2-11A)
- Use of force that results in a complaint of injury, sustained injury or death of a subject.
- Use of force incident that results in a sustained injury or death of a department member.

All use of force action taken by department members requires documentation of the incident. Department members are required to report all use of force actions that include:

- When a member discharges a firearm, which does not pertain to authorized firearms training, qualifications or lawful recreational events.
- When a member takes action that results in (or is alleged to have resulted in) any injury or death of another person.
- When a member applies lethal or less lethal force.
- When a member applies, physical force defined by this directive at a level that involves pain compliance or empty hand control tactic.
- When a member applies a weapon of opportunity under any circumstance.
- When a member uses handcuffs to temporarily detain a subject, who is subsequently released without arrest or charges.
- When a member intentionally points a firearm at a person to gain control or compliance from the individual.
- When a member points a conducted electrical weapon at a person, or “paints” the subject with the weapon’s laser, to gain compliance of the subject where resistance, assault, and/or violence is reasonably anticipated.
- Any deployment of a police canine as a response option to a use of force action.

Apart from lethal force incidents, officers who engage in a use of force action as indicated above are required to complete a report. Multiple officers who use force during an incident are also required to document their own application of force in a supplemental report. Officers who use lethal force are not required to complete a written event report, as a supervisor will assign this task to a sworn member not involved in the incident.

Required Department Forms:

The department's AIM System is a web-based computer program, wherein Use of Force is reported via a Supervisor. K-9 Deployments are self-reported in AIM by the K-9 Handlers.

The AIM System review process is conducted through internal electronic tracking which notifies the appropriate supervisor who needs to review a use of force report. This process has established the Chain of Command review to begin at the Sergeant level, to the Lieutenant level, then to the officer-in-charge (OIC) of OPS. Following review by the OIC/OPS, AIM Manager, the Use of Force AIM entry is sent to the respective division commander (Captain) for approval, and then to the Assistant Chief of Police for final approval. This process allows OPS to better scrutinize the AIM entry for accuracy, as well as the entire use of force prior to final approval by the Assistant Chief of Police for policy compliance.

Use of Force Training:

The Lakeland Police Department conducts annual Use of Force training for its sworn members and Public Safety Aides. Included in this training is a review of the department's use of force policies and applicable law. Emphasis is placed on the "objective reasonableness standard" as the measure used in reviewing an officer's use of force.

Sworn members receive training in the use of firearms, defensive tactics, and the use of less lethal weapons. Firearms qualification is mandatory and is conducted in both daytime and low-light conditions. This ensures our members demonstrate proficiency with all firearms they are authorized to carry. Sworn members are required to qualify with department issued and personally owned firearms that have been approved by the Chief of Police. Less lethal training includes the use of aerosol deterrent, CEW, and less lethal munitions (Bean Bag). Daytime firearms and Low-light/nighttime qualifications took place in November 2019. Use of Force policy training, Defensive Tactics, OC, Baton, Search and Seizure, and CEW training occurred in October 2019. Training focused on departmental policy, the specific skills or tasks, along with scenario-based exercises emphasizing the appropriate application of the task or skill.

With the exception of Public Safety Aides, civilian (non-sworn) department members are not authorized to carry or use weapons in the performance of their duty. Public Safety Aides are authorized to only carry and use department issued aerosol deterrent. The authorization is limited to the use of the aerosol deterrent as a means of self-defense. Public Safety Aides are members assigned to investigate “not in progress” incidents and are not granted the authority to search, detain and/or arrest citizens. However, they are in close contact with members of the general public due to the nature of their assignment. As such, the presence of inherent safety risks associated with this type of assignment exists as there is increased contact with the general public. Public Safety Aides are required to attend annual use of force training and demonstrate proficiency in the use of the aerosol deterrent, which occurred in January 30, 2019. During this training, Public Safety Aides received instruction on the Department’s use of force and less lethal weapons policies, which included the use of the aerosol deterrent. The Public Safety Aide’s also received “mandatory” training in January 30, 2019 which included an eight (8) hour traffic control block, and a sixteen (16) hour parking enforcement block.

Statistical Data for Use of Force Analysis:

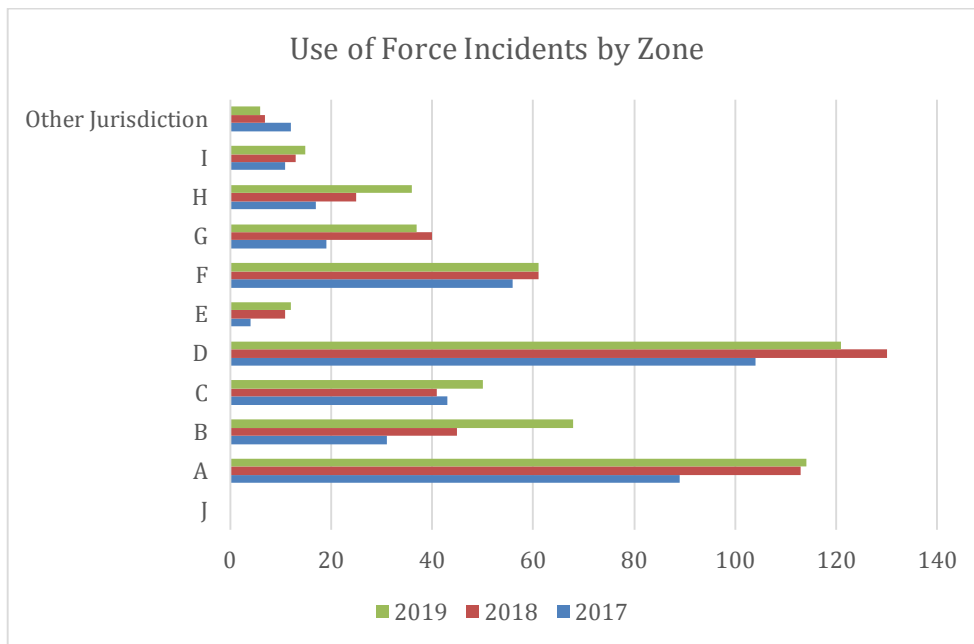
The following data was collected from AIM entries and reflects all Use of Force used by LPD members in 2019 (See table on following page).

Use of Force Reported Per Incident

TYPE	2015	2016	2017	2018	2019
AIM Use of Force Entries	368	441	427	543	566
Total Subjects Arrested Using Force	276	298	285	446	367
Total Subjects Force Used on	363	423	415	534	493
Total Officers Using Force	498	569	598	780	787
Physical Force/Empty Hand	176	213	249	335	324
CEW/ (Drive Stun/Darts)	104	92	105	100	129
Aerosol Deterrent	11	12	14	36	40
Bean Bag/Pepper Ball	1	0	3	1	1
Baton/Impact Weapon	0	4	1	4	4
K-9 (bites only)	15	20	14	11	11
K-9 deployment (non-bite) Not Released, Recalled, Presence, & Demo's	66	138	123	168	161
Firearm – Lethal Force	5	0	9	4	0
Firearm/Discharged – Aggressive Dog	3	1	4	1	2
Pointing of Weapon	77	65	85	123	126
Pointing of CEW	40	35	25	49	25
Handcuff and Release	79	72	61	93	93
Weapon of Opportunity	3	5	5	2	5
Total Use of Force Actions	580	657	698	927	921
Total number of Arrests	4072	4950	5,482	5,588	5,238
Use of Force Actions/Arrests	14.29%	13.27%	12.73%	16.59%	17.58%
% Force Used results in Arrest	76%	70%	69%	84%	74%
% Force Used/Total # Arrests	8.91%	8.55%	7.57%	9.56%	9.41%
% Force Used Arrests/Total # Arrests	6.78%	6.02%	5.20%	7.98%	7.01%

Zones of Use of Force Incidents

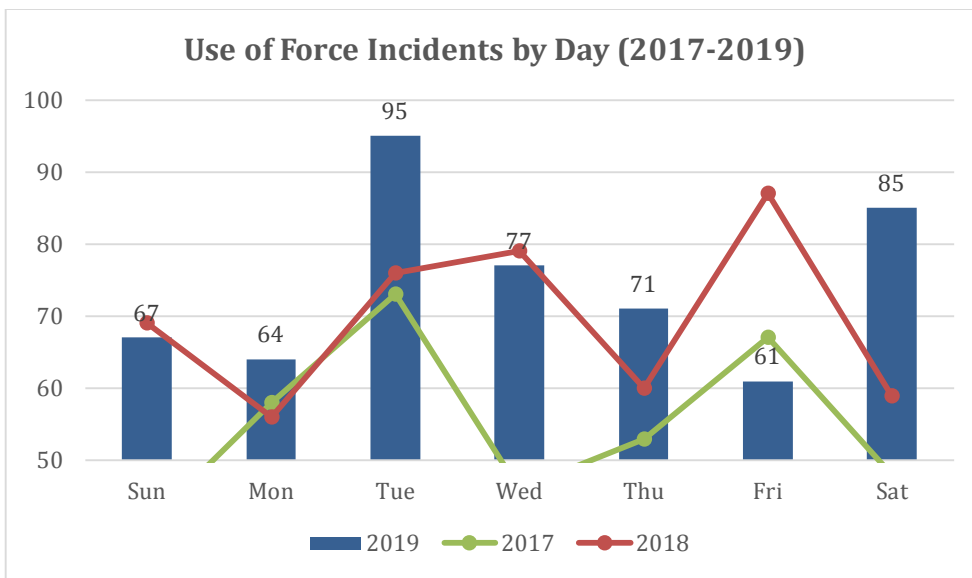
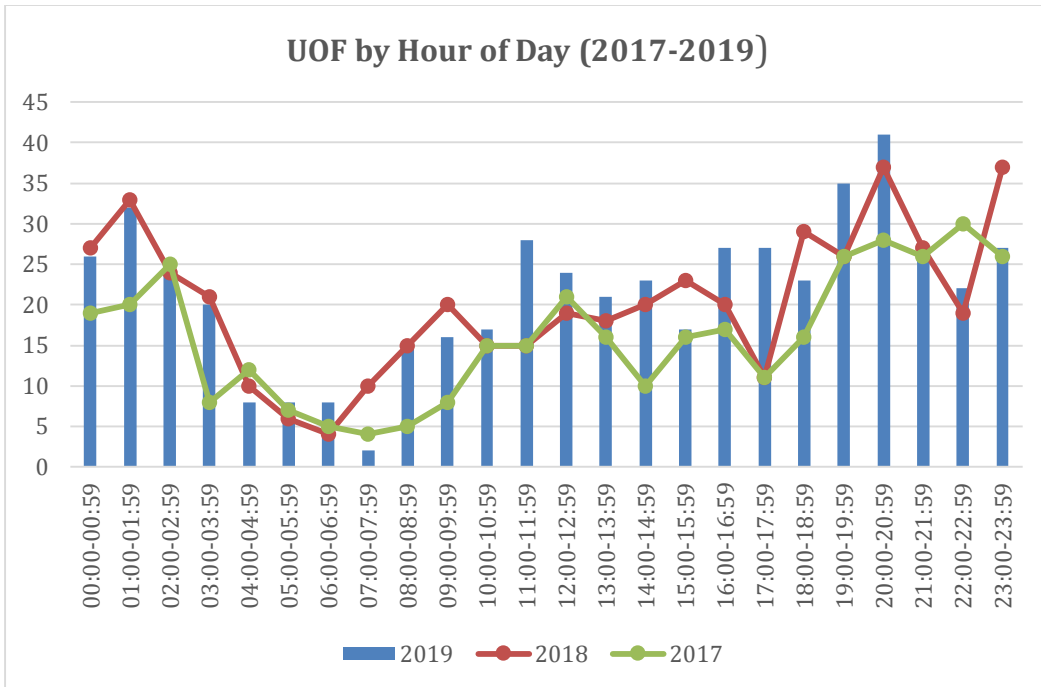
The City of Lakeland’s jurisdiction is segmented into nine (9) zones by LPD. The north district has four (4) zones (Call signs: Alpha, Bravo, Charlie, and Delta), and the south district has five (5) zones (Call signs: Echo, Foxtrot, Golf, Hotel, and India). Also, as LPD has partnerships with surrounding local agencies, on occasion LPD officers will assist these agencies as needed. Any UOF incident, used outside of the City of Lakeland is documented under “Other Jurisdiction”. A review of 2019 data shows a higher number of calls for service and officer initiated stops occurred in Delta (16,814, 17.81%) and Alpha (14,279, 15.12%). Accordingly, in 2019, a majority of uses of force incidents were reported from the north district, Delta (23.27%) and Alpha (21.92%) zone.



Day and Time of Use of Force Incidents

A review of 520 use of force incidents (including K-9 deployments, except demonstrations) from 2019, reveals a higher number of UOF incidents occurred between the hours of 2000-2100 (7.88%), 1900-2000 (6.73%), 0100-0200 (6.15%), and 1100-1200 (5.38%). As for the days of the week, a higher number of UOF incidents occurred on Tuesday (18.27%), Saturday (16.35%), and Wednesday (14.81%). See charts below.

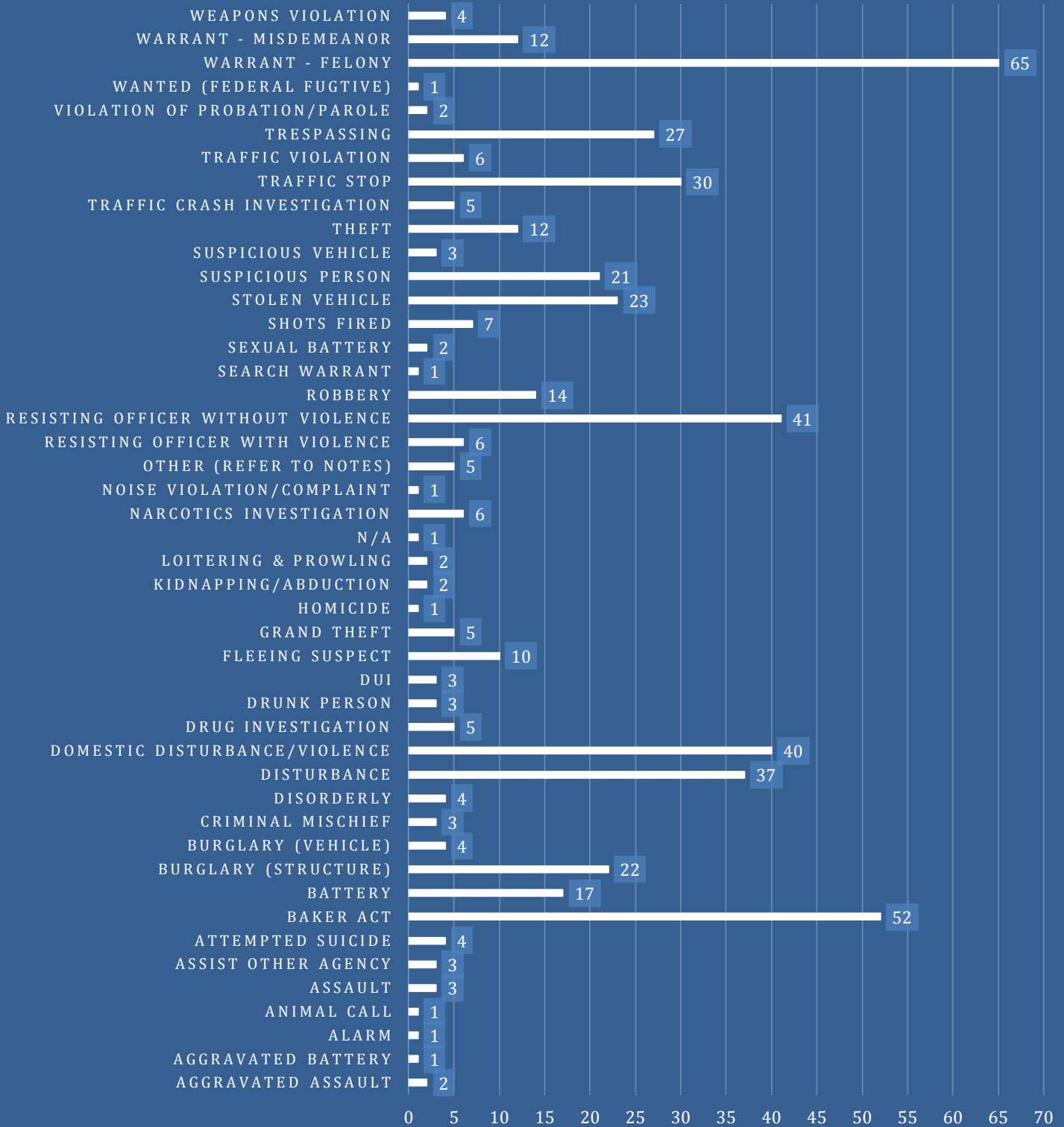
UOF: Day and Time (2019)								
Day/Time	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	TOTAL
0001-0100	6	3	3	3	2	5	4	26
0100-0200	4	3	1	4	5	6	9	32
0200-0300	8	1	0	5	4	4	3	25
0300-0400	2	4	5	1	1	4	3	20
0400-0500	0	1	4	1	1	1	0	8
0500-0600	0	1	3	2	1	0	1	8
0600-0700	2	0	1	1	1	0	3	8
0700-0800	0	0	1	1	0	1	0	3
0800-0900	0	1	7	2	1	1	3	15
0900-1000	2	1	7	2	1	2	1	16
1000-1100	1	2	1	4	3	4	4	19
1100-1200	4	7	5	3	4	1	4	28
1200-1300	2	1	6	7	4	1	3	24
1300-1400	2	0	1	5	5	5	3	21
1400-1500	3	4	6	4	3	1	2	23
1500-1600	1	3	3	2	3	2	2	16
1600-1700	1	8	2	3	3	4	5	26
1700-1800	2	8	2	1	4	7	3	27
1800-1900	5	2	3	3	6	1	3	23
1900-2000	3	5	4	7	6	4	6	35
2000-2100	5	4	9	6	7	2	8	41
2100-2200	4	2	8	2	1	3	7	27
2200-2300	5	0	5	5	2	1	4	22
2300-2400	5	3	7	3	2	2	5	27
TOTAL	67	64	94	77	70	62	86	520

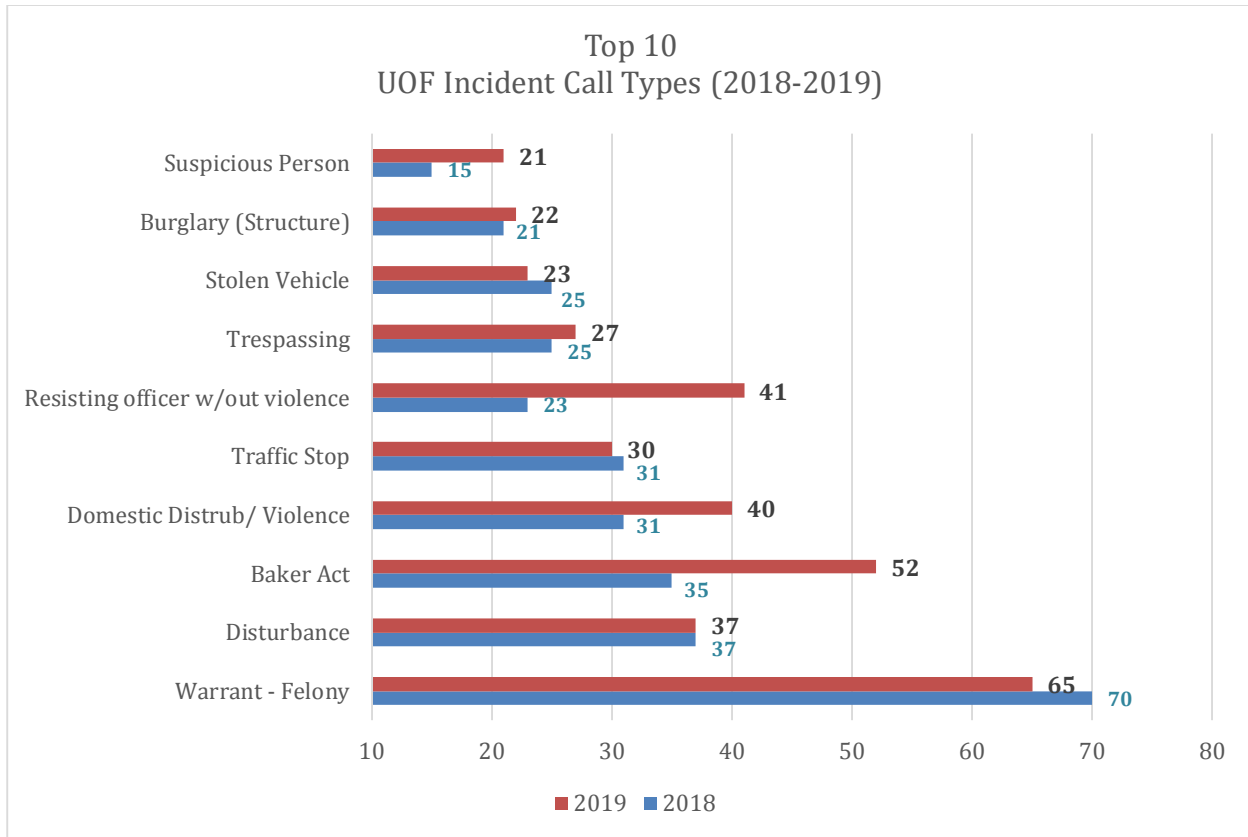


Use of Force Incident Call Types

In 2019, highest numbers of UOF incidents occurred while responding to calls for service involving Warrant-Felonies (12.50%), Baker Acts (10%), Resisting an Officer without Violence (7.88%), and Domestic Disturbance/Violence (7.69). See charts below.

UOF INCIDENT CALL TYPES 2019





Use of Force: Subjects Age, Gender, and Race

OPS completed a thorough review of 520 use of force incidents from 2019 to determine any trends or patterns related to race, age and gender existed. As in 2018, this review revealed a higher number of UOF incidents occurred with male subjects between the **ages** of 20-29 (174) and 30-39 (133). As it relates to female subjects, use of force incidents occurred most with females between the **ages** of 20-29 (27) and 30-39 (26). Uses of force incidents by subject **race** and **gender** indicated force was used a total of 241 times on white males/females, 278 times on black males/females and 62 times on **other** males/females.

To identify any possible trends or patterns related to race, age or gender involving use of force used by LPD officers against subjects, OPS reviewed the top 16 call types wherein officers used force. In this review, the highest number of use of force incidents involved male subjects between the ages of 20-39 when responding to calls for service or self-initiated incidents involving **Warrant-Felonies, Domestic Disturbance/Violence, Resisting Officer without Violence, Disturbances, Baker Acts, Traffic Stops, Theft (including grand theft), and Stolen Vehicles**. The combined number of uses of force used in the above **listed** call types represent 35.58% of the total 520 uses of force by LPD officers.

A review of the incidents revealed a majority of use of force incidents in 2019 occurred while responding to Warrant - Felonies, Baker Acts, Resisting Officer without violence, Domestic

Disturbance/Violence, and Disturbance calls for services and/or self-initiated stops. An increase (+ 78.26%) is noted in the number of use of force incidents that occurred during the call type Resisting Officer without Violence. However, Resisting an Officer without Violence is most commonly charged as a secondary offense once a use of force has occurred for the original offense. The total number of use of incidents that occurred when responding to or initiating baker acts also increased (+ 48.57%) in comparison to 2018. Total baker acts increased from 1,462 in 2018 to 1,511 in 2019. This may be one of many contributing factors to the increase in use of force incidents that occurred while responding to that call type. (See chart Annual Baker Acts Demographics 2019)

The department continuously examines its policies, practices, equipment and training that might be utilized during responses to Baker Act, Disturbance, and/or Domestic Disturbance/Violence calls for service. The Department completed annual training on Managing Encounters with the Mentally Ill which addresses officer’s response to dealing with persons who have mental health issues and Domestic Violence response in 2019. With the small decrease in use of force incidents overall, there were no noted findings which would have caused the Department to significantly change its policy, practice or equipment with regards to how LPD officer’s handle Warrant - Felonies, Disturbances, Domestic Violence or Baker Act calls for service and/or self-initiated stops.

UOF: Subject Race and Gender (2019)			
WHITE	2018	2019	TOTAL
Male	163	196	33.33%
Female	37	45	7.65%
Sub-Total	200	241	41.00%
BLACK			
Male	243	246	41.84%
Female	36	32	5.44%
Sub-Total	279	278	47.28%
OTHER			
Male	46	50	8.50%
Female	8	12	2.04%
Sub-Total	52	62	10.54%
UNKNOWN			
	1	3	0.51%
ANIMAL			
	2	4	0.69%
TOTALS	534	588	100 %

Call Type: Subject Race and Gender
(Top 16 UOF Call Types in 2019)

Call Type	White Male	White Female	Black Male	Black Female	Other Male	Other Female	Other Male	Other Female	TOTAL
Baker Act	21	9	16	3	5	1	0	0	55
Battery	2	2	8	3	2	1	0	0	18
Burglary (Structure)	6	2	11	3	3	1	0	0	26
Disturbance	19	1	13	1	6	4	0	0	44
Domestic Disturbance/Violence	11	0	23	0	4	1	0	0	39
Fleeing Suspect	1	0	9	1	0	0	0	0	11
Resisting Ofc. With Violence	4	0	5	1	1	0	0	0	11
Resisting Ofc. w/out Violence	9	1	20	4	8	1	0	0	43
Robbery	0	3	10	3	2	0	0	0	18
Shots Fired	2	0	8	2	0	1	0	0	13
Stolen Vehicle	12	3	13	0	1	0	0	0	29
Suspicious Person	14	2	6	3	1	0	0	0	26
Theft & Grand Theft	9	3	8	0	2	1	0	0	23
Traffic Stop	9	1	21	1	1	1	0	0	34
Trespassing	11	3	6	1	2	0	0	0	23
Warrant - Felony	25	9	25	2	3	0	0	0	64
TOTAL	155	39	202	28	41	12	0	0	477

2019 Call Type: Subject Age and Gender

(Top 16 UOF Call Types in 2019)

AGE	GEN	Baker Act	Batt.	Burg Struct.	Disturb.	Domes. Disturb./ Viol.	Flee. Susp.	ROWV	ROWOV	Robb.	Shots Fired	Stolen Veh.	Susp Pers	Theft & Grand Theft	Traffic Stop	Tresp	Warr.-Felony	Total
10-19	M	2	1	1	3	1	3	0	4	4	6	0	5	3	3	2	3	41
10-19	F	1	2	0	0	0	1	0	0	2	1	3	0	0	0	0	11	21
20-29	M	13	6	8	13	15	5	5	17	3	2	7	7	8	12	5	19	145
20-29	F	1	1	0	2	0	0	0	2	3	2	0	3	2	2	1	3	22
30-39	M	12	4	3	13	14	0	3	11	1	2	8	7	3	4	3	16	104
30-39	F	3	3	2	2	0	0	0	3	1	0	1	0	2	0	0	6	23
40-49	M	5	1	1	4	4	1	1	6	3	0	4	0	4	6	6	9	55
40-49	F	7	0	1	1	1	0	1	1	0	0	1	0	0	1	1	2	17
50-59	M	7	0	5	3	4	1	0	2	1	0	1	1	0	4	1	5	35
50-59	F	1	0	0	1	0	0	0	0	0	0	1	0	0	0	2	0	5
60-69	M	0	0	1	2	0	0	1	0	0	0	0	0	0	1	1	1	7
60-69	F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
70-79	M	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	2
70-79	F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UKN	M	1	0	1	0	0	0	0	0	0	0	0	1	1	1	1	0	6
UKN	F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	TOTAL	54	18	23	44	39	11	11	46	18	13	26	25	23	34	23	75	483

- BATT - Battery
- ROWW - Resisting Officer with Violence
- ROWOV - Resisting Officer Without Violence
- ROBB - Robbery
- TRESP - Trespassing

Annual Arrest Demographics (2019)						
Age	Black	White	Hispanic	Other	Unknown	Totals
0- 18 yrs/F	41	29	9	4	0	83
1 - 18 yrs/M	90	58	13	0	0	161
1-18 yrs/U	0	0	0	0	1	1
18 - 29 yrs/F	258	200	42	9	1	510
18 - 29 yrs/M	718	410	166	22	4	1320
30 - 39 yrs/F	127	273	30	4	1	435
30 - 39 yrs/M	529	419	119	10	3	1080
30 - 39 yrs/U	0	0	0	0	0	0
40 - 49 yrs/F	59	152	22	2	0	235
40 - 49 yrs/M	249	256	45	5	0	555
50 - 59 yrs/F	28	74	4	1	0	107
50 - 59 yrs/M	182	205	27	5	1	420
50 - 59 yrs/U	0	0	0	0	2	2
60 - 69 yrs/F	13	19	3	0	0	35
60 - 69 yrs/M	87	84	3	0	0	174
70+ yrs/F	1	4	1	0	0	6
70+ yrs/M	8	9	2	0	0	19
Age Uk/F	20	11	5	0	0	36
Age Uk/M	38	11	10	0	0	59
Totals	2448	2214	501	62	13	5238

Annual Baker Act Demographics (2019)						
Age	Black	White	Hispanic	Other	Unknown	Totals
0- 18 yrs/F	40	76	24	1	1	142
1 - 18 yrs/M	50	52	22	2	2	128
18 - 29 yrs/F	62	61	12	2	0	137
18 - 29 yrs/M	73	110	27	3	0	213
30 - 39 yrs/F	24	96	8	2	0	130
30 - 39 yrs/M	83	110	19	2	0	214
40 - 49 yrs/F	22	66	7	0	0	95
40 - 49 yrs/M	36	88	8	3	0	135
50 - 59 yrs/F	9	40	6	0	0	55
50 - 59 yrs/M	11	78	9	0	0	98
60 - 69 yrs/F	4	18	2	0	0	24
60 - 69 yrs/M	5	38	1	1	0	45
70+ yrs /F	6	29	2	0	1	38
70+ yrs/M	6	22	3	0	0	31
Age Uk/F	3	7	3	0	0	13
Age Uk/M	4	4	5	0	0	13
Age Uk/Uk	0	0	0	0	0	0
Totals	438	895	158	16	4	1511

Administrative Investigations:

From the 367 subjects force was used on, the Office of Professional Standards received five (5) complaints of excessive force, involving eight (8) sworn members. The complainants alleged they were injured as a direct result of the use of excessive force or believed the officer(s) used force when it was necessary. These allegations of use of excessive force were investigated pursuant to departmental policy. The investigations did not reveal any improper conduct or policy violations by the officers involved.

Lethal Force Review:

Pended from 2018:

At the conclusion of the criminal investigation, the Lethal Force Review Board reviewed the lethal force incident that occurred on December 26, 2018 at approximately 2:21 a.m. The Board found the use of lethal force by the involved LPD officers to be within policy, and no conflicts of any General Orders were noted. (Summary of incident can be found in 2018 OPS Annual Report)

There were no lethal force incidents in 2019. However, there were two (2) incidents where LPD officers discharged their department issued firearms at aggressive dogs. (These incidents are reflected separately in the Use of Force Reported per Incident table).

The first incident occurred on January 2, 2019 after a LPD K9 officer made an apprehension involving a barricaded suspect with a warrant at the incident location. Subsequent to the apprehension, the suspect's pit bull was able to pull up the stake he was chained to in the yard, and aggressively charged at the K9 officer and his K9 partner. In order to protect the LPD canine and handler from the imminent threat of being bitten, he fired one shot, killing the charging pit bull.

The second incident occurred on February 4, 2019 while LPD officers responded to assist a suicidal subject who was threatening to harm herself. One LPD officer began to search the immediate area to locate the victim. While in the backyard, the LPD officer was confronted by an attacking, vicious dog that came out of a shed. The officer shouted at the dog and attempted to retreat, but the dog continued to attack the officer, biting him on the hand and leg. The officer fired two (2) rounds from his

department issued handgun. The dog immediately ceased the attack and retreated back into the shed.

Reported Subject Injuries as a Result of Use of Force:

In 2019, the agency reported 5,238 persons being arrested or taken into protective custody by Lakeland police officers. Of these 5,238 persons, 160 subjects reported injuries (some subjects reported/claimed one or more injury) as a result of officers using force to arrest or place them into protective custody. A majority of the reported injuries were abrasions and/or scrapes (34.96%), and punctures -prongs/burns from the use of conducted electrical weapon (CEW) (31.37%). Of the 160 subjects who reported injuries, 55.47% injuries were directly related to use of force actions, 12.96% were secondary to the use of force actions (Secondary injuries are not caused by the initial application of force), and 17.00% of injuries were unrelated to the use of force actions. See Table Below.

2019 Subject Injury Information			
Injury Information	Use of Force	K-9	TOTAL
Direct Result of UOF	125	12	137
Secondary to UOF Action	32	0	32
Complained of Injury (No visible signs of injury)	25	2	27
Unrelated to UOF (ex. Self-inflicted, prior injury)	39	3	42
Other (Baker Act, pre-existing medical condition)	8	1	9
TOTAL	229	18	247
<i>* Includes reports/claims of injuries from 160 subjects. Some subjects reported/claimed one or more injuries.</i>			

Some subjects suffered more than one injury as a result of the use of force. Use of force actions were used on 493 subjects in 2019. Out of the 493 subjects, 160 (32.45%) were injured or claimed injury as a result of use of force actions which is an increase when compared to 2018 (146 Subjects reported/claimed injury). The rate of subject injury as a result of use of force increased slightly from 27.60% in 2018 to 32.45% in 2019.

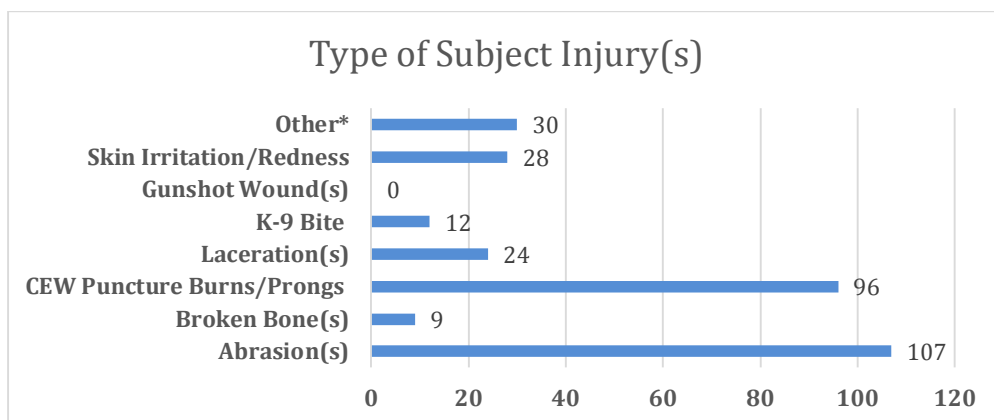
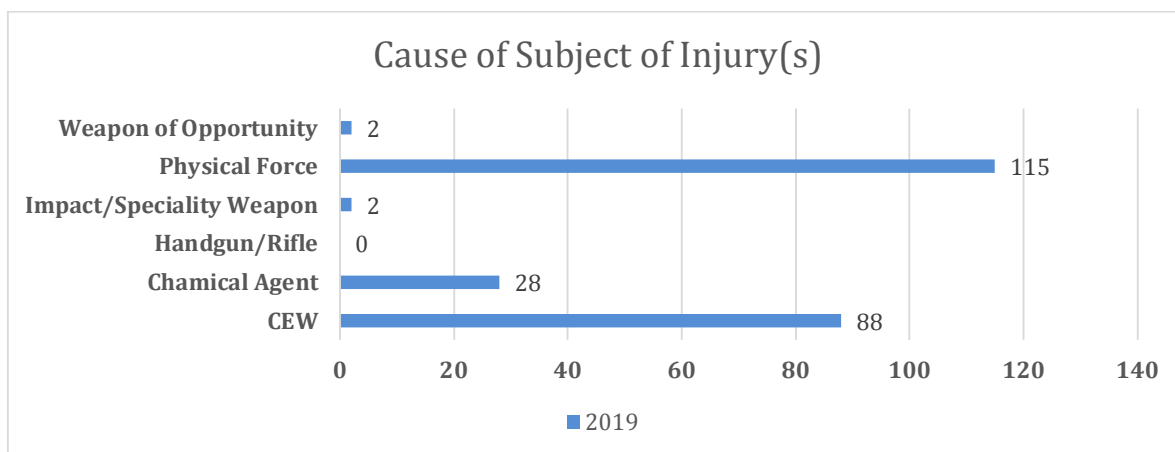
Total Subjects Injured				
2015	2016	2017	2018	2019
100	109	107	146	160

Cause of Subject Injury	2019
CEW	88
Chemical Agent (Temp. Exposure)	28
Handgun/Rifle	0
Impact/Specialty Weapon	2
Physical Force	115
Weapon of Opportunity	2

*In several incidents, multiple use of force response options were utilized by one or more officers.

Type of Injury	2019
Abrasion(s)	107
Broken Bone(s)	9
CEW Puncture Burns/Prongs	96
Laceration(s)	24
K-9 Bite	12
Gunshot Wound(s)	0
Skin Irritation/Redness	28
Other*	30

*Contusion/bruise, Puncture (Non-canine), Swelling, Body Pains, and other (unknown injuries).



Reported Officer Injuries as a Result of Use of Force:

Total Officers Injured				
2015	2016	2017	2018	2019
31	29	23	26	30

Type of Injury(s) - Officer	2019
Abrasions	20
Lacerations	2
Contusions	1
Swelling	1
Gunshot Wound	0
Other	6
TOTAL	32

Thirty (30) officers reported injury(s) following a use of force action during 2019. This figure increased by 15.38 % from officer injuries in 2018. Statistically, LPD officers were injured 5.77% of the time during a use of force incident. A majority of reported officer injuries were minor in nature. The Agency continues to train officers on how to utilize more effective strategies to prevent injuries from occurring.

MOTOR VEHICLE PURSUIT ANALYSIS

At times, enforcement of the law may necessitate the initiation of a motor vehicle pursuit to apprehend violators. However, the Lakeland Police Department also recognizes the inherent dangers and risk factors associated with police motor vehicle pursuits. The preservation of life and public safety is more important than property or the immediate apprehension of non-violent criminals. The Department continuously evaluates its policies and procedures as they relate to members' participation in motor vehicle pursuits.

The Lakeland Police Department's motor vehicle pursuit policy authorizes sworn members to initiate a vehicle pursuit based upon the reasonable belief that the suspect has committed a violent felony. Only under circumstances, defined by policy and with the approval of a supervisor, may an officer pursue a suspect vehicle when it is believed that the vehicle is stolen.

Additionally, the decision to initiate, continue, or terminate a motor vehicle pursuit requires the evaluation of many factors to include the nature of the offense, environmental conditions, and the

overall safety of the public. The responsibility for the motor vehicle pursuit rests with the initiating officer and authorizing supervisor.

Reporting and Review Procedures:

Officers involved in a motor vehicle pursuit are required to complete and submit an event report that includes all information known at the time the pursuit was initiated. The supervisor is required to report the motor vehicle pursuit on the Lakeland Police Department's Motor Vehicle Pursuit Review Form (LPD 045). Currently, this form is submitted to the Department's Pursuit Review board for an administrative review of the pursuit.

The Pursuit Review Board consists of the involved member's Chain of Command (Sergeant, Lieutenant, and Captain) and is chaired by the Bureau Commander (Assistant Chief of Police) of the respective division. Additional members of this board consist of the Department's General Counsel, the Training Coordinator, and a supervisor from the Office of Professional Standards. The purpose of this board is to review all motor vehicle pursuits for compliance with Department policies and procedures. The board also conducts a policy review to identify any training needs, procedural changes or modification to the Department's current motor vehicle pursuit policy.

The board may make recommendations for any changes to training, policies or procedures in relation to motor vehicle pursuits. These recommendations are submitted to the Chief of Police and are advisory only. Pursuits that appear to be out of compliance with Department Policies may result in the initiation of an administrative investigation into the actions of the involved members, as approved by the Chief of Police.

Pursuit Training:

After the administrative review process for all motor vehicle pursuits, the Officer in Charge of the involved squad conducts a "critique" session during the shift briefing. During these sessions, discussions about the incident occur as well as a review of the motor vehicle pursuit policies and procedures. Additionally, the department conducts in-service training on the department's pursuit policy and pursuit driving skills, as well as training on tactics to end pursuits before they begin through

Vehicle Intercept procedure. This procedure allows officers to block an offender’s vehicle prior to the subject having the opportunity to attempt to flee. Officers are also trained and equipped with “Stop Stick” tire deflation devices which officers can deploy under controlled circumstances to end pursuits which have already begun.

Statistical Data and Analysis:

There were 15 motor vehicle pursuits reported in 2019. Of which 13 have been reviewed administratively by the Pursuit Review Board (two were pending review at the time of this report). In 2019, there was an increase (+ 5) in motor vehicle pursuits. There is no specific reason noted for the increase. After formal review (two pending), 11 pursuits were found to be within policy, and two (2) pursuits were also found to be within policy but the Board recommended additional radio training for the involved officers.

The lengths of time for 2019 pursuits ranged from 26 seconds to 48 minutes. The average pursuit time for 2019 is 8 minutes and 51 seconds. Top speeds of the pursuits varied from 46 miles per hour to 124 miles per hour. The average pursuit speed for 2019 is 91 miles per hour. Two (2) out of the 13 motor vehicle pursuits were terminated in 2019. The willingness to terminate the pursuits lends itself to the officers and supervisors being aware of department policy and assessing the potential risk to the public versus the need for immediate apprehension. Motor vehicle pursuits continue to be one of the departments high liability issues. As such, the agency strictly enforces this policy and continues to provide training and education to it’s officers and supervisors reference pursuit accountability/liability.

Motor Vehicle Pursuits	2015	2016	2017	2018	2019
Total Pursuits	8	16	13	10	15
Terminated by agency	1	2	4	0	2
Compliant with Policy	8	11	12	9	11
Not Compliant with Policy	0	3	1	1	0
Reason Pursuit Initiated:					
Violent Felony	3	5	5	3	4
Felony /Motor Veh. Theft	5	10	7	7	11
Misdemeanor	0	0	0	0	0
Traffic Offense	0	1	1	1	0

*Total Amt. of Damages are based on Officer estimates from incident and traffic crash reports. 2019, suspect fled and

crashed into mental fence and hit transmitter box (est. property damage \$80,000)

Motor Vehicle Pursuits: Injuries	2015	2016	2017	2018	2019
Officers Injured	0	2	0	1	0
Suspect Injured	2*	2	4	2	3
Third Party Injured	4	1	4	1	0

BIAS BASED PROFILING/BIAS FREE POLICING ADMINISTRATIVE REVIEW

The Office of Professional Standards is responsible for an annual review of the department's practices as they relate to Bias Based Profiling. The Lakeland Police Department's General Orders contain policies that place the Department in compliance with Florida Statutes and community expectations.

OPS use a method to track encounters with the public and documents the statistical information reported via data reported from an officer's in-car computer. This statistical data is a post incident reporting requirement, with officer safety always remaining paramount. In January 2013, the demographic tracking procedures established by OPS went into effect. The department continually reviews its bias based policing policy based on the below considerations:

- Provisions for training department personnel in bias based profiling issues to include legal aspects and in accordance with CJSTC.
- Provisions for corrective measures if bias based profiling occur.
- Definitions of Bias Based Profiling and Reasonable Suspicion.
- Provisions for Traffic Stop Procedures.
- Provisions for Community education and awareness efforts.

Training:

The Lakeland Police Department conducts training on issues that pertain to Bias Based Policing and Profiling in accordance with guidelines established with Criminal Justice Standards and Training Commission (CJSTC). In 2019, in-service training was provided to department members in the form of computer based (Power DMS) instruction. This training included a "Bias Based Policing" Power-

Point, which included specifics regarding discriminatory profiling and professional traffic stops, which was placed on Power DMS for members to view and acknowledge with their electronic signature. The training covered various types of discrimination during the course of police work and specifically addressed discriminatory profiling and traffic enforcement.

The Office of Professional Standards assists in the training of all newly hired officers on Bias Based Policing and Profiling during the Mini-Academy phase of their Field Training program.

Citizen Concern/Complaints (Bias-based):

The Lakeland Police Department's General Orders explicitly prohibits bias based profiling, or taking action based solely upon an individual's race, ethnic background, national origin, gender, sexual orientation, religion, economic status, age, cultural group or any other identifiable groups. Citizens can obtain information on how to file a complaint of bias based profiling through brochures that are disseminated by the Lakeland Police Department. These brochures are available in English and Spanish at the Lakeland Police Department and the City of Lakeland "City Hall". Additionally, this information is available on the Lakeland Police Department's website (www.lakelandgov.net/lpd). Police Supervisors are required to assist all citizens wishing to file any complaint, including for bias based profiling, upon request or observation of the need to assist. All complaints of bias based profiling are thoroughly reviewed and acknowledged in accordance with Internal Affairs procedures.

In 2019, the Internal Affairs Unit received four (4) external allegations reference Bia-Based policing (Two investigations were still pending at the time this report was created). After thorough review into the allegations, the Internal Affairs Unit and/or effected member's supervisor found there to be no policy violations reference General Order 3-1.8 Bases Based Policing and/or 3-6 Bias-Free Policing.

CON 19-0021

Complainant alleged on April 12, 2019, officers approached him while he was eating at McDonald's on W. Memorial Blvd., Lakeland, FL, and began "cursing me out with racial slurs". A review of the

concern, revealed no policy violations reference General Orders 3-1.8 and/or 3-6. (Note: The McDonald's manager called LPD to have the complainant trespassed from the property.) This citizen concern was reviewed by the effected member's supervisor. The supervisor provided documentation supporting the final determination that the officer did not violate department general orders reference Bias Based policing. Hence, this concern did not rise to a level to be formally investigated by the Internal Affairs Unit.

EIR 19-012

Complainant alleged on December 31, 2018, his grandson and grandson's friends were stopped by LPD officers for a traffic stop. The complainant advised he felt his grandson and friends were stopped because the officers "made a hasty generalization" based on the area they were in, and the characteristics of the vehicle they were driving. The administrative investigation revealed the officers did have probable cause to stop the subject's vehicle according to F.S.S. 316.2953. Therefore, there were no policy violations reference General Orders 3-1.8 and/or 3-6. (Note: The subjects of the vehicle were subsequently arrested and charged with various charges as two (2) handguns, ammunition, and several baggies of cannabis were located in the vehicle.) The Internal Affairs Unit investigated this complaint and found documentation and evidence that supported a decision to not include the Bias Based policing allegation against the effected member.

Community Education/Awareness:

The Lakeland Police Department's Community Services Unit provides members of the public with an informational brochure on Bias Based Profiling. Additionally, this information can be accessed via the Department's website: <http://www.lakelandgov.net/lpd/Home/BiasFreePolicing.aspx>

Department Practices / Traffic Stops/Citations:

The following Lakeland Police Department General Orders serve as written directives that provide procedures for Traffic Stops:

- G.O. 3-6 (Bias Free Policing)
- G.O. 24-2 (Traffic Enforcement)
- G.O. 24-11 (In Car Audio or Video Recording)

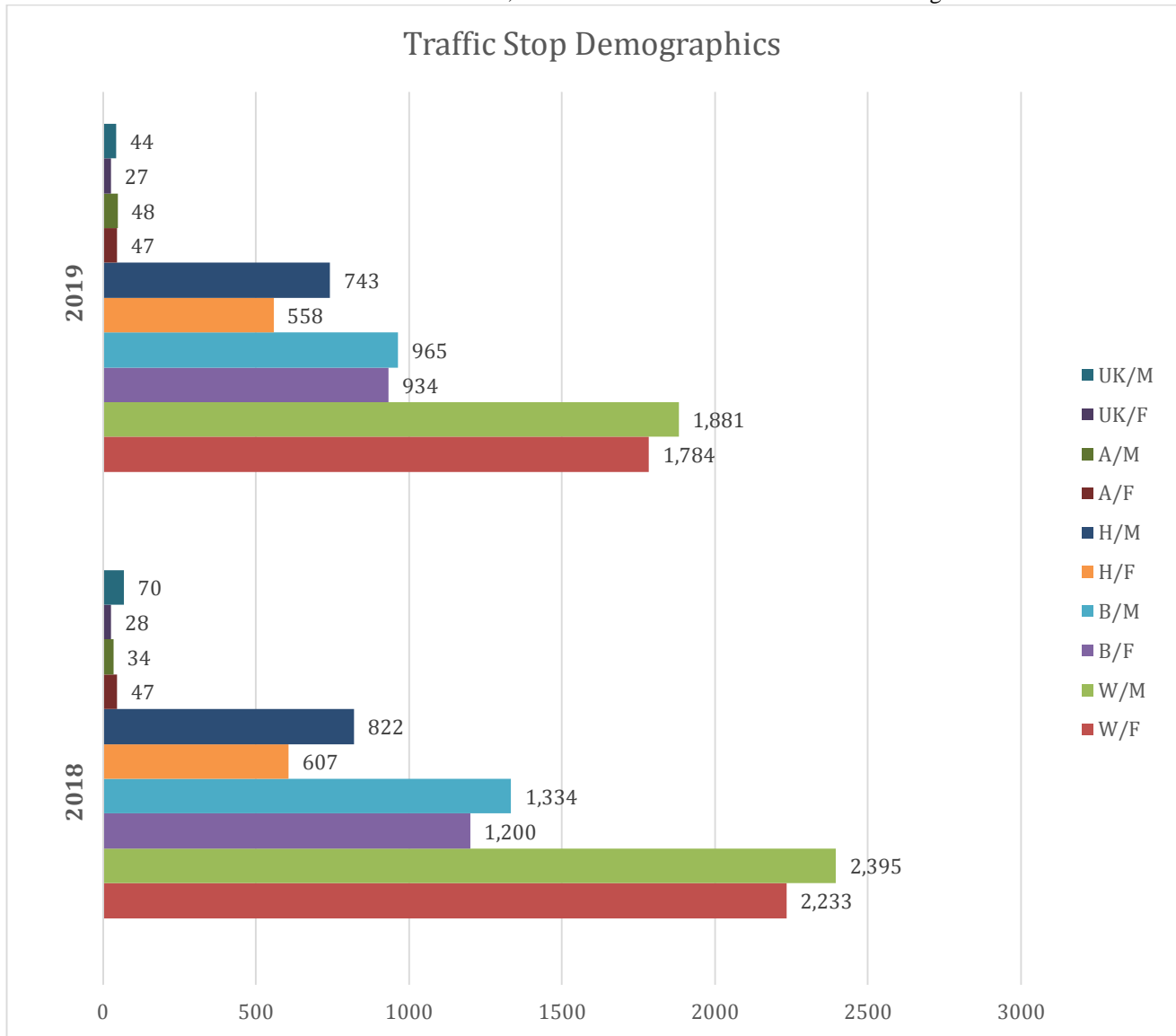
The table on the following page represents the demographic data for 2019 (January 1st to December 31st) captured by the demographic tracking system developed by the Office of Professional Standards for all vehicle stops. This system captures the race and sex of the driver; whether the driver was a resident of the City of Lakeland or not; the reason for the stop; the outcome of the stop; if a search of the vehicle was conducted, the reason for the search and the search results. The program captures a broader description of ethnicity and categorizes race as “Caucasian” (White), “African American” (Black), Hispanic, Asian, and Unknown for all others.

Traffic Stop Demographic Information

Note: The citation numbers are not inclusive of citations issued by the Red-Light Camera System

2019 Traffic Stop Demographics										TOTAL STOPS 7,031
RACE & SEX										
	W/F	W/M	B/F	B/M	H/F	H/M	A/F	A/M	UK/F	UK/M
Count	1,784	1,881	934	965	558	743	47	48	27	44
Percent	25.37%	26.75%	13.28%	13.72%	7.94%	10.57%	0.67%	0.68%	0.38%	0.63%
RACE					RESIDENCY		STOP REASON			
	W	B	H	A	UK	Resident	Non-Resident	Moving Violation	Non-Moving Violation	Investigative Stop
Count	3,665	1,899	1,301	95	71	6,304	725	5,070	1,803	157
Percent	52.13%	27.01%	18.50%	1.35%	1.01%	86.69%	10.31%	72.12%	25.65%	2.23%
STOP OUTCOME							SEARCH REASON			
	MISD Arrest	Felony Arrest	UTC	RELEASED			Prob. Cause	Consent	No Search	
Count	113	20	3,935	2,962			125	284	6,620	
Percent	1.61	0.28%	55.97%	42.13%			1.78%	4.04%	94.18%	
SEARCH RESULT										
	Property Found	Drugs/Alcohol Found		Weapons Found		No Contraband Found		Weapon & Drugs Found		
Count	2	39		6		6,961		13		
Percent	0.03%	0.56%		0.09%		99.15%		0.19%		

*Based on current data available in Tiburon. Discovered system was not capturing all data from the 12, 955 traffic stops conducted in 2019. The Chief of Police was notified, and the Bureau Commanders are addressing the issue.



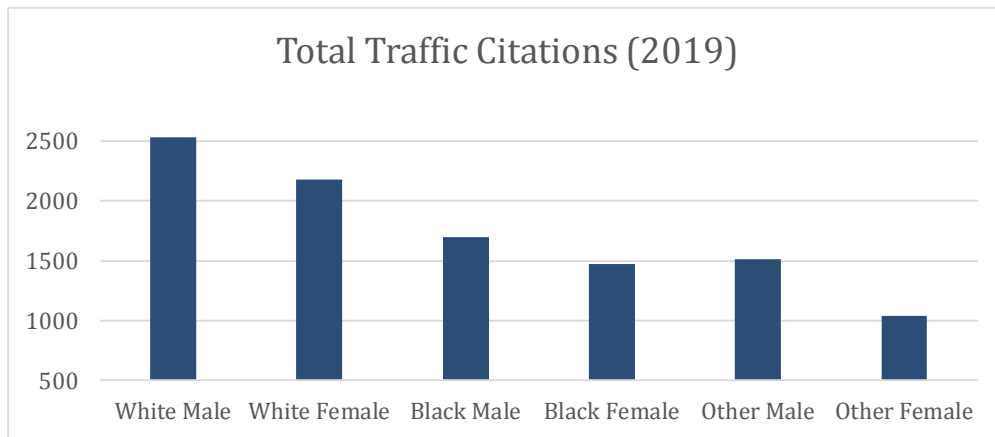
*

Florida State Statute requires police agencies create department policies that prohibit the practice of racial profiling. The table below represents the profiles of driver demographics for citations submitted where completed disposition data was available.

Total Traffic Citations

Source: Team LPD – Note: These citation numbers are not inclusive of citations issued by the Red-Light Camera System,

	2017		2018		2019		Current City Demographics
Race / Gender	Citations	% Rate	Citations	% Rate	Citations	% Rate	
White Male	2348	27.43%	2439	30.07%	2531	24.27%	White 73.10% (77,183)
White Female	1802	21.05%	2123	26.18%	2175	20.85%	
Black Male	1479	17.28%	1350	16.65%	1698	16.28%	Black 20.30% (21,433)
Black Female	1148	13.41%	1039	12.81%	1469	14.08%	
Other Male	1107	12.95%	685	8.45%	1516	14.53%	Other 19.90% (21,011)
Other Female	675	7.88%	474	5.84%	1041	9.98%	
Total	8,559	100%	8,110	100%	10,430	100%	105,586



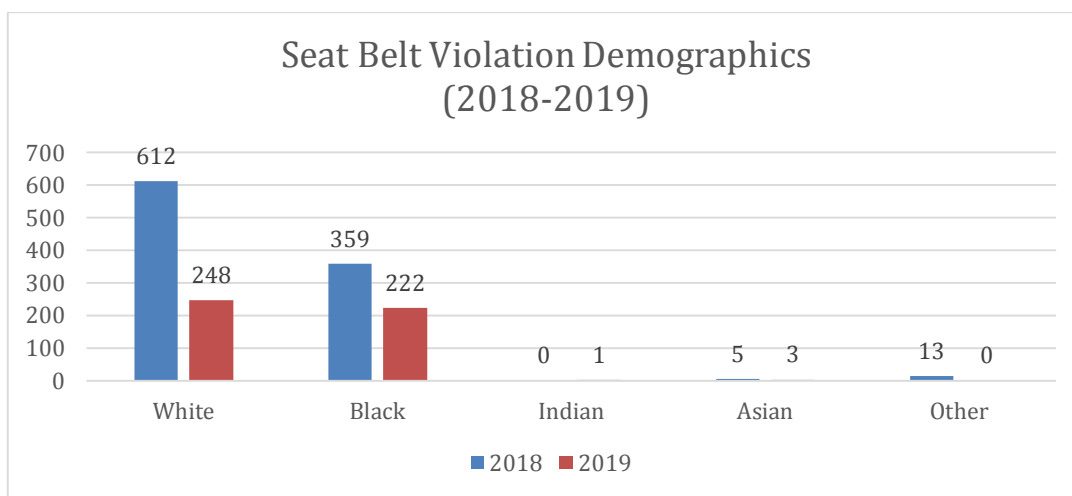
The total number of citations issued increased from 8,110 in 2018 to 10,430 in 2019. Increases are seen in citations issued to every race and gender category. The most significant increases are noted in the Other Male (+ 121%) and Female category (+ 119%). Based on current population data, the “Other” race category (Hispanic, Asian, Two or more, and Other) increased by approximately 6.29% from 2018 to 2019.

The above data was obtained from the Lakeland Police Department’s Records Management System Tiburon “RMS”. The program categorizes both “Caucasian” (White) and “African American” (Black) as a Race; however, the remaining ethnic groups (Native American, Asian, and Hispanic) are not

separately identified. The program categorizes the traffic citation demographics into four groups: Caucasian (White), African American (Black), Hispanic, and other. According to 2019 data, 45.12% of traffic citations were issued to Caucasians who represent 73.10% of the community. African Americans were issued 30.36% of the traffic citations. African Americans represent 20.30% of the community. Lastly, approximately 24.51% of the traffic citations were issued to people of other races who represent 19.90% of the community.

The Department of Highway Safety and Motor Vehicles’ (DHSMV) 201 “Safety Belt Violation Data Collection Annual Report” reflected below was reported to the DHSMV by the Lakeland Police Department:

2019 Seat Belt Violations Demographics F.S.S. 316.614(9)		
Race & Ethnicity	Non-Hispanic	Hispanic
White	248	91
Black	222	
Indian	1	
Asian	3	
Other	0	
Total	474	91



Overall, the total number of seat belt violations decrease by approximately 52% in comparison to 2018. The Lakeland Police Department reports this statistical data to the DHSMV on a quarterly basis to comply with F.S.S. 316.614 (g).

**At times, data collection and entry issues result in minor inconsistencies on how this information is reported.*

Field Contacts via Field Interview Card

As part of our ongoing review of Bias Based Profiling Issues, the Information Technology Section was able to obtain and categorize our Field Interview Contact data with our 2018 Demographic Tracking data. Field Contact data for this report consists of dispatched and self-initiated calls to suspicious persons, vehicles, and other types of calls where documentation is necessary via a Field Interview Report.

The following charts reveal the 2017, 2018, and 2019 data related to demographic information taken from Field Interview contacts:

2017 Race/Sex		2018 Race/Sex (Updated)		2019 Race/Sex	
U/U	1	U/U	6	U/U	9
O/F	0	O/F	12	O/F	7
O/M	6	O/M	19	O/M	8
B/F	6	B/F	114	B/F	89
B/M	95	B/M	346	B/M	249
I/F	0	I/F	1	I/F	0
I/M	0	I/M	0	I/M	2
W/F	33	W/F	95	W/F	87
W/M	157	W/M	327	W/M	238
H/F	6	H/F	35	H/F	32
H/M	21	H/M	67	H/M	62
Total	325	Total	1022	Total	783

In reviewing this data, a decrease is noted in the number of field contacts generated by officers in 2019 in comparison to 2018 (- 23.39%).

There were no Bias Based Policing allegations during any of the field contacts in 2019. Further, out of 5,238 arrests, 12,955 traffic stops, and 107,789 calls for service involving several thousands of individuals, four (4) concerns were received reference Bias-Based policing.

Asset Seizure and Forfeitures

Florida State Statutes govern the process of all asset seizure and forfeitures. The Florida Contraband Forfeiture Act (FCFA) authorizes law enforcement agencies to seize real and personal property used in violation of these statutes. The agency can obtain title to the property by obtaining a court order forfeiting the property to the agency. The FCFA protects the rights of innocent owners and lien holders. Any seizure made by an officer of this department must be in accordance with these statutes and comply with procedures established in the department's General Orders.

The Lakeland Police Department is responsible for taking all required action to legally dispose of property seized with the expectation the title will be transferred to the LPD as a contraband forfeiture or on the basis that it qualifies as contraband. Title to contraband seized may be resolved through a forfeiture pre-suit settlement, as a forfeiture lawsuit, or as "unclaimed evidence." Monetary assets seized and disposed of under a legal principle of forfeiture are kept within the Department's Law Enforcement Trust Fund (LETf). All property acquired through these processes are documented in agency records within the AIM database and is used and or disposed of by the agency pursuant to legal authority.

The Department's General Orders also prohibit bias based profiling regarding asset seizure and forfeitures. The following table provides statistical information on the department's asset seizures and forfeitures during 2018. All forfeiture actions for this department are prepared by the Office of General Counsel and filed with the Clerk of the Court for ultimate disposition by a Circuit Judge.

On the following page the charts display the property seized during 2019, the resulting action, final disposition, and the race and gender of the subject the action was against. Also displayed, are charts showing pending forfeiture cases that were initiated in 2019, but were still pending final action by the courts. As well as cases that were initiated in 2018 and final disposition was rendered in 2019.

Completed Contraband Seizure Cases 2019

Property Seized	Resulting Action	Disposition	Race	Gender
\$3,470.00	Negotiated Settlement	LPD received \$1,735.00	B	M
\$2,348.00	Negotiated Settlement	LPD received \$1,348.00	B	M

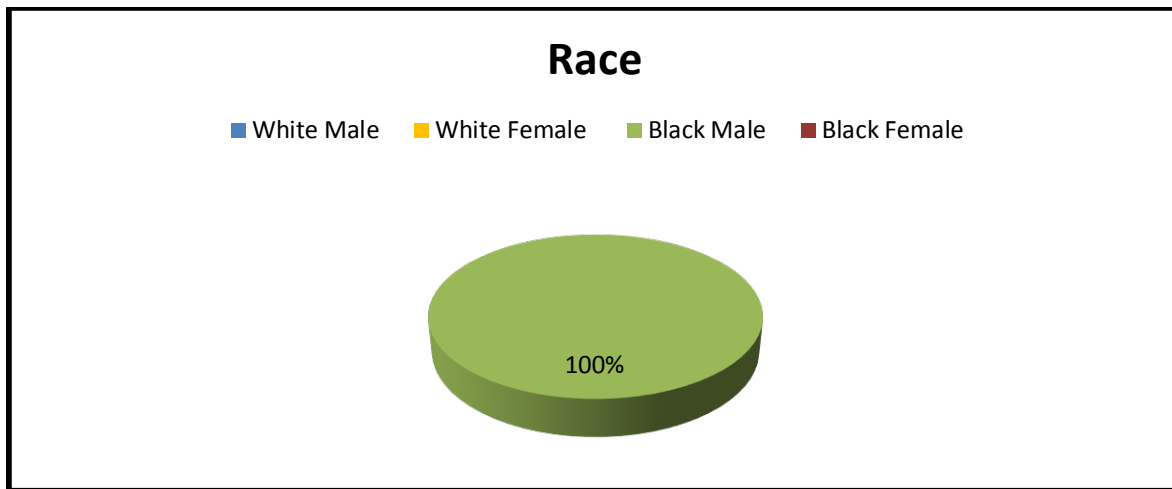
Pending Contraband Seizure Cases 2019

Property Seized	Resulting Action	Disposition	Race	Gender
\$2,672.00	Pending outcome of criminal court case	To be determined	B	M
\$2,578.00	Pending outcome of criminal court case	To be determined	B	M
\$5,790.00	Pending outcome of criminal court case	To be determined	B	M
\$12,493.00	In suit	Pending outcome of lawsuit	B	M

Pre-2019 Contraband Seizure Cases Concluded in 2019

Property Seized	Resulting Action	Disposition	Race	Gender
\$3,380.00	Forfeited	LPD received \$3,380.00	B	M
\$2,312.00	No Forfeiture	All seized property returned to owner	B	M
\$2,592.00	Forfeited	LPD received \$3,380.00	W	M
\$4,922	Forfeited	LPD received \$4,922.00	B	M
\$2,192.00	Forfeited	LPD received \$2,192.00	B	M
\$794.00	Forfeited	LPD received \$794.00	B	M

Bias Free Policing Data Completed/Pending Seizure Cases 2019



**There was a total of 6 seizures in 2019*

The Office of Professional Standards conducted a review of the department's general orders, procedures, and current practices that pertain to asset seizure and forfeiture. The review determined that the Department was in compliance with all applicable laws and accreditation standards. There were no complaints submitted to the department's Internal Affairs Unit that pertained to bias based profiling with respect to any asset seizure and forfeiture action conducted in 2019. Ongoing training and review will continue to support the department's commitment to Bias Free Policing.

EARLY INTERVENTION SYSTEM ADMINISTRATIVE REVIEW

The Lakeland Police Department's Early Intervention System (EIS) is a data-based personnel management tool designed to identify patterns of behavior which may require agency intervention efforts. The department utilizes this system to provide for a timely, systematic review of significant events involving agency employees. The (EIS) enables the department to evaluate, identify, and assist members who exhibit signs of performance and/or conduct related problems.

A comprehensive (EIS) is intended to assist police supervisors and managers in identifying department members whose performance warrants further review, and, where appropriate, intervention in circumstances that may have negative consequences for the member, co-worker, the department, and/or

the general public. The Office of Professional Standards manages the (EIS) through an electronic case management system (AIM – Administrative Investigations Management). The Office of Professional Standards conducts an annual review of the Early Intervention System, which is reflected in this OPS annual report. The following are the criteria that generate an early intervention automatically in the AIM system:

1. Any Police Department member is the focus of three (3) administrative investigations of alleged misconduct within twelve months.
2. Any Police Department member is the focus of three (3) citizen complaints regarding separate incidents within six (6) months.
3. Any Police Department member is involved in:
 - a. Five (5) uses of force within a three (3) month period, excluding:
 - i. pointing of a firearm
 - ii. pointing of a CEW
 - iii. handcuff/release
 - b. Nine (9) incidents within a three (3) month period that involve the handcuff/release of a subject.
 - c. Six (6) incidents involving the pointing of a firearm or pointing of a CEW (not combined) within a three (3) month period as defined in the department's Use of Force General Order.
 - d. Three (3) Corrective/Disciplinary actions within a twelve (12) month period.
 - e. Two (2) preventable traffic crashes within twelve (12) months or three (3) non-preventable traffic crashes within twelve (12) months.

The Department's EIS includes procedures for reviews based on current patterns of collected material, agency reporting requirements of employee conduct, the role of the first and second level of supervision, remedial action, employee assistance such as peer counseling and annual evaluations of the system.

In 2019, there were 21 Early Intervention alert notifications involving 21 sworn members. This was a decrease from 26 notifications in 2018 (See chart Early Interventions - 2019). Each notification was sent to the affected member's Chain of Command for review. To date, the notifications generated in 2019 resulted in a review only where no intervention (corrective action or additional training) was

needed (two (2) interventions were pending at the time this report was completed). The interventions generated from officers who had two (2) preventable traffic crashes within 12 months, and more than three (3) Employee Incidents or Citizen Complaints within 12 months did not result in any corrective action to be taken by the supervisor because the interventions were generated after the administrative investigations were completed. So, any discipline or corrective action was issued after the investigations were completed.

OPS is confident that through the AIM system, mechanisms are in place to ensure there is follow-up when an intervention occurs to ensure the employee and supervisors are monitoring the situation. The program continues to be effective and with the requirement of more reporting, more situational awareness has been created for supervisors to monitor activity.

GRIEVANCES REVIEW & ANALYSIS

In 2012, the Grievance Process was moved to the Office of Professional Standards from General Services Section. There were no Grievances filed in 2019 which is a decrease from the one grievance filed in 2018.

SAFETY BOARD

The departments Safety Board meets monthly and reviews every departmental crash, damaged property incident and employee injury. The board is tasked with determining whether a traffic crash or property incident is preventable or not. Employee injuries are reviewed to ensure safety measures were in place and to reevaluate procedures to ensure injury reduction and risk management is a main focal point in discussions. The involved member can attend the board meeting in which his or her incident is reviewed and may provide information to the board members in regard to their incident.

During 2019, the board reviewed 161 safety incidents from 2019 which involved 167 members. All preventable incidents (traffic accidents/property incidents) were documented by OPS and Employee Incident Reports (EIR) were generated to be signed by the Chief of Police. These investigations were then assigned to the affected member's supervisor for a final determination and any disciplinary recommendations, if applicable. See below for summary of 2019 Safety Board findings:

TYPE	Preventable	Non-Preventable	Other/NA	TOTALS
Traffic Crash	25	40	0	65
Property Incidents	4	33	0	37
Employee Injury*	N/A	N/A	65	65

*Employee Injuries are reviewed to determine if safety measures were in place, or if any safety measures need to be put in place to prevent future injuries.

OPS began tracking the cause of vehicle crashes and employee injuries in 2018. A majority of traffic crashes occurred during not-in-progress calls for service while our members were on-duty. The top cause of preventable crashes was improper backing. There was no documented occurrence of texting while driving or use of the MCT during a traffic crash. A review of employee injuries, shows a large majority of injuries occurred while our members were on-duty. No significant injuries were noted from member injuries that occurred while on-duty and in-progress.

CITIZEN SERVICE SURVEY

The purpose of the Citizen Service Survey is to monitor the perceptions of citizens regarding the quality of the police service provided by officers and civilian personnel of the Lakeland Police Department. Currently, surveys are distributed to citizens by the department’s Records Section, who interact with citizens requesting department information, the Criminal Investigations Section, who interact with CIS detectives/Felony Intake and victims whose cases become inactive, and the Office of Professional Standards (OPS), who mails up to twelve surveys per month to citizens who had contact with a uniformed patrol officer. OPS is tasked with compiling and reviewing all responses into quarterly reports to report the statistical analysis of the departments interactions with its citizens. Any respondent who has questions, concerns, or complaints are contacted by the appropriate department supervisor.

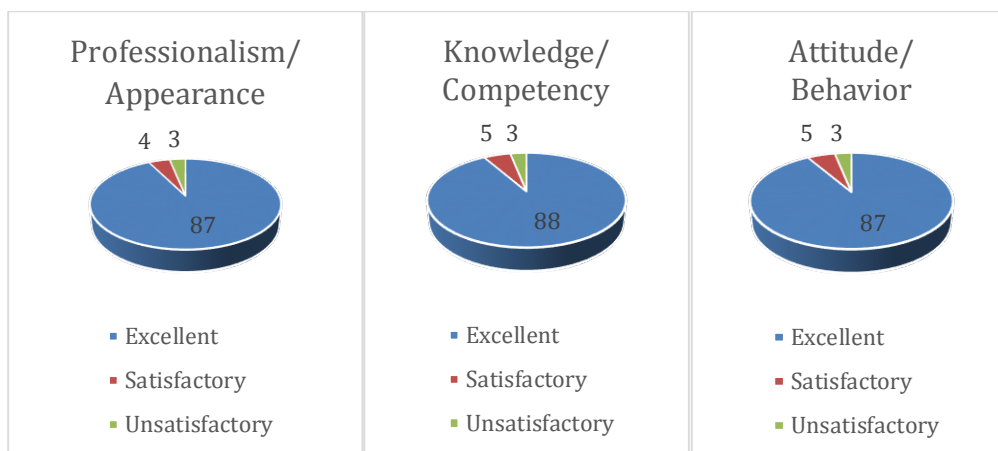
In 2019, the Lakeland Police Department handed out and/or mailed a total of 1,215 Citizen Service Survey’s, of which 97 were received back by mail or returned to Records or CIS. A majority of

respondents 79 (73.15%) were residents of Lakeland who have had contact with a LPD employee within the past 12 months in reference to traffic related incidents. (34.95%). Respondents were asked about their most recent police contact, and were asked to respond with their opinion regarding the LPD employee’s Professionalism/Appearance, Knowledge/Competency, and Attitude/Behavior. A majority of the respondents (47.50%) selected an Excellent rating. As for the overall service received from the LPD employee and response time, a majority of respondents selected Excellent (94.44-89.89%). Of 97 responses received referencing the overall performance of LPD, 87.36% of respondents selected Excellent and 12.64% selected Satisfactory. As for the safety and security of the City of Lakeland, 66.29% of respondents feel the City of Lakeland is Very Safe, 30.34% feel the City is Safe, and 3.37% feel the City is Unsafe.

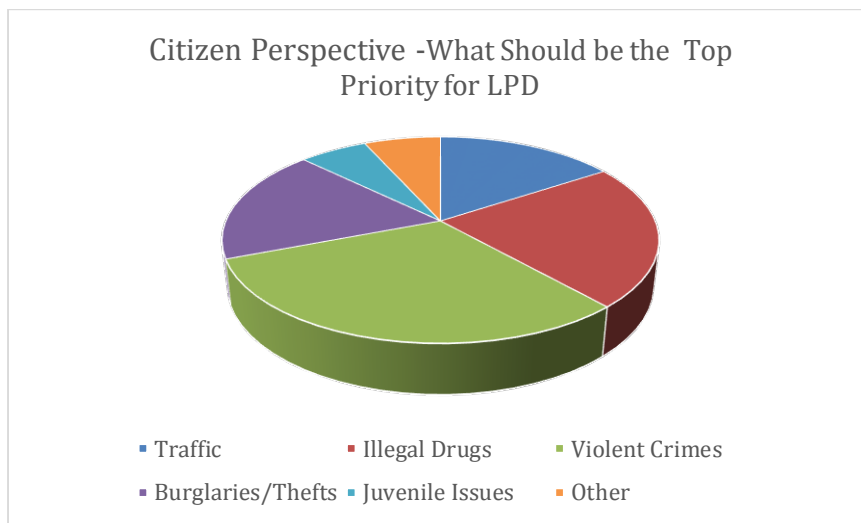
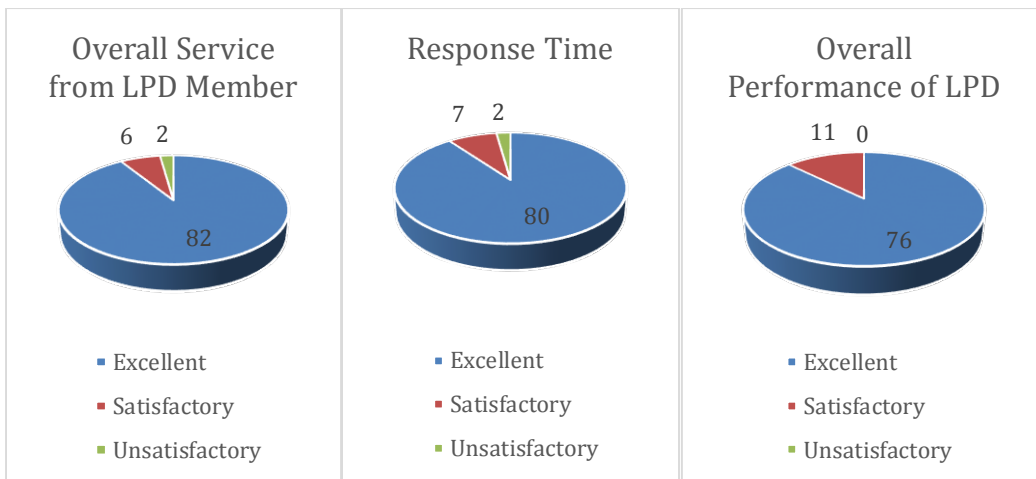
The citizen service survey covers various aspects of the contact with LPD sworn or civilian members. The below table and graphs are the survey results for 2019.

Citizen Service Survey's (2019)				
	CID	RECORDS	OPS	Totals
Sent	1020	N/A	128	1148
Received	19	67	11	97

Question: Regarding your most recent contact with the Lakeland Police Department employee, please rate the employee in the following categories.



Question: How would you rate the overall service you received from the officer/employee, response time, and overall performance of LPD?



CONCLUSION

In summary, the Lakeland Police Department has progressed in the preceding year following significant changes in the department’s personnel. The Office of Professional Standards worked numerous highly complex investigations that resulted in various dispositions. Discipline also varied ranging from member counseling to termination. Notable discipline issued included, not limited to, six (6) suspensions, one officer resigning during the investigation, one officer resigning in lieu of

termination, and two (2) officers being terminating. While completing the OPS annual report, it was discovered that of the 12,955 traffic stops conducted in 2019, 7,031 had demographic data available to review. Moving forward in 2020, the Chief of Police, along with OPS, will review the procedure in which our department collects the demographic data for traffic stops and make the necessary changes to ensure this information is being captured properly. Overall, the Lakeland Police Department continues to perform well and no significant trends were noted in relation to use of force or bias-based policing. Other use of force areas saw small increases or decreases depending on the topic/category of force used, but none were enough to cause significant concern.

Many of the topics presented will continue to be a focus in 2020 for the Office of Professional Standards. The staff in OPS will continue to work with all internal agency divisions to find ways to improve efficiency and continue the progression of the goal to streamline reporting systems. This will include combining some forms and converting current forms to an auto fill or fillable format to reduce officer/supervisor down time in completing documents.

Our priority, through this report, is to fully inform the citizens of the Lakeland so they can have a better understanding of how the Lakeland Police Department and our members operate. The year ahead holds the opportunity to learn from the experiences in 2019, and to continue to move forward with transparency as an organization; improvements in the development of our personnel; and improvements in the use of technology to benefit the community we serve.