



# LAKELAND POLICE DEPARTMENT

## Office of Professional Standards

Respect • Integrity • Teamwork • Excellence

TO: CHIEF RUBEN GARCIA

FROM: LT. LERON STRONG, OIC/OPS

DATE: MARCH 14, 2022

SUBJ: **2021 OPS Annual Report**

On March 14, 2022, OPS completed an annual and historical review of all the complaints of employee misconduct, protective actions, vehicle pursuits, and bias based policing practices. The review of all IAU files and incidents facilitated our office to evaluate department policies and procedures to ensure the delivery systems and methods of service to the community are effective.

The following reports were reviewed by our office to identify any patterns and trends, in addition to trends related to policy, training and/or supervision.

- Annual Administrative Investigations Summary
- Annual Analysis of Protective Action 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

### **Administrative Investigations**

The total of Citizen Complaints (15) and Employee Incident Reports (77) investigated in 2021 totaled 92. There were 27 members who elected to participate in the department's Rapid Resolution Request Process (RRRP). Review of 2021 Administrative Investigations revealed an increase of sustained Reporting for Duty policy violations. This is attributed to the SAO's implementation of Virtual Court as a result of the nationwide pandemic that began in 2020. Assistant Chief of Police Pacheco and his chain of command addressed this issue, mid-2021, by sending out a department-wide e-mail reminding LPD members of the importance and agency expectation for members to report to duty.

In 2021, there was no change in the total number of Citizen Complaint's investigated in comparison to 2020. There were also no notable changes (increase or decrease) in the types of allegations investigated in the Citizen Complaints.

In comparison to 2020, an increase of (30%) is noted in the total number of Employee Incident Reports (EIR) received in 2021. After review of these cases, the increase is

The following are the IAU Investigations Tables

Internal Complaints (EIR)				External Complaints (COM)			
MONTHS	2019	2020	2021	MONTHS	2019	2020	2021
January	7	5	10	January	5	1	0
February	6	4	4	February	2	1	1
March	10	0	6	March	2	0	7
April	8	6	7	April	0	1	1
May	4	3	1	May	2	0	2
June	4	4	8	June	0	7	0
July	1	6	7	July	0	0	0
August	3	5	4	August	4	1	0
September	7	6	1	September	2	2	0
October	6	5	15	October	3	0	2
November	4	4	0	November	0	1	0
December	8	11	14	December	2	1	2
Total	68	59	77	Total	22	15	15

2021 Citizen Complaints (External)							
Classification	Sustained	Not Sustained	Unfounded	Exonerated	Policy Failure	Other	TOTAL
Courtesy	0	9	2	0	0	0	11
Unlawful Conduct	0	0	0	0	0	0	0
Conduct Unbecoming	0	0	0	0	0	0	0
Untruthfulness	0	0	0	0	0	0	0
Job Knowledge/ Performance	2	0	0	0	0	0	2
Protective Action	0	0	0	2	0	0	2
Bias Based Policing	0	0	0	0	0	0	0
Conflict of Interest and/or Misuse of Office Position	0	0	0	0	0	0	0
Official Identification	0	0	0	0	0	0	0
Other	2	3	2	1	0	0	8
<b>TOTAL</b>	<b>4</b>	<b>12</b>	<b>4</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>23</b>

\* Five 2021 complaints, involving five members, were still open at the time this report was created

\*Two 2020 complaints (involving two members) dispositions are included in this table.

### Employee Incident Reports (Internal)

Classification	Sustained	Not Sustained	Unfounded	Exonerated	Policy Failure	Other	TOTAL
Conduct Unbecoming	4	1	1	0	0	0	6
Unlawful Conduct	2	2	0	0	0	0	4
Reporting for Duty	27	0	0	0	0	0	27
Member's Duty to Report Misconduct	0	1	0	0	0	0	1
Neglect of Duty	1	0	0	0	0	0	1
Job Knowledge/Performance	3	0	0	0	0	0	3
Department Equipment and Vehicle Operation	62	0	0	0	0	0	62
Harassment in the Workplace	0	1	0	0	0	0	1
Untruthfulness	0	3	0	0	0	0	3
OTHER	18	1	0	0	0	1	20
Protective Action (Arrest and/or Baker Act)	0	0	0	0	0	0	0
<b>TOTALS</b>	<b>117</b>	<b>9</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>128</b>

\* 32 IA Cases from 2021 either closed in 2022 or were still open at the time this report was created (Not included in table).

\*Includes findings from 22 EIR's from 2020. Two 2020 EIR's were still open at the time this report was created.

The tables on the follow page show the type of discipline or corrective action associated with the policy allegations investigated. Additionally, some allegations were investigated, and a finding was determined, however, due to the nature or timing of the case, discipline is still pending. (A majority of discipline resulted from multiple allegations and were combined into one corrective action.)

Administrative Investigations Discipline			
(Internal and External Complaints)			
Discipline/Corrective Action	2019	2020	2021
Counseling/Retraining	20	26	30
Written Reprimand	13	5	19
Suspension	6	3	4
Demotion	0	0	0
Termination	2	1	0
Resigned/Retired During Investigation	2	1	1
Resigned in Lieu of Termination	2	0	1
Education Based Discipline*	2	0	0
Other (Counseling w/ Supp., Suspension w/ Supp., Restitution, Reprimand w/ Supp.)	7	6	13
No Discipline	33	47	14
* 41 IA Cases from 2021 either closed in 2022 or were still open at the time this report was created. (Not included in table)			
* Includes 24 2020 IA Cases that closed in 2021.			

### Protective Action Report (PAR) Analysis

In 2021, OPS received 503 entries (406 Protective Action Reports and 97 K-9 Deployments) that documented protective actions taken by sworn personnel in the performance of their duties. In the 503 protective action incidents reported, 532 subjects were involved. Review of the Protective Action Table revealed 55.86% (424) of the total protective actions used (759), did not involve the use of physical force by sworn members. Further, of the 110,967 calls for service our members responded to, protective action(s) were not used 99.53% of the time which is consistent with the overall percentage since 2015. The minimal use of protective action(s) can be attributed to the agency's emphasis on training sworn members to use the amount of force which is objectively reasonable to gain compliance from a person, control a situation, de-escalation tactics, effect an arrest, or protect themselves and/or others from harm.

The 2021 data reveals minimal increases in the total number of protective action incidents reported (+9.34%), total protective actions used (+10.01%), and number of officers who utilized a protective action. After review of the types of protective actions utilized, the average number of protective actions used per subject was 1.43. Wherein 2021, the average protective actions used per subject was 1.30. A total of 716 officers were involved in the reported 503 protective action incidents which averages 1.51 officers per PAR incident and reflects a slight increase from 1.48 officers per incident in 2020. The increase in total PAR incidents and total actions can be attributed to the increase in calls for service (+8,956), increase in total number of subjects in-custody (+11.94%), and the nationwide pandemic (Covid-19) which began in early 2020. The pandemic resulted in nationwide shutdowns and restrictions of schools, businesses, travel, shopping, etc.



Although, the nation is still experiencing effects of this worldwide pandemic, in 2021 many restrictions were lifted.

### Statistical Data for Protective Action Analysis

The following data was collected from protective action reports and K-9 deployment incidents. The data reflects all protective actions applied by sworn member in 2021.

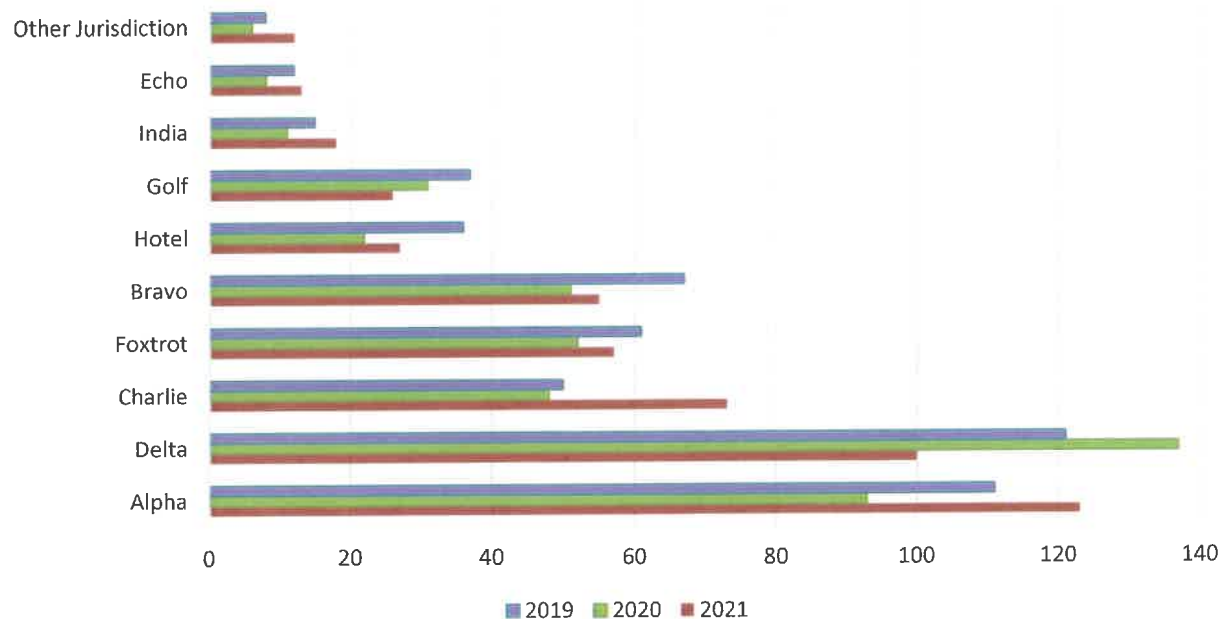
2021 PROTECTIVE ACTION INCIDENTS TABLE			
TYPE	2019	2020	2021
Total Calls for Service (CFS)	107,789	102,011	110,967
Total number In-Custody (Arrests and Baker Acts)	6746	5460	6,112
Protective Action Incidents	520	460	503
Total Subjects In-Custody Protective Action (Arrest/Baker Act (BA))	586	525	550
Total Officers Utilized Protective Action	787	653	716
Type of Protective Actions Used			
Physical Force/Empty Hand Control	207	218	208
CEW/ (Drive Stun/Darts)	129	89	106
Aerosol Deterrent	40	27	42
Specialty Weapon Used (Less Lethal, Bean Bag)	1	7	0
Baton/Impact Weapon	4	0	0
K-9 (Bites Only)	11	9	13
K-9 deployment (Non-Bite)			
Not Released, Recalled, Presence	115	89	84
Firearm (Lethal Force)	0	0	4
Firearm/Discharged (Aggressive Animal)	2	1	0
Pointing of Weapon	126	104	130
Pointing of CEW	25	19	39
Handcuff and Release	93	113	129
Weapon of Opportunity	5	7	4
<b>Total Protective Actions</b>	<b>758</b>	<b>683</b>	<b>759</b>
K-9 Demonstrations	46	14	22
Percentage Force NOT Used in Custody/ Total Calls for Service	99.46%	99.49%	99.52%
Percentage Force Used In-Custody/ Total Calls for Service	0.54%	0.51%	0.48%
Percentage Force NOT Used In-Custody/ Total Number In- Custody	91.31%	90.38%	91.30%
Percentage Force Used In-Custody/ Total Number In-Custody	8.69%	9.62%	8.70%
Percentage Protective Action Incidents/ Total In-Custody	7.71%	8.42%	8.23%
Percentage Protective Action Incidents/ Total Call for Service	0.12%	0.45%	0.45%

\*In several reported protective actions incidents, one or more officer(s) used a combination of protective action(s) on one or more subject(s).

## Zones of Protective Action Incidents

After comprehensive review of 2021 calls for service, data shows 56.86% of calls for service occurred in the Delta (17,127, 18.43%), Alpha (13,678, 14.72%), Hotel (11,209, 12.06%), and Charlie (10,830, 11.65%) zones. Subsequently, 58.73% of protective action incidents occurred in the Alpha (123, 24.40%), Delta (100, 19.84%), and Charlie (73, 14.48%) zones. Hotel zone is one of the largest zones in the City that is mostly commercial with some residential, as this may be a contributing factor to the lower percentage of protective action incidents when compared to other zones.

Protective Action Incidents: Zone



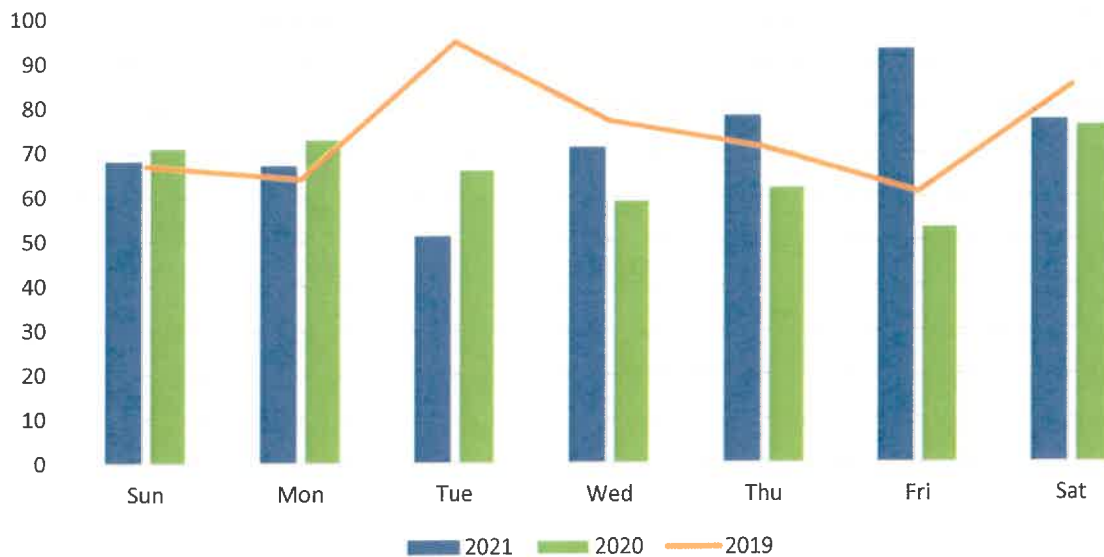
Protective Action Incidents:  
Zones and Total Calls for Service



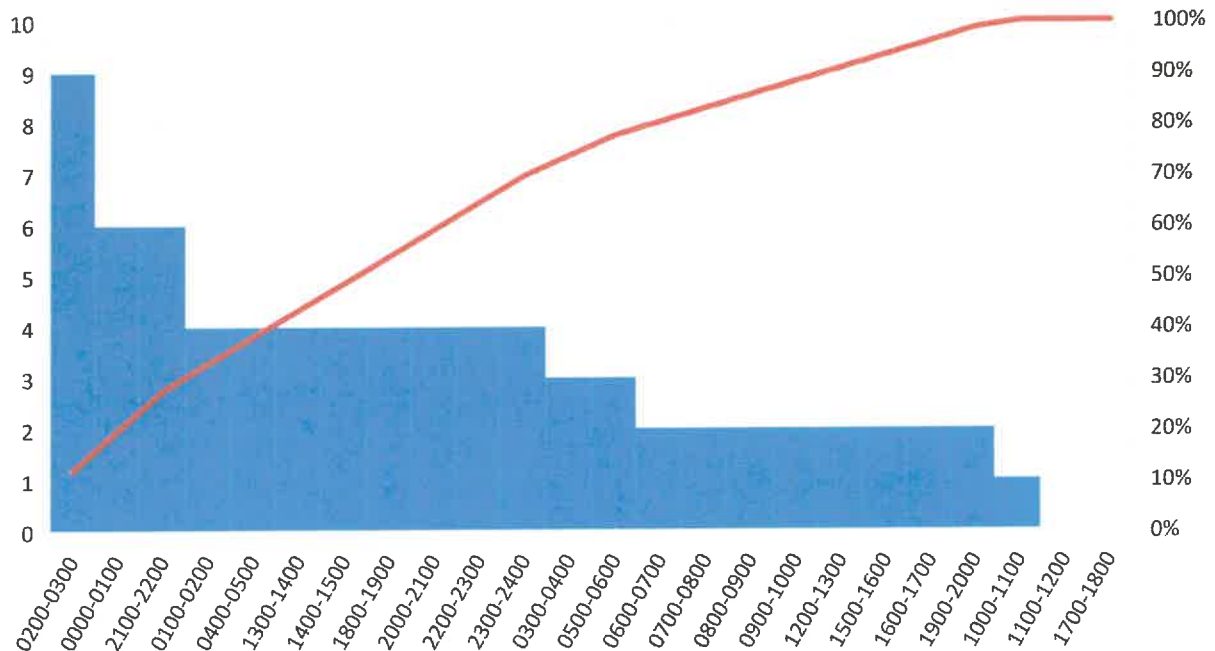
## Day and Time of Protective Action Incidents

Review of protective action incidents revealed, more protective action incidents occurred between the hours of 0100-0159 (7.72%), 2300-2359 (7.52%), and 2000-2059 (7.33%), and 2100-2159 (7.33%). The days of week that had the most protective action incidents were Friday (18.42%), Thursday (15.45%), and Saturday (15.25%). In comparison to prior years, there is no notable trend as it relates to protective action report(s) and hour or day of week.

### Protective Action Incidents: Day of Week



### 2021 Protective Action Incidents: Hour of Day



2021 Protective Action Incidents: Day and Time								
Day/Time	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	TOTAL
0000-0100	6	3	3	2	2	9	8	33
0100-0200	4	6	4	2	2	6	15	39
0200-0300	9	1	3	4	5	4	3	29
0300-0400	3	4	3	3	0	0	2	15
0400-0500	4	3	2	0	1	0	2	12
0500-0600	3	0	2	0	1	0	1	7
0600-0700	2	0	0	1	0	0	0	3
0700-0800	2	1	2	1	1	1	2	10
0800-0900	2	0	1	1	3	1	1	9
0900-1000	2	0	4	1	2	2	2	13
1000-1100	1	1	2	0	1	2	3	10
1100-1200	0	5	2	1	4	2	1	15
1200-1300	2	5	2	1	3	5	3	21
1300-1400	4	0	1	2	1	3	2	13
1400-1500	4	3	1	4	2	2	3	19
1500-1600	2	3	3	3	2	4	2	19
1600-1700	2	5	4	4	2	2	2	21
1700-1800	0	2	5	1	2	2	4	16
1800-1900	4	2	6	3	4	3	4	26
1900-2000	2	8	2	4	6	2	3	27
2000-2100	4	4	7	3	8	2	10	38
2100-2200	6	5	3	1	8	8	6	37
2200-2300	4	2	4	4	6	8	5	33
2300-2400	4	5	2	4	5	10	8	38
<b>TOTAL</b>	<b>76</b>	<b>68</b>	<b>68</b>	<b>50</b>	<b>71</b>	<b>78</b>	<b>92</b>	<b>503</b>

### Protective Action Incidents Call Types

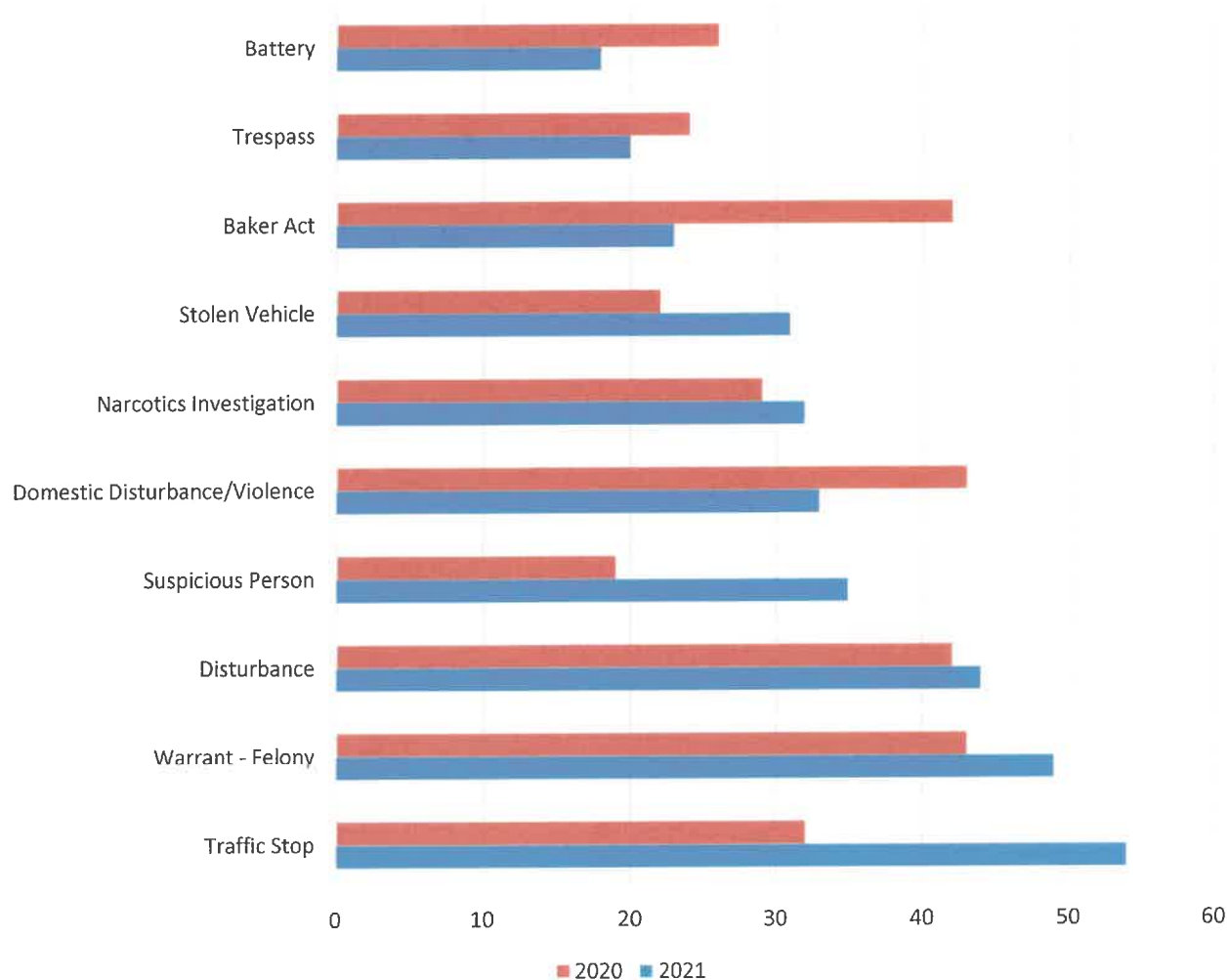
The 2021 protective action incident data shows 68.80% of protective action incidents occurred during the following service call types: Traffic Stop (10.80%), Warrant-Felony Arrest (9.80%), Disturbances (8.80%), Suspicious Person (7.00%), Domestic Disturbance/Violence (6.60%), Narcotics Investigation (6.40%), Stolen Vehicle (6.20%), Baker Act (4.60%), Trespass (4.00%), and Battery (3.60%).

In comparison to 2020, a significant decrease is seen in the total number protective action incidents stemming from Baker Acts (45.23%) and Domestic Disturbance/Violence (23.25%) calls for service. (The total number of baker acts also decreased from 1,575 in 2020 to 1,424 in 2021. Baker Acts also decreased in 2020 when compared to 2019.)

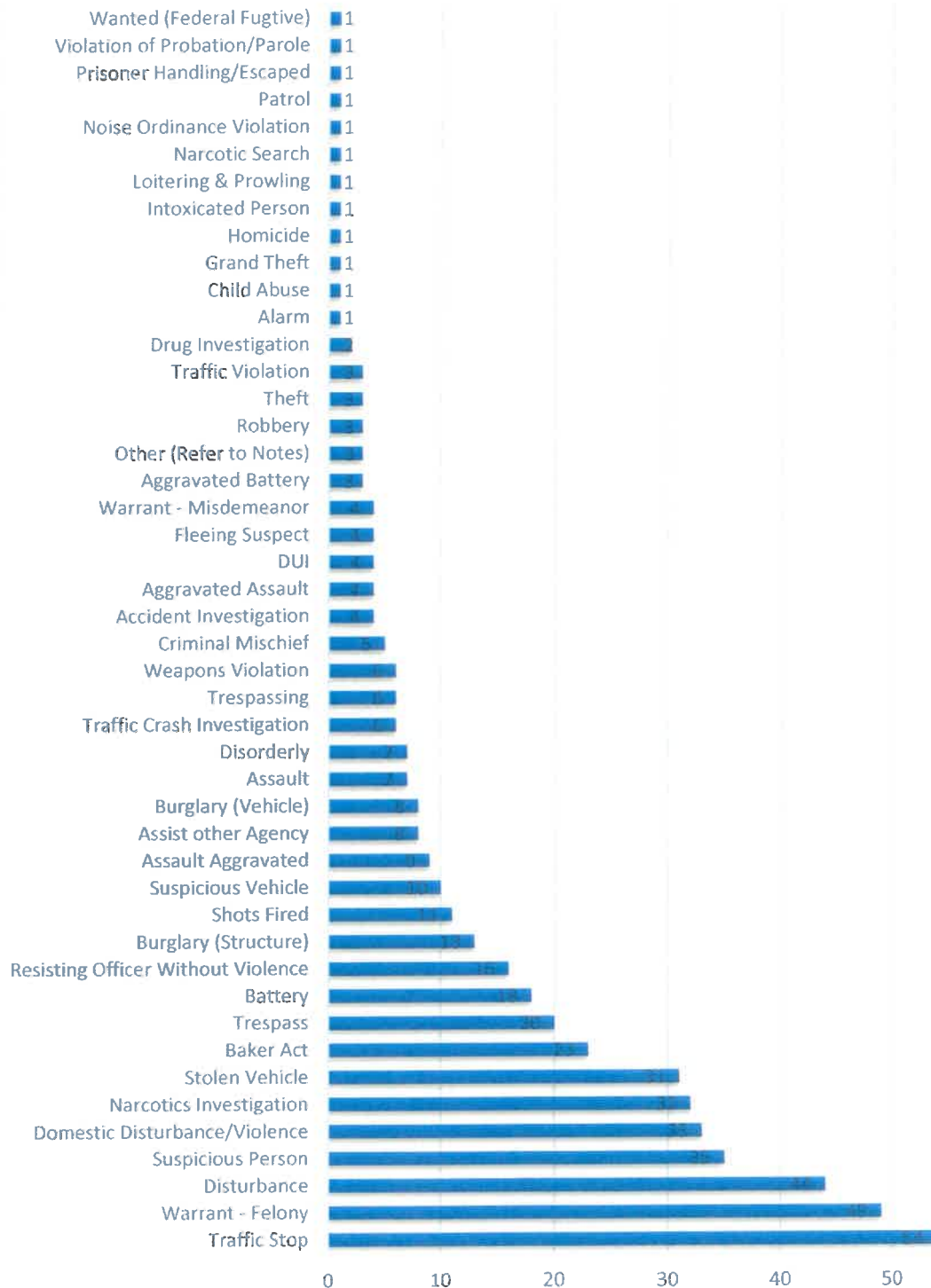


Increases are noted in the following call type categories as it relates to protective action incidents: Suspicious Persons (84.21%), Traffic Stops (68.75%), and Narcotics/Drug Investigations (68.42%). Review of protective action incidents stemming from a Suspicious Person call type in 2021 revealed in the 35 reported incidents, which involved 41 subjects and 54 officers, 61 protective actions were used (Handcuff and Release 15, Empty Hand Control Tactics 14, CEW Used 15, Weapon Pointed Only 9, CEW Pointed Only 2, Chemical Agent 5, Weapon of Opportunity 1). Of the 41 subjects involved, 30 subjects (73.17%) exhibited behavior that was either non-compliant, violent, aggressive, abnormal, incoherent, impaired, irrational, and/or intoxicated. All 35 protective action incidents were reviewed and approved by the effected member(s) chain of command and OPS, and there were no policy/procedure violations noted.

### 2021 Protective Action Incidents: Top 10 Call Types



## 2021 Protective Action Incidents Top 20 Call Types



## Protective Action Incidents: Subjects Age, Gender, and Race

OPS completed a thorough review of all protective action incidents to determine any trends or patterns related to the age, race, and/or gender of subjects. Nearly 91% of all protective action incidents were reported under 16 primary call types. From the top 16 call types, as in the past several years, data reveals 45.67% of protective action incidents involved male subjects between the ages of 20-29 (137, 25.75%) and 30-39 (106, 19.92%). From these incidents involving male subjects between the ages of 20-39, the primary calls of services reported were Traffic Stops (16.05%), Warrant-Felony Arrest (12.76%), Disturbances (9.47%), and Stolen Vehicles (9.05%).

In 2021, all the gender and race categories show slight increase when compared to 2020. Further review of protective action incidents by gender and race indicated the following: 32% of incidents involved White males, 48.36% Black males, 10.91% Other males, and 0.91% were unknown males. As for females involved in protective action incidents, 5.45% involved White females, 6.55% Black females, and 1.27% Other females.

Total department arrests increased from 4,302 in 2020 to 4,688 in 2021. In comparison to 2020 arrests, increases are noted in the following age and race categories: Males aged 1-18 (+30.09%) and Females aged 18-29 (+19.60%), overall race categories "Other" (+55.81%), Hispanic (+33.49), White (+10.79%) and Black (+1.74%)

Based on the data available, the correlation between the increase in calls for service, department arrests, population growth, and lax nationwide Coronavirus pandemic restrictions, are all factors that have contributed to the minor increases in all gender and race categories. OPS and Staff reviewed all protective action reports and found no incidents that violated the department's bias based policing policy.

Protective Action Reports: Subject Race and Gender				
WHITE	2019	2020	2021	TOTAL
Male	196	147	146	32.00%
Female	45	31	30	5.45%
Sub-Total	241	178	176	32.00%
BLACK				
Male	246	261	266	48.36%
Female	32	22	36	6.55%
Sub-Total	278	283	302	54.91%
OTHER				
Male	50	50	60	10.91%
Female	12	13	7	1.27%
Sub-Total	62	63	67	12.18%
UNKNOWN	3	1	5	0.91%
ANIMAL	4	2	0	0.00%
TOTALS	588	527	550	100.00%

Protective Action Incidents Call Type: Subject Race and Gender (Top 17 Call Types)								
Type	White Male	White Female	Black Male	Black Female	Other Male	Other Female	Unknown	Total
Traffic Stop	7	0	39	0	8	0	0	54
Warrant - Felony	17	0	19	0	4	0	2	42
Disturbance	10	2	19	7	9	1	2	50
Stolen Vehicle	16	2	11	3	6	2	0	40
Suspicious Person	7	1	21	4	4	0	1	38
Domestic Violence/Disturbance	11	2	19	1	1	0	0	34
Narcotics Investigation	2	2	24	0	4	0	0	32
Trespass	9	0	8	2	1	0	0	20
Baker Act	5	2	7	3	5	1	0	23
Shots Fired	1	1	13	0	1	0	2	18
Battery	4	1	9	5	1	0	0	20
Aggravated Assault	4	0	13	0	2	0	0	19
Burglary (Structure)	8	1	2	0	2	2	0	15
Resisting Officer w/out Violence	3	1	6	1	0	1	2	14
Disorderly	4	0	5	1	1	0	0	11
Suspicious Vehicle	4	0	4	0	2	0	0	10
Burglary (Vehicle)	1	0	6	0	1	0	0	8
<b>TOTAL</b>	<b>113</b>	<b>15</b>	<b>225</b>	<b>27</b>	<b>52</b>	<b>7</b>	<b>9</b>	<b>448</b>



## 2021 PAR Call Types: Subject Age and Gender

### Top 16 Call Types

AGE	GENDER	Traffic Stop	Warrant - Felony	Distru.	Stolen Veh.	Suspi. Pers.	Domes Distur/ Viol.	Narc. Invest	Tresp.	Baker Act	Shots Fired	Battery	Agg. Assault	Burg. Struct.	ROWOV	Disord.	Suspici. Vehicle	Total
10-19	Male	4	4	10	7	7	2	1	2	2	6	2	1	0	2	5	1	56
10-19	Female	1	0	0	2	3	1	0	0	1	0	3	0	0	0	1	0	12
20-29	Male	28	15	13	14	6	6	12	5	6	7	6	8	4	1	1	5	137
20-29	Female	4	2	3	2	0	0	2	2	2	1	1	0	1	0	0	0	20
30-39	Male	11	16	10	8	10	12	10	6	4	3	2	4	2	3	2	3	106
30-39	Female	1	3	3	3	2	1	0	0	0	0	2	0	1	2	0	0	18
40-49	Male	9	3	3	4	7	7	5	3	5	0	3	0	2	4	1	0	56
40-49	Female	2	2	3	0	1	0	1	0	2	0	1	0	0	1	0	0	13
50-59	Male	4	2	2	0	1	4	3	0	0	0	1	0	3	0	1	0	21
50-59	Female	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	2
60-69	Male	1	1	1	0	2	0	1	1	0	0	0	0	0	0	0	0	7
60-69	Female	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
70-89	Male	0	0	0	0	0	0	0	1	0	0	0	0	1	0	0	0	2
70-89	Female	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	3
UKN	Male	0	1	2	0	0	0	0	0	0	0	0	0	0	1	0	0	4
UKN	Female	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	<b>TOTAL</b>	<b>67</b>	<b>49</b>	<b>51</b>	<b>40</b>	<b>39</b>	<b>33</b>	<b>35</b>	<b>20</b>	<b>23</b>	<b>17</b>	<b>21</b>	<b>13</b>	<b>15</b>	<b>14</b>	<b>11</b>	<b>9</b>	<b>457</b>

- Burg. Struct. – Burglary Structure
- Distru. - Disturbance
- Narc. Invest – Narcotics Investigations
- ROWOV - Resisting Officer Without Violence
- Suspi. Pers. – Suspicious Person
- Tresp. – Trespassing

2021 Annual Arrest Demographics					
Age	White	Black	Hispanic	Other	Totals
1 - 18 yrs/F	13	31	9	1	54
1 - 18 yrs/M	28	104	14	1	147
18 - 29 yrs/F	170	202	46	3	421
18 - 29 yrs/M	356	578	185	20	1139
18 - 29 yrs/U	0	1	0	1	2
30 - 39 yrs/F	214	122	29	3	368
30 - 39 yrs/M	350	477	142	12	981
40 - 49 yrs/F	130	52	19	4	205
40 - 49 yrs/M	284	228	63	6	581
50 - 59 yrs/F	61	25	10	1	97
50 - 59 yrs/M	198	146	36	7	387
60 - 69 yrs/F	13	10	1	2	26
60 - 69 yrs/M	86	68	3	1	158
70+ yrs/F	3	1	0	1	5
70+ yrs/M	11	10	3	1	25
Age Uk/F	9	15	2	1	27
Age Uk/M	15	40	8	2	65
Totals	1941	2110	570	67	4688

2021 Annual Baker Act Demographics						
Age	White	Black	Hispanic	Other	Unknown	Totals
1 - 18 yrs/F	63	39	21	2	0	125
1 - 18 yrs/M	42	37	12	1	0	92
1 - 18 yrs/U	0	0	0	0	1	1
18 - 29 yrs/F	72	57	14	5	0	148
18 - 29 yrs/M	103	76	26	2	1	208
30 - 39 yrs/F	71	34	8	0	0	113
30 - 39 yrs/M	93	77	23	2	0	195
40 - 49 yrs/F	61	22	7	0	0	90
40 - 49 yrs/M	65	39	18	3	0	125
50 - 59 yrs/F	44	13	4	0	0	61
50 - 59 yrs/M	59	20	18	0	0	97
60 - 69 yrs/F	25	6	1	0	0	32
60 - 69 yrs/M	39	16	4	0	0	59
70+ yrs/F	20	3	4	0	0	27
70+ yrs/M	17	5	4	0	0	26
Age Uk/F	7	3	1	0	0	11
Age Uk/M	1	6	2	0	0	9
Age Uk/Uk	0	0	0	0	5	5
Totals	782	453	167	5	7	1424

## **Protective Action Administrative Reviews**

Accurate reporting and thorough review of every protective action report is imperative to our department as it enables our office and Staff to identify any excessive protective action issues, training deficiencies, and evaluate the effectiveness of the various protective action response options used by our sworn members. To date, all 2021 protective action reports were reviewed and approved (within policy) by the effected member(s) chain of command, except one. The one protective action incident that was disapproved involved one (1) Uniform Patrol Officer. The administrative review was still pending at the time this report was created.

## **Protective Action Administrative Investigations**

From the 503 protective action reports, OPS received five (5) complaints of unnecessary or excessive protective action(s) involving seven (7) sworn members which is a decrease from six (6) complaints received in 2020. The demographics of the complainants were one (1) White Female, one (1) Black Female, one (1) Black Male, one (1) Hispanic Male, and one Male whose race is unknown. The demographics of the involved officers were five (5) White Males, one (1) Black Male, and one (1) Hispanic Male. The complainants alleged they were either injured as a direct result of the use of an excessive protective action(s), and/or believed the officer(s) used unnecessary protective action(s) during their encounter.

These allegations of the use of excessive protective action(s) were thoroughly investigated pursuant to department policy, and state and federal laws. Chief of Police R. Garcia authorized an administrative investigation for four (4) of the complaints received by our office. At the conclusion of the administrative investigations, no improper conduct, or policy/procedure violations by the involved subject members were discovered.

One (1) complaint was reviewed by OPS supervision and based on the information available there was no evidence to warrant a formal investigation, and the member's action(s) were within the scope of his lawful duties.

## **Lethal Force Summary**

There were three (3) lethal force incidents that occurred in 2021 which is an increase from no reported lethal force incidents in 2020. At the time of this report, the lethal force incidents from 2021 were still pending criminal investigation and administrative review.

## **Reported Injuries as a Result of Protective Actions**

### **Subject Injuries**

The total number of persons taken into custody by LPD sworn personnel in 2021 was 6,112. Of those taken into custody, 147 subjects (2.40%) were identified as having complained of injury and/or were directly or secondarily injured as a result of officers using protective action(s) to affect arrest or place them into protective custody. Some subjects had more than one reported injury as a result of a protective action(s). From the 147 subjects, some injuries were reported in multiple categories (direct, secondary, unknown,

and/or complained of injury) which totaled 203 injuries (Abrasion/Scrape, Contusion/Bruise, CEW Puncture/Burn, etc.). Most reported injuries were CEW puncture/prongs (33.49%), abrasions, and/or scrapes (29.06%). The primary response options applied which caused injury or complaint of injury was Empty Hand Control Tactics (42.23%) and CEW Used (38.83%). When compared to 2020, there was a 10.52% increase in subjects who were injured and/or claimed injury as a result of a protection action incident. Further, 55.84% of the injuries were a direct result of a PAR action, 15.74% of injury was secondary to PAR action, 12.69% of injury was unrelated to a PAR action, and 11.17% complained of injury (no visible sign of injury). As the total amount of persons in-custody and protective action reports increased in 2021, the increase in subject injuries was very minimal. During the PAR administrative review process, subject injuries stemming from response options utilized were evaluated throughout the year and did not identify any trends.

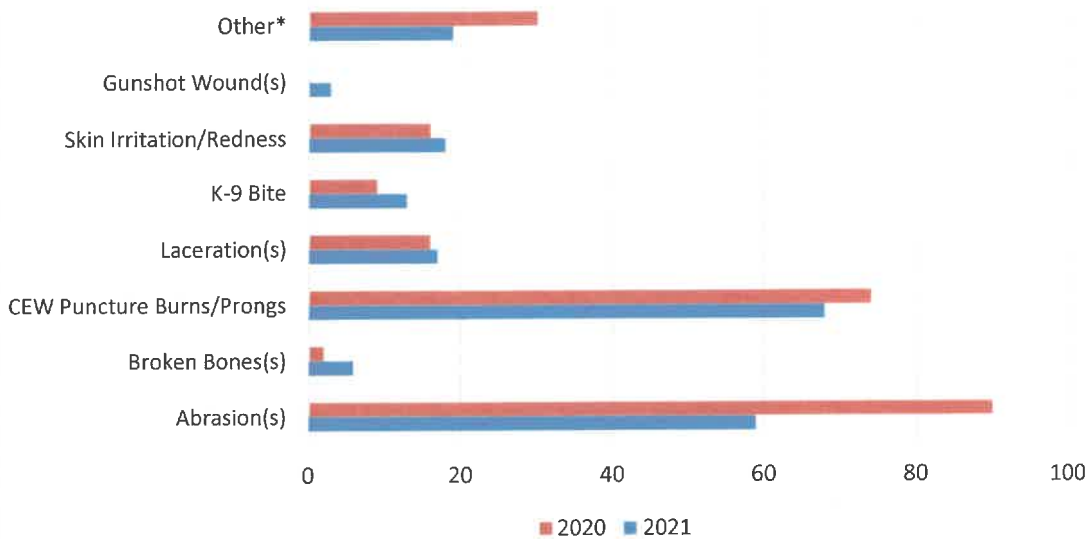
<b>Total Subjects Injured</b> (Direct, Secondary, Unknown, or Complained of Injury)		
<b>2019</b>	<b>2020</b>	<b>2021</b>
160	133	147

<b>2021 Subject Injury Information</b>			
<b>Injury Information</b>	<b>Protective Action</b>	<b>K-9</b>	<b>TOTAL</b>
Injury was direct result of PAR action	106	12	120
Injury was secondary to PAR action	30	6	37
Injury was unrelated to PAR action	32	0	32
Other	8	7	15
Subject complained of injury	23	7	30
Unknown	1	0	1
<b>Totals</b>	<b>200</b>	<b>32</b>	<b>235</b>

<b>Type of Subject Injury(s)</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
Abrasion(s)	107	90	59
Broken Bones(s)	9	2	6
CEW Puncture Burns/Prongs	96	74	68
Laceration(s)	24	16	17
K-9 Bite	12	9	13
Skin Irritation/Redness	28	16	18
Gunshot Wound(s)	0	0	3
Other* (Contusion, Bruise, Swelling, Unknown)	30	30	19

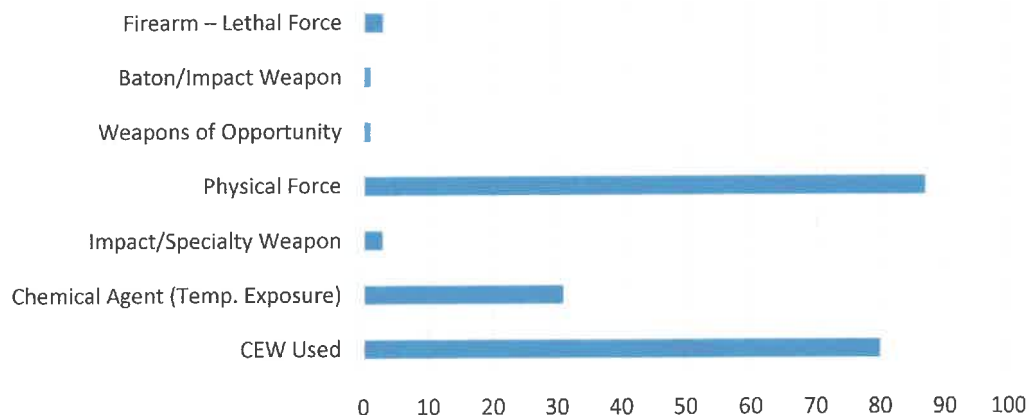


### Protective Action Incidents: Type of Subject Injury(s)



Protective Action Incidents: Causes of Subject Injury	
Protective Action(s)	Total
CEW Used	80
Chemical Agent (Temp. Exposure)	31
Impact/Specialty Weapon	3
Physical Force	87
Weapons of Opportunity	1
Baton/Impact Weapon	1
Firearm – Lethal Force	3
*In several incidents multiple protective actions were utilized by one or more officers.	

### Protective Action Incidents: Causes of Subject Injury

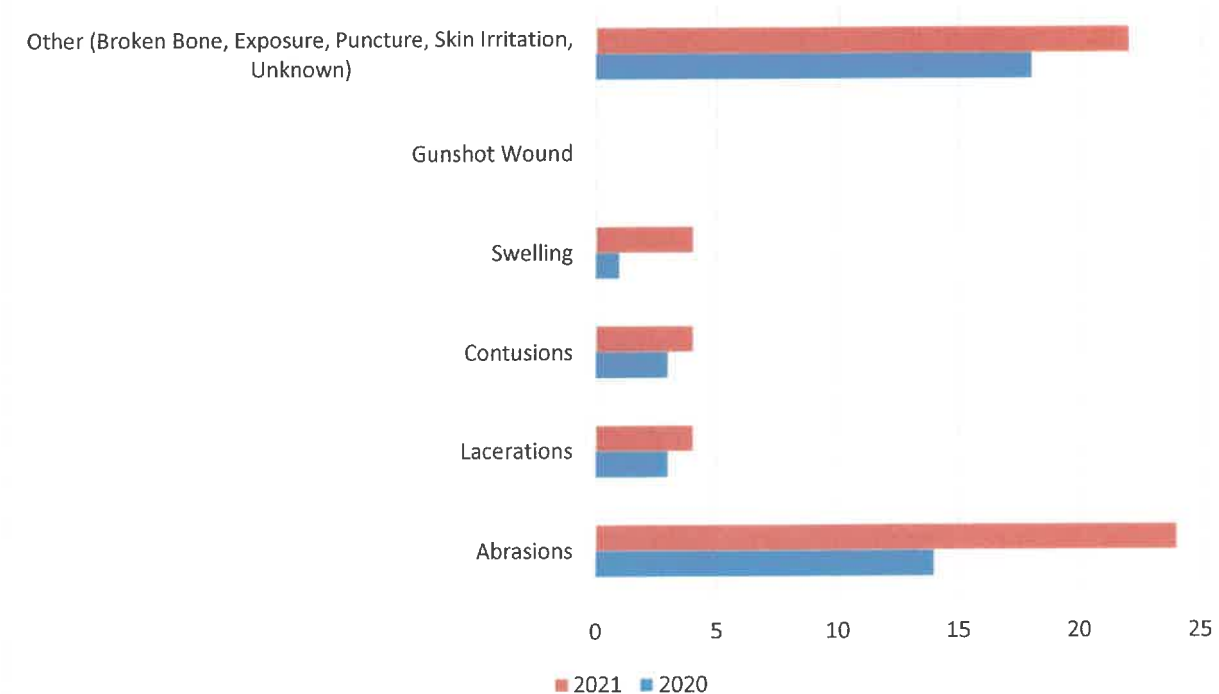


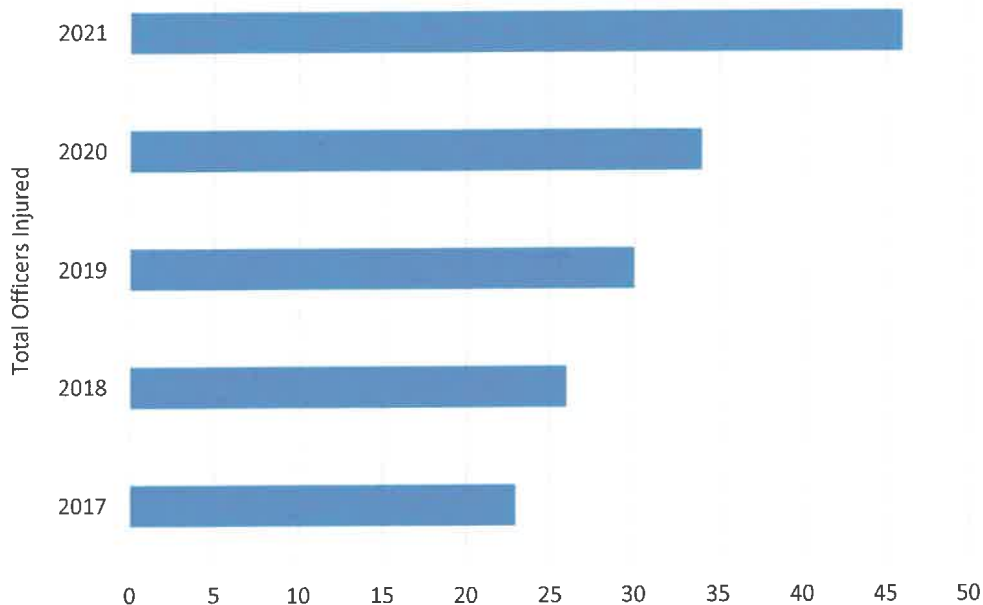
## Officer Injuries

Of the 716 officers who had to utilize a response option, 46 officers sustained subsequent injuries related to a protective action incident which is an increase (37.93%) from 2020. (Note: Some injuries stemmed from an attempted apprehension of a non-compliant subject which resulted in an officer(s) utilizing a protection action.) A total of 58 injuries were recorded, and a majority of injuries Abrasions/Scrapes (41.37%) and the "Other" (37.93%) category which includes injuries such as exposures, broken bones, and punctures. The increase in the "Other" officer injury category can be attributed to increase in Exposures (Covid, Bloodborne pathogen, etc.).

Type of Injury(s) - Officer	2019	2020	2021
Abrasions	20	14	24
Lacerations	2	3	4
Contusions	1	3	4
Swelling	1	1	4
Gunshot Wound	0	0	0
Other (Broken Bone, Exposure, Puncture, Skin Irritation, Unknown)	6	18	22
<b>TOTAL</b>	<b>30</b>	<b>39</b>	<b>58</b>

### Protective Action Incidents: Officer Injury(s)





### **Protective Action Summary**

A review of the protective action data and summary revealed no significant trends or concerns regarding protective action incidents reported by LPD sworn personnel during citizen encounters. The percentage of protective action incidents in relation to the number of agency personnel, as well as the total subjects in-custody, and total calls for service continues to remain low. Further, on average, in the past six (6) years, our department has not used force in 99.56% of our interactions with the public (calls for service). The Agency's protective action reporting policy and procedures, as well protective action training, promotes accountability as it relates to utilization of protective action(s) by our officers.

### **Motor Vehicle Pursuits**

There were 25 motor vehicle pursuits initiated in 2021, and all the pursuits were reviewed in accordance with policy (G.O. 19-1) by the Pursuit Review Board. The Pursuit Review Board, after formal review, found 23 of the 25 pursuits to be within policy and two (2) outside of policy, of which Chief Garcia concurred with the Board's findings. The Chief of Police approved administrative investigations for the two (2) pursuits found to be outside of policy. At the conclusion of the internal investigations, one (1) member received a Written Reprimand and the other received a Member Counseling.

Overall average of the duration of vehicle pursuits in 2021 was 6 minutes and 29 seconds. The pursuit lengths ranged from 46 seconds to 35 minutes. The average top speed during the pursuits was 93 mph, as speeds ranged from 49 to 125 mph. Four (4) of the 25 pursuits were terminated by the pursuit supervisor. An increase (47.06%) is seen in the number of vehicle pursuits initiated in 2021 to 2020. A contributing factor for

the number of increased vehicle pursuits is due to the implementation of multiple License Plate Reader (LPR) devices throughout not only the city limits of Lakeland, but the entire county.

<b>Motor Vehicle Pursuits</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
Total Pursuits	15	17	25
Terminated by Supervisor	2	4	4
Compliant with Policy	13	16	23
Not Compliant with Policy	1	1	2
<b>Reason Pursuit Initiated:</b>			
Violent Felony	4	8	9
Felony /Motor Vehicle Theft	11	8	14
Other	0	0	2
Traffic Offense	0	1	0

<b>Motor Vehicle Pursuits: Traffic Crashes</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
Total Traffic Crashes	4	8	6
Total Amount Suspect Vehicle Damage	\$ 18,700	\$ 30,000	\$ 21,923
Total Amount Dept. Vehicle Damage	\$ 1,000	\$ 18,000	\$ 4,500
Total Amount Other Property Damage	\$ 81,500	\$ 1,050	\$ 45,017
Total Annual Traffic Crash/Property Damage	\$ 101,200	\$ 49,050	\$ 71,440

<b>Motor Vehicle Pursuits: Injuries</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
Officers Injured	0	0	1
Suspect Injured	2	1	2
Third Party Injured	0	2	2



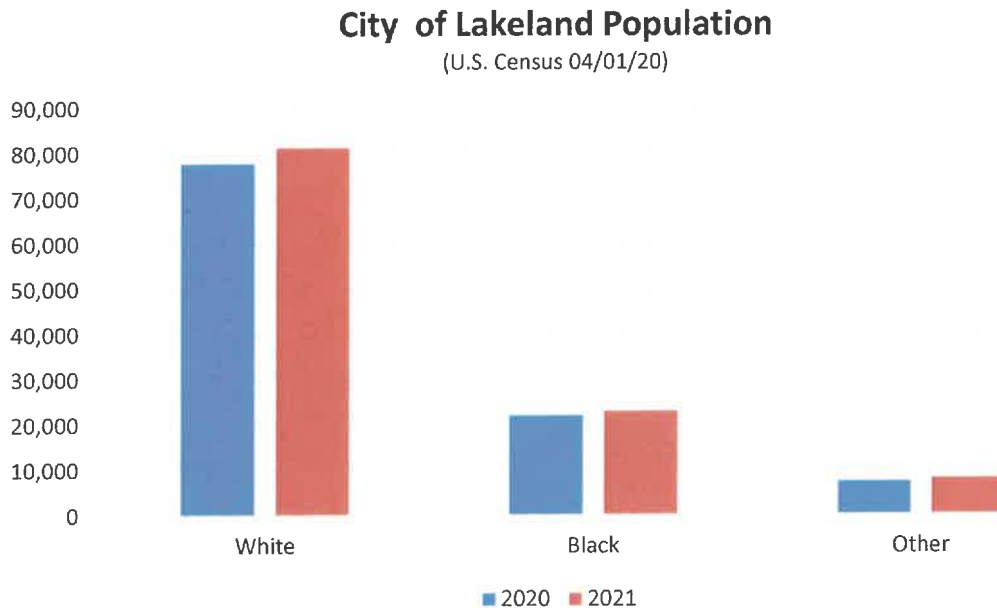
## Bias-Based Profiling/Policing Administrative Review

The Office of Professional Standard did not investigate any bias-based concerns or complaints from the public. The department continues to provide annual training related to bias-based policing.

### Traffic Stops

As it relates to Traffic Stops, overall, based on the information available, the total number of traffic stops decreased by 3.21%. (Since 2019, the total number of traffic stops has decreased by 36.62%.) There were increases in the traffic stop demographic categories of Asian Males (+200%, 2020/14, 2021/44), Hispanic Males (+8.59%), and Asian Females (+7.14%). Decreases are noted in all other recorded demographic groups.

Of the 4,456 traffic stops, 53.05% resulted in a Uniform Traffic Citation, 44.17% drivers were released, 2.36% resulted in Misdemeanor Arrest, and 0.43% resulted in Felony Arrest. Additionally, officer(s) did not search 91.65% of the vehicles stopped.



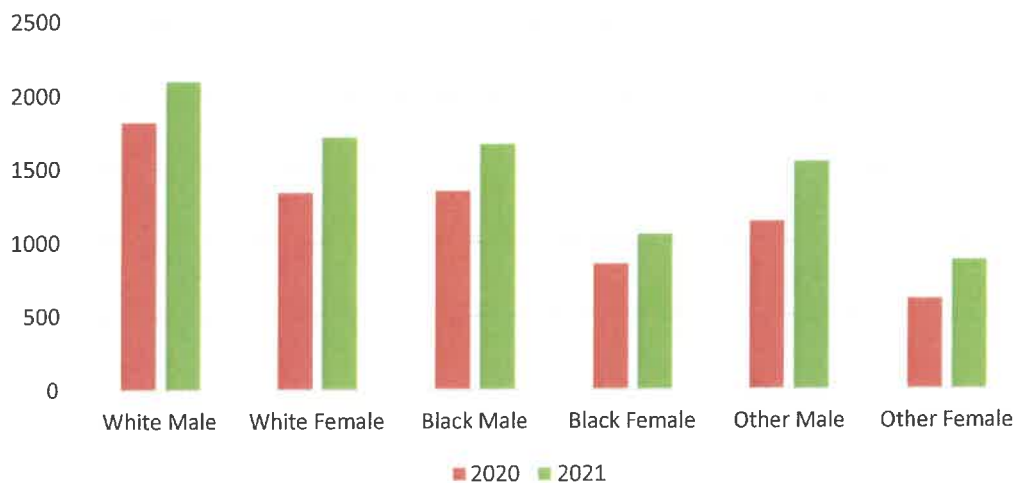
Lakeland Police Department									TOTAL STOPS	
Traffic Stop Demographics (2021)									4,456	
RACE & SEX										
	W/F	W/M	B/F	B/M	H/F	H/M	A/F	A/M	UK/F	UK/M
Count	851	1,117	615	862	345	569	15	44	7	31
Percent	19.10%	25.07%	13.80%	19.34%	7.74%	12.77%	0.34%	0.99%	0.16%	0.70%
RACE						RESIDENCY		STOP REASON		
	W	B	H	A	UK	Resident	Non-Resident	Moving Violation	Non-Moving Violation	Investigative Stop
Count	1,968	1,477	914	59	38	3,870	586	2,987	1,317	150
Percent	44.17%	33.15%	20.51%	1.32%	0.85%	86.85%	13.15%	67.03%	29.56%	3.37%
STOP OUTCOME								SEARCH REASON		
	MISD Arrest	Felony Arrest	UTC	RELEASED				Prob. Cause	Consent	No Search
Count	105	19	2,364	1,968				106	265	4,084
Percent	2.36%	0.43%	53.05%	44.17%				2.38%	5.95%	91.65%
SEARCH RESULT										
	Property Found		Drugs/Alcohol Found		Weapons Found		No Contraband Found		Weapon & Drugs Found	
Count	17		62		20		4,344		7	
Percent	0.38%		1.39%		0.45%		97.49%		0.16%	

## Traffic Citations

Department data available from 8,957 traffic citation issued in 2021 reveals a decrease in citations issued to in the White and Black demographic category, and a slight increase is seen in citations issued to persons from the "Other" demographic category. Review of U.S. Census data on the population of the City of Lakeland shows a very small decrease in the overall percentage of persons in the White and Black demographic, and an increase in persons in the "Other" demographic category. This could be a contributing factor to the increase in both traffic stops and citations issued to persons in the "Other" demographic group.

Traffic Citation Demographics							
	2019		2020		2021		City Demographics (U.S. Census 04/01/20)
Race / Gender	Citations	% Rate	Citations	% Rate	Citations	% Rate	
White Male	2531	24.27%	1820	25.54%	2095	23.39%	(72.3%) 81,439
White Female	2175	20.85%	1340	18.80%	1715	19.15%	
Black Male	1698	16.28%	1352	18.97%	1667	18.61%	(20.5%) 23,092
Black Female	1469	14.08%	857	12.02%	1054	11.77%	
Other Male	1516	14.53%	1143	16.04%	1547	17.27%	(7.2%) 8,110
Other Female	1041	9.98%	615	8.63%	879	9.81%	
<b>Total</b>	<b>10,430</b>	<b>100%</b>	<b>7127</b>	<b>100.00%</b>	<b>8957</b>	<b>100.00%</b>	<b>100% (112,641)</b>

Traffic Citation Demographics

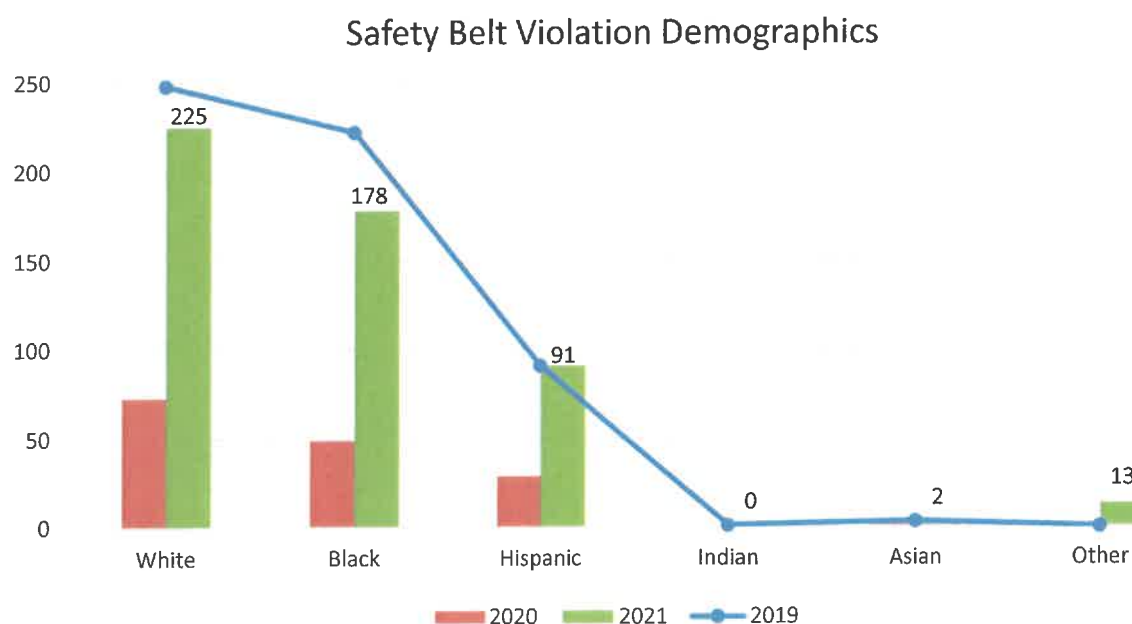


## Safety Belt Violations

There was a significant increase (232.68%) in the total safety belt violations issued in 2021 from 2020. Increases are seen in the number of violations issued across all the demographic groups. In 2020, there were nationwide restrictions on all activities, to include work and school, the number of violations decreased. In 2021, many restrictions were lifted which resulted in an increase in commuters and vehicles on the road. Factors, such as the increase in road traffic, the increase in the City's population and LPD driver safety initiatives contributed to the rise in safety belt violations across all demographics.

A review of the department's annual traffic stop, traffic citations, safety belt violations, field contacts, and asset forfeiture demographics our office finds no significant trends 2021. The percentage of increases across-the-board for some gender and demographic points are consistent with the growth and increase seen in the City's population, commuter traffic, and department calls for service.

2021 Safety Belt Violations Demographics		
Race & Ethnicity	Non-Hispanic	Hispanic
White	225	91
Black	178	
Indian	0	
Asian	2	
Other	13	
<b>Total</b>	<b>418</b>	<b>91</b>



## Field Contacts

A review of the 2021 field contact demographics in comparison to 2020 and 2019 data reveals no significant changes or trends. Decreases in field contacts are noted in the number of field contacts in the following demographic groups: Other Male (-22.22%), Black Male (-21.10%), Indian Male (100%), White Male (29.05%), and Hispanic Male (14.29%) in comparison to 2020. Increases in field contacts are seen in the following demographic groups: Other Female (83.33%), Black Female (16.67%), White Female (35.44%), and Hispanic Female (45.83%) in comparison to 2020 field contacts.

2019 Race/Sex	
U/U	9
O/F	7
O/M	8
B/F	89
B/M	249
I/F	0
I/M	2
W/F	87
W/M	238
H/F	32
H/M	62
<b>Total</b>	<b>783</b>

2020 Race/Sex	
U/U	6
O/F	6
O/M	9
B/F	66
B/M	218
I/F	0
I/M	1
W/F	79
W/M	241
H/F	24
H/M	42
<b>Total</b>	<b>692</b>

2020 Race/Sex	
U/U	1
O/F	11
O/M	7
B/F	77
B/M	172
I/F	0
I/M	0
W/F	107
W/M	171
H/F	35
H/M	36
<b>Total</b>	<b>617</b>

## 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.

The Department's General Orders prohibit bias based profiling regarding asset seizure and forfeitures. The following table provides statistical information on the department's asset seizures and forfeitures during 2021. 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.

**Note:** Below charts display the property seized during 2021, the resulting action, final disposition, and the race and gender of the subject the action was taken. Also displayed, are charts showing pending forfeiture cases that were initiated in 2021 but were still pending final action by the courts. There were one (1) pre-2021 contraband seizure case that concluded in 2021.

Pre-2021 Contraband Seizure Cases Concluded				
Property Seized	Resulting Action	Disposition	Race	Gender
Two (2) Vehicles	Final Judgment by Court	LPD Received Two (2) Vehicles	B	M



Completed Contraband Seizure Cases 2021				
Property Seized	Resulting Action	Disposition	Race	Gender
\$2,537.00	Settlement	\$1,500.00	B	M
\$22,118.00	Settlement	\$10,000.00 to LPD	B	M
One (1) Vehicle	No Forfeiture Due to Circumstances	Vehicle Returned to Owner	B	M

Pending Contraband Seizure Cases 2021				
Property Seized	Resulting Action	Disposition	Race	Gender
One (1) Vehicle	In Suit	Pending Case Outcome	H	M
\$12,172.40	In Suit	Pending Case Outcome	B	M
\$3,931.00	In Suit	Pending Case Outcome	B	M

### Early Intervention System Administrative Review

In 2021, 23 Early Intervention alert notifications were generated based on the criteria set in accordance with G.O. 11-4. After administrative review by the affected members chain of command, 18 resulted in review only, where no intervention (corrective action and/or training) was necessary. One intervention triggered from two (2) preventable traffic crashes within 12 months was reviewed by the affected member's supervisor who noted no action was necessary due to the member having already received disciplinary/corrective action (member counseling and 8.4 hour/1 day suspension) at the conclusion of the administrative investigations that stemmed from the two (2) preventable traffic crashes. The affected member's chain of command agreed with the immediate supervisor's determination. At the time this report was created five (5) early interventions were still pending.

### Safety Review Board

The department Safety Board held 11 meetings in 2021 in which 290 department safety incidents were reviewed involving 309 members.

The 285 safety incidents reviewed included 177 were employee injuries, 87 traffic crashes, and 45 department property incidents. (Some safety incidents involved more than one (1) member.)

From the 87 traffic crashes reviewed, 56.32% were found to be non-preventable, and

43.68% preventable. The Board also determined of the 46 department property incidents reviewed, 80% were non-preventable, 15.56% were preventable, and one incident finding was "Unable to Determine". (This incident involved a sworn member's department issued vehicle. The officer advised she was unsure where or when the vehicle damage occurred, due to the circumstances present and information available, the Board was unable to determine if the incident was preventable or non-preventable.)

All safety incidents deemed to be preventable by the Safety Review Board are documented by OPS and an Employee Incident Report is generated for Chief of Police approval to be investigated/reviewed.

Department safety incident data reveals that 14.19% of employee injuries occurred while "in progress" and after review of 2021 safety incidents in comparison to 2020, a significant increase is seen in the total number of traffic crashes overall (58.18%) and a 90% increase is noted in preventable traffic crashes. As in 2020, an increase is seen in the total number of employee injuries which increased from 146 in 2020 to 177 in 2021. A majority of reported types of injuries were Covid (positive test) (21.45%), Covid Symptoms (11.49%), and the "Other" injury category (11.49%) which includes unknown injuries, soreness, tightness, etc. The increases can be attributed to lifted nationwide Covid restrictions in 2021, increased vehicle traffic, and agency arrests

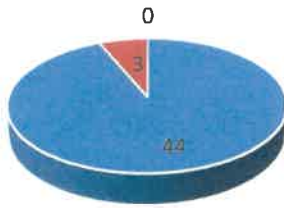
<b>Department Safety Incidents (2021)</b>				
<b>TYPE</b>	<b>Preventable</b>	<b>Non-Preventable</b>	<b>Other/NA</b>	<b>TOTALS</b>
<b>Traffic Crash</b>	38	49	0	87
<b>Property Incidents</b>	10	36	0	46
<b>Employee Injury*</b>			177	177
*Some department safety incidents from 2020 were reviewed in 2021 and are included in the below totals.				

### **Citizen Service Survey**

In 2021, the Records Unit, CID, and OPS provided in-person or mailed out a total of approximately 800 Citizen Service Survey's of which 61 were received back for OPS review.

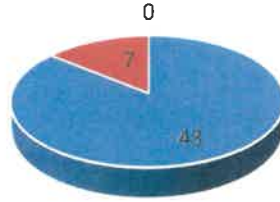
As seen in the below charts, a majority of respondents were City of Lakeland residents that made contact with LPD within the past 12 months because they were either victims of a crime, involved in a traffic incident, and/or needed records. As in the past, overall, the citizen survey results reveal most citizens who make contact with an LPD member are generally satisfied with the departments service provided. As we always strive to maintain and improve community relations, our office will work with the Media Relations Unit to seek other avenues in which the surveys are distributed to the public.

Professionalism/  
Appearance



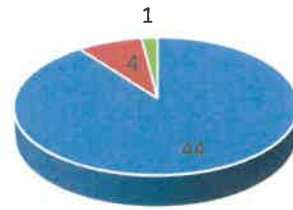
■ Excellent ■ Satisfactory  
■ Unsatisfactory

Knowledge/  
Competency



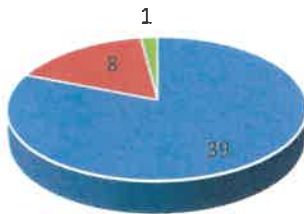
■ Excellent ■ Satisfactory  
■ Unsatisfactory

Attitude/Behavior



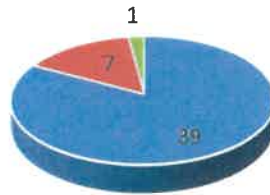
■ Excellent ■ Satisfactory  
■ Unsatisfactory

Overall Service from LPD  
Member



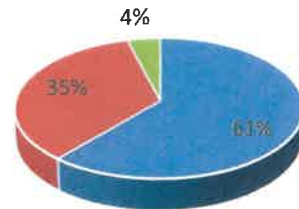
■ Excellent ■ Satisfactory  
■ Unsatisfactory

Response Time



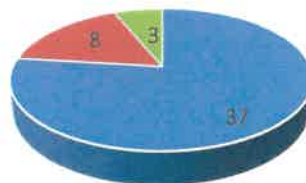
■ Excellent ■ Satisfactory  
■ Unsatisfactory

Safety and Security in  
City of Lakeland



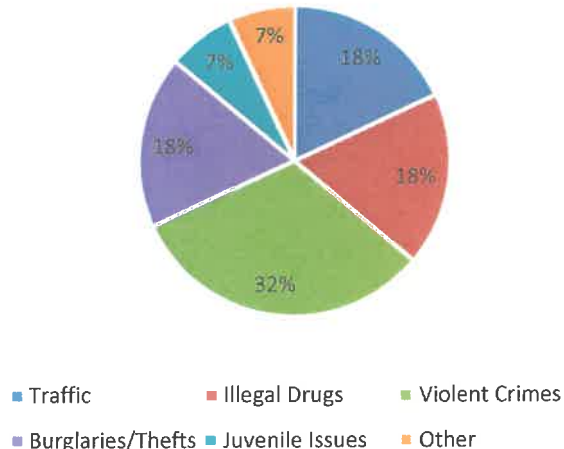
■ Very Safe ■ Safe ■ Unsafe

Overall Performance of  
LPD



■ Excellent ■ Satisfactory  
■ Unsatisfactory

### Citizen Perspective -What Should be the Top Priority for LPD



### Moving Forward in 2022

The Office of Professional Standards will utilize the experiences and knowledge gained from 2021 to help shape department practices and policies in 2022. The department has begun the process of transitioning to a new report writer system, which may have an impact on some of the department's practices and policies.

OPS continues to work with the developers of the new report writer to make the reporting of a protective action incident more efficient for department members. Educating supervisors and members on the administrative investigation and the disciplinary process, as well as the Police Officer Bill of Rights will continue to remain a priority for the unit. The unit will continue to review the content of the OPS training portion of the Sergeant's Academy (First-line supervisor training) to ensure it remains relevant and current. Due to previous COVID pandemic restrictions, the department has been restricted to the amount of in-person training that has been conducted. The restrictions prevented the Sergeant's Academy from being scheduled. The department's goal is to re-implement the Sergeant's Academy which has shown to greatly benefit new promoted first line supervisors. Currently, OPS provides instruction on some of the following topics: Administrative Investigations, complaint handling (includes protective action and bias based concerns), proper documentation of incidents tracked by OPS (protective actions, motor vehicle pursuits, supervisor notes, performance improvement plans, etc.), supervisor duties, harassment in the workplace, early intervention, CALEA, CFA, and an overview of general functions of OPS. Also, with the assistance of the agency's Public Relations and Information Manager, OPS will review the Unit's brochures along with the content and delivery platform of the department's citizen survey provided to the public. Further, the Accreditation Manager will maintain management of departmental forms, and the compliance and accreditation process for CFA and CALEA.