

# SANFORD POLICE DEPARTMENT

## 2015 Annual Report



Tuesday, March 14, 2017

## **SUMMARY**

This report is a reflection of the work and dedication by the men and women of the Sanford Police Department in 2015. Their efforts were in search of our mission to enhance the quality of life in our city by working in partnership with the community, within the framework of the constitution, to enforce the laws, preserve the peace, reduce fear, and provide a safe environment.

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## 2015 GOALS

### Goal One - A Safe Community

#### Reduce Serious Crime

- Continuation of a data driven policing model. This program uses data, trends and patterns to ensure resources are being directed towards most affected areas.
- Keeping the focus on community policing while still using data driven models.
- Emphasizing directed patrols, foot patrols and bike patrols and requiring such actions be taken during each shift.
- Making the first arrest of the aggressive panhandling ordinance.
- Fully integrated the new report narrative form to ensure proper information is being collected to increase solvability of crimes.
- Edward Byrne Memorial Assistance Grant: \$24,154 tactical surveillance equipment and enhanced officer protective equipment in support the goal of reducing gun violence.

#### Improving Traffic Safety

- Conducting traffic crash analysis to coordinate traffic enforcement as a crash mitigation tool.
- Conducted timely traffic enforcement operations in response to citizen concerns.
- Required officers to spend minimum amounts of time in areas affected by emerging crime trends.
- Obtained a dedicated unmarked vehicle for use in directed patrols and surveillance.
- In partnership with other sections participated in Operation Click It or Ticket.
- Continue a TDY program where officers can temporarily transfer into the Traffic Section to gain experience with enforcement techniques.
- Edward Byrne County-Wide Grant: \$25,510 in support of funding seven body cameras.

#### Utilizing Technology

- Full Implementation of the AVL GPS tracking software
- Deploying the Command Vehicle 24/7.
- Data sharing through "CAFÉ" with County and other local agencies.
- Use Data/Intelligence driven policing concepts in CSAs.
- 100% deployment of the body worn cameras to patrol officers.
- Continue a web-based educational system (PLI) to keep the work force up to speed on changes to the law and emerging trends.
- Implementation of the Sherlock program
- Requiring the Weekly Snapshot and Virtual Roll Call be projected and reviewed at each shift.
- Utilization of the PowerDMS training software.

## Goal Two – Fostering Partnerships

- Continued integration of Fair and Impartial Policing training for new hires.
- Revitalization of the Walk and Talk Program.
- Development of Anti-Crime through education efforts at local shopping areas
- Use of the Burglary Reduction Pamphlet and CPTED
- Participate in numerous community events including:
  - Sanford Future Claimers
  - National Night Out
  - Habitat for Humanity
  - Chamber of Commerce Business Council
  - Sanford Avenue Business meeting
  - SCPS mentoring program
  - Boy Scout Appreciation Dinner
  - Servants of the People
  - Rescue Outreach Mission
  - Kids House Fundraising
  - Hispanic Outreach
  - MLK Inter-Faith Breakfast
  - Brother’s Keepers Initiative
  - Boys and Girls Club Athletics
  - Participation in the Volunteer Training and Citizen Academy
  - Leadership Seminole
  - Domestic Violence vigil

## Goal Three - Promote Employee Development & Wellness

- Implementation of the Career Development Plan
- Implementation the training module for PowerDMS
- Utilization of the Police Law Institute Law and Legal Review Program to fulfill mandatory training requirement.
- Participation in the Kids House Kickball Tournament
- Participation in the Corporate 5k
- Participation in the Tunnel to the Towers 5k (1<sup>st</sup> Place)
- Participation in the Jim Payne 5k (1<sup>st</sup> Place)
- Participation in the Law Enforcement Torch Run
- Expansion of the use of the Wellness Center to all city employees

To achieve these robust goals the department must address some areas of concern within the department and city to include finance allotment for the department budget and employee retention.

## Employee Retention

During 2015, eighteen employees retired (8) or resigned (10) from the department. These employees ranged from officer, supervisors and civilians of which account for 13% of the departments work force. Of the ten resigned employees, all have left the department for increased pay, benefits and job growth. The loss to the department has resulted in a younger less experienced work force, negative moral and increased responsibilities for those already

doing more with less. The estimated of employee loss for 2016 are even dire because the department has already lost seven employees by mid-February. The department currently has 14 sworn vacancies and 1 civilian vacancy.

## Budget

The following capital items were requested in the 2016 budget to support the core goals but of which not all were approved.

Police Department Capital items recommended but not funded	Amount	Comments/Justification
Police Law	14,000	Supports Officer Training
Police K-9 Impact Fee Eligible	9,000	Should have four - one for each shift
CVSA Computer	5,000	Increase hiring process efficiency
Golf Cart for Volunteer Program Impact Fee Eligible	10,000	Supports Public Safety
Heat Fuming Chamber 214 CA Impact Fee Eligible	1,300	Supports Investigations
ESRI Crime Analyst Spatial Analyst Software	2,500	Supports Crime Analyst Capabilities
Handheld Traffic Radars x 2	5,000	Traffic Safety
Scan-N-Find Pocket Image Kit RUVIS - KSS8900 Impact Fee Eligible	8,500	Supports Investigations
Mobile Forensics Software (\$1500 annual maintenance cost) Impact Fee Eligible	5,999	Support Investigations
M4 Rifle Lights (80 rifles x \$100) Impact Fee Eligible	8,500	Officer and Public safety
Replace all Police Bike lighting with latest LED lighting (16 x \$400)	7,000	Officer Safety
Modify Police Vehicle (2) for PIT Training	4,000	Supports police driver training
Gym Equipment Upgrades	4,000	Maintaining officer physical fitness
Painting Interior/Exterior as needed	5000	Upkeep pristine condition
City of Sanford Law Enforcement Camera Monitoring System (MGM Partners) IFE	150,000	Recommended by MGM Partners
Police/ Fire Substation - North White Cedar Relocation (ST30) (Police Portion)	150,000	rough estimate (Impact Fees)
<b>Police Department Non CIP Items recommended</b>		
Reimburse Officer Applicants the expense of attending the academy	35,000	Supports attracting quality applicants
International Association of Police Net Subscription \$1,225 annual	1,225	Information resource
Fund Two Gun Buy Backs	20,000	Takes guns off the streets
Annually hire consultant to manage the promotional process	30,000	Ensures professional promo process

# CRIME STATISTICS

## Calls for Service

In 2015, there were 128,309 total calls for service (CFS) resulting in a 7% decrease from last year and 6% increase from the five-year average.



Source	2015	% Diff. In 2015	Last Year
911	18,151	1%	17,988
TEL	22,589	0%	22,615
ONV	51,384	-17%	61,913
Canc/ Trans	36,185	4%	34,782
<b>Total</b>	<b>128,309</b>	<b>-7%</b>	<b>137,298</b>

Source/	2015	% Diff. in 2015	5 yr. Avg
911	18,151	-6%	19,308
TEL	22,589	-4%	23,507
ONV	51,384	12%	45,830
Canc/ Trans	36,185	11%	32,688
<b>Total</b>	<b>128,309</b>	<b>6%</b>	<b>121,333</b>

## Part I Crimes

In 2015, there was an estimated 3,139 Part I Crimes resulting in a 9% decrease from last year and 12% decrease from the five-year average.

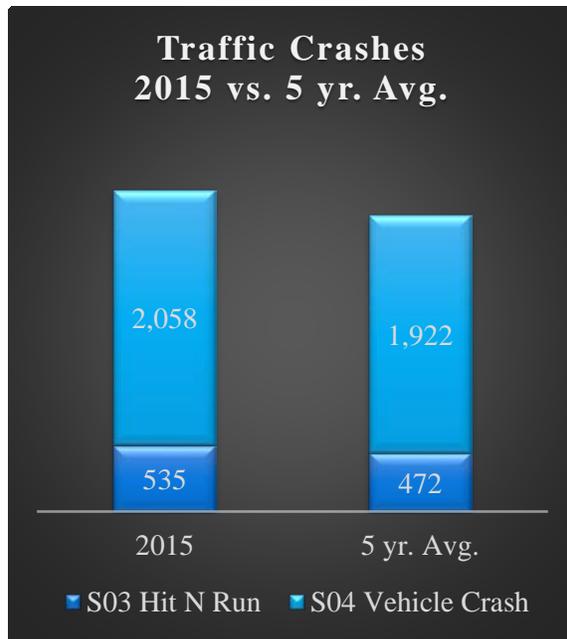
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Offense	2015	% Diff. for 2015	Last year
Criminal Homicide	4	100%	2
Forcible Rape	41	41%	29
Forcible Sodomy	0	0%	0
Forcible Fondling	6	-74%	23
Robbery	111	3%	108
Aggravated Assault	313	7%	292
Aggravated Stalking	6	500%	1
<b>TOTAL VIOLENT</b>	<b>481</b>	<b>6%</b>	<b>455</b>
Burglary	551	-14%	641
Larceny Pocket Picking	9	-53%	19
Larceny Purse Snatching	9	80%	5
Larceny Retail Theft	622	-2%	632
Larceny from MV/ No Parts	336	-17%	406
Larceny from MV parts/ Access.	136	-14%	159
Larceny of Bicycles	94	34%	70
Larceny from building	12	-48%	23
Larceny from Coin Oper. Mach.	8	14%	7
All Other Larceny	713	-15%	842
Auto Theft	159	-11%	178
<b>TOTAL PROPERTY</b>	<b>2649</b>	<b>-11%</b>	<b>2982</b>
<b>TOTAL OFFENSES</b>	<b>3130</b>	<b>-9%</b>	<b>3437</b>

Offense	2015	% Diff. for 2015	5 Yr. Avg.
Criminal Homicide	4	18%	3
Forcible Rape	41	39%	29
Forcible Sodomy	0	-100%	2
Forcible Fondling	6	-79%	28
Robbery	111	-25%	148
Aggravated Assault	313	91%	164
Aggravated Stalking	6	-21%	8
<b>TOTAL VIOLENT</b>	<b>481</b>	<b>26%</b>	<b>382</b>
Burglary	551	-36%	855
Larceny Pocket Picking	9	-12%	10
Larceny Purse Snatching	9	-22%	12
Larceny Retail Theft	622	7%	583
Larceny from MV/ No Parts	336	-22%	433
Larceny from MV parts/ Access.	136	-33%	202
Larceny of Bicycles	94	10%	86
Larceny from building	12	-34%	18
Larceny from Coin Oper. Mach.	8	38%	6
All Other Larceny	713	-12%	807
Auto Theft	159	-14%	185
<b>TOTAL PROPERTY</b>	<b>2649</b>	<b>-17%</b>	<b>3196</b>
<b>TOTAL OFFENSES</b>	<b>3130</b>	<b>-13%</b>	<b>3578</b>

## Traffic Crashes

In 2015, there was 2,593 traffic crashes resulting in a 2% increase from last year and 30% increase from the five-year average.

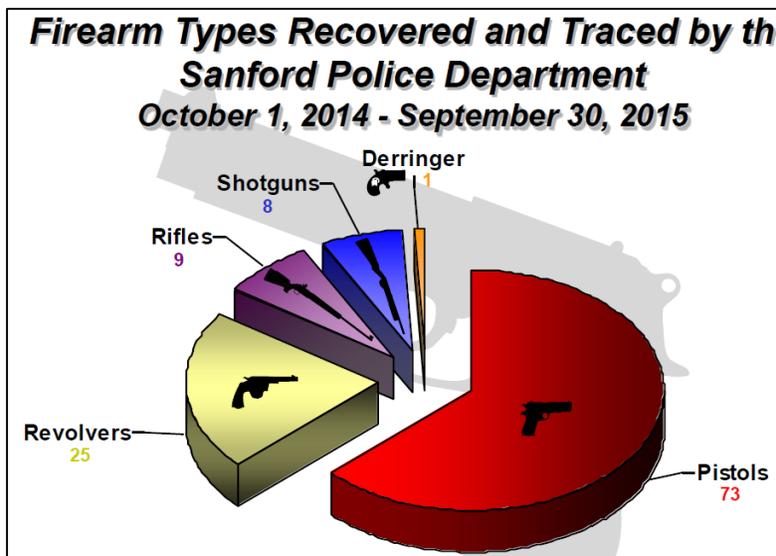


Crash Type	2015	% Diff. in 2015	Last Year
S03 Hit N Run	535	2%	522
S04 Vehicle Crash	2058	2%	2019
Total	2593	2%	2541

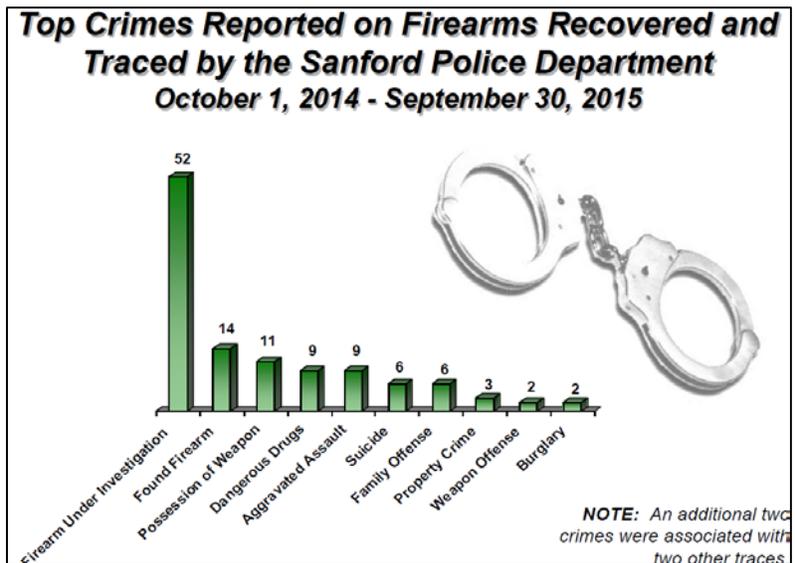
Crash Type	2015	% Diff. in 2015	5 yr. Avg.
S03 Hit N Run	535	13%	472
S04 Vehicle Crash	2058	7%	1922
Total	2593	30%	1996

## Alcohol, Tobacco and Firearms (ATF)

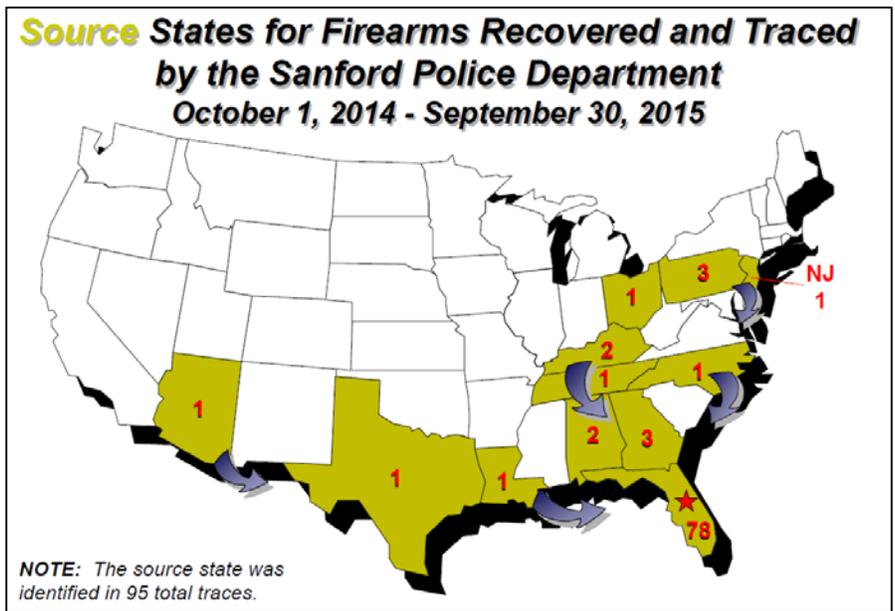
During 2015, the A.T.F. processed the 116 firearms recovered by the Department.



Those weapons were recovered in connection with the following case types:



Those weapons were sourced back to eleven states:



## ADMINISTRATIVE SERVICES DIVISION

### Administrative Services

The Administrative Services Division is responsible for providing the vast majority of the support services for the Sanford Police Department. Responsibilities include administrative services, supply, accreditation, records and custodial services.

### Budget

The Police Department's fiscal year - 2015 Budget was 40% of the city's budget. Itemized below is the dispersion of those funds

<b>Budget Expenditures</b>	<b>Total</b>
Salaries	\$7,593,485
Benefits	\$3,556,319
Operating	\$1,441,024
Supplies	\$666,616
Capital Funding	\$734,037
<b>Total Operational Budget</b>	<b>\$13,257,244</b>

### Grant Funding

The following grants are pending:

- Edward Byrne Memorial Assistance Grant: \$24,154 tactical surveillance equipment and enhanced officer protective equipment in support the goal of reducing gun violence.
- Edward Byrne County-Wide Grant: \$25, 510 in support of funding seven body cameras.

### Forfeitures

Forfeitures that continue to work their way through the court process. Seizures related to drug arrests

- \$9,736 Cash currency
- \$12,000 Ford Fiesta
- \$50,000 House Estimate Market Value

### Staffing & Overtime

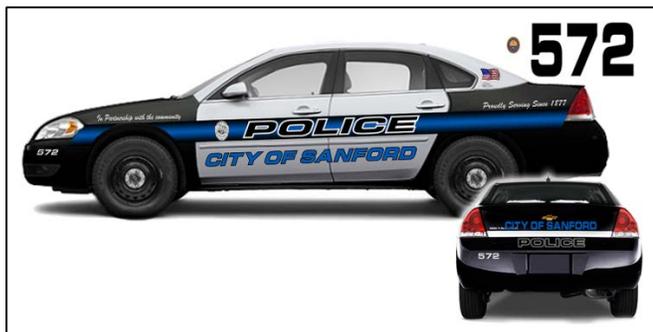
During 2015, the department employed 150 people of which 130 sworn and 19 non-sworn. Collectively those personnel account for the following overtime expenditures in 2015:

<b>Overtime</b>	<b>Amount</b>
Administrative	\$31,653
Patrol	\$99,224
Investigation	\$79,448
Special Ops	\$47,064
Training	\$14,525

## Major Purchases

During 2015, the following Capital Purchases were successfully funded:

- New Police Vehicles for three Sergeants, 12 Patrol, two Community Service Training Unit Vehicle, Crime Scene Van. Capital funding in the amount of \$734,037 was used to purchase these new vehicles, ticket printers, Crime Scene Technician laptops, Property Evidence Lab Ventilation Hood, Police Department exterior painting maintenance and Records Unit Upgrades.



- Mobile Dispatch Radios: To further, enhance our Patrol officer's ability to effectively communicate by police radio we continue to expand the number of dispatch radios installed in officer's assigned patrol vehicle.

## Records

During 2015, the Records Unit processed the following items:

- Pieces of Mail 1,571
- Citations: 19,942
- Public Fingerprinting: 443
- Arrest Records: 3,039
- Capias Records: 791
- Traffic Accident Rec: 1,688
- Tele. calls incoming: 7,798

- Walk –ins 6,613
- Public Records Request 2,300
- Digitized archival files: 2,000

In addition, observe three security camera monitors and monitor facility security alarm board.

## Crime Analysis

During 2015, Crime Analysis provided various analytical products and services to city officials, department personnel, citizens and organizations to include the following items:

- Meetings (35)
- Audits (63)
- Weekly Part I Uniform Crime Report (50)
- Monthly Calls for Service, Uniform Crime Report and Traffic (12)
- Quarterly Calls for Service, Uniform Crime Report and Traffic (4)
- Public/ Internal Request form (172)
- Confidential Request form (1)
- Virtual Roll Call Report (271)
- Analyst Local Report Dissemination Reports (264)
- Department of Correction Monthly Release Report (12)
- Prolific Offender Monthly Reports (3)
- Gang Affiliation Reports (1)
- Investigative Follow up’s (208)
- NCIC/FCIC Inquires (193)
- Crime Analysis Source BOLO’s (15)
- Separations CJIS Packets (30)
- New Accounts/ Password Assistance (71)
- Surveys for National and Locate agencies (17)

In addition, Crime Analysis provided support and information to update several policies and practices to govern the collection, handling and distribution of information and intelligence, the implementation of data collection and reporting through Access with Structured Query Language (SQL) and hosted training to department personnel for Microsoft Office Suite products.

## Training

During 2015 the training unit account for the following training per month:

January	February
<ul style="list-style-type: none"> <li>• Case Law</li> </ul>	<ul style="list-style-type: none"> <li>• Law Review</li> <li>• Aerosol Deterrent (CSO Refresher)</li> </ul>
March	April
<ul style="list-style-type: none"> <li>• Investigatory Stops</li> <li>• Photo Line-Up Training</li> <li>• Active Shooter First Aid</li> <li>• Basic Patrol Rifle Training</li> </ul>	<ul style="list-style-type: none"> <li>• Investigating Recent Crimes/ Recently Discovered Violent Crimes</li> <li>• Annual Firearms Qualification</li> <li>• Use of Force Training: Scenario Based Training, Physiological Dynamics Training, Taser</li> </ul>

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<ul style="list-style-type: none"> <li>Field Training Program (Patrol Classroom Training): High Liability Tasks &amp; Employee Orientation</li> </ul>	<ul style="list-style-type: none"> <li>Refresher Training and Less Lethal Weapons Refresher</li> <li>Field Training Program Patrol Operations</li> </ul>
<b>May</b>	<b>June</b>
<ul style="list-style-type: none"> <li>Police Impact Weapons and Federal Criminal Liability</li> <li>Emergency Vehicle Operators Course (EVOC)</li> <li>3sI Security Training: Bank Robbery Equipment Training</li> <li>Field Training Program Patrol Operations</li> </ul>	<ul style="list-style-type: none"> <li>Canine Sniffs for Drugs During Routine Traffic Stops and Supreme Court Decision</li> <li>Microsoft Office Training</li> <li>FDLE Recertification Training: Domestic Violence, Juvenile Sexual Offender Investigation and Discriminatory Profiling and Professional Traffic Stops</li> <li>Field Training Program Patrol Operations</li> <li>Swift Assisted Victim Evacuation (SAVE) Training: Police and Fire Department response to active shooters</li> <li>Active Shooter Training for Civilians: Enviro Bright</li> </ul>
<b>July</b>	<b>August</b>
<p>Interview and Interrogation                  Swift Assisted Victim Evacuation (SAVE) Training: Police and Fire Department response to active shooters                  Field Training Program (Patrol Training): Patrol Operations                  Field Training Program (Patrol Classroom Training): High Liability Tasks and Employee Orientation</p>	<ul style="list-style-type: none"> <li>New Laws</li> <li>Swift Assisted Victim Evacuation (SAVE) Training: Police and Fire Department response to active shooters</li> <li>Stop Stick Training</li> <li>Emergency Vehicle Operations Training : Safe Operation of Command Vehicle</li> <li>Emergency Vehicle Operations Training: Safe Operation of Emergency Vehicles</li> <li>Field Training Program Patrol Operations</li> <li>Blood Borne Pathogen Training</li> </ul>
<b>September</b>	<b>October</b>
<ul style="list-style-type: none"> <li>Contraband Forfeiture</li> <li>Active Shooter Training for Civilians: Seminole Towne Center (Dillard's)</li> <li>Field Training Program Patrol Operations</li> <li>FACES System Roll Call Training</li> </ul>	<ul style="list-style-type: none"> <li>New Laws and Domestic Violence</li> <li>Florida Fish and Wildlife Conservation Training</li> <li>School Resource Officers Linear Assault Training</li> <li>Field Training Program Patrol Operations</li> </ul>
<b>November</b>	<b>December</b>
<ul style="list-style-type: none"> <li>New Laws and Investigations During Traffic Stops</li> <li>Field Training Program Patrol Operations</li> <li>Field Training Program (Patrol Classroom Training): High Liability Tasks and Employee Orientation</li> </ul>	<ul style="list-style-type: none"> <li>Vehicle Operation by Law Enforcement; Use of Force- Stopping Driver to Prevent Escape</li> <li>Field Training Program Patrol Operations</li> <li>Active Shooter Training: Active shooter training for City of Sanford employees</li> </ul>
<b>TOTAL STUDENT HOURS: 15,648</b>	<b>TOTAL INSTRUCTOR HOURS: 10,349</b>

In addition, the Training/Recruiting Unit facilitated three separate hiring processes in 2015. Hiring was done in the months of March, July, and November, which resulted in 17 new Officers. Unfortunately, early indications reveal that this number will increase in 2016 because of personnel resigning to take positions at other law enforcement agencies.

Anticipated plans of the Training/Recruiting Unit will be to continue ongoing training and expand our recruiting efforts based upon the needs of the Department, the community, and national events. The Recruiting Officer will branch out to other counties including Orange, Volusia, and Brevard and visit law enforcement academies in an attempt to diversify the workforce and find the best candidates to apply.

There are plans to incorporate new ways of teaching Use of Force and Physiological Responses to stress by introducing more force on force training. The Unit will also respond to the needs of the community by taking a proactive approach to active shooter incidents and becoming certified to instruct active shooter response to civilians. This certification will allow certified officers to instruct local businesses and residents in the proper actions to take during a critical incident.

## Accreditation

During 2015, the Sanford Police Department successfully earned full reaccreditation for the third consecutive time from the Commission for Florida Law Enforcement Accreditation.

## Professional Standards

The Professional Standards Section is responsible for recording, reviewing and investigating complaints that involve violations of Department policy. The Section does not make recommendations as to discipline relative to an investigation. The Chief of Police directly supervises investigators assigned to the Professional Standards Section.

Professional Standards investigators make conclusions of fact based on the legal standard of preponderance of the evidence. A finding or conclusion of fact is an opinion rendered by an investigator or supervisor to summarize an investigation or inquiry. Investigators must reach one of the following conclusions:

- **SUSTAINED:** A finding or conclusion that an allegation is supported by a preponderance of evidence.
- **UNFOUNDED:** A finding or a conclusion that there is no credible evidences whatsoever to support the allegation.
- **NOT SUSTAINED:** A finding or a conclusion that sufficient credible evidence was lacking to prove or disapprove the allegation.
- **EXONERATED:** A finding or a conclusion that the incident occurred, but the individual's actions were lawful and proper.
- **POLICY FAILURE:** The allegation is true, but the employee was acting in a manner consistent with police department policy. Such a finding may necessitate a review and revision of the policy as written. A finding of "Policy Failure" must clearly detail how any particular policy is incorrect.

At the conclusion of each calendar year, the Professional Standards Lieutenant will compile a statistical summary based upon records of closed investigations conducted during the past year. The summary will include the number of inquiries and investigations conducted the subject or nature of the alleged offense, and the findings or conclusions of fact.

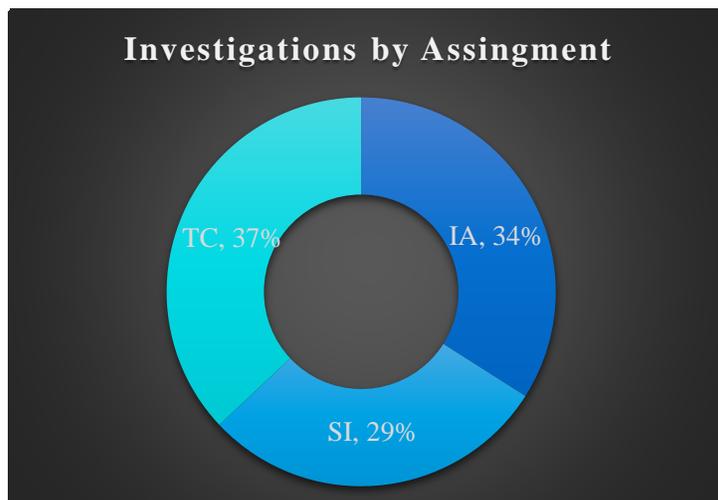
In support of the Sanford Police Department’s commitment to conduct unbiased policing, the Professional Standards Section is responsible for completing an annual review of agency practices including citizen complaints and documented concerns.

Additionally, The Professional Standards Section will compile a statistical summary of the defensive actions and high liability actions that officers utilized during the 2015 calendar year.

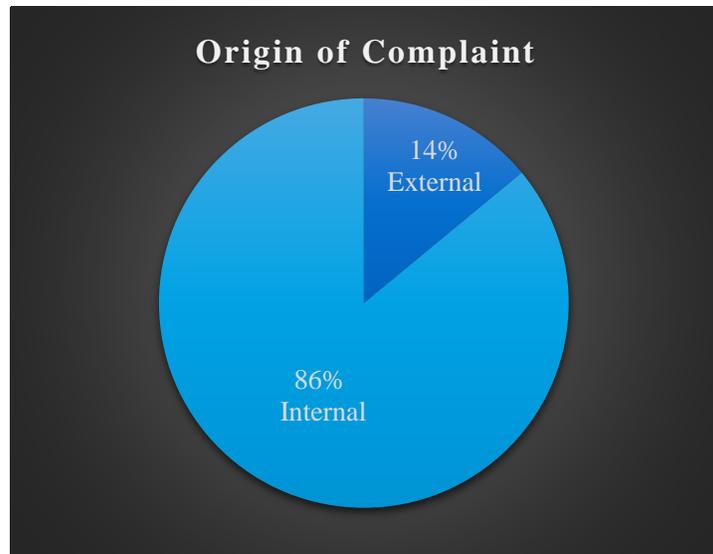
## Complaints

In 2015, the Sanford Police Department processed 35 Administrative Investigations. 12 of the investigations were handled by the Professional Standards Section (IA), 10 were investigated by supervisors (SI) and the remaining 13 were traffic crashes (TC).

All of the traffic crashes and all but two supervisory investigations were disposed of via the expedited investigative process. The expedited process allows employees an opportunity to discuss the pending investigation, potential discipline, and to determine if a consensus can be reached on the appropriate disposition of the allegations.



The investigative process begins as either an internal or an external complaint. In 2015, 30 investigations were generated internally and five were received from an external source.



### Administrative Investigations (IA)

Administrative Investigations are investigations of major violations of Sanford Police Department policies, rules, procedures, or law. They are investigated by the Professional Standards Section, only by the direction of the Chief of Police, or his designee. When the investigation is completed, each allegation is assigned one of the following conclusions: Sustained, Not Sustained, Unfounded, Exonerated, or Policy Failure (Note: some investigations are closed at the request of the complainant and/or by the resignation of the subject employee).

The completed investigation is reviewed by the subject employee’s chain of command and forwarded to the Chief of Police for his final review and approval. Upon the Chief of Police’s approval, the investigation becomes a public record. If an allegation is sustained, the subject employee’s chain of command will make recommendations as to any discipline, with the Chief of Police having final discretion.

The following is an analysis of Administrative Investigations conducted during the 2015 calendar year. This information is based upon 12 investigations which were analyzed for Violations Charged, Findings, and Disciplinary Actions.

- Sanford Police Administrative Investigations 12
- Total Number of Alleged Violations/Charges Investigated:18
- Total Number of Employees Investigated:14 *\*Some investigations involved multiple employees*
- Officer Involved Shootings: 0

### Violations Charged

Of the 18 alleged violations of Police Department rules and regulations investigate by the Professional Standards Section, the following table shows the types and percentages of alleged misconduct.

Violations	Total	Percentage
Obedience of Laws/Regulations	8	44.4%

Arrest Procedures	2	11.1%
Standards of Conduct	2	11.1%
Carelessness	1	5.5%
Criticism	1	5.5%
Impartial Attitudes and Actions	1	5.5%
Conduct Toward Fellow Employees	1	5.5%
Prohibited Activity on Duty	1	5.5%
Insubordination	1	5.5%
<b>TOTAL</b>	<b>18</b>	<b>100%</b>

*Findings*

Of the 18 violations of Police Department rules and regulations investigated by the Professional Standards Section, the table below provides a comparison, by category, of the findings assigned to each of the alleged violations investigated.

Findings per Violation	Total	Percentage
Sustained	7	38.8%
Not Sustained	1	5.5%
Unfounded	0	0%
Exonerated	3	16.6%
Closed	2	11.1%
Pending	4	22.2%
Policy Failure	1	5.5%
<b>TOTAL</b>	<b>18</b>	<b>100%</b>

*Disciplinary Action*

As a result of the seven sustained violations of rules and regulations involving five employees, the following disciplinary actions were taken. The table below provides a comparison, by category, of the numbers and percentages of the resulting disciplinary actions.

Disciplinary Action per Person	Total	Percentage
Verbal Counseling	0	0%
Written Reprimand	0	0%
Suspension	4	80%
Demotion	0	0%
Termination	0	0%
Employee Resigned	1	20%
<b>TOTAL</b>	<b>5</b>	<b>100%</b>

## Supervisory Inquiries (SI)

Supervisory Inquiries are investigations conducted by an employee’s supervisor to review and investigate allegations of misconduct, discourtesy, individual performance deficiencies, traffic crashes, or lesser violations of Police Department policies.

The following is an analysis of the Supervisory Inquiries and Traffic Crash investigations conducted during the 2015 calendar year. The information is based upon 10 Supervisory Inquiries and 13 Traffic Crash Investigations (23 in total).

- Sanford Police Supervisory Inquiries: 23
- Total Number of Alleged Violations/Charges Investigated 25
- Total Number of Employees Investigated 25

### *Violations Charged*

Of the 25 violations of Police Department rules and regulations investigated by Supervisors, the table below provides a comparison, by category, of the findings assigned to each of the alleged violations investigated.

Violations Charged	Total	Percentage
Safe Driving of Police Vehicles	13	52%
Obedience of Laws and Regulations	4	16%
Department Property and Equipment	3	12%
Roll Call	2	8%
Carelessness	1	4%
Standards of Conduct	1	4%
Court Appearances	1	4%
<b>TOTAL</b>	<b>25</b>	<b>100%</b>

### *Findings*

Of the 25 violations of Police Department rules and regulations investigated by Supervisors, the table below provides a comparison, by category, of the findings assigned to each of the alleged violations investigated.

Findings	Total	Percentage
Sustained	24	94%
Not Sustained	0	0%
Unfounded	0	0%
Exonerated	1	4%
Closed	0	0%
Pending	0	0%
<b>Total</b>	<b>25</b>	<b>100%</b>

### Disciplinary Action

As a result of the 24 sustained violations of rules and regulations involving 25 employees, the following disciplinary actions were taken. The table below provides a comparison, by category, of the numbers and percentages of the resulting disciplinary actions.

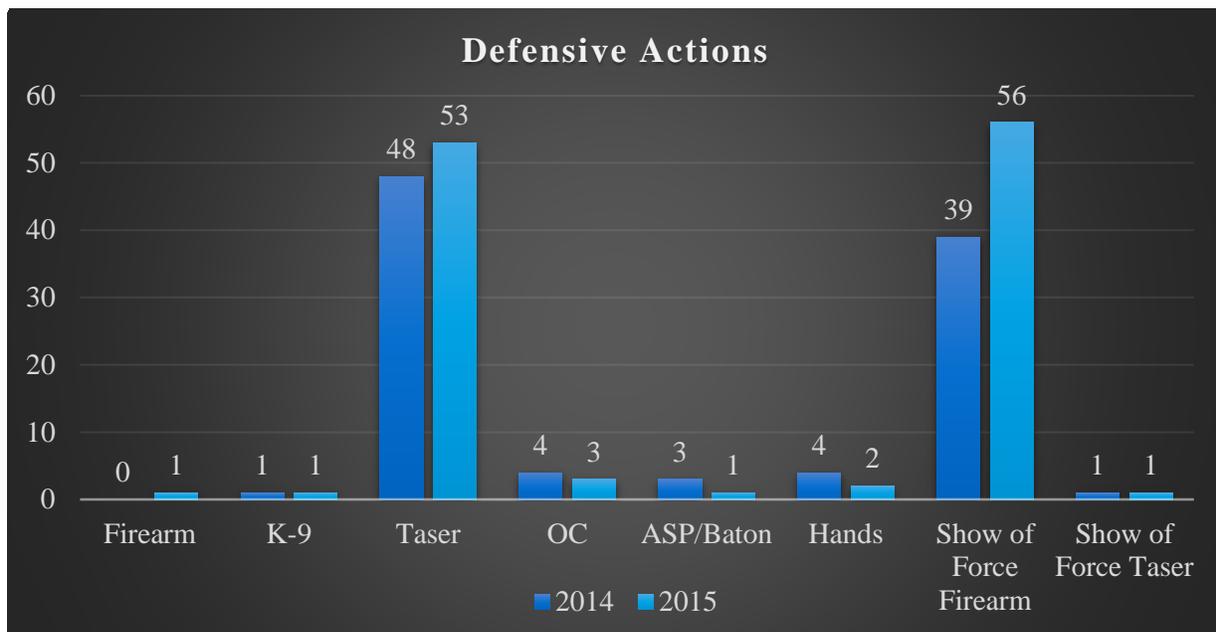
Disciplinary Actions	Total	Percentage
Verbal Counseling	2	46%
Written Reprimand	9	38%
Suspension	4	17%
Demotion	0	0%
Termination	0	0%
<b>Total</b>	<b>24</b>	<b>100%</b>

*\*Information was obtained from the Department's Administrative Investigations Management program*

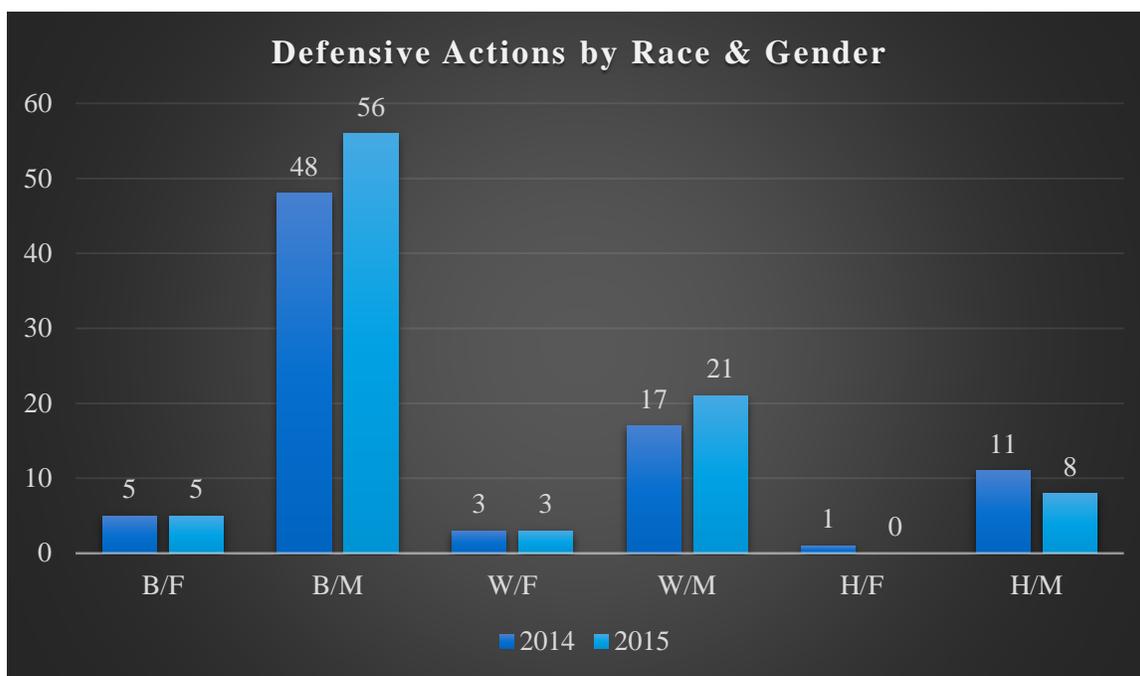
### Defensive Actions & Analysis

The Sanford Police Department's written directive 01-28 requires that the agency conduct an annual review of its Use of Force Incidents. The Department gathers data from response to resistance reports which includes race, sex, age of the person whom force was used against, the level of resistance encountered, and the response used by the officer or officers.

During 2015, 129 defensive actions reports (118 defensive actions & 11 high liabilities actions) were reported by the Sanford Police Department involving 219 officers and 178 subjects. Some incidents involved multiple subjects and officers. This resulted in an overall increase of 16% from 2014. The following graphs represent the comparison totals for 2014 and 2015 use of Defensive Actions, and gender/race demographics of suspects. After reviewing the data, the following information was obtained:

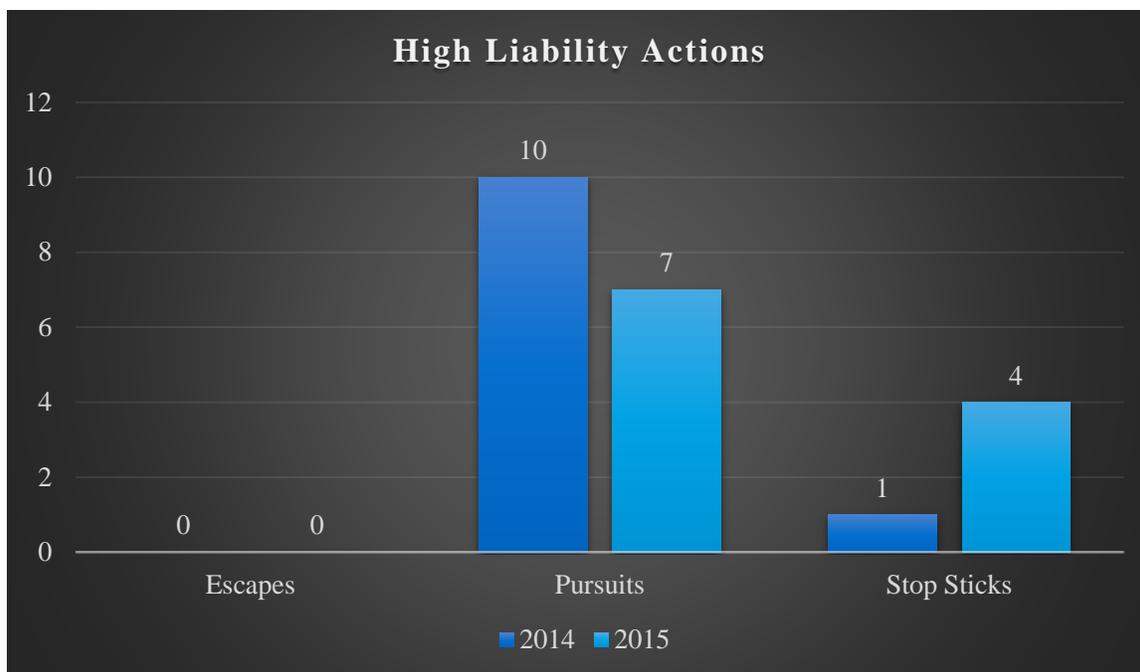


- Of the 118 documented instances of use of force, 47% or 55 incidents were “shows of force” in which an officer reported pointing their firearm at someone to control behavior. *\*Note: some single instances involved more than one subject and more than one officer.*
- Of the 118 documented instances of use of force, 45% or 53 incidents involved the actual use of a conductive electronic weapon (Taser).
- 2.5% or 3 instances officers used an OC Spray (Aerosol Deterrent), 0.8% or 1 instance where an officer used a baton, 1.6% or 2 instances where officers reported using physical maneuvers, and 0.8% or 1 an officer reported only pointing their conductive electronic weapon (Taser) at someone.
- There was one incident involving a firearm where an officer dispatched an aggressive canine.
- There was one use of a police K-9 to apprehend a suspect.



- 66% or 61 persons who had some degree of force used against them were Black or African American. 26% or 24 were white, and 9% or eight persons were Hispanic or Latino. *(Note: The 2010 Census indicates that 45% of the City of Sanford’s population is White, 30.5% is Black or African American, and 20.2% is Hispanic or Latino.)*

Eleven High Liability Actions were documented in 2015. Those actions include the deployment of Stop Sticks, Vehicle Pursuits, and Escapes of those taken into custody. The following graph represents the comparison totals for 2014 and 2015 of the number of High Liability Actions taken by the Sanford Police Department.



*\*All information taken from Defensive Action Reports for calendar years 2014 and 2015*

## Conclusion

There were 128,309 calls for service in 2015. A total of 3,134 arrests were made in 2015. Based on the number of defensive action reports, this information indicates that an estimated 4% of the time, officers used some type of force to either control a person’s behavior, affect an arrest, or protect the officers or public from harm.

ARRESTS BY RACE / GENDER	FEMALE	MALE	TOTAL
ASIAN/PACIFIC ISLANDER	7	4	11
BLACK	438	1142	1580
AMERICAN INDIAN/ ALASKAN NATIVE	-	1	1
OTHER	3	15	18
UNKNOWN	-	2	2
WHITE	504	1018	1522
<b>TOTAL</b>	<b>952</b>	<b>2182</b>	<b>3134</b>

In 2015, there were two complaints of excessive or improper use of force. One complaint was made by a citizen, and the other was initiated internally after reviewing a defensive action report and body camera video. The citizen complaints was unfounded and the internal complaint is pending a disposition. All use of force incidents are reviewed by the chain of command. All but the one use of force (internal complaint) were found to be within response to resistance guidelines. No complaints were related to bias based policing. In addition, there were no reported significant injuries to individuals or officers in 2015. Based on the analysis of the information, there are no recommendations as to changes to our current policy concerning response to resistance.

Concerning our data collection process, the Professional Standards Section currently utilizes a system that if configured, would allow for the documentation, tracking, and analysis of instances where use of force or high liability measures were used. This technology would be in keeping with best agency practices and allow for early warning intervention should any anomalies with the use of force be identified. It is recommended this enhancement to our current data collection process be implemented.

## Bias Based Policing Prevention Review

The purpose of the Sanford Police department's Biased Based Policing Prevention policy is to reaffirm the Department's commitment to unbiased policing, to clarify the circumstances in which officers can consider race, ethnicity, religion, gender, sexual orientation, or social/economic status when making law enforcement decisions. To reinforce procedures that assures the public that we are providing service and enforcing laws in a safe, legal and professional manner.

Illegal Profiling/Bias-Based Policing is the unequal treatment of any person including stopping, questioning, detention or arrest based on their racial or ethnic characteristics, religion, gender, sexual orientation, or social/economic status.

The following information and statistical data allows for a review and discussion of current Department practices and employee conduct as they relate to the prevention of Bias Based Policing. Areas that are evaluated include Forfeitures, Traffic Stops, and Citizen Complaints.

### *Forfeitures*

In 2015, The City of Sanford Police Department affected three seizures under Florida's Contraband Forfeiture Act. The following is a brief description of each instance.

- Jan of 2015, a 2013 Ford Fiesta passenger vehicle was seized from a subject who was found to be in unlawful possession of methadone and cocaine. The stop/investigation was conducted by SPD's Neighborhood Response Unit at W. 20<sup>th</sup> Street and Southwest Rd. The forfeiture is currently pending.
- March of 2015, property consisting of a single family residential home was seized from a subject. A search warrant had been served on the residence by members of SPD's Neighborhood Response Unit. The search warrant led to the recovery of 18 grams of cocaine and 14 grams of Hydromorphone pills. The forfeiture is currently pending.
- September of 2015, \$9,736.00 was seized from a subject who was also found to be in possession of cocaine, Hydromorphone pills, and drug paraphernalia. The stop/investigation was conducted by SPD's Neighborhood Response Unit in the area of 20<sup>th</sup> Street and Sanford Ave. The forfeiture is currently pending. *\*2015 Forfeiture information was collected from the Administrative Services Manager.*

### *Traffic Stops*

The computer aided dispatch system that has been in use since our communications merger with the Seminole County Sheriff's Office in 1999 does not retain data on the race of individuals involved in all traffic stops. To analyze this information, we must look at the closest data set, which is traffic citations issued.

Listed are the total number and percentages of traffic citations issued as well as the race and gender of those persons receiving the traffic citations for 2015.

Race/Gender	Female	Male	Unknown	TOTAL	Percentage
Asian/Pacific Islander.	72	94	0	166	0.9%
Black	3,356	3,830	5	7,191	40.9%
Am Indian/Alaskan Native	5	20	1	26	0.1%
Other	363	672	2	1,037	5.9%
Unknown	10	14	47	71	0.4%
White	3,733	5,350	6	9,089	51.7%
<b>TOTAL</b>	<b>7,539</b>	<b>9,980</b>	<b>61</b>	<b>17,580</b>	
<b>Percentage</b>	<b>42.9%</b>	<b>56.8%</b>	<b>0.3%</b>		

*\*The information was taken from the CAFÉ report writing database.*

### Citizen Complaints

An evaluation into the number of citizen initiated complaints for 2015 was conducted. A total of nine citizen initiated complaints were documented, tracked, and investigated by the Department. Three of these complaints were related to alleged incidents of bias-based policing. All three complaints stemmed from traffic stops.

Four of these complaints resulted in a formal administrative investigation being conduct. The remaining five were found to have to no cause that officers had violated a Department policy and were cleared through a documented administrative review process.

Attached is a summary table of all of the citizen complaints to include; incident date, what contact led to the complaint, the primary alleged violation, the complainant’s race and gender, the officer’s race and gender, and the disposition of the investigation.

Incident Date	How Complaint Arose	Alleged Violation	Complainant		Officer(s)		Disposition
			Race	Gender	Race	Gender	
1/11/15	Traffic Stop	Bias-Based Policing	B	M	A/P W	M M	Unfounded – Admin. Review
1/24/15	Citizen Initiated – Not Call Related	Impartial Attitudes and/or Actions	B	F	W	M	Unfounded – Admin. Review
1/25/15	Traffic Stop	Bias-Based Policing	B	M	W B	M M	Unfounded – Admin. Review
2/2/15	Traffic Stop	Bias-Based Policing	B	F	B W	F M	Exonerated – IA case 2015IA0005
2/14/15	Traffic Stop	Arrest Procedures	B	F	B	F	Exonerated – IA case 2015SI0001
2/19/15	Call for Service	Arrest Procedures	B	M	H W	M M	Exonerated – IA case 2015IA0007
3/7/15	Call for Service	Use of Force	B B	F M	W	M	Unfounded – Admin. Review
5/26/15	Call for Service	Duty Responsibilities & Assignments	B B	F M	W	F	Unfounded – Admin. Review

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10/9/15	Call for Service	Impartial Attitudes and/or Actions	B	M	H	M	Pending Outcome – IA case 2015IA0013
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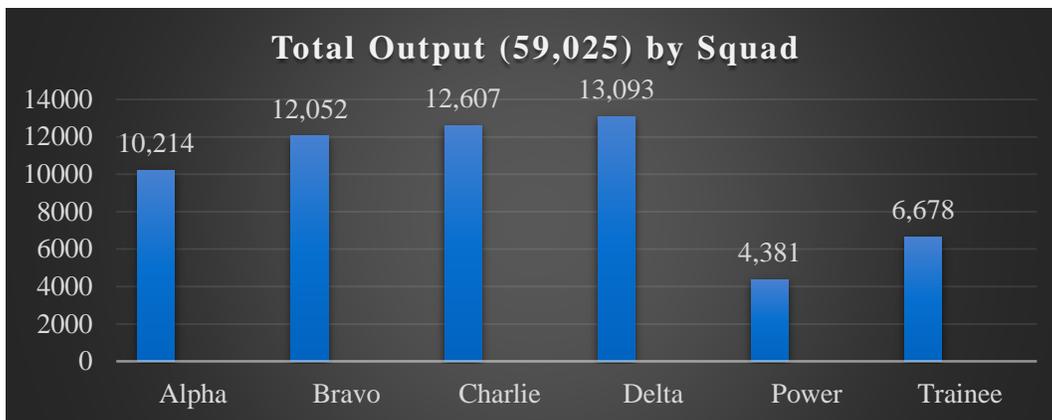
*\*Information regarding citizen complaints was obtained from the Department's Administrative Investigations Management program*

All three cases involving allegations of bias based policing were referred to the Professional Standards Section. All three incidents were able to be reviewed with the assistance of the respective officer's body worn camera videos. An analysis of each incident suggests that the stops were made as the result of having probable cause that a violation of Florida's uniform traffic code had occurred. With respect to each complainant's belief they were stopped unlawfully, there was no evidence to suggest this was the case. All complainants were notified of these findings.

## PATROL OPERATIONS DIVISION

### Patrol

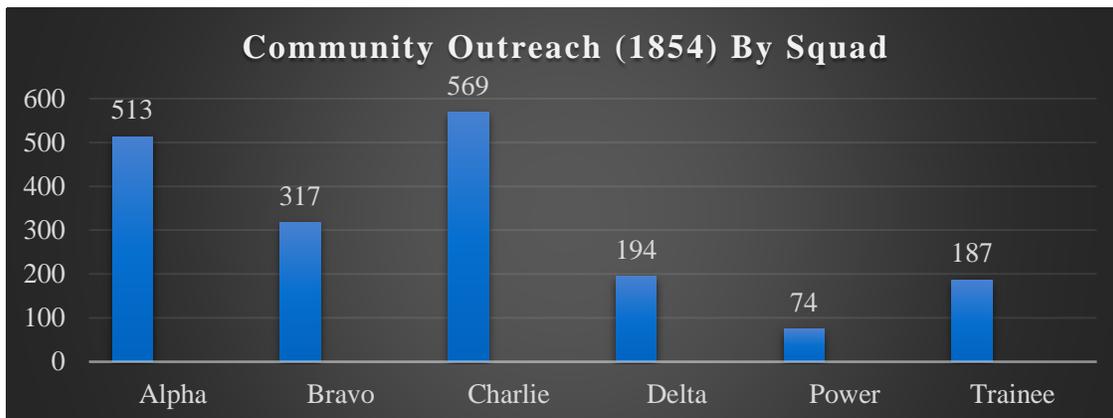
Overall, the Patrol Operations Division continues to function at a very high level. An analysis of the data indicates that the average patrol officer produces approximately 77 pieces of work in the form of reports, citations, or community outreach each month. By applying the standard deviation to this average, we can infer that acceptable ranges of performance for officers in the Division are between 35 and 119 documented pieces of work each month.



*\*In this case output is not actually total volume of calls, which would be higher, but instead a total of tangible work product. Total output indicates a piece of work resulting in some form of data collection or generation of a report.*

While the data indicates an approximate 7% decrease in productivity over the past year, it also corresponds to an estimated 6% overall increase when compared to the five year average. This nominal, yearly decrease was expected, as the primary goal set for the Division in 2014 was increased workforce productivity.

The primary goal set for 2015 was community outreach. Using the new reporting format and by making community outreach a strategic priority, we hoped for 1000 community outreach reports to be generated. To this goal we far exceeded expectations by completing 1854 acts of formal outreach during the year. The department as a whole completed 2,096 community outreach acts in 2015. Undoubtedly, this will strengthen our relationships with the community and facilitate our ability to maintain police legitimacy with the populations we are sworn to protect.

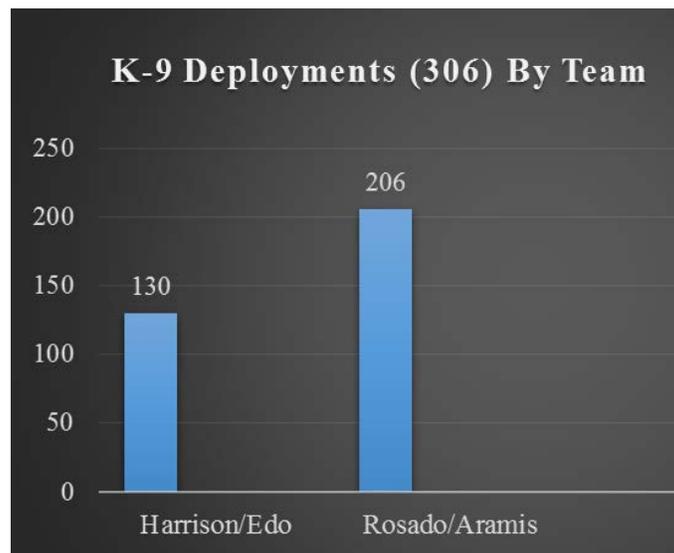


Ultimately, the Patrol Operations Division's use of data driven policing techniques coupled with community outreach and the integration of technology were major contributors to the estimated 6% reduction in Part I crime from last year and 10% reduction of crime as compared to the five year average.

## K-9

The K-9 Unit is comprised of two teams that work during the night shift rotations. In addition to normal patrol duties, these teams specialize in apprehension and detection using their canine partners. Currently these teams are assigned to normal shifts, but because they earn one hour of canine care per day (14hrs per pay period), they flex off two hours from each normal shift. The K-9 teams are not in callout status. Currently our dayshifts must rely on the county or other municipalities for K-9 support.

In addition to the data below, these teams provided 10 demonstrations to community members, children, and civic organizations this year. The teams are an invaluable resource for generating community contact and have generated much enthusiasm on our social media page.



## Goals

The Patrol Operations Division will enthusiastically support all strategic priorities issued from higher authority in 2016. In addition to any priorities published from those sources, the Patrol Operations focus for 2016 will be to focus on organizational wellness by:

- Development of a holistic wellness program
- Implementation of fitness testing
- Mandatory roll call training each month
- Continued participation in community wellness activities

In addition to this goal, the Patrol Operations Division will explore:

- Deployment of two additional K-9 teams
- Development of a Uniform Tactical Unit
- Reorganization of the power shift
- Creating overlap on squads to cover shift change and busy times of the shift.

## STRATEGIC SERVICES DIVISION

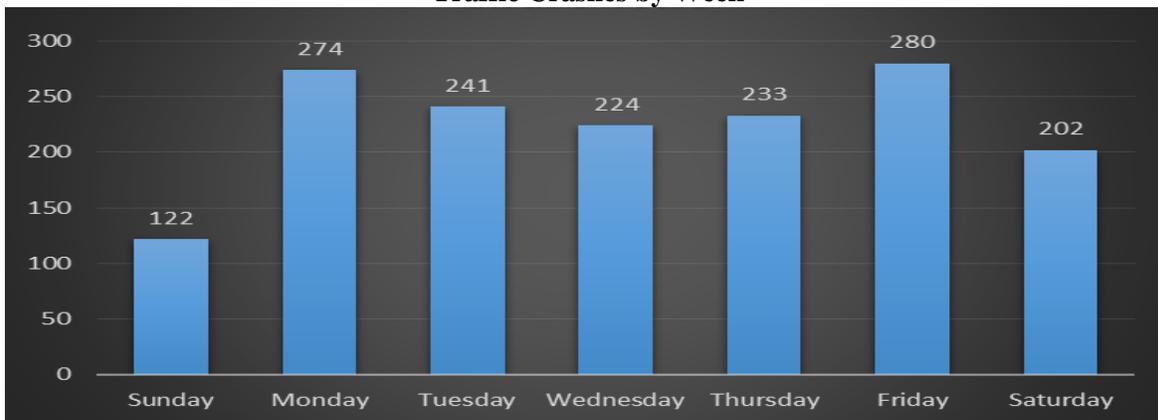
This division oversees the Criminal Investigations Division, the Neighborhood Response Unit, Special Operations, the Community Relations Unit, Volunteer Program and School Resource Officers.

### Traffic Unit

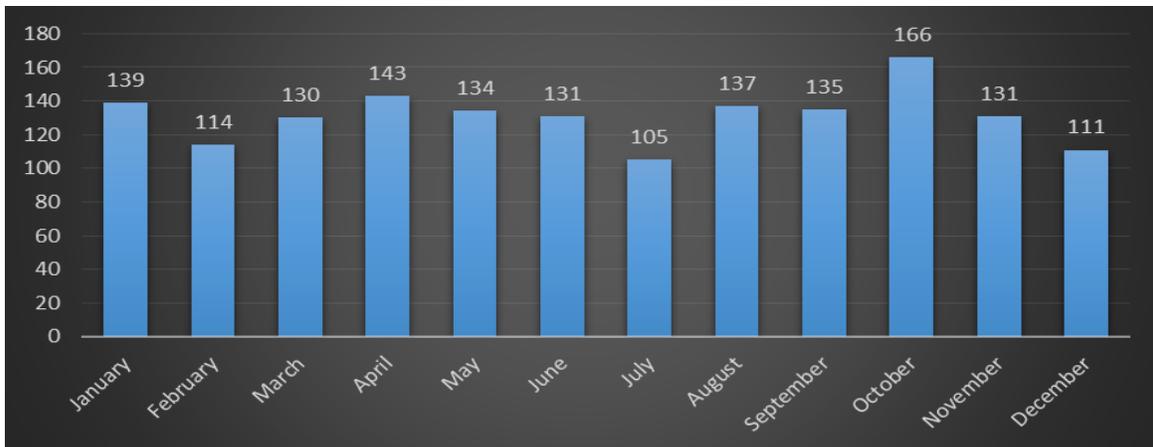
The traffic unit had an exceptional year, although experiencing a drop in its numbers due to a decrease in man power. Golf cart inspections continued to increase this year with 17 new golf carts registered, as well as a proposal for the west side golf cart ordinance was submitted for approval. The motor unit participated in the Matt Miller Motorcycle Skills Competition, MLK parade, Daytona Speed Weeks and Dayton 500, Red, Hot and Boom in Altamonte, Fireball Run rally, along with numerous escorts and VIP movements.

- Felony Arrest 18
- Misdemeanor Arrest 219
- DUI Arrests 11
- Fatalities 6
- Crashes 974
- Blue Forms 211
- Moving Citations 3,333
- Non-moving Citations 2,293
- Seat Belt Citations 847
- Child Restraint Citations 38
- Warning Citations

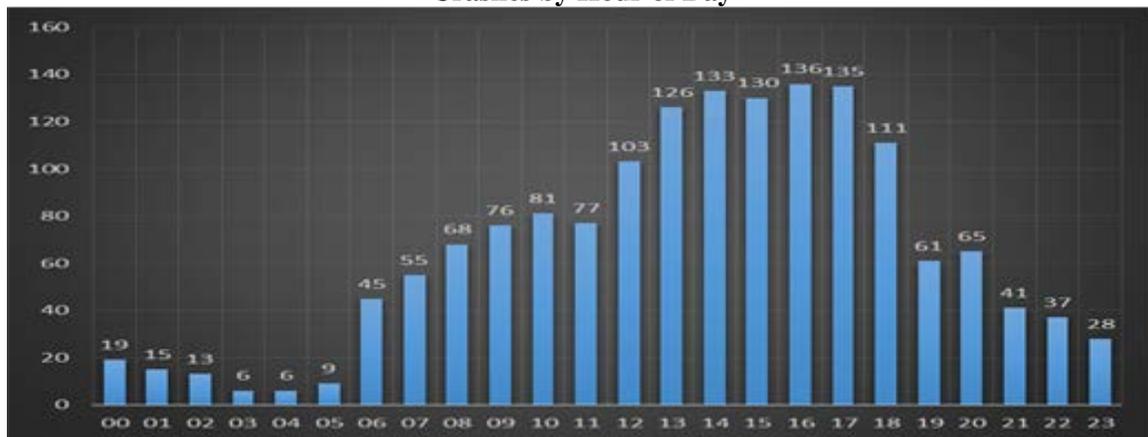
**Traffic Crashes by Week**



**Crashes by Month**



Crashes by Hour of Day



## Special Events

The Special Events Review Committee looked at over 150 different events in 2015. The department participated in 107 of those events. The eight City Sponsored Events included the MLK festivities, Easter Egg Hunt, Festival on the Fourth, Spooky Halloween, Christmas in the Square, Memorial Day, Veteran Day and the Christmas Parade resulting in over 873 man hours at a cost of \$41,000.00. Departmental Events include National Night Out, Jim Payne, Seminole High School Parade, Grad Night at the Civic Center and the Domestic Violence Vigil.

Other notable events were:

- Twelve (8) different sponsored 5k races along with the Riverside Dash 15k and 5k runs.
- Celebrate Sanford.
- Two First Responder disaster preparedness event (Seminole Towne Center Mall and the Zoo),
- Movie In the Square
- The Historic Goldsboro Festival
- Day of Unity
- Ten (10) Celery City Cruiser events along the Lakefront,
- Twelve (7) food truck events, and
- Finished with eleven (11) Alive after Five events.

- There were also many other events throughout the year



Fireball Run



Fireball Run



Veterans Day



Veterans Day



Fourth of July



Sanford Air Show

## Community Relations Unit

In the year 2015, the Community Relations Unit performed or participated in the following

Attended over 90 Meetings, to include:

- Neighborhood Watch
- Business Watch
- Development Review Team
- HOA
- Neighborhood Watch Block Captains
- Domestic Violence (DV) Task Force
- SACSON
- Community Meetings
- Latino Festival planning committee

Participated in/Conducted the following “Special Events”

- Torch Run
- Boy Scouts Blue and Gold
- Back to school drives (2)
- Cops for Kids
- Family Day
- Guns and Hoses 5k
- Hispanic Outreach Festival @ McKibbin Park
- Funeral Escorts (3)
- Parades (5)
- Building Tours (15)
- Security Surveys (5)
- Luncheons (8)
- Domestic Violence Candle Light Vigil (approximately 80 people attended)
- Goldsboro Festival
- Sanford Air Show
- Fireball Run
- Deployed the Community Activities Trailer (17 times)
- Purchased Christmas gifts for a family of (4)



Hispanic Outreach Festival



Hispanic Outreach Festival



Fall Festival

Hispanic Outreach Festival



Sponsored Christmas Family



Christmas Parade

## Drug Enforcement Administration (DEA)

Agent Locher Performed/recovered the following during the 2015 year:

- Meth – 7,500 Grams
- Marijuana – 220 Grams
- Cocaine – 700 Grams
- Pills – 2,100
- Pseudoephedrine – 1800 Grams
- Heroin – 45 Grams
- Arrest – 50 bodies
- Dismantled of approximately 40 meth labs.

## City County Investigation Bureau (CCIB)

Agent Justiniano performed/recovered the following during the 2015 year:

- Initiated 7 local cases
- Initiated 0 local DTO's
- 6 - State Arrests
- 3- Trafficking/Conspiracy Trafficking cases
- Crack – 6 grams
- Powder Cocaine – 128 Grams
- Heroin – 0 Gram

- Marijuana – 14 Grams
- Hydrocodone 0
- Hydromorphone 0
- Oxymorphone 0
- Two Confidential Informants developed

## City County Auto Theft (CCAT)

During 2015 the CCAT unit worked and recovered the following vehicles

- 152 auto theft cases resulting in a 16% increase from last year (131).
- 27 recovered vehicles resulting in a 35% increase from last year (20)

## City County Economic Crimes (CCEC)

During 2015 the economic crimes section investigated 339 cases to include:

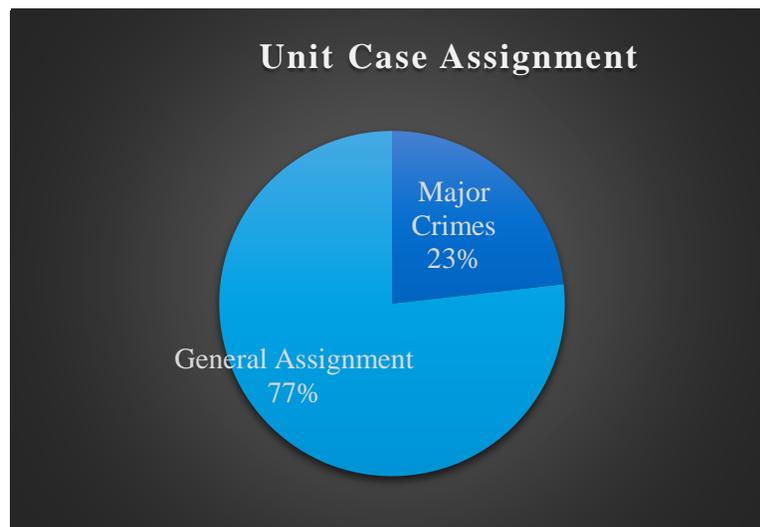
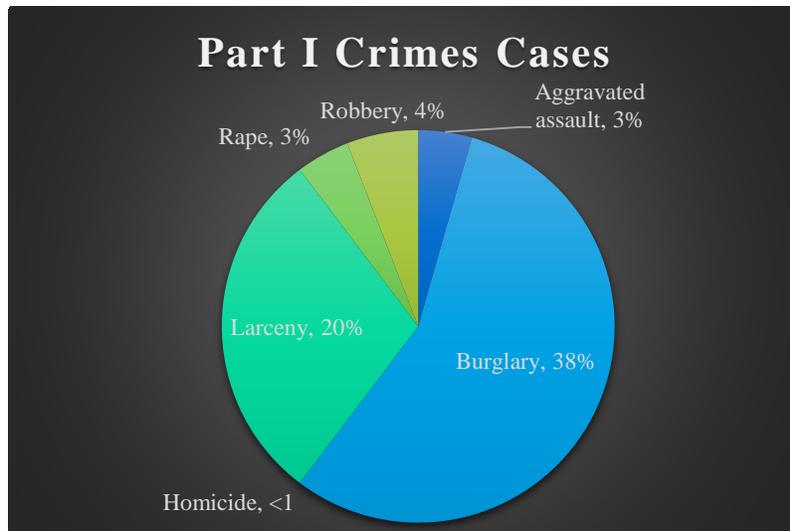
- Identity Theft - 101
- Credit Card Fraud - 129
- Uttering Forged Instrument - 66
- Other (Scam/Swindle, Mortgage Fraud, Elderly Exploitation, Embezzlement) - 94

## Criminal Investigations

Criminal Investigations Section investigated 1,604 cases and reported a 25% overall clearance rate for 100 arrests and 95 capias. It should be noted the clearance rate \* does not include non-criminal cases.

GENERAL ASSIGNMENT		
Investigator (Cases)	Arrest / Capias	Clearance Rate *
Ellenburg = 212	7 Arrest/ 11 Capias	17%
Taylor = 174	8 Arrest/ 10 Capias	20%
Allbritton = 115	5 Arrests/ 12 Capias	22%
Price = 187	8 Arrest/ 9 Capias	25%
Walker = 184	9 Arrest/ 12 Capias	19%
DiFatta = 6	0 Arrests/ 0 Capias	25%
Flanagan = 151	8 Arrests/ 3 Capias	16%
Walsh = 9	0 Arrests/ 0 Capias	0%

MAJOR CRIMES		
Investigator (Cases)	Arrest / Capias	Clearance Rate *
Bowen = 84	15 Arrests/ 7 Capias	51%
Erwin = 85	4 Arrests/ 13 Capias	65%
Hall = 99	5 Arrests/ 3 Capias	22%
Lopez = 34	3 Arrest/ 0 Capias	26%
Jacobs = 159	13 Arrests/ 10 Capias	31%
Cleveland = 2	1 Arrest/ 0 Capias	50%
Labree = 2	0 Arrests/ 0 Capias	0%
Serino = 43	6 Arrests/ 1 Capias	32%
Timpano = 64	7 Arrests/ 4 Capias	23%



During 2015, there were numerous major events that took place in the city. Some involved the conclusion of crimes that occurred in previous years.

- On January 6<sup>th</sup>, 2014 Richard Lawrence Barnes committed the 1<sup>st</sup> degree Premeditated Homicide of beloved local insurance agent Cynthia McGee-Bryant. On July 30<sup>th</sup>, 2015 the Sanford Police Department went to trial and was able to secure a conviction. Richard Barnes was sentenced to Life in Prison without the possibility of Parole.
- On March 27<sup>th</sup>, 2013 Anthony Barnes and co-defendant Olajuwon Perry committed the 1<sup>st</sup> Degree Felony Murder of Marcus Killingsworth. On November 19<sup>th</sup>, 2015 the Sanford Police Department went to trial and was able to secure a conviction. Anthony Barnes was sentenced to Life in Prison without the possibility of Parole. Olajuwon Perry, his co-defendant is still awaiting trial.

- On February 23<sup>rd</sup>, 2015 Jerald Michael Todd was shot and killed on West 12<sup>th</sup> Street. Sanford Investigators were able to identify and obtain 1<sup>st</sup> degree Felony Homicide indictments on the three suspects involved. Gayland Young, Dy'Quaries Jones and Deveicon Burke are all currently awaiting trial.
- On August 13<sup>th</sup> 2015 a local disabled veteran was carjacked at gunpoint by several subjects on Country Club Circle. After a thorough investigation by Sanford Investigators Telly Engram, Tyrese Melbourne and Jarkvis Peoples were all arrested for the incident. Melbourne and Peoples have charges ranging from with Conspiracy to Commit Carjacking, Carjacking with a Firearm, Battery Upon a Person Over 65yoa and Possession of a Firearm by a Delinquent.
- Investigators continue to investigate the homicides of Rodney Medlock, Joshua Hur and Andre Robertson

## Neighborhood Response Unit (NRU)

During 2015, NRU affected 288 arrest for the following incidents

- Two (2) Trafficking in Cocaine
- Two (2) Trafficking in Oxymorphone
- One (1) Sale of Cocaine
- Two (2) Sale of Oxycodone
- Two (2) Sale of Cannabis
- One (1) Possession of Hydrocodone with Intent
- Twenty-five (25) Possession of Cocaine with Intent
- One (1) Possession of Methamphetamine with Intent
- One (1) Possession of Oxycodone with Intent
- One (1) Alprazolam with Intent
- One (1) Cultivation of Cannabis
- Ten (10) Possession of Cannabis with Intent
- Seventy-eight (78) Possession of Cocaine
- Forty (40) Possession of Cannabis
- Nine (9) Possession of Hydromorphone
- Two (2) Possession of Oxycodone
- One (1) Possession of MDMA
- Fourteen (14) Possession of Drug Paraphernalia
- Two (2) Prostitution
- Twenty-three (23) Warrants
- Thirty-one (31) Violation of Probation
- Ten (10) DWLS
- Two (2) Possession of Firearm (concealed)
- Nine (9) Resisting without Violence
- Four (4) Trespass after Warning
- Five (5) Flee and Elude LEO
- One (1) Loiter and Prowling

- Four (4) Patrol Arrests
- Four (4) CIS Felony Apprehension

NRU also executed or seized the following:

- Ten (10) search warrants.
- One (1) residence. (Civil Case Pending)
- Six (6) Firearms.
- Two (2) vehicles.
- Approximately \$23,779 in U.S. Currency

#### Notable Cases

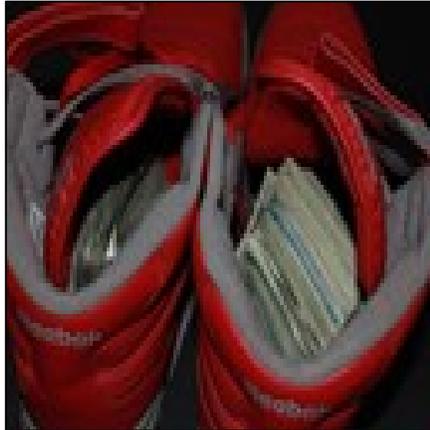
- On January 9, 2015, members of the Neighborhood Response Unit conducted a traffic stop on a 2013 Ford Fiesta after observing a hand to hand transaction with the occupants and an unknown male. During the investigation, the occupants of the vehicle were found to be in possession of suspected Crack Cocaine and Methadone. The occupants were arrested and the vehicle was seized under the Florida Contraband Forfeiture Act.



A 2014 Mazda 3 valued at over \$30,000 seized in 2014 during a drug investigation was awarded to the Sanford Police Department this year.



- In January of 2015, members of the Neighborhood Response Unit were conducting surveillance in Academy Manor observed a 2000 Toyota Tundra leaving a target residence. A traffic stop was conducted and recovered Cocaine Hydrochloride, Tramadol, and items of drug paraphernalia. The driver was placed under arrest and the vehicle was seized under the Florida Contraband Forfeiture Act.
- In February of 2015, the Sanford Police Department NRU executed a search warrant at residence on Mara Court and recovered \$11,163 in United States Currency pursuant to the Florida Contraband Forfeiture Act.



- In March of 2015, NRU executed a drug search warrant at a residence on Academy Avenue and recovered fifty-seven (57) individually packaged bags of Cocaine HCL with the total approximate weight of 20 grams, one hundred and eight (108) Hydromorphone pills and Drug Paraphernalia. Four of the eight subjects located on the property were arrested for cocaine Possession with Intent to Sell and are pending charges for Trafficking in Hydromorphone. Based on the evidence seized and Bradshaw's statements, the residence is being seized under the Florida Contraband Forfeiture Act.



- In May of 2015, Sanford CID and NRU executed a search warrant at residence on Mangoustine Avenue in connection with a homicide case. During the search, Investigators located 60.7 grams of MDMA, 14.2 grams of Cocaine (Base), 2.0 grams of Cocaine Hydrochloride, 10.3 grams of Cannabis, one (1) S&W .40cal, one (1) S&W .38 Special, ammunition, and numerous items of Drug paraphernalia.



- In July of 2015, members of NRU executed a drug search warrant at a residence on Railroad Avenue and located approximately twenty-four (24) grams of Crack Cocaine, seven (7) grams of Cannabis, and items of drug paraphernalia related to the manufacturing of Cocaine Hydrochloride into a base form. The target of the investigation was arrested on scene for Possession of Cocaine with Intent to sell within 1,000 feet of a Church, Possession of Cannabis, and Possession of Drug Paraphernalia.
- Also in July of 2015, a suspected drug transaction was observed in the area of 27th Street and French Avenue with the driver of a Ford Taurus and a subject on foot. During a traffic stop Investigators observed suspected crack cocaine and drug paraphernalia in plain view and recovered fifty-seven of Cocaine Base (Crack) and three (3) grams being Cocaine Hydrochloride. The subjects was charged with Trafficking in Cocaine, Possession of Cannabis, Possession of Drug Paraphernalia, Driving while license suspended (Habitual), and Violation of Probation, Trafficking in Cocaine, Possession of Cannabis, and Possession of Drug Paraphernalia.



- Also in July of 2015, members of NRU executed a search warrant at a residence on 8<sup>th</sup> street and recovered approximately eight (8) grams of Cocaine Base (Crack) and twenty-three (23) Oxycodone pills. The subject was arrested and charged with Possession with Intent to sell both Cocaine and Oxycodone.
- Also in July of 2015, members of NRU were conducting surveillance at a convenience store located of Park Avenue. Investigators observed a suspected drug transaction in the parking lot. A traffic stop was conducted and suspected Cocaine Base (Crack), suspected Cocaine Hydrochloride, suspected Methyldioxypropyvalerone (Molly), suspected Cannabis, Alprazolam pills, and items of drug paraphernalia were located. The subjects were arrested on several drug charges.



- In August of 2015, members of NRU executed a drug search warrant at a residence on Magnolia Avenue and recovered approximately twenty three (23) grams of Heroin, one (1) Heckler & Koch .40 cal Handgun, numerous items of drug paraphernalia, and \$1,631 in U.S. currency. The target of the investigation was arrested and charged with Trafficking in Heroin over 14 grams (ARMED), Possession of Firearm by Convicted Felon, Possession of Drug Paraphernalia, and Conspiracy to Destroy/Tamper of Evidence.
- In September of 2015, members of NRU conducted a traffic stop on a Chrysler near a residence on Southwest Road and located approximately two (2) grams of Cocaine Base and a RUGER SR9 9MM handgun. The driver was arrested for Possession of Cocaine with Intent to Sell.



- Also in September of 2015, members of NRU observed a suspicious vehicle in an alley at 20th Street and Sanford Avenue. Investigators observed a known prostitute and Crack Cocaine user enter the front passenger seat of the vehicle. Contact was made the occupants and a search located approximately seven (7) grams of Crack Cocaine, five (5) Hydromorphone pills, and items of drug paraphernalia. During a search of the trunk of the vehicle, Investigators located approximately ten thousand dollars in United

States Currency (\$10,000.00). The United States Currency was seized pursuant to the Florida Contraband Forfeiture Act. Both William Littles and Goldie Marshall were arrested.



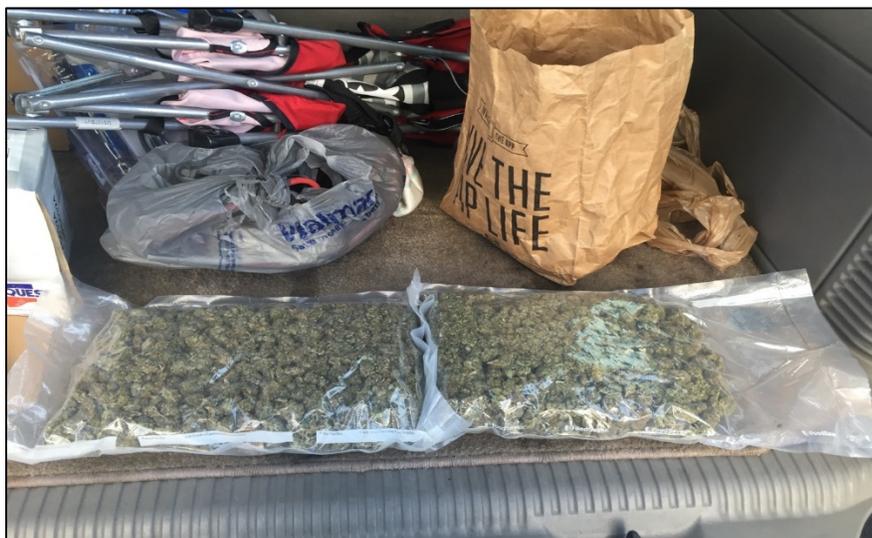
- Also in September of 2015, members of NRU initiated an investigation after receiving information from the Brevard County Sheriff's Office. The information provided stated a female identified who resides at a residence on 3<sup>rd</sup> St , Sanford, Seminole County, Florida, has been selling Cocaine at local bars in the downtown Sanford area. Through a detailed investigation, NRU members were able to conducted a "Cold Contact" via the females phone number and negotiated to purchase an eighth of an ounce of Cocaine Hydrochloride for \$150.00 in United States currency. During this time, NRU members made contact and recovered approximately four (4) grams of Cocaine Hydrochloride. NRU members executed a search warrant on the suspects residence and recovered additional amounts of Cocaine HCL, Cannabis, cutting agents, and drug paraphernalia.



- In October of 2015, members of NRU were conducting surveillance in the area of Airport Blvd. and McCracken Rd. Investigators observed a vehicle being driver who is known to be involved in illegal drug sales. Probable cause was established and a traffic stop was conducted at Airport Blvd. and 25th St where investigators located sixteen (16) grams of Cocaine base (crack) and six (6) grams of Cannabis. Investigators also seized \$1,249.00 in United States currency as case evidence. The suspect was arrested for Possession of Cocaine with Intent to Sell, Possession of Cannabis, and Driving While License Suspended.



- In November of 2015, members of NRU received information from a documented reliable confidential informant that a specific vehicle parked in a fast food location contained approximately two pounds of Cannabis. Members of NRU conducted a Carroll Stop on the vehicle and during a search recovered two vacuum-sealed bags (948 grams) of suspected Cannabis in the trunk of the vehicle.



Additional Firearms Seized



## School Resource Officers (SRO)

During 2015, SRO's are constantly providing extra patrols on and off of their assigned school campuses. This is being performed on foot, by golf cart and in their vehicles to ensure the safety of the students arriving and departing from school. Both school administrators and parents have relayed positive comments concerning the SRO's efforts.

The FOCUS on Safety program is still being taught in all five elementary schools. The curriculum was taught by Officers Manley and Memminger. Approximately 28 classes were taught the material.

There were 49 arrests and 14 Capias Requests completed at the nine schools located in Sanford.

All SRO's have participated in numerous classroom visits, student conferences, parent conferences, school meetings and after-school activities. In 2015, SRO has collectively made contact with over 5000 students.

**Seminole HS**

Arrests: 29  
Capias: 6  
Baker Acts: 13  
Traffic Accidents: 8  
Traffic Citations: 11  
Trespasses: 2

**Crooms Academy HS**

Arrests: 2  
Capias: 4  
Baker Acts: 7  
Traffic Accidents: 2  
Traffic Citations: 1  
Trespasses: 0

**Sanford MS**

Arrests: 4  
Capias: 0  
Baker Acts: 7  
Traffic Accidents: 2  
Traffic Citations: 1  
Trespasses: 0

**Millennium MS**

Arrests: 8  
Capias: 4  
Baker Acts:  
Traffic Accidents: 0  
Traffic Citations: 1  
Trespasses: 2:

**Bentley, Hamilton , and Goldsboro ES:  
(Officer J. Brown)**

Arrests: 0  
Capias: 0  
Baker Acts: 1  
Traffic Accidents: 0  
Traffic Citations: 1  
Trespasses: Pias: 0

**Wicklow, Pine Crest and Goldsboro ES  
(Officer Manley)**

Arrests: 0  
Capias: 0  
Baker Acts: 0  
Traffic Accidents: 0  
Traffic Citations: 0

## Volunteer Program

### Chaplains

Four of the five Chaplains attended the International Conference of Police Chaplains (ICPC). There they were trained on Death Notification, Stress Management, Ceremonies and Events, Confidentiality and Legal Liability, Responding to a Crisis Situation, Officer Death or Injury, and Sensitivity and Diversity.



The Chaplains donated over 500 hours to the department in 2015. In December, the Chaplain Class A uniform was finalized to convey a clear message to the public as who we are while working events for positive recognition for the Sanford Police Department.

### Citizen's on Patrol (COP)

Volunteers donated over 1,000 hours patrolling neighborhoods, business areas and shopping centers. The C.O.P.'s also assisted with blocking streets for parades, 5k's, and other city events. One more Citizen's on Patrol vehicle was added to the fleet. This will help the unit to increase its patrolling hours.



### Administration

Volunteers and interns donated over 2,000 hours doing administrative duties. They assisted with tracking volunteer hours, making flyers for upcoming events, helping train new volunteers, fingerprinting, and mail courier service, preparing for events, and working in the supply room.

### Interns

In 2015, four students successfully complete their internship with the Sanford Police Department through the Volunteer Program. Two of the students were from the University of Central Florida, one from Keiser University and one from Monmouth University in Oregon.

## Events

Volunteers donated over 3,000 hours participating in community events. Some of the events volunteers participated in were:

- National Night Out
- MLK Parade
- Memorial Day Parade
- Christmas Parade
- Christmas in Magnolia Square
- Run with Class 5K
- Riverside Dash
- Sanford Riverwalk 5K
- Jim Payne 5K
- Chocolate 5K Fun Run
- Special Olympics Torch Run
- Family Fun Run
- Bentley Elementary 15/5K run
- Chocolate Fun Run
- Glow the Mall Pink for Breast Cancer Awareness Walk
- SPD & FD Family Day
- Severe Weather Awareness
- Easter Extravaganza
- Monster House Ribbon Cutting Ceremony
- Two Police & Fire retiree luncheons
- Sweet Tea w/the Chief
- Coffee with a cop
- Hispanic Outreach
- Back to School Bash
- July 4<sup>th</sup>
- Domestic Violence Vigil
- Delivered Thanksgiving meals
- Goldsboro Festival
- “Alive After 5”’s
- Officer recruiting days
- Sergeant and Lieutenant promotional process
- Historic Goldsboro Festival
- Lake Golden Fundraiser
- Tour of Homes
- Spooky Halloween

## Accomplishments

The Volunteer Program held two Citizen Academies in February and in June. Volunteers were trained in Traffic Control, Defensive Driving, and Radio Communications and were CPR & First Aid certified.



The Volunteer Program hosted two volunteer appreciation nights for the volunteers. In April Millie Proodian hosted the volunteer appreciation carnival/ cookout to show appreciation for the many hours that the volunteers put in during the spring months.



In July, the volunteer annual awards banquet was held. All volunteers received a certificate of recognition from the Sanford Police Department. In addition, volunteers with the most hours received a presidential award along with a pin.





In 2015, five of the volunteers/interns were hired on by the Sanford Police Department. Michael Hernandez (pictured on the left), Trevor Collins, Sharon Deromedias as police officers, and Michelle Hermann and Victoria Arndt as Crime Scene Technicians.

In September, Millie Proodian, Sergeant Perkins and Carl Grady were tasked by Chief Smith to put together a Sanford Police history display case for the lobby. With a lot of research and many trips to the Sanford Museum, they were able to find several antique police items to display.



National Night Out was a huge success! It was held on the first Tuesday in October @ Fort Mellon Park and we had close to 1,000 in attendance. Several local businesses participated in the event. The event was sponsored by the Sanford Police Department and Sanford Super Target. Each vendor had an activity or a giveaway for a child. The SPD grilled hot dogs and gave away a drink and chips. Target gave away

two bikes and a helmet to go with each bike. There were several police vehicles on display including the pink cancer awareness car, two motor units and the youth activity trailer.



## 2016 GOALS

In the upcoming year, the Sanford Police Department will strive to meet the following three goals: A Safe Community by reducing serious crime, improving traffic safety and utilizing technology, Fostering Partnerships and Promote Employee Development & Wellness.

### Goal One - A Safe Community

#### Reduce Serious Crime

- Deployment of two additional K-9 teams
- Development of a Uniform Tactical Unit
- Reorganization of the power shift
- High visibility patrol in known crime areas.
- Refocusing attention to foot and bike patrols within assigned CSAs.
- Develop and implement new ordinances pertaining to homelessness.
- Look into developing a Crime-Free Housing Program in conjunction with the apartment complexes in within the city
- Developing and implementing a Community Enforcement Teams (Code Enforcement, Police, and Fire).
- Address Repeat Calls for Service
- Address “Unknown” Reports
- Move from Reactive to Predictive Policing
- Creating overlap on squads to cover shift change and busy times of the shift.
- Visit other counties and law enforcement academies to diversify the workforce
- Proactive approach to active shooter incidents and becoming certified to instruct active shooter response to civilians

#### Improving Traffic Safety

- Crosswalk and work zone enforcement with zero tolerance.
- Zero traffic violation tolerance in areas where new crime trends emerge.
- Directed patrols in areas identified by department members as trending downward or troubled areas.
- Increase DUI enforcement and education within community

#### Utilizing Technology

- Mandatory roll call training each month
- Reevaluate and update employee evaluation process.
- Use Data/Intelligence driven policing concepts in CSAs.
- Deploy the new Command Vehicle.
- Leveraging SharePoint within the department.
- Issue body cameras to Patrol Supervisory Personnel.
- Continue to increase our reach within the community with the Chief videos, Facebook, Twitter, and YouTube.
- Utilize ESRI Spatial Analyst extension to locate “hot spot” areas.

- Expand the use of our body worn cameras and continue to train our personnel in fair and impartial policing practices.

## Goal Two – Fostering Partnerships

- Continue the community walk and talks at patrol shift levels.
- Promote engagement within the community via National Night Out, Community BBQ's, Neighborhood Clean-ups and at community gatherings.
- Increase the number of Neighborhood Watch Groups within the city.
- Increase the Volunteer Program within the City and Police Department. We will look at having a COP (Citizen on Patrol) in the community during each shift daily.
- Increase our outreach into the Hispanic Community via the Hispanic Outreach Program using personnel assigned to the Community Relations Unit (CRU).
- Continue its efforts to remain as transparent as possible as to its policy and practices.
- Enlarge the Elderly Service/Outreach Program.

## Goal Three - Promote Employee Development & Wellness

- Development of a holistic wellness program
- Implementation of fitness testing
- Continued participation in community wellness activities
- Career development by tracking the needs, direction and growth within the department.
- Create training and physical fitness opportunities.
- Promoting continued education by partnering with UCF, Seminole State, Rollins and other local universities and colleges
- Become actively involved with events to promote both mental and physical health for the officers and department personnel.
- Create a crisis intervention team.
- Further, develop the Employee Recognitions Program.
- Increase standards for promotional testing.
- Develop a succession plan for the department
- Continue performance expectations through yearly evaluations



## PERFORMANCE MEASURES

To achieve these robust goals the department must address some areas of concern within the department and city to include finance allotment for the department budget and employee retention.

### Employee Retention

During 2015, eighteen employees retired (8) or resigned (10) from the department. These employees ranged from officer, supervisors and civilians of which account for 13% of the departments work force. Of the ten resigned employees, all have left the department for increased pay, benefits and job growth. The loss to the department has resulted in a younger less experienced work force, negative moral and increased responsibilities for those already doing more with less. The estimated of employee loss for 2016 are even dire because the department has already lost seven employees by mid-February. The department currently has 14 sworn vacancies and 1 civilian vacancy.

### Budget

The following capital items were requested in the 2016 budget to support the core goals but of which not all were approved.

Police Department Capital items recommended but not funded	Amount	Comments/Justification
Police Law	14,000	Supports Officer Training
Police K-9 Impact Fee Eligible	9,000	Should have four - one for each shift
CVSA Computer	5,000	Increase hiring process efficiency
Golf Cart for Volunteer Program Impact Fee Eligible	10,000	Supports Public Safety
Heat Fuming Chamber 214 CA Impact Fee Eligible	1,300	Supports Investigations
ESRI Crime Analyst Spatial Analyst Software	2,500	Supports Crime Analyst Capabilities
Handheld Traffic Radars x 2	5,000	Traffic Safety
Scan-N-Find Pocket Image Kit RUVIS - KSS8900 Impact Fee Eligible	8,500	Supports Investigations
Mobile Forensics Software (\$1500 annual maintenance cost) Impact Fee Eligible	5,999	Support Investigations
M4 Rifle Lights (80 rifles x \$100) Impact Fee Eligible	8,500	Officer and Public safety
Replace all Police Bike lighting with latest LED lighting (16 x \$400)	7,000	Officer Safety
Modify Police Vehicle (2) for PIT Training	4,000	Supports police driver training
Gym Equipment Upgrades	4,000	Maintaining officer physical fitness
Painting Interior/Exterior as needed	5000	Upkeep pristine condition
City of Sanford Law Enforcement Camera Monitoring System (MGM Partners) IFE	150,000	Recommended by MGM Partners
Police/ Fire Substation - North White Cedar Relocation (ST30) (Police Portion)	150,000	rough estimate (Impact Fees)
<b>Police Department Non CIP Items recommended</b>		
Reimburse Officer Applicants the expense of attending the academy	35,000	Supports attracting quality applicants
International Association of Police Net Subscription \$1,225 annual	1,225	Information resource
Fund Two Gun Buy Backs	20,000	Takes guns off the streets
Annually hire consultant to manage the promotional process	30,000	Ensures professional promo process