

SANFORD POLICE DEPARTMENT

2016 Annual Report



Thursday, March 16, 2017

SUMMARY

This report is a reflection of the work and dedication by the men and women of the Sanford Police Department in 2016. 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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2016 Goals and Results

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.

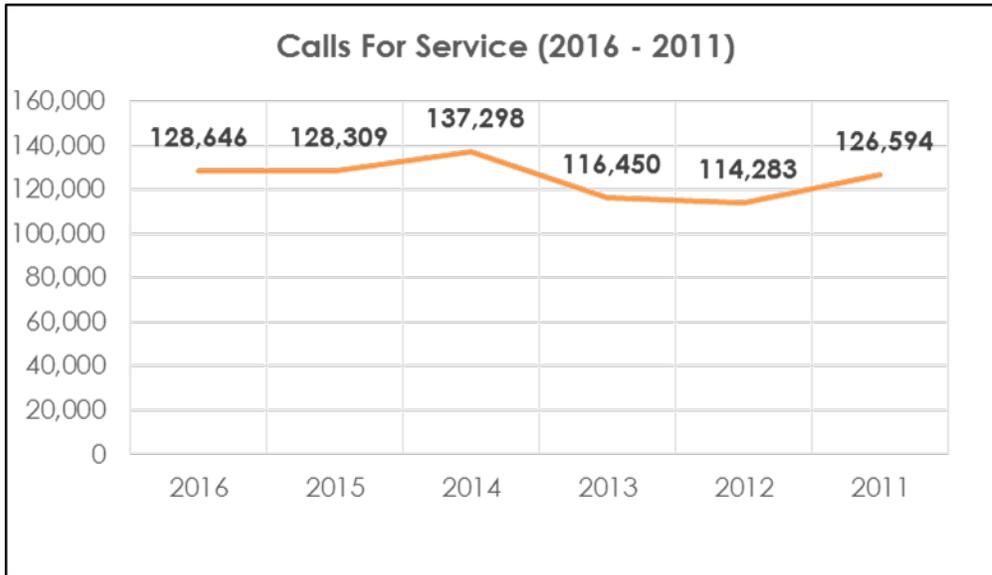
Goal One - A Safe Community

- 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

Crime Statistics

Calls for Service

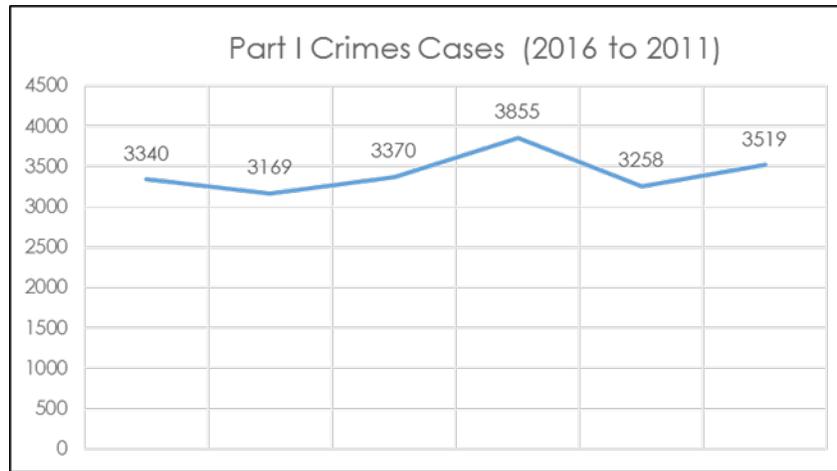
In 2016, there were 128,646 total calls for service (CFS) resulting in a 0% change from last year and 3% increase from the five-year average.



CFS	2016	2015	% Change Lst Yr	5yr Avg	% Change 5 Yr Avg.
TOTAL	128,646	128,309	0%	124,587	3%
Cleared	94,314	92,124	2%	90,583	4%
911	18,533	18,151	2%	18,924	-2%
TEL	22,992	22,588	2%	23,533	-2%
ONV	52,789	51,385	3%	48,125	10%
Canceled	34,332	36,185	-5%	34,004	1%

Part I Crimes

In 2016, there was an estimated 3,340 Part I Crimes resulting in a 5% decrease from last year and 3% decrease from the five-year average.



Part I Crime Cases	2016	2015	% Change Lst Yr	5yr Avg.	% Change 5 Yr
TOTAL	3340	3169	5%	3434	-3%
Violent	479	477	0%	380	26%
090A- Homicide	5	3	67%	3	47%
110A - Rape	52	56	-7%	31	69%
110B - Sodomy	0	0	0%	2	-100%
110C - Fondling	0	2	-100%	21	-100%
1200 - Robbery	141	115	23%	136	4%
130A - Agg. Assault	281	295	-5%	180	56%
130D - Agg. Stalking	0	6	-100%	8	-100%
Property	2861	2692	6%	3054	-6%
2200 Burglary	464	557	-17%	784	-41%
230A Larceny Pocket Picking	5	8	-38%	10	-48%
230B Larceny Purse Snatching	28	9	211%	11	155%
230C Larceny Retail	628	619	1%	589	7%
230D Larceny from MV/No Parts	478	340	41%	396	21%
230E Larceny from MV/ Acce.	162	133	22%	185	-13%
230F Larceny of Bicycles	77	93	-17%	88	-12%
230G Larceny from building	13	16	-19%	18	-28%
230H Larceny Coin Op. Mach.	4	8	-50%	7	-41%
230I All Other Larceny	787	731	8%	785	0%
2400 Auto Theft	215	178	21%	182	18%

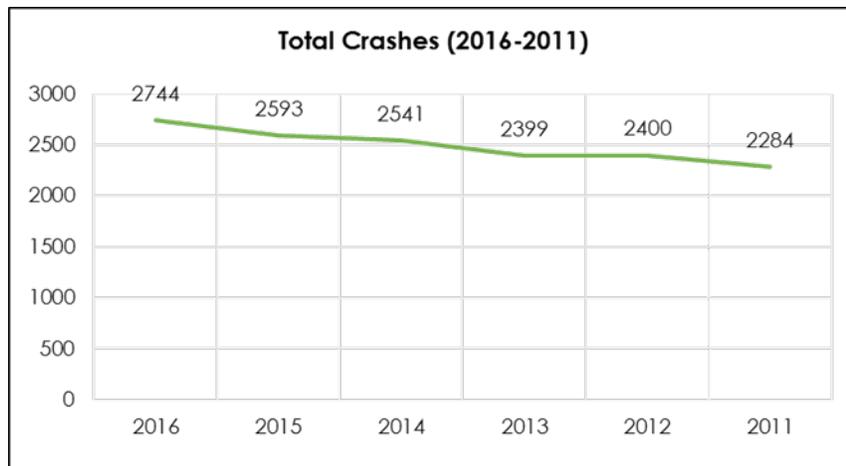
Goal One - A Safe Community

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

Traffic Crashes

In 2016, there were 2,744 traffic crashes resulting in a 6% increase from last year and 12% increase from the five-year average.



Traffic Crashes	2016	2015	% Change Lst. Year	5 yr. Avg	% Change 5 yr. Avg.
Total Crashes	2744	2593	6%	2,443	12%
Hit N Run	568	535	6%	489	16%
Vehicle Crash	2,176	2,058	6%	1,954	11%

Goal One - A Safe 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, and 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

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 2016, nineteen employees retired (2), resigned (16), or were dismissed (1) from the department. Of the sixteen 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 2017 is similar as the department has already lost three employees by mid-February. The department currently has 9 sworn vacancies and 2 civilian vacancies.

ADMINISTRATIVE SERVICES DIVISION

Budget

The following capital items were requested in the FY-2017 budget to support the core goals but of which not all were approved.

Police Department Capital Items Recommended & Approved	Amount	Comments/Justification
Vehicle Replacements	489,200	Eleven vehicles to replace vehicles being taken out of service
Additional (40) Body Cameras	100,587	Meets goal of providing every officer a body camera
Body Camera Attachments	4000	To replenish worn camera attachment parts
Body Camera Room Upgrades	6000	Room requires electronic upgrade to properly support cameras.
Active Shooter Kits	79,590	Was purchased to provide one to every officer.
Tasers	9,475	Provides 7 additional officer tasers

Police K-9 Impact Fee Eligible	17,000	Will fund two K-9's, increasing inventory to (4) total, one for each shift.
CVSA Computer	5,000	Required to support increased hiring process tempo.
Scan-N-Find Pocket Image Kit RUVIS - KSS8900 Impact Fee Eligible	8,500	Electronic state of the art latent fingerprint reader
M4 Rifle Lights (80 rifles x \$100) Impact Fee Eligible	8,500	Grant funded - 2017
Upgrade of Public Fingerprinting machine	7,691	Required by FDLE
Police Department Capital Items Requests deferred to FY-2018		
Painting Interior/Exterior as needed	5,000	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)
Modify Police Vehicle (2) for PIT Training	4,000	Supports police driver training
Gym Equipment Upgrades	4,000	Maintaining officer physical fitness
Handheld Traffic Radars x	9,475	Traffic Safety
Body Camera Glasses	1,050	Motor officers – efficient mounts
Bullet Proof Vests	5,540	Additional Officers
Video Monitoring	150,000	As recommended by MGM Consultant
Zebra Ticker Printers	11,000	To replace worn printers
Interior/Exterior Painting	5,000	Building Maintenance
Crime Scene Source Light	4,200	Evidence detection using UV Light
Processing Chamber	17,000	Recover latent prints from soft materials
Crime Scene Van	46,870	Replace aging CST vehicle
Modify Police Vehicle for PIT Training	4,000	To support training

Replace all bike lighting	7,000	Bike Officer safety
Gym Equipment	4,000	Upgrades and replacement
Traffic Lasers	21,649	Replace aging equipment
Sig Sauer P320 Laser Shot Training Handguns	7,000	Training gun must match actual gun used by our officers.
Motorcycle Helmets	4,330	Replace aging motorcycle helmets
Police Department Non CIP Items Recommended and Not Approved		
Option # 1: Three Additional officers	183,396	School Board requesting all Sanford Public Schools have officer assigned.
Option # 2: Four CSO's	161,827	Relieve three officers from Patrol for school assignment
Refund Support Services Supervisor Position	65,000	To assist Administrative Services Manager with ever growing P.D. support requirements.
Police Law Institute (PLI)	15,000	Critical officer training tool
Refund Administrative Specialist II for Investigations	40,000	Has been vacant for six years. Needs to be refunded
Lexis Nexis Account	3,600	Investigative tool to enable online searching
Portable fingerprint reader maintenance agreement	2,816	Have approx. a dozen of these readers. IT needs the service contract to support them
Reimburse recruits attendance at the Police Academy	35,000	Enhance SPD ability to recruit the most qualified applicants
PSC Landscaping Mulch	2,000	Public Works will apply if we purchase.
International Association of Police Net Subscription \$1,225 annual	1,225	Information resource for grants, purchasing, law enforcement.

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 - 2016 Budget was 33.7% of the city's budget. Itemized below is the dispersion of those funds.

Budget Expenditures	Total
Salaries	\$7,738,945
Benefits	\$3,600,716
Operating	\$1,623,010
Supplies	\$580,986
Capital Funding	\$734,037
Total Operational Budget	\$13,543,657
Approved Capital Funding	\$827,592

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: \$14,085 in support of funding seven body cameras.

Staffing & Overtime

During 2016, the department employed 151 people of which 132 sworn and 19 non-sworn. Collectively those personnel account for the following overtime expenditures in 2016:

Overtime	Amount
Administrative	\$33,414
Patrol	\$128,853
Investigation	\$95,193
Special Ops	\$138,362
Training	\$29,250

Major Purchases

During 2016, the following Capital Purchases were successfully funded:

New Police Vehicles: Capital funding totaling 577,292 enable the purchase of Patrol Impalas (13), Patrol Ford Interceptor Utility (2) Recruitment Vehicle (1), Chevy Silverado (1). Additional Capital Funding totaling \$250,300 enabled the purchase of the following equipment: Mobile Dispatch Radios (40), Computer tablets (4), Ticket Printers (10), Pro Lase IV Traffic Lasers (4), Records Unit Upgrades including new document scanners, and Traffic Radars (2)



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 2016, the Records Unit processed the following items:

- Arrest Records 2,812
- Capias Records 913
- Citations 13,587
- Traffic Accident Reports 1,816
- Telephone calls incoming 9,149
- Pieces of Mail 2,077
- Walk –ins 6,726
- Public Fingerprinting 373
- Public Records Request 1,741

In addition, the records unit observes three security camera monitors and monitors the facility security alarm board.

Crime Analysis

During 2016, Crime Analysis provided various analytical products and services to city officials, department personnel, citizens and organizations to include the following items:

- Public/ Internal Request form (179)
- Analyst Local Report Dissemination Reports (251)
- Investigative Follow up's (176)
- Surveys for National and Local agencies (22)
- NCIC/FCIC Inquires (194)
- Confidential Reviews/ Suspicious Act Report (8)
- Daily Weekly, Monthly, Quarterly and Year Reports (330)

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 2016 the training unit account for the following training per month:

January	February
<ul style="list-style-type: none"> • Police Law Institute • Patrol Supervisor Training • PowerDMS Policies 	<ul style="list-style-type: none"> • Police Law Institute • O.C. Refresher Course for CSO's • Active Shooter /Civilian • PowerDMS Policies
March	April
<ul style="list-style-type: none"> • CPR/First Aid BBP • Use of Force • Police Law Institute • PowerDMS Policies 	<ul style="list-style-type: none"> • Police Law Institute • PowerDMS Policies
May	June
<ul style="list-style-type: none"> • Use of Force (New Employee Training) • Ethics/ Fair & Impartial Policing (New Employee Training) • D.T. Hobble/ Baton/ Handcuffing (New Employee Training) • Body Camera/ Professional Standards (New Employee Training) • Human Resource Training (New Employee Training) • I.A/ TAF and Evidence.com Training (New Employee Training) • Café/ MiCad Training (New Employee Training) • Aerosol Deterrent Training (New Employee Training) • NCIC/FCIC, D.A.V.I.D. and Report Writing Training (New Employee Training) • Taser X26P (New Employee Training) • Financial Crimes Training (New Employee Training) • States Attorney's Office Training (New Employee Training) • General Investigation Training (New Employee Training) • Infectious Diseases/ First aid and C.P.R. (New Employee Training) • Major Crimes/ Lineup –Show ups (New Employee Training) • Crime Scene (New Employee Training) • Firearms Training/ Intro to Sig 3P320 (New Employee Training) • Firearms Training/ Handgun (Range) (New Employee Training) • CFA Accreditation (New Employee Training) 	<ul style="list-style-type: none"> • Police Law Institute • PowerDMS Policies • Procedural Justice for Law Enforcement Agency's (Supervisor Class) • Procedural Justice for Law Enforcement Agency's (Officer Class)

<ul style="list-style-type: none"> • Narcotics/ Vice Related Crimes (New Employee Training) • Radio Procedures (New Employee Training) • Power DMS (New Employee Training) • Firearm Training/ Intro to Patrol Rifle (New Employee Training) • Firearm Training/ Patrol Rifle (Range) (New Employee Training) 	
<p>July</p>	<p>August</p>
<ul style="list-style-type: none"> • Police Law Institute • Patrol Supervisor Training • PowerDMS Policies 	<ul style="list-style-type: none"> • Use of Force (New Employee Training) • Ethics/ Fair & Impartial Policing (New Employee Training) • D.T. Hobble/ Baton/ Handcuffing (New Employee Training) • Body Camera/ Professional Standards (New Employee Training) • Human Resource Training (New Employee Training) • I.A/ TAF and Evidence.com Training (New Employee Training) • Café’/ MiCad Training (New Employee Training) • Aerosol Deterrent Training (New Employee Training) • NCIC/FCIC, D.A.V.I.D. and Report Writing Training (New Employee Training) • Taser X26P (New Employee Training) • Financial Crimes Training (New Employee Training) • States Attorney’s Office Training (New Employee Training) • General Investigation Training (New Employee Training) • Infectious Diseases/ First aid and C.P.R. (New Employee Training) • Major Crimes/ Lineup –Show ups (New Employee Training) • Crime Scene (New Employee Training) • Use of Force (New Employee Training) • Ethics/ Fair & Impartial Policing (New Employee Training) • D.T. Hobble/ Baton/ Handcuffing (New Employee Training) • Body Camera/ Professional Standards (New Employee Training) • Human Resource Training (New Employee Training) • I.A/ TAF and Evidence.com Training (New Employee Training) • Café’/ MiCad Training (New Employee Training)

	<ul style="list-style-type: none"> • Aerosol Deterrent Training (New Employee Training) • NCIC/FCIC, D.A.V.I.D. and Report Writing Training (New Employee Training) • Taser X26P (New Employee Training) • Financial Crimes Training (New Employee Training) • States Attorney’s Office Training (New Employee Training) • General Investigation Training (New Employee Training) • Infectious Diseases/ First aid and C.P.R. (New Employee Training) • Major Crimes/ Lineup –Show ups (New Employee Training) • Crime Scene (New Employee Training)
<p>September</p>	<p>October</p>
<ul style="list-style-type: none"> • Police Law Institute • PowerDMS Policies 	<ul style="list-style-type: none"> • Police Law Institute • PowerDMS Policies
<p>November</p>	<p>December</p>
<ul style="list-style-type: none"> • Use of Force (New Employee Training) • Ethics/ Fair & Impartial Policing (New Employee Training) • D.T. Hobble/ Baton/ Handcuffing (New Employee Training) • Body Camera/ Professional Standards (New Employee Training) • Human Resource Training (New Employee Training) • I.A/ TAF and Evidence.com Training (New Employee Training) • Café’/ MiCad Training (New Employee Training) • Aerosol Deterrent Training (New Employee Training) • NCIC/FCIC, D.A.V.I.D. and Report Writing Training (New Employee Training) • Taser X26P (New Employee Training) • Financial Crimes Training (New Employee Training) • States Attorney’s Office Training (New Employee Training) • General Investigation Training (New Employee Training) • Infectious Diseases/ First aid and C.P.R. (New Employee Training) • Major Crimes/ Lineup –Show ups (New Employee Training) • Crime Scene (New Employee Training) • Firearms Training/ Intro to Sig 3P320 (New Employee Training) 	<ul style="list-style-type: none"> • Promoting Procedural Justice with At-Risk and Minority Youth • Police Law Institute • PowerDMS Policies

<ul style="list-style-type: none"> • Firearms Training/ Handgun (Range) (New Employee Training) • CFA Accreditation (New Employee Training) • Narcotics/ Vice Related Crimes (New Employee Training) • Radio Procedures (New Employee Training) • Power DMS (New Employee Training) • Firearm Training/ Intro to Patrol Rifle (New Employee Training) • Firearm Training/ Patrol Rifle (Range) (New Employee Training) 	
<p>TOTAL STUDENT HOURS: 12,520</p>	<p>TOTAL INSTRUCTOR HOURS: 10,332</p>

The Sanford Police Department Training/Recruiting Unit facilitated three separate hiring processes in 2016. Hiring was done in the months of May, August, and November, which resulted in 18 new Officers. Unfortunately, early indications reveal that this number may increase in 2017, due to 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 2016, the Sanford Police Department continued to work towards a successful reaccreditation onsite assessment, which is scheduled to occur in 2018.

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.

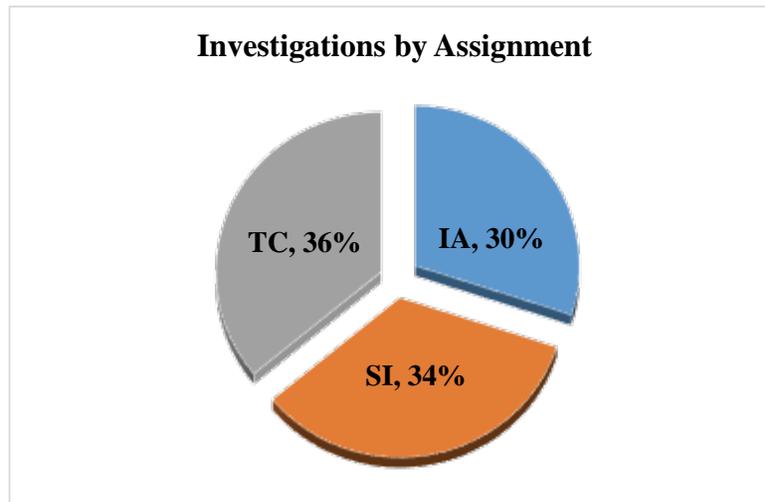
In support of the Sanford Police Department's commitment to conduct unbiased policing, the Professional Standards Section is responsible for completing an annual review of agency practices including citizen complaints and documented concerns.

Additionally, The Professional Standards Section will compile a statistical summary of the defensive actions and high liability actions that officers utilized during the 2016 calendar year.

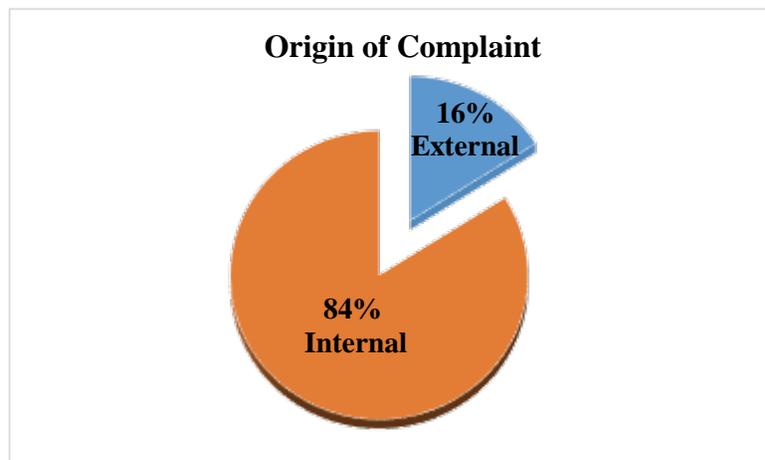
Complaints

In 2016, the Sanford Police Department processed 50 Administrative Investigations. 15 of the investigations were handled by the Professional Standards Section (IA). 35 were investigated by supervisors; to include 17 Supervisory Inquiries (SI) and the remaining 18 were Traffic Crashes (TC).

Twenty four investigations were completed 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 2016, 42 investigations were generated internally and eight 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 2016 calendar year. This information is based upon 15 investigations which were analyzed for Violations Charged, Findings, and Disciplinary Actions.

- Sanford Police Administrative Investigations 15
- Total Number of Alleged Violations/Charges Investigated:21
- Total Number of Employees Investigated:10 **Some investigations involved multiple employees*
- Officer Involved Shootings: 1

Violations Charged

Of the 21 alleged violations of Police Department rules and regulations investigated by the Professional Standards Section, the following table shows the types and percentages of alleged misconduct.

Violations	Total	Percentage
Obedience of Laws/Regulations	7	33.3%
Standards of Conduct	5	23.8%
Court Appearances	2	9.5%
Department Property and Equipment	2	9.5%
Arrest Procedures	1	4.7%
Carelessness	1	4.7%
Impartial Attitudes and Actions	1	5.5%
Conduct Toward Fellow Employees	1	4.7%
Prohibited Activity on Duty	1	4.7%
Insubordination	1	4.7%
TOTAL	21	100%

Findings

Of the 21 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	14	66.6%
Not Sustained	0	0%
Unfounded	0	0%
Exonerated	0	0%
Closed	2	9.5%
Pending	5	23.8%
TOTAL	21	100%

Disciplinary Action

As a result of the 14 sustained violations of rules and regulations involving six 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	1	10%
Written Reprimand	0	0%
Suspension	4	80%
Demotion	0	0%
Termination	1	1%
Employee Resigned	0	0%
TOTAL	6	100%

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 2016 calendar year. The information is based upon 17 Supervisory Inquiries and 18 Traffic Crash Investigations (35 in total).

- Sanford Police Supervisory Inquiries: 35
- Total Number of Alleged Violations/Charges Investigated 40
- Total Number of Employees Investigated 30

Violations Charged

Of the 40 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	18	45%
Obedience of Laws and Regulations	5	12.5%
Department Property and Equipment	4	10%
Arrests	2	5%
Conduct Towards The Public	2	5%
Absence From Duty	2	5%
Conduct Towards Superior/Subordinate	1	2.5%
Truthfulness	1	2.5%
Insubordination	1	2.5%
Impartial Attitudes or Actions	1	2.5%
Repair of Vehicle by Private Concerns	1	2.5%
Carelessness	1	2.5%
Duty Responsibilities & Assignments	1	2.5%

Findings

Of the 40 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	28	70%
Not Sustained	1	2.5%
Unfounded	2	5%
Exonerated	2	5%

Closed	0	0%
Pending	7	17.5%
Total	40	100%

Disciplinary Action

As a result of the 28 sustained violations of rules and regulations, 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	14	50%
Written Reprimand	8	28.5%
Suspension	6	21.4%
Demotion	0	0%
Termination	0	0%
Total	24	100%

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

Analysis and Conclusion:

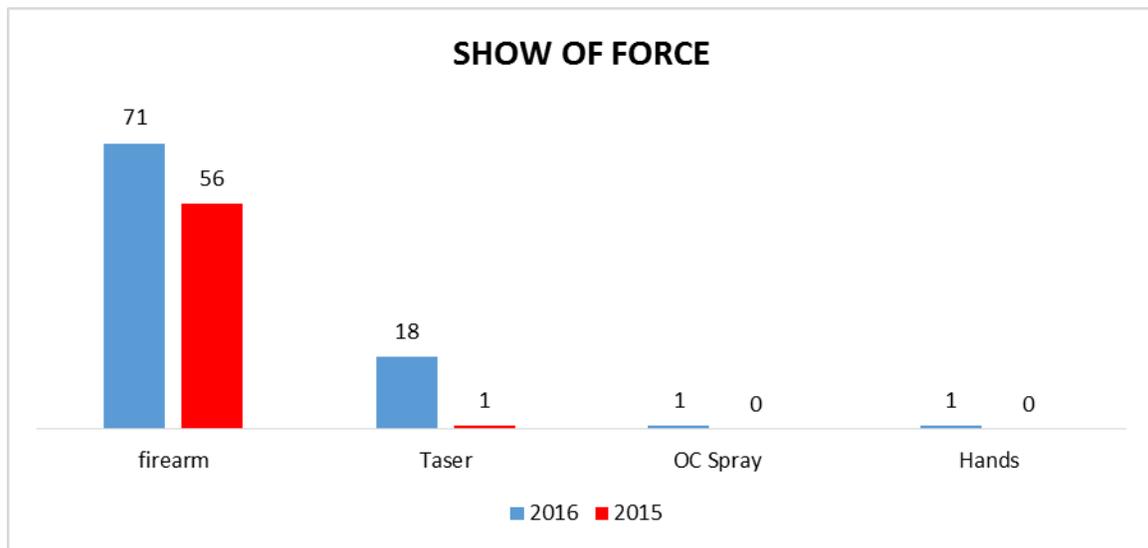
In 2016, the Sanford Police Department experienced an overall increase in the amount of administrative investigations which totaled 50 compared to that of 35 in 2015 (or 42.8% increase). As indicated, 42 of these cases were affected internally while 8 involved citizen complaints. Traffic crashes accounted for the majority of policy violations in 2016, followed by obedience to policies and procedures. There were 5 more traffic crashes in 2016 than 2015. It’s important to note that 5 cases assigned to Professional Standards involved one employee and this accounts for the increase in IA cases alone. As previously noted, our cases that were internally initiated continue to account for the majority of our administrative investigations and account for nearly 86% of all received complaints.

Based on the analysis of information obtained in 2016, there are no recommendations for changes to our existing administrative investigations policy. The data appears to suggest that SPD actively polices its own members as internal complaints continue to be initiated at a rate significantly higher than complaints received from the public. However, spikes in some complaints/policy violations (i.e. traffic crashes) are unforeseen and therefore not identifiable or preventable.

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 2016, 159 defensive actions reports (137 defensive actions & 22 high liabilities actions) were reported by the Sanford Police Department involving 93 subjects and 1 canine. Some incidents involved multiple subjects and officers. This resulted in a 7% decrease in cases with a 19% increase in defensive action reports from 2015. The following graphs represent the comparison totals for 2015 and 2016 use of Defensive Actions, and gender/race demographics of suspects. After reviewing the data, the following information was obtained:

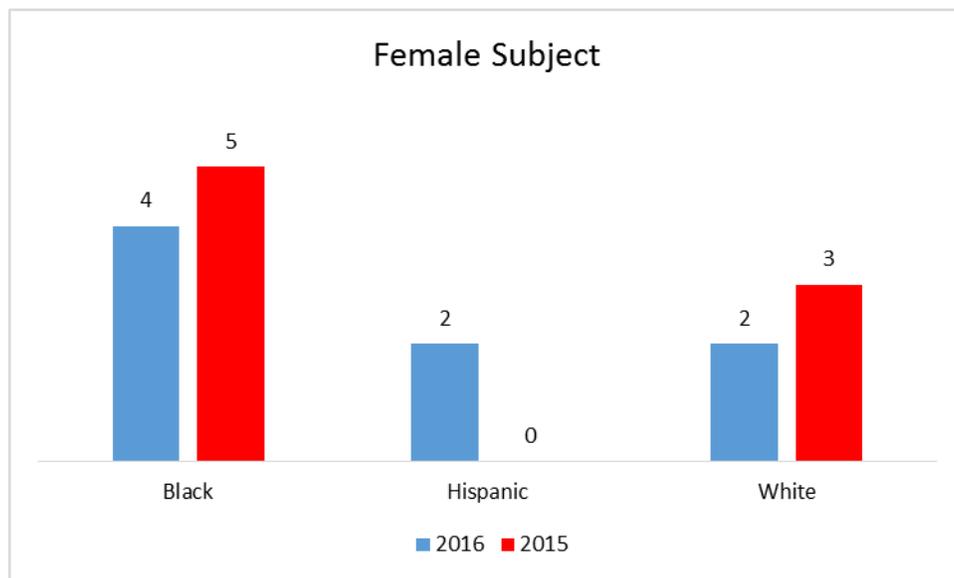
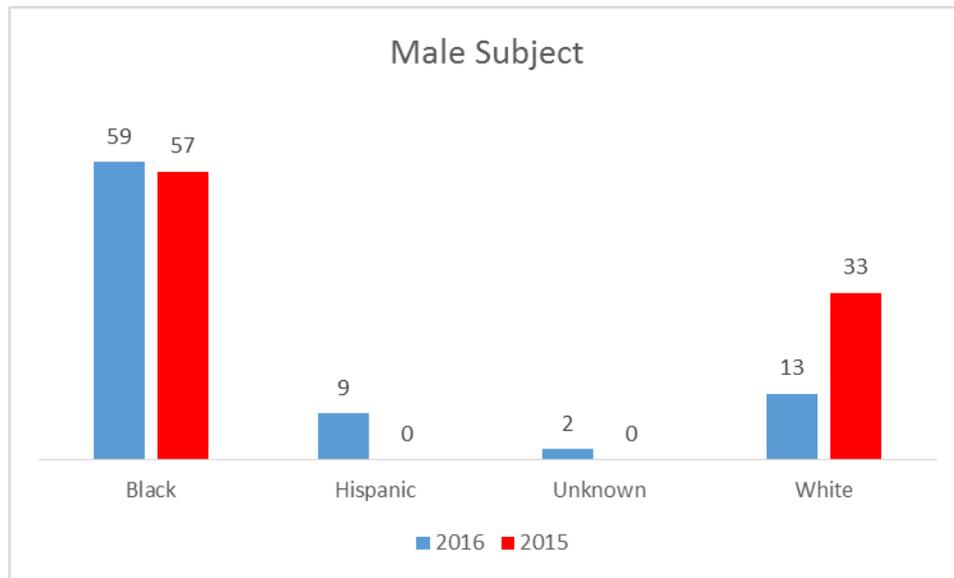


TYPE OF FORCE	2016	2015	% of Change
SHOW OF FORCE	91	57	60%
firearm	71	56	27%
Taser	18	1	1700%
OC Spray	1	0	100%
Hands	1	0	100%
TOTAL	159	134	19%

TYPE OF FORCE	2016	2015	% of Change
USE OF FORCE	68	77	-12%
ASP	0	1	-100%
Escape Prisoner	1	0	100%
Firearm	4	1	300%

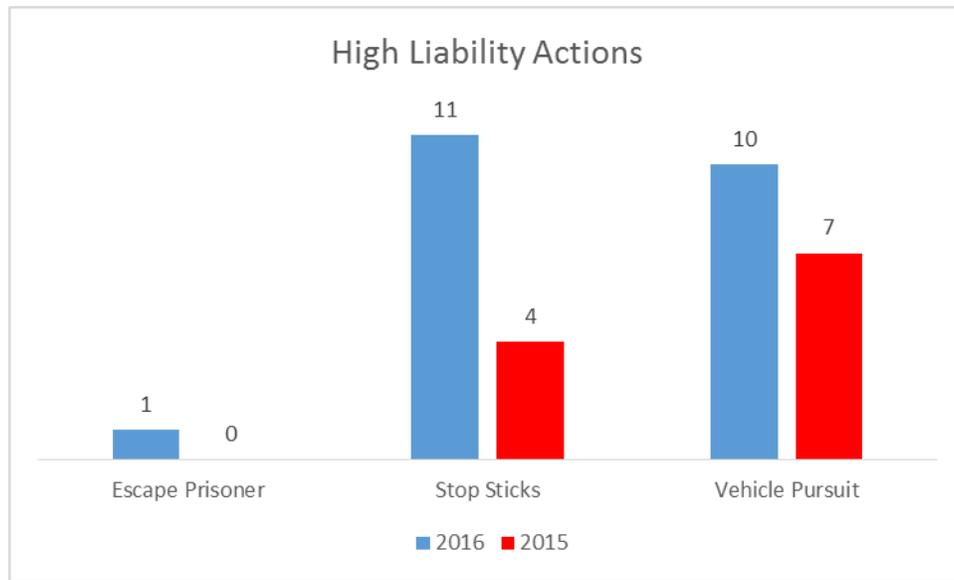
Hands	6	3	100%
K-9	0	1	-100%
OC Pepper Spray	7	4	75%
Taser	29	56	-48%
Stop Sticks	11	4	175%
Vehicle Pursuit	10	7	43%

- Of the 159 documented instances of use of force, 45% or 71 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 159 documented instances of use of force, 18% or 29 incidents involved the actual use of a conductive electronic weapon (Taser).
- 4% or 7 instances officers used an OC Spray (Aerosol Deterrent), 0 instances where an officer used a baton, 4% or 6 instances where officers reported using physical maneuvers, and 11% or 18 an officer reported only pointing their conductive electronic weapon (Taser) at someone.
- There were 4 (3%) incidents involving a firearm.
 - One incident involved an officer, who was dispatched to a location with aggressive canines.
 - The second incident involved two officers were dispatched to a disturbance at the Central Florida Regional Hospital.
 - The third incident involved an officer, who was dispatched to a call involving a suspicious person with a firearm.
 - There was one incident involving a firearm where an officer dispatched an aggressive canine.



- 55% or 85 persons who had some degree of force used against them were Black or African American. 22% or 34 were white, and 9.7% or 15 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.)

22 High Liability Actions were documented in 2016. 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 2015 and 2016 of the number of High Liability Actions taken by the Sanford Police Department.



*All information taken from Defensive Action Reports for calendar years 2015 and 2016

Conclusion

There were 128,646 calls for service in 2016 compared to that of 128,309 calls for service in 2015. An estimated 2,981 arrests were made in 2016 compared to that of 3,057 arrests in 2015. Based on the number of defensive action reports, this information indicates that in 2016, an estimated 4.5% of the time officers used some type of force to control a person’s behavior, affect an arrest, or protect the officers or public from harm.

Arrests Gender/ Race	2016	2015	% of Change
FEMALE	813	926	-12%
<i>Asian/Pacific Isld.</i>	<i>1</i>	<i>8</i>	<i>-88%</i>
<i>Am Indian/Alaskan Native</i>	<i>0</i>	<i>0</i>	<i>0%</i>
<i>Black</i>	<i>340</i>	<i>430</i>	<i>-21%</i>
<i>Other</i>	<i>4</i>	<i>3</i>	<i>33%</i>
<i>White</i>	<i>468</i>	<i>485</i>	<i>-4%</i>
<i>Unknown</i>	<i>0</i>	<i>0</i>	<i>0%</i>
MALE	2166	2131	2%
<i>Asian/Pacific Isld.</i>	<i>1</i>	<i>4</i>	<i>-75%</i>
<i>Am Indian/Alaskan Native</i>	<i>0</i>	<i>1</i>	<i>-100%</i>
<i>Black</i>	<i>1223</i>	<i>1113</i>	<i>10%</i>
<i>Other</i>	<i>16</i>	<i>15</i>	<i>7%</i>
<i>White</i>	<i>924</i>	<i>996</i>	<i>-7%</i>
<i>Unknown</i>	<i>2</i>	<i>2</i>	<i>0%</i>
UNKNOWN	2	0	200%
<i>Asian/Pacific Isld.</i>	<i>0</i>	<i>0</i>	<i>0%</i>
<i>Am Indian/Alaskan Native</i>	<i>0</i>	<i>0</i>	<i>0%</i>

<i>Black</i>	<i>1</i>	<i>0</i>	<i>100%</i>
<i>Other</i>	<i>0</i>	<i>0</i>	<i>0%</i>
<i>White</i>	<i>0</i>	<i>0</i>	<i>0%</i>
<i>Unknown</i>	<i>1</i>	<i>0</i>	<i>100%</i>
Grand Total	2981	3057	-2%

Additionally, there were no complaints of excessive or improper use of force. All use of force incidents are reviewed by the chain of command. No complaints were related to bias-based policing. Also, there were no reported significant injuries to individuals or officers in 2016. Based on the analysis of the information, there are no recommendations as to changes to our current policy concerning response to resistance.

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 2016, The City of Sanford Police Department affected one seizure under Florida's Contraband Forfeiture Act. The following is a brief description of each instance.

- SPD Case #: 201650003352, 06/14/2016, \$24,673 was seized from a 31 year old black male. The seizure resulted from a traffic stop involving two vehicles. The stop was conducted by Sanford Police Department's Neighborhood Response Unit in the area of E. 13th Street and Sanford Avenue. Several pounds of marijuana, illegally possessed pills, and an illegal firearm were recovered as well. The forfeiture is currently pending.

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 2016.

UCR Type/ Gender/Race	Female	Male	Unknown	TOTAL	Percentage
7100 UTC	3,089	3,994	55	7,138	
Asian/Pacific Isld.	39	53		92	1.2%
Black	1297	1559	1	2,857	40%
Am Indian/Alaskan Native	2	7		9	0.1%
Other	209	346		555	7.7%
Unknown	7	5	52	64	0.8%
White	1535	2024	2	3,561	49.8%
7200 Written Warning	2,305	3,140	28	5,473	
Asian/Pacific Isld.	4	6		10	0.1%
Black	1054	1359	2	2,415	44.1%
Am Indian/Alaskan Native	1			1	.03%
Other	63	74		137	2.5%
Unknown	10	8	26	44	0.8%
White	1173	1693		2,866	52.3%
7300 Parking Ticket	2	2		4	
Black	1			1	25%
Other		2		2	50%
White	1			1	25%
TOTAL	5,396	7,136	83	12,615	

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

Citizen Complaints

An evaluation into the number of citizen initiated complaints for 2016 was conducted. A total of nine citizen initiated complaints were documented, tracked, and investigated by the Department. Two of these complaints were related to alleged incidents of bias-based policing, and both stemmed from traffic stops.

Eight of these complaints resulted in a formal administrative investigation being conducted. The remaining one was cleared through a documented administrative review process.

Below 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	
1/24/16	Traffic Stop	Arrest Procedures	B	M	W	M	Exonerated - Case 2016SI0001
3/1/16	Citizen Initiated – Not Call Related	Standards of Conduct, Prohibited Activity While on Duty.	W	F	W	M	Sustained – Case 2016IA0005
3/2/16	Call for Service	Conduct Toward the Public	B	F	W	M	Unfounded – Case 2016SI0003
4/1/16	Traffic Stop	Bias-Based Policing Policy	B	M	W	M	Sustained – Case 2016IA0004
4/27/16	Traffic Stop	Arrest Procedures	B	M	W	M	Unfounded – Case 2015SI0007
6/19/16 & 6/26/16	Traffic Stop	Bias-Based Policing Policy	B	M	H W	Mx3 Mx4	Unfounded – Admin. Review 2016-IN-0003
8/14/16	Citizen Initiated – Not Call Related	Standards of Conduct	W	F	W	F	Sustained – Case 2016IA0012
9/4/16	Citizen Initiated – Not Call for Service	Conduct Toward the Public	W	M	W	M	Exonerated – Case 2016-SI-0014
11/6/16	Call for Service	Arrest Procedures	B	M	W	M	Pending – Case 2016IA0015

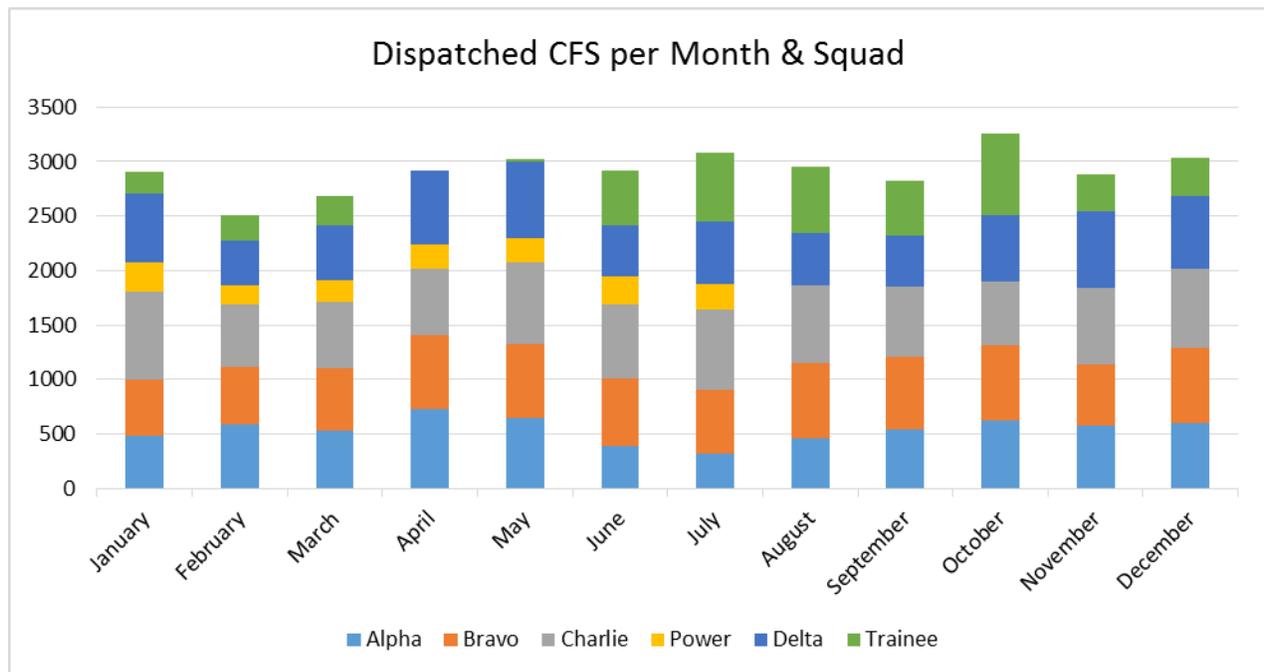
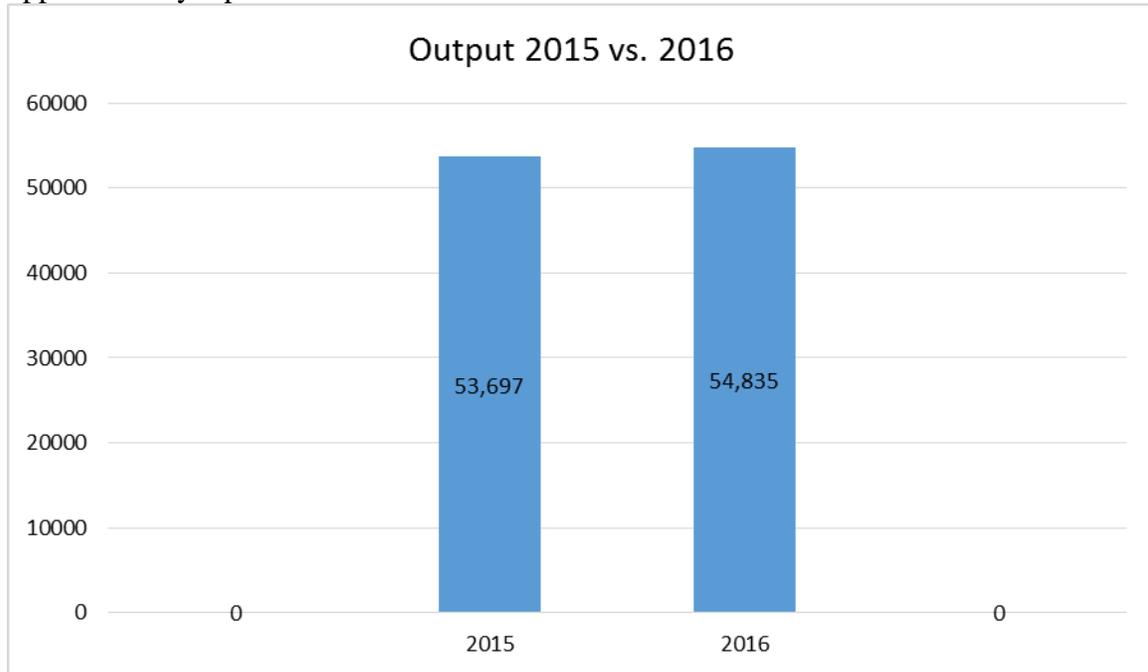
**Information regarding citizen complaints was obtained from the Department's Administrative Investigations Management program*

Both cases involving allegations of bias based policing were referred to the Professional Standards Section. Both 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. In one of the complaints, the officer was found to have violated a portion of policy that requires officers to immediately inform the motorist as to the reason for the stop. As such, the officer received counseling for his actions. All complainants were notified of these findings.

PATROL OPERATIONS DIVISION

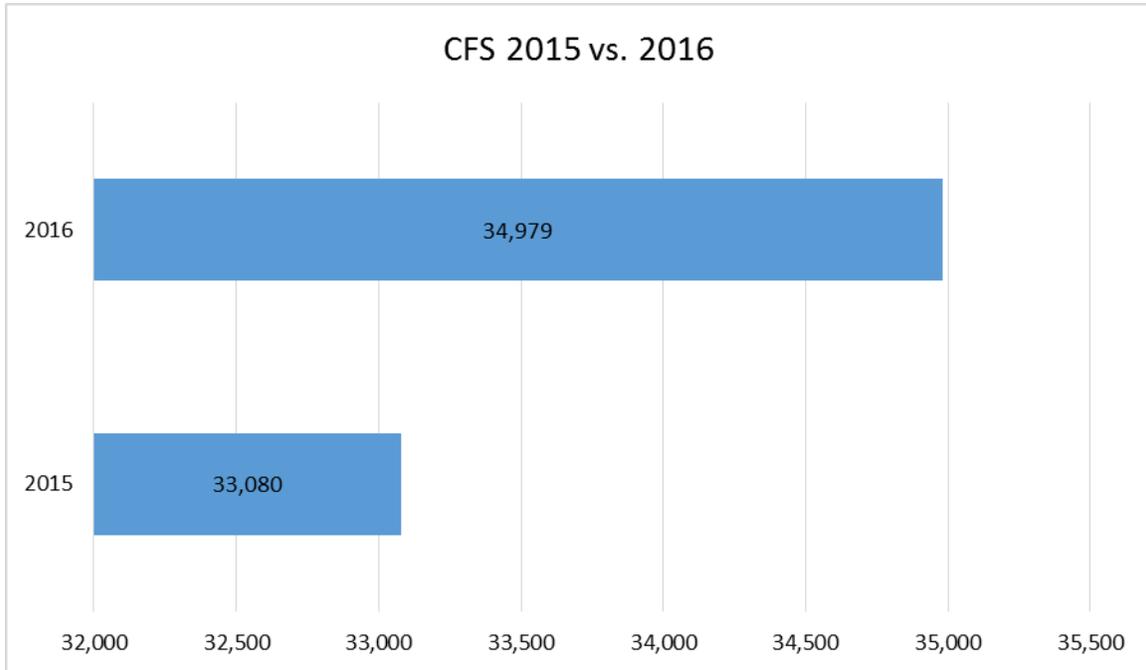
Patrol

Overall, the Patrol Operations Division continues to function at a very high level. A comparison of the two consecutive years since standardizing the capture of information in the Accountability Report indicates that overall the output of the Patrol Operations Division has increased by approximately 2 percent.

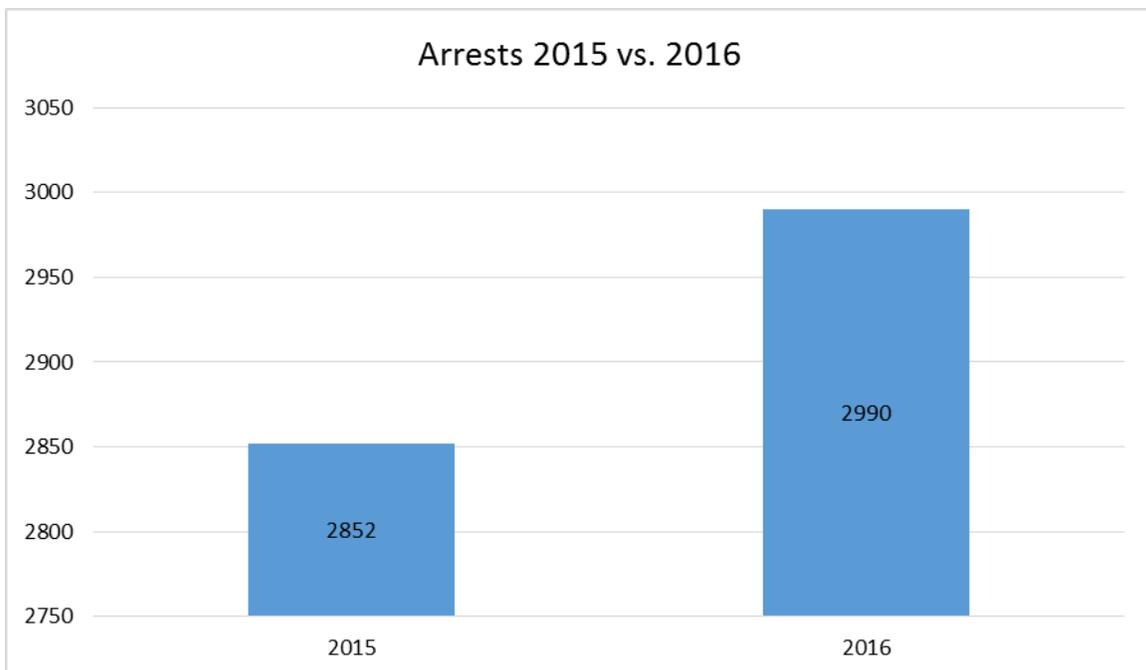


Calls for Service

The Patrol Operations Division has experienced an approximately 5 percent increase in calls for service during 2016.

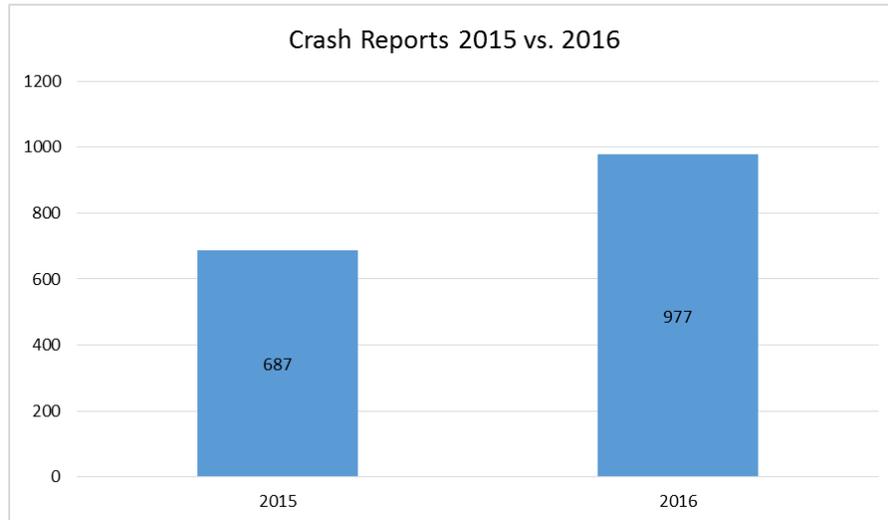


The Division also experienced a 5 percent increase in the number of arrests. It should be noted that this number does not reflect number of charges, or crimes, but instead reflects the number of people processed.



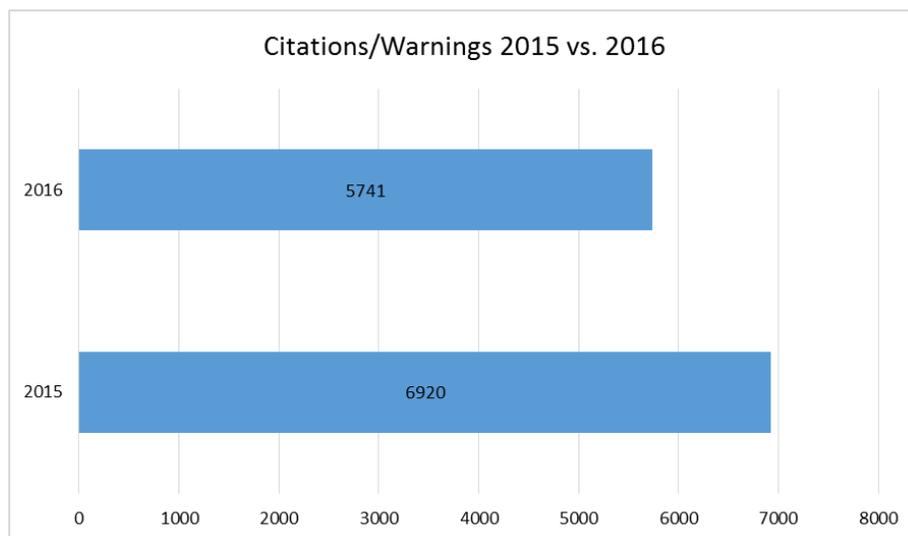
Traffic Crash Reports

There was a 30 percent increase in the number of crash reports taken during the 2016 year. This may be in part due to the temporary assignment of members of the Traffic Section to the Operations Division to offset staffing concerns.



Citations vs. Warnings

Number of citations/warnings written is one of two areas that experienced decreased output in 2016 by the Operations Division. There was an estimated 17 percent reduction in the number of citations/warnings. This may be due in part to the inability of Records Technicians to keep up with the pace of data entry from warning citations. At the time of this report the Records Supervisor indicated that she thought we were at least two hundred warnings behind for entry. An action plan to remedy this deficiency will be included in Division goals.

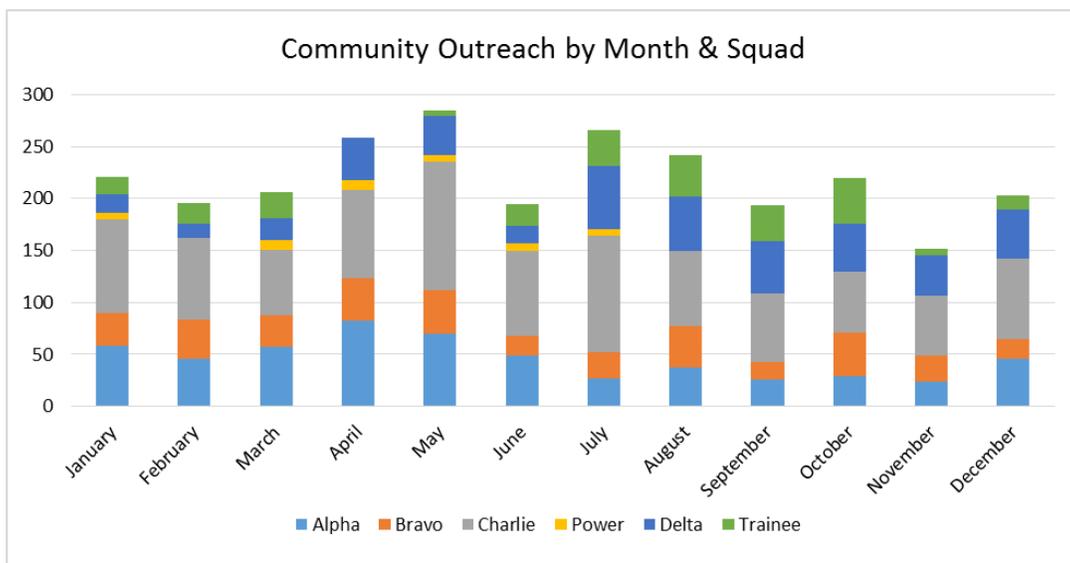
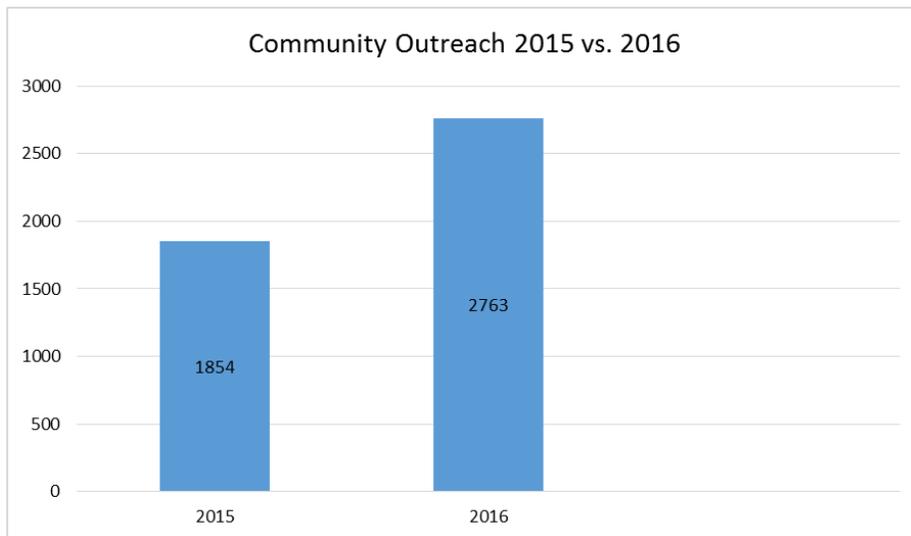


Community Outreach

The most common activity conducted during Community Outreach was “Other” (1344). “Business Contacts” came in a close second place (1317) with “Walk and Talks” in third place (547) and finally “Meetings” (22). There were no reports completed for the activities trailer in 2016.

It should be noted that these totals reflect Community Outreach by the entire Department.

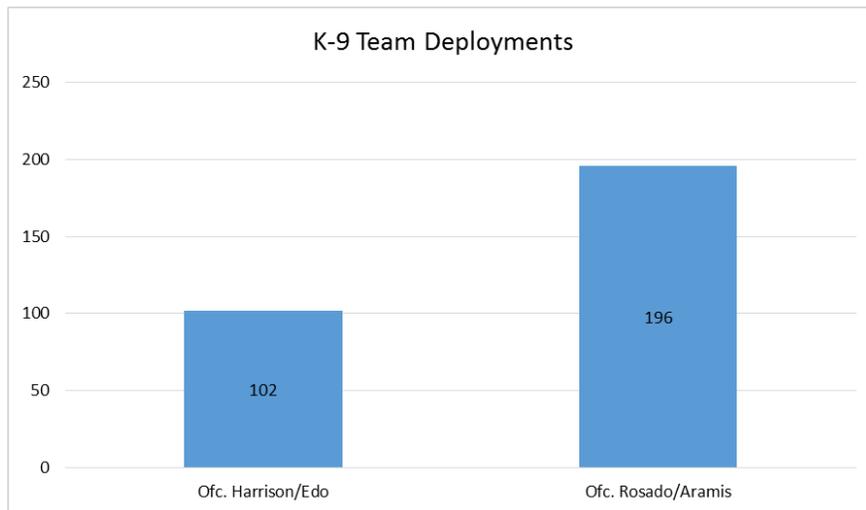
2763 of the total 3232 were completed by Patrol Operations.



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 33 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.



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.

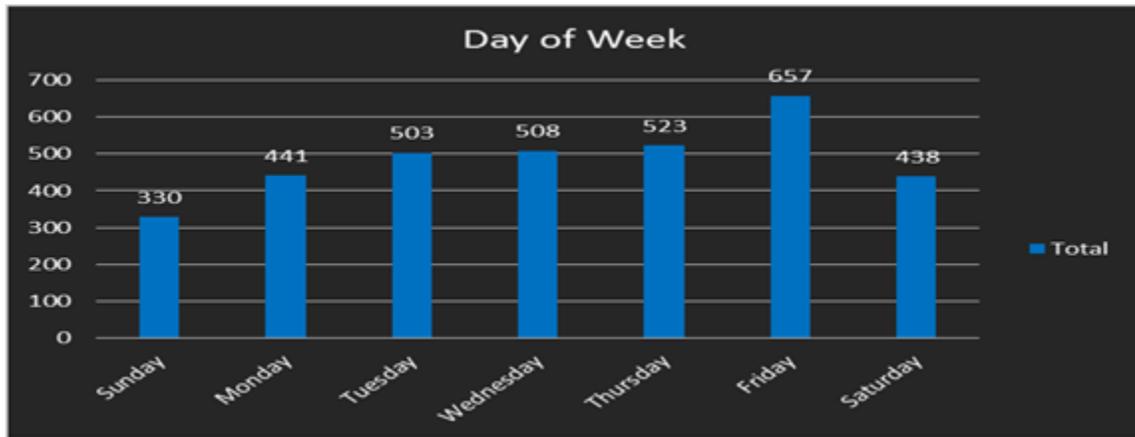
Traffic Unit

Due to personnel shortages on road patrol, the traffic unit was split and two members of the unit were assigned to road patrol to assist with minimum staffing issues from mid-March until late-September. Although the members of the traffic unit rotated the road patrol coverage, it is apparent based on the numbers, that the production of the traffic unit suffered during this time.

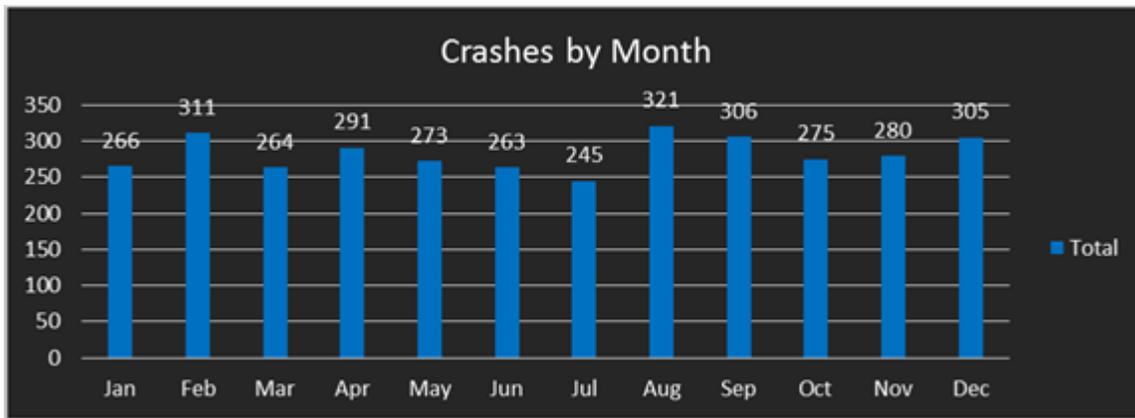
Golf cart inspections have continued to increase this year with 6 new golf carts registered for the east side, as well as the approved resolution for golf carts on the west side of SR 17-92 in the north end of the city. The motor unit participated in the Matt Miller Motorcycle Skills Competition, MLK parade, Daytona Speed Weeks and Daytona 500, Red, Hot & Boom in Altamonte Springs as well as assisted the Orange County Sheriff's Office and Florida Highway Patrol with numerous dignitary escorts for the election year.

- Felony Arrest 13
- Misdemeanor Arrest 73
- DUI Arrests 9
- Fatalities 6
- Crashes 661
- Blue Forms 102
- Moving Citations 1,376
- Non-moving Citations 803
- Seat Belt Citations 188
- Child Restraint Citations 8
- Warning Citations 53

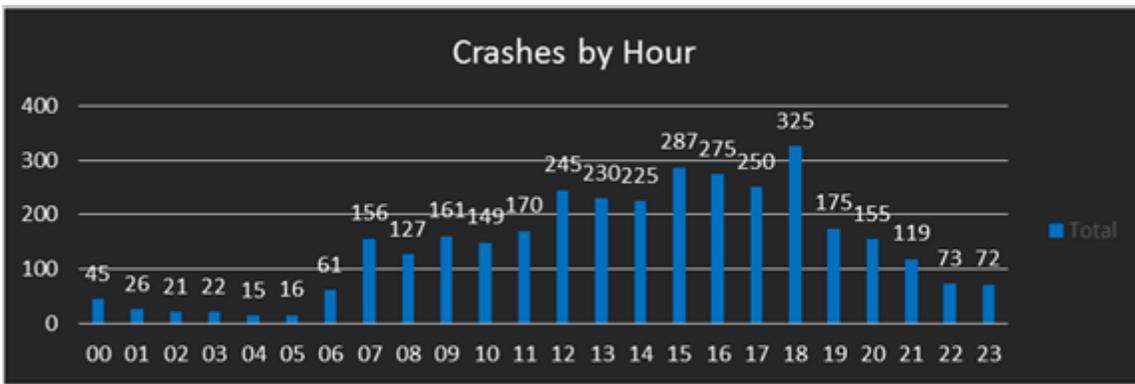
Traffic Crashes by Week



Crashes by Month



Crashes by Hour of Day



Special Events

The Special Events Review Committee looked at over 300 different events in 2016. The Festival on the Fourth resulted in 609 man hours at a cost of \$31,692.01. Other notable events were the MLK Parade and Rally, Easter, Spooky Halloween, Christmas in the Square and Christmas Parade, as well as 12 different sponsored 5k races along with the Riverside Dash 15k and 5k runs. Memorial Day Parade, and Veterans Day Celebration, ten Celery City Cruiser events along the Lakefront, twelve food truck events, and finished with eleven different monthly Alive after Five Events, and many more throughout the year.



Community Relations Unit

In the year 2016, the Community Relations Unit performed or participated in approximately (460) community outreach events. They are as follows:



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
- Central Florida Crime Prevention Association
- Sanford Homeless Task Force/Central Florida Coalition for the Homeless
- Crime Free Multi-Housing with the Orlando Police Department

Participated in/Conducted the following Special Events

- Torch Run
- Boy Scouts Blue and Gold
- Back to school drives
- Cops for Kids
- Family Day
- Guns and Hoses 5k
- Hispanic Outreach Festival @ McKibbon Park (Approximately 600 attended)
- Funeral Escorts
- Parades
- Building Tours
- Security Surveys
- Luncheons
- Domestic Violence Candle Light Vigil (approximately 80 people attended)
- Goldsboro Festival
- Sanford Air Show
- Cops 'n Cars for Kids
- Deployed the Community Activities Trailer
- Masjid Al-Salam Community Day
- Public Safety/Community Safety Awareness Day Lowes in Casselberry
- Donated/cooked hundreds of hotdogs, bottles of water and chips to the community
- Goldsboro Peace Rally
- Severe Weather Awareness Week Touch-A-Truck
- Tusca Place NW block party
- Health Fair & open house American Muslim Community Center
- Central Florida Baptist Church Community Outreach Event
- Buffalo Wild Wings Community Day Event
- 4th Annual Community Health Day Boys & Girls Club
- Law & Justice Day SCSO Special Ops
- Lei Down Labels for the Children's Mental Health Event
- Pine Crest Elm Carnival
- Galileo School of Gifted Learning Family Fun Day
- Riverwalk Church Summer Camp
- Health Department Annual Back to School Bash
- I Love My City Back To School Bash
- City Wide Breakfast Event
- From Behind the Walls Event
- Blue Mass
- Seminole County Day of Unity
- Red Robin's Tip-A-Cop Event
- Lutheran Church of the Redeemer 3rd Annual Fall Festival
- G3 Church Breakfast with Santa
- Homeless Memorial Service Trinity Lutheran Church Orlando
- Historic Croom's Grand Reunion Parade
- Coffee with a Cop events
- Sweet Tea with the Chief events
- Bank Robbery prevention at local banks
- Gun Buy Back events
- Gun safety classes
- Drug take Back
- RAD training for female citizens
- National Night Out
- Elf's on a Shelf
- Multiple PSA ref safety
- Shop with a Cop
- Halloween candy giveaway
- Hoops not Crime basketball hoop donation
- WaWa Grand Opening

CRA Officers' Activity

Row Labels	Count
Patrol Request	147
Vehicle stop	88
Foot Patrol	45
Information	41
Suspicious Person	39
Neighbor Policing	12
Traffic Control	11
Illegal Parking	9
Suspicious Vehicle	9
Disturbance	8
Off Duty Detail	6
Special Detail	4
Open Door/Window	4
Community Business Check	4
RETURN PHONE MESSAGE	4
Road Obstruction	3
Alarm/Vehicle	3
Vehicle Crash	2
Attempt to Contact	2
Threats	2
Burglary	2
Harassing Communication	1
911 Call	1
Lost Property	1

Hit & Run Crash	1
Traffic Stop	1
Property Damage	1
Suspicious Incident	1
Reckless Driver	1
Mentally Ill person	1
Report Writing	1
Alarm Business	1
DDACTS Patrol	1
Trespass/Unwanted Guest	1
Alarm/Financial	1
Attempted Suicide	1
Lewd/Lascivious	1
Panhandling	1
Grand Total	462

Row Labels	Count
Baker Act	1
CJIS	12
Community Outreach	33
Field Contact	15
Offense	11
Traffic Accident	3
Traffic Citation	59
Trespassing	2
Grand Total	136

Drug Enforcement Administration (DEA)

Agent Locher Performed/recovered the following during the 2016 year resulting in a total of 65 arrests:

- Twenty six (26) Conspiracy to Trafficking in methamphetamine
- Two (2) Conspiracy to Trafficking in cocaine
- Fifteen (15) Possession of Cocaine
- Ten (10) Possession of marijuana
- Ten (10) Possession of prescription medication
- Two (2) Possession of heroin
- Agent Locher was the Affiant of twelve (12) Search Warrants.
- Agent Locher worked sixteen (16) Meth Labs.
- Agent Locher authored four (4) Wire Taps.
- Agent Locher instructed twelve (12) clandestine methamphetamine seminars.
- Agent Locher attended numerous public functions in reference to drug education.
- Agent Locher built and installed approximately 100 covert surveillance cameras.

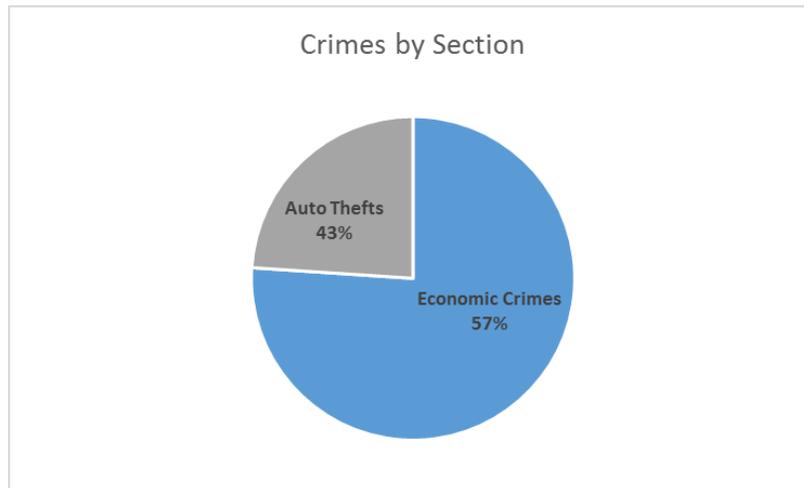
City County Investigation Bureau (CCIB)

Agent Justiniano performed/recovered the following during the 2016 year:

- 7 Arrests
- Three (3) Trafficking or Conspiracy to Traffic
- One (1) Possession of Cocaine
- One (1) Prostitution
- One (1) Violation of Probation
- One (1) Corrupt Threat to Public Servant
- Agent Justiniano was the Affiant of three (3) Search Warrants.
- Agent Justiniano coordinated two (2) Prostitution Operations.
- Agent Justiniano coordinated two (2) Buy Bust (Street) Operations.

City County Auto Theft (CCAT)/ Seminole County Financial Crimes Task Force Investigators (SCFCTF)

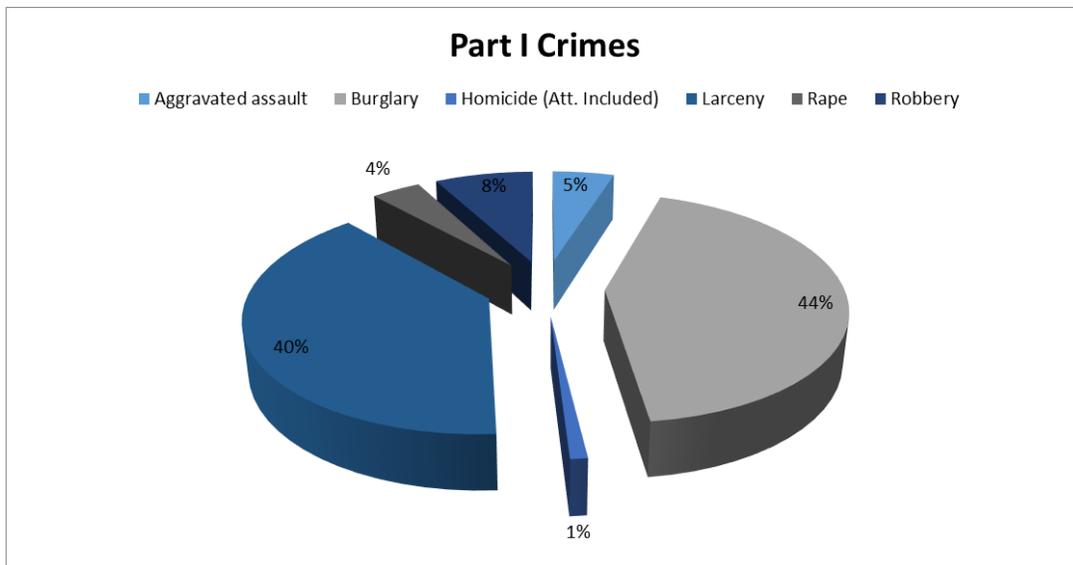
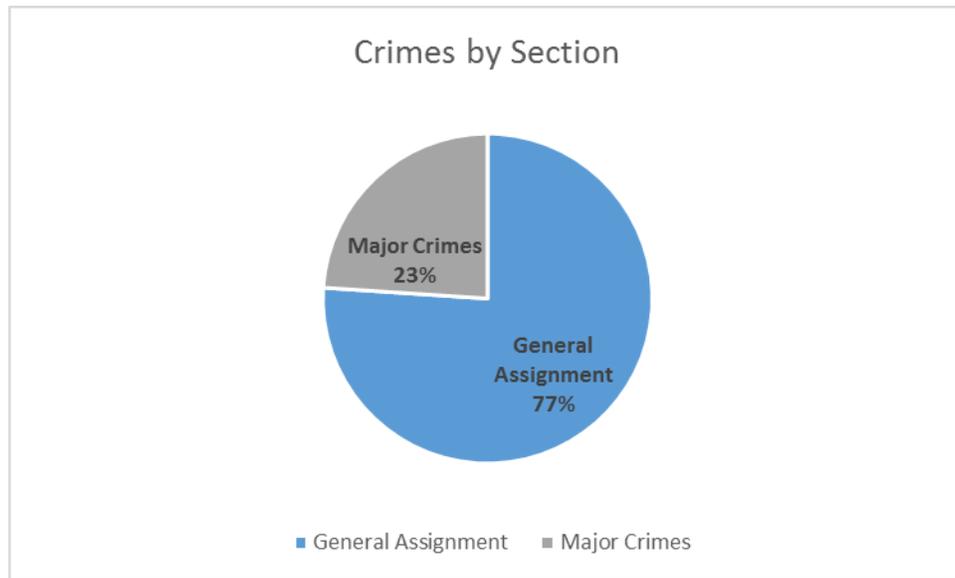
During 2016, there was 542 City of Sanford Auto Theft and Economic Crimes cases assigned to the City County Auto Theft Unit and the Seminole County Financial Crimes Task Force Investigators. Of which 43% (231) were Auto Thefts and 57% (311) were Economic Crimes. Both the CCAT and SCFCTF hold one vacant Investigator position each. It should be noted that other members of the Task Forces have been tasked throughout the year 2016 with assisting Sanford Investigators with their case load assignments and additional cases that came in. **The case assignment of 542 does not include the cases assigned to other members of the Task Forces**



Investigator	Arrest	Capias	Exception	Inactive	Open	Transferred	Unfounded	Overall Case Total	Clearance Rate
Eldridge	17	0	6	82	101	9	16	231	21%
Morgan	3	7	3	210	29	43	16	311	23%
Grand Total	20	7	9	292	130	52	32	542	-
Avg. Clear. Rate	4%	3%	2%	54%	24%	10%	6%	-	22%

Criminal Investigations

Criminal Investigations Section investigated 1,792 cases, of which 23% (413) were major Crimes and 77% (1379) were general assignment.



In February of 2016, members of the Sanford Police Department Criminal Investigation Section, Neighborhood Response Unit (NRU) and Patrol Division joined with Agents from the Bureau of Alcohol, Tobacco and Firearms, and Federal and State prosecutors, kicked off “Operation True G.R.I.T.” in the City of Sanford.

The purpose of the operation was to target violent criminals and those involved in firearm related crimes. During the infancy of the operation, investigators reviewed and identified specific repeat offenders who were engaged in continuing criminal activity. During the seven month operation, members from Sanford Police Department, agents from the Bureau of Alcohol, Tobacco and Firearms, the 18th Circuit State Attorney’s Office and the U.S. Attorney’s Office met on a weekly basis and reviewed all firearms cases.

During this review they would determine whether the cases would be prosecuted under the state or federal laws, with the goal being the successful prosecution of the offender.

“Operation True G.R.I.T.” resulted in sixty-five (65) subjects arrested or with charges filed through the State Attorney’s Office, including four (4) subjects successfully prosecuted with the U.S. Attorney’s Office. In addition, 56 firearms were recovered during the course of the operation.




OPERATION TRUE G.R.I.T.

(Gun Recovery Investigative Team)




ATF NRU/CIS

 CALHOUN, CARL DOB 11-6-1975	 IWAN, RICHARD DOB 9-26-1992	 HOLLEY, QUARDARIUS DOB 10-14-1996	 NEWTON, STANLEY DOB 8-23-1977	 WALKER, ERIK DOB 8-6-1987	 WILLIAMS, ERIK DOB 8-20-1980	 STILLE, JUAN DOB 1-22-1996	 CORDERO, LUIS DOB 2-12-1997	 JONES, SYLVESTER DOB 8-24-1975	 DEAN, GARY C. DOB 2-14-1970	 CASEY, DEVON DOB 4-27-1985	 MORRIS, CHRISTOPHER W. DOB 8-7-1974	 CASEY, ALVAREZ DOB 1-5-1998
 DIXON, JAQUAVIS DOB 8-22-1996	 BUTTS, LED DOB 7-12-1974	 JAMES, JOSHUA DOB 9-11-1993	 MCBROUGH, DAVID DOB 9-8-1993	 HORNE, SERPHINE DOB 11-27-1997	 DAVIS, CHRISTOPHER DOB 7-26-1990	 GAINES, CHARLES DOB 12-20-1987	 THOMAS, ALEX DOB 10-30-1997	 CORELAND, SAMUEL DOB 4-9-1996	 BELL, OMAR S. DOB 12-7-1996	 DUHAL, TERIN DOB 7-20-1994	 JONES, KERON O. DOB 8-23-1984	 SPEED, OFFEYETTE DOB 8-3-1995
 BROWN, CHAD E. DOB 12-15-1989	 SMITH, CHRISTOPHER DOB 8-25-1971	 VALENTINE, JERRY DOB 5-2-1993	 COUD, JOSE DOB 9-19-1989	 PAIGE, CAMARCUS DOB 8-2-1998	 ELULA, CODY DOB 3-2-1994	 JONES, QUINTON DOB 10-16-1987	 FOLEY, TALTON DOB 3-23-1982	 DAVIS, JR. ROCCO DOB 11-20-1998	 SHYAM, TERRY DOB 5-29-1999	 SMITH, MARCOS DOB 9-6-1992	 MANN, JONATHAN DOB 5-14-1992	 NATHAN, EUGENE DOB 12-30-1989
 EVANS, GAGE DOB 1-17-1988	 GREEN, JAMALON DOB 8-4-1995	 SOTO, JUSTIN DOB 4-22-1993	 HOWARD, HISTO DOB 10-20-1986	 LANE, SANCY DOB 4-30-1977	 BURNS, VICTOR DOB 12-17-1994	 SMILEY, JAYMER Q. DOB 8-9-1998	 THOMAS, WILLIE DOB 9-20-1969	 COLLIER, ANQUAN DOB 9-13-1997	 LOOCHART, MICHAEL DOB 9-28-1969	 ARMSTRONG, ANTHEVIOUS DOB 6-26-1988	 ASSING, DONOVAN DOB 6-7-1997	 HENLEY, BYRON DOB 5-9-1982
 HOLLEY, JAMEIN DOB 4-24-2002	 CHARLES, AUSTIN DOB 10-6-1979	 WILLIAMS, CURTIS DOB 10-12-1987	 BURNS, SHEILA DOB 10-19-1968	 LOCASCIO, MARC DOB 12-11-1989	 FLOYD, RUKYE DOB 2-1-1979	 BROWN, GWENDOLYN DOB 9-13-1990	 LEMON, TRAVIS DOB 9-19-1992	 BARNETT, MARCUS DOB 8-7-1988	 BROWN, DEVON DOB 7-20-1994	 SMITH, ROSHAD DOB 12-9-1988	 OJOMON, JUSTIN DOB 12-11-1979	 JONES, SAMUEL DOB 4-21-1990



Crime Scene Unit

Crime Scene Technicians were called out to a total of 162 scenes in 2016.

- Homicides: 17
- Assaults/Batteries: 42
- Sexual Assaults/Batteries: 11
- Burglaries/Robberies: 16
- Death Investigations: 30
- Vehicle Processing: 18
- Traffic Homicide Investigations: 12
- Miscellaneous: 16

*Please note that crime scenes often encompassed more than one category (a homicide may have included car processing at a later date) but that they were not counted as separate cases.

Evidence

- Total number of evidence items (including safekeeping and found property) received and logged in for storage: 7,136.
- In 2015, the total storage utilized for crime scene photography was 34.1 GB. In 2016, total storage utilized for crime scene photography was 98.1 GB. In 2015, the total storage utilized for crime scene photography was 34.1 GB, which has resulted in a 60% increase in 2016.

School Resource Officers (SRO)

During 2016, 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.

Safety assessments were conducted at all ten campuses in 2016. Assessments consist of a wide range of security measures; which are evaluated at our campuses yearly. The assessment evaluates external and internal security considerations, visitor control information, school safety equipment and general safety information (fire drills, code red / yellow drills & active shooter situations).

The Focus on Safety program is still being taught in all five elementary schools. The curriculum was taught by Officers Manley, Memminger, Kuchcinski, Brown and Ayala. Combined, the SRO's taught over 200 Safety on Focus lessons in 2016.

There were 43 arrests and 14 Capias Requests completed at the nine schools located in Sanford.

CROOMS			
Type	201	201	% of Change
Baker Acts	8	7	-13%
Arrests	2	0	-100%
Capias	4	1	-75%
Trespasses	2	5	150%
Traffic Accidents	8	0	-100%
Traffic Citations	11	0	-100%

Seminole High School			
Type	201	201	% of Change
Baker Acts	13	7	-46%
Arrests	29	48	66%
Capias	6	6	0%
Trespasses	2	1	-50%
Traffic Accidents	8	1	-88%
Traffic Citations	11	0	-100%

Sanford Middle School			
Type	201	201	% of Change
Baker Acts	7	6	-14%
Arrests	4	2	-50%
Capias	0	0	-
Trespasses	0	3	-
Traffic Accidents	2	1	-50%
Traffic Citations	1	1	0%

Millennium Middle School			
Type	201	201	% of Change
Baker Acts	0	15	1500%
Arrests	8	1	-88%
Capias	4	1	-75%
Trespasses	2	2	0%
Traffic Accidents	0	2	-
Traffic Citations	1	6	500%

Wicklow Elementary School			
Type	201	201	% of Change
Baker Acts	0	3	-
Arrests	0	0	-
Capias	0	0	-
Trespasses	0	0	-
Traffic Accidents	0	1	100%
Traffic Citations	0	2	200%

Goldsboro Elementary			
Type	201	201	% of Change
Baker Acts	1	2	100%
Arrests	0	1	100%
Capias	0	1	100%
Trespasses	0	3	300%
Traffic Accidents	0	0	-
Traffic Citations	1	58	5700%

Pinecrest Elementary School			
Type	201	201	% of Change
Baker Acts	1	2	100%
Arrests	0	0	-
Capias	0	0	-
Trespasses	0	0	-
Traffic Accidents	0	0	-
Traffic Citations	0	0	-

Hamilton Elementary School			
Type	201	201	% of Change
Baker Acts	1	4	300%
Arrests	0	0	-
Capias	0	0	-
Trespasses	0	0	-
Traffic Accidents	0	0	-
Traffic Citations	0	0	-

Bentley Elementary School			
Type	201	201	% of Change
Baker Acts	1	4	300%
Arrests	0	0	-
Capias	0	0	-
Trespasses	1	0	-100%
Traffic Accidents	0	1	100%
Traffic Citations	1	8	700%

Volunteer Program

In 2016 there were 43 volunteers active in the Volunteer Program and five Chaplains. The volunteers donated a total of 6,767 hours. This is a savings of approximately \$160,018.



The 6767 hours were spent in the following ways:

- 819 hours patrolling
- 1,707 hours doing administrative duties
- 1,469 hours participating in community events
- 2,075 for misc. hours
- 696 Crime Scene Assistance

Three of the volunteers were hired on by the Sanford Police Department. Two as police officers and one is a community Service Officer.

The Volunteer Program held three Citizen Academies, April, June and December. Volunteers were trained in Traffic Control, Defensive Driving, and Radio Communications and were CPR & First Aid certified. In addition, volunteers attended Implicit Bias Training and were all CJIS certified. 21 volunteers completed the academy in 2016.



The Sanford Police Volunteers attended and assisted at the following events:

- National Night Out
- MLK Parade
- Gun Buy Back
- Memorial Day Parade
- Shop with a Cop
- Christmas Parade
- Run with Class 5K
- Riverside Dash
- Sanford Riverwalk 5K
- Jim Payne 5K
- Chocolate 5K Fun Run
- Special Olympics Torch Run
- Family Fun Run
- Health Day @ the Westside community Center
- Bentley Elementary 15/5K run
- Chocolate Fun Run
- SPD & FD Family Day
- Severe Weather Awareness
- Children's mental Health Awareness Day
- Easter Extravaganza
- Two Police & Fire retiree luncheons
- Sweet Tea w/the Chief
- Coffee with a cop
- Hispanic Outreach
- Seminole County Health Department Back to School Bash
- July 4th
- Domestic Violence Vigil
- Delivered Thanksgiving meals
- Alive After 5's

2017 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

- Reduce Part I Crime by 2.5% for the year.
- Acquisition of two additional canines.
- CID will increase its clearance on structured burglaries by 5% during 2017.
- CID will organize 12 undercover operations targeting any identified issues reported by patrol operations, seasonal crimes or crimes specific to individuals.
- Continued partnership with Federal and State agencies to reduce violent crime in our city.
- SRO will decrease theft of cell phones in schools in 2017 by 5%.

Improving Traffic Safety

- An overall reduction in traffic crashes citywide by 5%, with a targeted reduction in ‘hot spot’ areas between Ridgewood Ave and Mellonville Ave on 25th Street.

Utilizing Technology

- Revitalization via IT services of the ALPR program and the addition of another portable unit.
- Revitalization via IT services of the use of fingerprint scanners.
- Acquisition of signal technology with body worn cameras.
- Deployment of body worn cameras to Patrol Sergeants.
- Revitalization via IT services of the Quick Ticket program

Goal Two – Fostering Partnerships

- SRO will create and foster partnerships within their schools and the community which enable them to serve as mentors to the youth in the community.
- Deploy the Activities Trailer a minimum of 24 times in 2017, with 12 deployments from initiated by Patrol Operations.
- Maintain community outreach levels reached in 2016.
- Increase Patrol Operations engagement in social media through increased video content of 12 videos in 2017.
- Increase following on all social media platforms by 10% overall.
- Launch Sanford Police Department on Instagram.
- Increase Community Outreach in CSA 12, 16, 22 and 25 by 25 percent.
- NRU will begin drug rehabilitation pilot program with the State Attorney’s Office and Drug Rehabilitation facilities/personnel.
- CRU will increase the number of Neighborhood Watch (NW) groups with the addition of 10 new groups during 2017.
- CRU, in conjunction with mall security, will implement a Business Watch Program for the Seminole Towne Center Mall.
- Expand the Volunteer program by increasing the number of volunteers by 10% in 2017.

Goal Three - Promote Employee Development & Wellness

- Development and implementation of a holistic wellness program and fitness testing.
- Continued participation in a minimum of four community driven wellness activities.

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.