

2014 Annual Report



Mission Statement

It is the mission of the Sanford Police Department 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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PART I CRIMES BY OFFENSE AND CALLS FOR SERVICE BY SOURCE 2009 TO 2014

Offense	2014	2013	2012	2011	2010	2009
Criminal Homicide	2	5	3	4	3	3
Manslaughter	0	0	2	0	0	0
Forcible Rape	29	36	21	23	38	26
Forcible Sodomy	0	0	6	2	2	5
Forcible Fondling	23	36	26	31	25	27
Robbery	108	132	166	159	174	199
Aggravated Assault	292	226	95	96	109	115
Aggravated Stalking	1	12	6	14	5	2
TOTAL VIOLENT (exclude Manslaughter)	455	447	323	329	356	377
Burglary	641	994	822	945	871	798
Larceny Pocket Picking	19	10	3	8	11	3
Larceny Purse Snatching	5	24	8	9	12	8
Larceny Retail Theft	632	644	546	507	585	606
Larceny Theft from MV/ No Parts	406	362	395	479	521	587
Larceny theft from MV parts/ Access.	159	195	218	221	218	215
Larceny Theft of Bicycles	70	98	78	100	82	110
Larceny from building	23	24	10	15	19	18
Larceny theft from Coin Operated Machine	7	6	8	5	3	7
All Other Larceny	842	839	720	799	835	730
Auto Theft	178	236	156	146	210	252
TOTAL NON VIOLENT	2982	3432	2964	3234	3367	3334
TOTAL OFFENSES	3437	3879	3287	3563	3723	3711
Total offenses % Diff. from previous yr.	-11%	18%	-8%	-4%	0%	5%
Total offenses % Diff. from 5 yr Avg.	-5%	Average = 3633				

	2014	2013	2012	2011	2010	2009
Cleared CFS	102,516	83,491	79,863	94,921	82,434	92,562
911	17,988	19,316	19,742	19,425	20,069	20,846
TEL	22,615	23,821	22,762	25,880	22,458	23,361
ONV	61,913	40,354	37,359	49,616	39,907	48,355
Cancl/Tran CFS	34,782	32,959	34,420	31,673	29,606	31,126
Total CFS	137,298	116,450	114,283	126,594	112,040	123,688
Total CFS % Diff. from previous yr.	18%	2%	-10%	13%	-9%	-8%
Total CFS % Diff. from 5 yr Avg.	16%	Average = 118,611				

2014 Uniform Crime Reporting (UCR) Statistics

Agency ORI: FL0590500	Agency Name: Sanford Police Department	
Reporting Period/Year: 2014 A	Population: 55,483	
Clearance Rate: 28.9%	Crime Rate: 6,194.7	
Date Generated: 1/30/2015	<input checked="" type="checkbox"/> Arrest Data Provided	
<input checked="" type="checkbox"/> LEOKA Data	<input checked="" type="checkbox"/> Comparative Prior Year Data	
<input checked="" type="checkbox"/> Clearance Rate Reflects a Change of 10% or Greater		

Violent Offenses	2014	2013	% Change
Murder	2	5	-60.0%
Forcible Rape	29	36	-19.4%
Forcible Fondling	23	36	-36.1%
Robbery	108	132	-18.2%
Aggravated Assault	293	238	23.1%
Violent Offense Total	455	447	1.8%
Violent Crime Rate	820.1	829.8	-1.2%
Property Offenses	2014	2013	% Change
Burglary	641	994	-35.5%
Larceny	2,163	2,202	-1.8%
Motor Vehicle Theft	178	236	-24.6%
Property Offense Total	2,982	3,432	-13.1%
Property Crime Rate	5,374.6	6,371.2	-15.6%
Total Index Offenses	3,437	3,879	-11.4%
Clearance Rate for Index Offenses	28.9%	26.0%	11.3%

Other Offenses	2014	2013	% Change
Arson	2	0	
Simple Assault	936	1,000	-6.4%

Domestic Violence Offenses	2014	2013	% Change
Murder	1	0	
Manslaughter	0	0	
Forcible Rape	2	9	-77.8%
Forcible Fondling	1	2	-50.0%
Aggravated Assault	121	82	47.6%
Aggravated Stalking	0	7	-100.0%
Simple Assault	530	586	-9.6%
Threat/Intimidation	2	40	-95.0%
Simple Stalking	3	6	-50.0%
Total Domestic Violence Offenses	660	732	-9.8%

Arrests	2014	2013	% Change
Murder	2	5	-60.0%
Forcible Rape	6	5	20.0%
Forcible Fondling	3	7	-57.1%
Robbery	28	33	-15.2%
Aggravated Assault	164	110	49.1%
Burglary	84	153	-45.1%
Larceny	594	626	-5.1%
Motor Vehicle Theft	31	41	-24.4%
Part II	2,222	1,820	22.1%
Total Arrests	3,134	2,800	11.9%

Breakdown of Total Arrests			
Male Arrests	2,212	Female Arrests	922
Adult Arrests	2,863	Juvenile Arrests	271

Vehicle Recoveries	2014	2013	% Change
Stolen Local/Recovered Local	146	148	-1.4%
Stolen Local/Recovered Elsewhere	49	64	-23.4%
Stolen Elsewhere/Recovered Local	31	28	10.7%

Stolen/Recovered Property	2014	2013	% Change
Total Stolen Property	\$4,085,373	\$4,700,330	-13.1%
Total Recovered Property	\$1,849,147	\$1,356,462	36.3%

Law Enforcement Officers Killed or Assaulted (LEOKA)		Total	2
Officers Killed	0	Officers Assaulted	2

Justifiable Homicide		Total	0
By Police Officer	0	By Private Citizen	0

2014 Goals

1. **City of Sanford Goal #1: *A Safe Community***
 - a. Reduce Serious Crime
 - b. Improving Traffic Safety
 - c. Utilizing Technology
2. **City of Sanford Goal #2: *Fostering Community Partnerships***
3. **City of Sanford Goal #3: *Promote Employee Development & Wellness***

Sanford Police Departments Goal #1: *A Safe Community*

Reduce Serious Crime: The Sanford Police Department took the following actions:

- Implementation of a data driven (DDACTS) policing model. This program uses data, trends and patterns to ensure resources are being directed towards most affected areas.
- Identifying and addressing repeat calls for service (greater than 20 per quarter) by empowering the officers to build teams and take actions.
- Keeping the focus on community policing while still using data driven models.
- Emphasizing foot a bike patrols and requiring such actions be taken during each shift.
- In September the Aggressive Panhandling Ordinance that was cultivated by the Department was adopted by the City Commission.
- Collaborating with Community Improvement on two formal projects and numerous smaller projects. Additionally the Nuisance Abatement program was revitalized and patrol partnered with the FD and others to investigate the rash of local arsons.
- Developed a new report narrative form to ensure proper information is being collected to increase solvability of crimes.
- Increasing the documented work level from 2726 reports during the same period last year to 7083 so far this year. An increase of 62%
- Violent crime has been reduced by 2% over comparable periods between this time last year and this year
- Non-violent crime has been reduced by 10% over comparable periods between this time last year and this year



Improving Traffic Safety:

- Utilization of traffic crash analytics to conduct traffic enforcement as a crash mitigation tool.
- Conducted traffic enforcement in the newly establish Sanford Avenue construction zone.
- 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.
- Increased DUI enforcement
- In partnership with other sections increased traffic enforcement
- Initiated a TDY program where officers could temporarily transfer into NRU to gain experience at unconventional enforcement techniques.



Utilizing Technology:

- Data sharing through “CAFÉ” with County and other local agencies.
- Use Data/Intelligence driven policing concepts in CSAs.
- Conceptualizing the new Command Vehicle
- 100% deployment of the body worn cameras to patrol officers.
- Purchasing of 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.
- Purchasing the Power DMS training suite
- Implementation of the AVL GPS tracking software
- Purchasing of Laser Shot training simulator

City of Sanford Goal #2: *Fostering Community Partnerships*

- Development of new hiring practices placing an emphasis on the ability to communicate.
- Completion of Fair and Impartial Policing training
- Decentralization of the community Walk and Talks. Requiring that officers now do them on their own.
- Development of Anti-Crime through education efforts at local shopping areas
- Development of the Burglary Reduction Pamphlet
- Participate in numerous community events including:
 - ◆ National Night Out
 - ◆ Habitat for Humanity
 - ◆ Chamber of Commerce Business Council
 - ◆ Sanford Avenue Business meeting
 - ◆ SCPS mentoring program
 - ◆ Boy Scout Appreciation Dinner
 - ◆ Night of Elegance
 - ◆ 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
 - ◆ Numerous Faith-Based Programs
 - ◆ Sanford Front Porch
 - ◆ Leadership Seminole
 - ◆ Domestic Violence Vigil

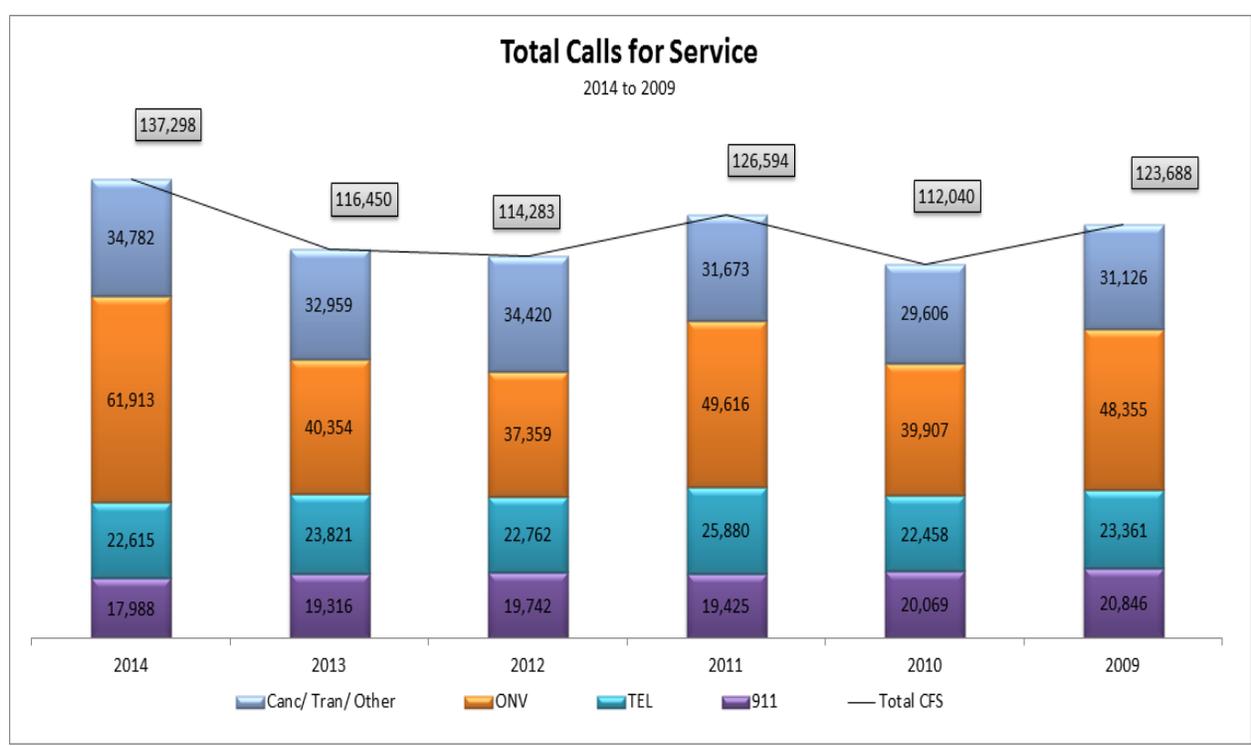
City of Sanford Goal #3: *Promote Employee Development & Wellness*

- Development and implementation of the Career Development Plan
- Purchasing the training module for PowerDMS
- Purchasing 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
- Participation in the Jim Payne 5k
- Participation in the Law Enforcement Torch Run
- Expansion of the use of the Wellness Center to all city employees
- Development of an annual police memorial service.



Patrol Operations Productivity

(Output)



2013 vs. 2014

5 Year Average

↑ 53%

↑ 44%

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.

Criminal Investigation Division

Our Investigators responded to numerous calls for burglaries, shootings and arsons and were able to develop suspects and effect arrests. The investigators have become a cohesive work group, each investigator assisting the other in the solving of crimes.

2014 YEAR END STATSSCRIMINAL INVESTIGATIONS SECTION	
Total Cases assigned	1947
Total Case Cleared By Arrest	131
Total Cases Cleared By Capias	102
Cases Unfounded/Exception/TOT/Cancelled	
Unfounded	70
Exception	286
TOT	13
Cancelled	3
Total Cases with Favorable Clearance	31%
Cases Assigned by Division	
General Assignment -	1641
Major Crimes -	306
Part I Crimes	
Total Part I Cases Assigned	1559
Aggravated Assault	54
Burglary	524
Homicide/ Att. Homicide	2
Larceny	842
Rape	30
Robbery	107

Notable Cases:

- CID assisted the Office of State Fire Marshall in the investigation and ultimate identification and apprehension of Steven Angle as primary suspect in several arson cases. Intelligence that we provided to the State Fire Marshall that was instrumental in the identification of their primary suspect and assisted in his prosecution for a sexual battery he had committed.
- We participated in several joint Internet Crimes Against Children (ICAC) Operations that resulted in 7 Arrests.

Neighborhood Response Unit

NRU made an astonishing number of arrests, drug and weapon seizures and assisted in responding to major crimes including burglaries and shot fired calls. One of the most notable arrest was that of a suspect involved in the murder of ### McGee. NRU located the homeless homicide suspect in Orlando. The team worked tirelessly night and day, alternating their shifts over the several weekends to accomplish their mission.

Total Arrests: 353

Total firearms seized: 16

- Pending Forfeitures: Forfeitures that continue to work their way through the court process.
- Seizures related to drug arrests
- \$6,500 Cash currency
 - \$30,000 2014 Mazda
 - \$12,000 Ford Fiesta

Notable Arrests:

- On September 12, 2014, members of the Neighborhood Response Unit located and apprehended Daquan Butts in the shooting on 13th and Oleander involving the 10 year old.
- Apprehended Richard Barnes in Orlando – suspect in the McGee homicide



Special Operations

The traffic unit has had an exceptional year. During this time frame we have developed and implemented a new ordinance that has allowed the peddle bus to operate for almost a year in Sanford and have been working on rewriting the towing ordinance. The Golf cart inspections/decals have continued to increase during the year with 17 new and 7 renewals for 2014. The traffic unit participated in several events outside of the City including; Daytona Speed Weeks and Dayton 500, Red, Hot and Boom in Altamonte, the annual Chiefs of Police motorcycle run, and numerous escorts and VIP movements. The traffic unit received new 2015 Harley Davidson Road King motorcycles in October.

Traffic Statistics

Felony Arrests	45
Misdemeanor Arrests	311
DUI Arrests	12
Traffic Related Fatalities	6
Traffic Crashes	974
Moving Citations	5,058
Non-Moving Citations	2,945
Seat Belt Citations	1,038
Child Restraint Citations	70
Warning Citations	285

Special Events Office

The Special Events Review Committee looked at over 300 different events in 2014. The six City Sponsored Events included the MLK festivities, Easter Egg Hunt, Festival on the Fourth, Spooky Halloween, Christmas in the Square, and the Christmas Parade resulting in over 873 man hours at a cost of \$27,578.58.

Other notable events were:

- Twelve (12) different sponsored 5k races along with the Riverside Dash 15k and 5k runs.
- We continued with the fishing rodeo in Lake Corolla.
- The First Disaster Equipment and preparedness event.
- The Grand Opening of the new Sunrail station,
- The Memorial Day Parade, Veterans Day Celebration,
- Ten (10) Celery City Cruiser events along the Lakefront,
- Twelve (12) food truck events, and
- Finished with eleven (11) Alive after Five events. There were also many other events throughout the year.

Community Relation's Unit

The CRU orchestrated the first Hispanic Outreach programs ever done in the city with outstanding results. They also have were very productive in dealing with issues related to homeless, elderly services, domestic violence and the development and training of our Neighborhood Watch Program.

In the year 2014 the **Community Relations Unit** performed or participated in the following:

Attended over 80 meetings, to include:

- Neighborhood Watch
- Business watch
- Crime Prevention
- Development Review Team (DRT)
- HOA
- Neighborhood Watch Block Captains
- Domestic Violence (DV) Task Force
- SACSON
- Chamber of Commerce
- Community Meetings
- Latino Festival planning committee

Participated in/Conducted the following Special Events:

- Torch Run
- Boy Scouts Blue and Gold
- Cops for Kids
- Family Day
- Guns and Hoses 5k
- Latino Festival with approximately 5000 people attending
- Hispanic outreach at McKibbin Park with approximately 500 people attending
- Funeral Escorts (6)
- Parades (4)
- Building Tours (10)
- Security Surveys (8)
- Luncheons (6)
- Domestic Violence Candle Light Vigil with approximately 100 people attending
- Goldsboro Festival
- Sanford Air Show
- Walk and Talks (20)

****CRU officers responded and assisted patrol officers approximately 15 times.**



Volunteer Program

Our Volunteers donated over 5,000 hours of service to the department as a savings to the department and the City of roughly \$108,000.00. The cost is based on the nation Volunteer estimated salary of twenty one dollars and thirty cent (\$21.30) an hour. We implemented the new Chaplain Program and seamlessly integrated the internships into the program. The Volunteers assembled over 4800 “Knock and Talk” packages which were delivered to households across the city. Based upon an approximate total of 20,000 occupied homes in the city, the Walk and Talk program reached approximately 24% of the households in the city. (2013 Census household count 18,152)

Citizen’s on Patrol

- Volunteers donated over 1,000 hours patrolling neighborhoods, business areas and shopping centers. C.O.P.’s also assisted with blocking streets for parades, 5k’ runs and other city events.

Administration

- Volunteers assisted with tracking volunteer hours, making flyers for upcoming events, helping train new volunteers, fingerprinting, mail courier service, preparing for events, and numerous other duties. Volunteers donated over 1,500 hours doing administrative duties.
- **Volunteers put together approximately 4800 Walk and Talk folders that were distributed to households throughout the City during 2014**



Events

Volunteers donated 2,610 hours participating in community events. Below is a list of some of the events volunteers participated in during 2014:

- Walk and Talks – January through April
- 11 “Alive After 5”’s
- Historic Goldsboro Festival
- Family Fun Run
- Bentley Elementary 15/5K run
- Chocolate Fun Run
- Tour of Homes
- Spooky Halloween
- Christmas Parade
- MLK Parade
- Memorial Day Parade
- Run with Class 5K
- SPD & FD Family Day
- Neighborhood Watch Meetings
- Severe Weather Awareness showcase
- Building a Habitat for Humanity home
- Finger printing @ Burger King’s grand opening
- Westside Community monthly meetings at the Boys & Girls Club
- Two Police & Fire retiree luncheons
- Sweet Tea w/the Chief
- Hispanic Outreach
- Back to School Bash
- Hands Up
- Police Memorial
- Star Spangled July 4th
- 9/11 Memorial
- Latino Festival at McKibbin Park - approximately 300 residents of Sanford
- Sanford River walk 5K
- Jim Payne 5K
- Seminole Towne Center Mall (putting security flyers on vehicles)
- Children’s Miracle Network Car Show
- Police/Fire building Tour’s
- Deputy David Cox benefit
- Two Police & Fire Retiree Luncheon’s
- Chocolate 5K Fun Run
-
- Children’s Miracle Network Car Show
- Domestic Violence Vigil
- Vision for Health Breast Cancer Event Midway
- National Night Out
- Delivered Thanksgiving meals to senior’s in Sanford
- 2nd Annual Goldsboro Festival
- Rescue Mission BBQ
- Commission Meetings
- Officer recruiting days



Accomplishments

- During 2014, the Volunteer Program held three Citizen Academies; one each in March, June and October.
- Five students from University of Central Florida and one from Keiser University successfully completed internships in the Volunteer Program.
- In 2014, the Volunteer Police Chaplain Program was re-instated and we currently have five active Volunteer Police Chaplains in the program.
- Implemented recognition programs such as “Volunteer of Quarter” and “Volunteer of the Year” and the volunteer referral program
- Five of the volunteers/interns have been hired on by our agency and other local agencies showing the high quality of volunteers that we have recruited to our program.
- We have added a Class C uniform to convey a clear message to the public as who we are while working events for positive recognition for the Sanford Police Department.
- The Volunteer Program hosted three volunteer appreciation nights for the volunteers. In June we held our annual awards banquet with several volunteers receiving a presidential award.
- In December, the Volunteer Program held a Harley Davidson Jacket raffle raising three hundred dollars in donations to help support the Volunteer Program and the CRU unit.

Internships

- During 2014, five students from the University of Central Florida and one from Keiser University successfully completed internships in the Volunteer Program.
- Internship outcomes: One was hired by FDLE, two by Sanford P.D., one by Deland P.D. and one by Orange County Sheriff’s Office Communications Division

Chaplin Program

- Three new Chaplains were added to our ranks and two returning Chaplains have been placed on call and are performing their duties under the new guidelines.

Drug Enforcement Agency

Sanford's DEA agent performed/recovered the following during the 2014 year:

- Methamphetamine – 7,470 Grams
- Marijuana – 225 Grams
- Cocaine – 650 Grams
- Pills – 2,000
- Pseudoephedrine – 1,800 Grams
- Heroin – 40 Grams
- Arrest – 59 bodies

City County Investigative Bureau

Sanford's CCIB Officer performed the following during the 2014 year.

- Initiated 14 local cases
- Initiated 1 local DTO
- Made 15 state arrests

Drug seizures (in grams or D/U)

- Crack Cocaine 29 grams
- Powder Cocaine 6 grams
- Heroin 1 gram
- Marijuana 154 grams
- Hydrocodone 36
- Hydromorphone 1 D/U
- Oxymorphone 49

Property Seizures:

- Currency \$22,124.00
- Weapons 3

Case Information:

- Complaints assigned 48
- Complaints inactivated 25
- Confidential informants developed 4

Arrest by Charge: (Sanford)

- Trafficking or conspiracy 1 substance
- Sale/Deliver/Manufacture/intent to sell 8
- Possession of controlled
- Violation of probation 1
- Other charges 2

School Resource Officer

- Each SRO completed a safety assessment in preparation for an advance code red drill. All schools are currently in the planning stages of the drill and dates will be set in the near future. This drill will focus on the ability for the school to recognize a threat and complete a lock down in a timely manner. After the code red has been initiated by the school a group of officers will walk the school campus and access the lock down. At the conclusion of all the drills a report will be generated and submitted to the school board.
- At all five (5) of our Elementary Schools we have implemented the Seminole County's Focus on Safety program, which is replacing the D.A.R.E. program.
- The Focus on Safety program is for all fifth graders and will teach them about drugs/alcohol, internet safety, bullying, and management of emotions.
- The focus program is a ten week program with a graduation for the students at the conclusion. The Focus on Safety program has been successfully taught in four of our elementary schools during 2014, with the fifth elementary school being taught during the first part of 2015. Both Officer Manley and Officer Memminger have worked together with the Sheriff's Office to ensure the success of this new program. A total of 28 classes have been taught the Focus on Safety program.
- SRO's are constantly providing extra patrols on and off of their assigned school campuses. This is being performed on foot, by gulf cart and in their patrol 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.
- There were a total of 34 arrests and 8 capias requests completed at the 9 schools located in Sanford. All SRO's have participated in numerous classroom visits, student conferences, parent conferences, school meetings, and after-school activities.



Statistics by School

Seminole High School

- Arrest: 15
- Capias: 2
- Traffic Accident: 10
- Baker Acts: 8
- Traffic Citations: 11
- Trespasses: 1

Crooms Academy

- Arrest: 1
- Capias: 0
- Traffic Accident: 4
- Baker Acts: 10
- Traffic Citations: 0
- Trespasses: 1

Sanford Middle School

- Arrest: 1
- Capias: 2
- Traffic Accident: 0
- Baker Acts: 6
- Traffic Citations: 1
- Trespasses: 0

Millennium Middle School

- 24 stolen cell phone cases (2) resulted in arrests and grand theft charges.
- 11 CPS calls
- 12 Baker Acts
- 6 Disorderly parents in the Front Office
- 28 Bullying / Cyber Bullying case
- Drug related surveillance conducted at SHS 02/19/14 – 02/25/14.
- 7 battery cases, 4 arrests and 3 capiases filed
- 4 drug arrests
- 2 Lewd Lascivious cases
- 2 arrests for Battery on a teacher
- Report done for threats to a teacher
- 1 arrest for false activation of a fire alarm
- Medical emergency of a teacher transported by rescue.
- Out of School meeting
- Out of school training for teen dating violence.

Bentley Elementary, Hamilton Elementary and Goldsboro Elementary

- Arrest: 0
- Capias: 0
- Traffic Accident: 0
- Baker Acts: 1
- Traffic Citations: 0
- Trespass: 0

Wicklow Elementary, Pine Crest Elementary and Goldsboro Elementary: (Officer Manley)

- Arrest: 4
- Capias: 1
- Traffic Accident: 0
- Baker Acts: 5
- Traffic Citations: 0
- Trespasses: 1

Office of 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.

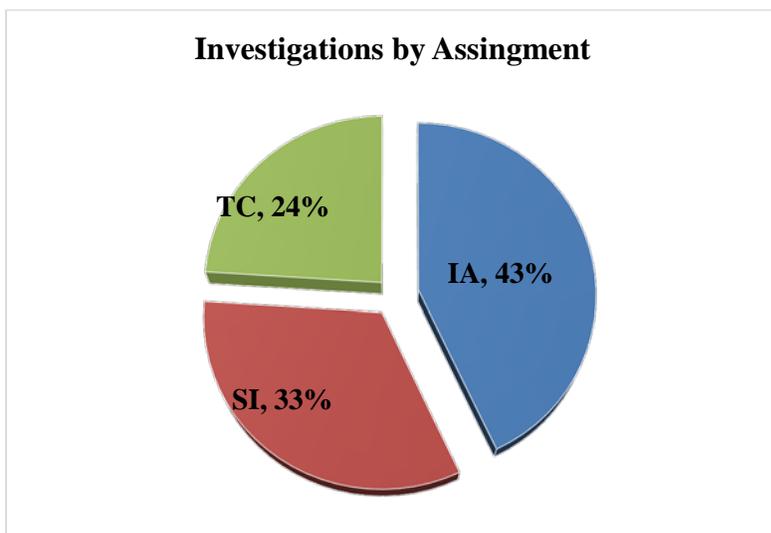
In support of the Sanford Police Department's commitment to conduct unbiased policing, the Professional Standards Section is responsible for completing an annual review of agency practices including citizen complaints and documented concerns.

Additionally, The Professional Standards Section will compile a statistical summary of the defensive actions and high liability actions that officers utilized during the 2014 calendar year.

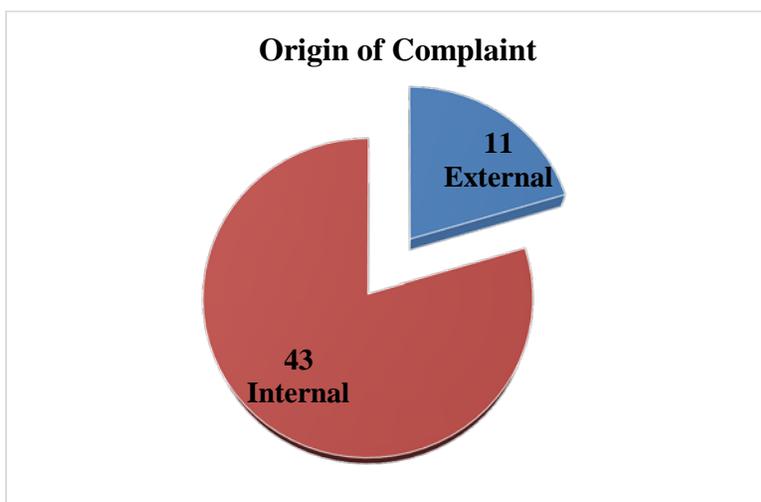
Analysis of Complaints

In 2014 the Sanford Police Department processed 54 Administrative Investigations. 23 of the investigations were handled by the Professional Standards Section (IA), 18 were investigated by supervisors (SI) and the remaining 13 were traffic crashes (TC).

All of the traffic crashes and all but eight 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 2014, 43 investigations were generated internally and 11 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 2014 calendar year. This information is based upon 23 investigations which were analyzed for Violations Charged, Findings, and Disciplinary Actions.

Sanford Police Administrative Investigations:	23
Total Number of Alleged Violations/Charges Investigated:	42
Total Number of Employees Investigated:	32*
<i>*Some investigations involved multiple employees</i>	
Officer Involved Shootings	0

Violations Charged

Of the 42 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
Carelessness	2	5%
Roll Call	2	5%
Obedience of Laws/Regulations	13	31%
Truthfulness	2	5%
Reporting Sick Time	1	2%
Arrest Procedures	7	17%
Standards of Conduct	3	7%
Prohibited Activity on Duty	1	2%
Conduct Towards the Public	2	5%

Violations con	Total	Percentage
Conduct Towards Supervisor or Subordinate	2	5%
Insubordination	4	10%
Court Appearances	2	5%
Responding to Calls	1	2%
TOTAL	42	100%

Findings

Of the 42 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	17	40%
Not Sustained	4	10%
Unfounded	8	19%
Exonerated	8	19%
Closed	1	2%
Pending	4	10%
TOTAL	42	100%

Disciplinary Action

As a result of the 17 sustained violations of rules and regulations involving 32 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	9	82%
Demotion	0	0%
Termination	2	18%
TOTAL	11	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 2014 calendar year. The information is based upon 18 Supervisory Inquiries and 13 Traffic Crash Investigations (31 in total).

Sanford Police Supervisory Inquiries:	31
Total Number of Alleged Violations/Charges Investigated:	31
Total Number of Employees Investigated:	31

Violations Charged

Of the 31 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
Duty Responsibilities and Assignments	3	10%
Obedience of Laws and Regulations	4	13%
Court Appearances	1	3%
Carelessness	3	10%
Absence From Duty	2	6%
Roll Call	1	3%
Department Property & Equipment	3	10%
Standards of Conduct	1	3%
Safe Driving of Police Vehicles	13	42%
TOTAL	31	100%

Findings

Of the 31 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	77%
Not Sustained	2	6%
Unfounded	0	0%
Exonerated	4	13%
Closed	1	3%
Pending	0	0%
Total	31	100%

Disciplinary Action

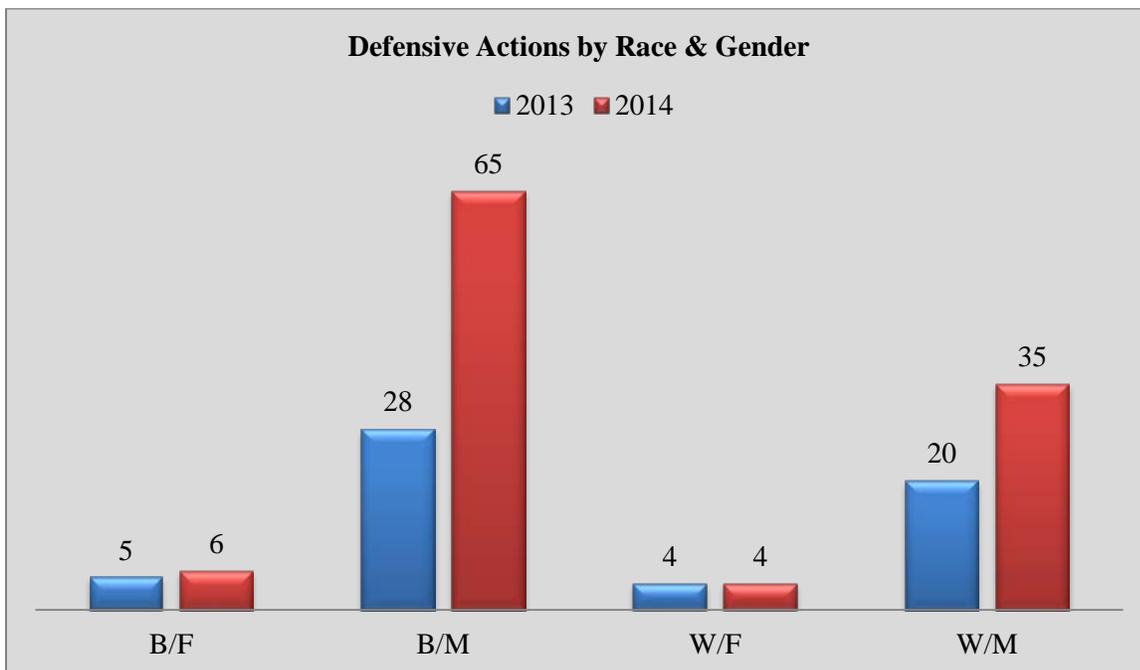
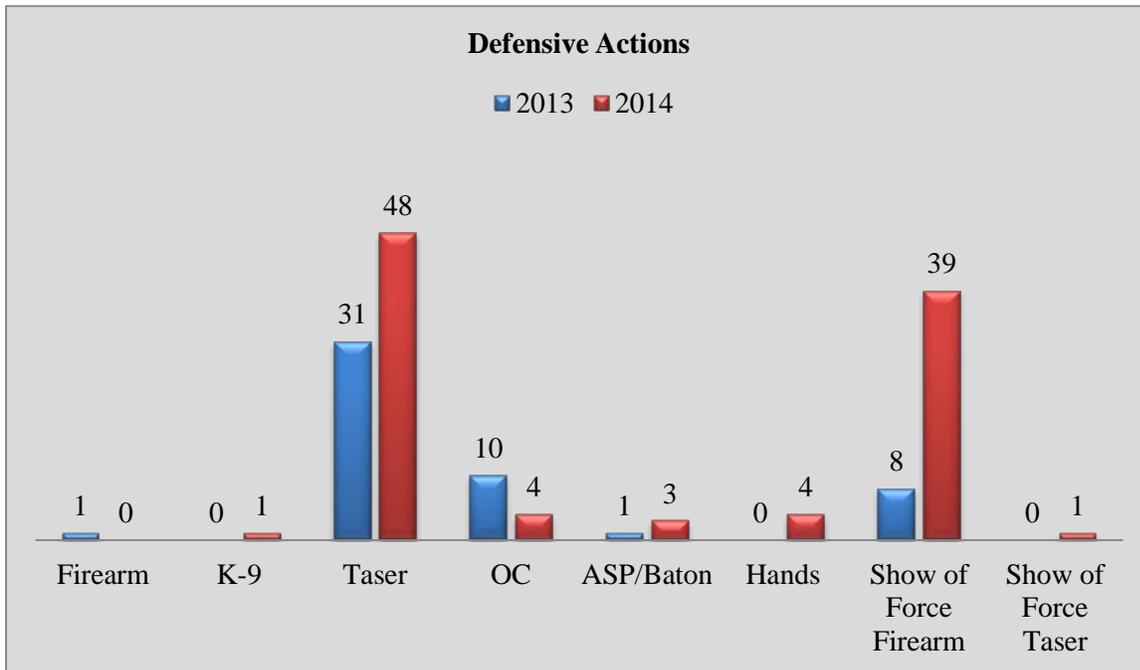
As a result of the 24 sustained violations of rules and regulations involving 31 employees, the following disciplinary actions were taken. The table below provides a comparison, by category, of the numbers and percentages of the resulting disciplinary actions.

Disciplinary Actions	Total	Percentage
Verbal Counseling	11	46%
Written Reprimand	9	38%
Suspension	4	17%
Demotion	0	0%
Termination	0	0%
Total	24	100%

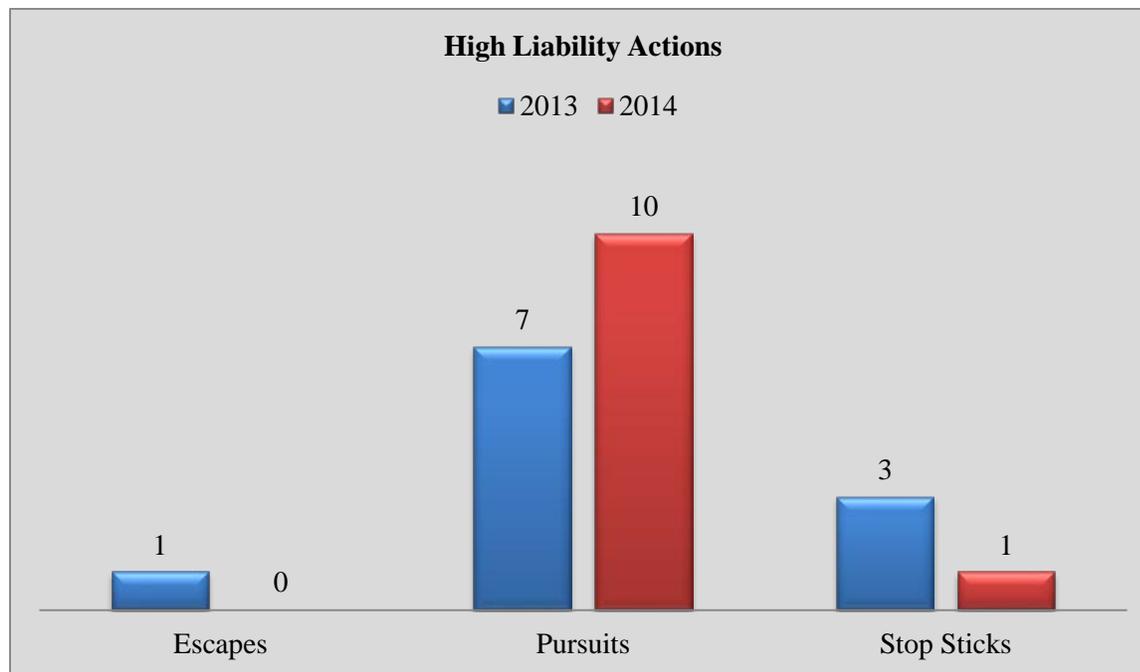
**Information was obtained from the Department's Administrative Investigations Management program*

Defensive Actions

During 2014, 110 defensive actions reports (100 Defensive Actions & 10 High Liabilities) were reported by the Sanford Police Department resulting in an 80% increase from 2013 (*Note: 2014 represents the first entire calendar year in which an officer's show of force is now documented as a defensive action*). The following graphs represent the comparison totals for 2014 and 2013 use of Defensive Actions, and gender/race demographics of suspects.



10 High Liability Actions were documented in 2014. 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 2013 of the number of High Liability Actions taken by the Sanford Police Department.



**All information taken from Defensive Action Reports for calendar years 2013 and 2014.*

Bias Based Policing Prevention

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 on the basis of 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 2014, The City of Sanford Police Department affected two seizures for the calendar year;

1. SPD Case #: 201450004781, 09/03/2014, a 2014 Mazda 3 passenger vehicle was seized from a 31 year old white male who was found to be in unlawful possession of Alprazolam. The stop/investigation was conducted by SPD's Neighborhood Response Unit at 201 S. French Ave. The vehicle was awarded to the City of Sanford under Florida's Contraband Forfeiture Act. The forfeiture is currently pending.
2. SPD Case #: 201450006413, 11/19/2014, \$6,220.57 in currency was seized from a 33 year old black male who was also found to be in possession of 31.7 grams of cocaine, 8 grams of hash oil, 41 grams of cannabis, 80 Oxymetholon tablets, 35 Oxycodone tablets, 1 gram of heroin, 1 gram of MDMA, and various packaging and weighing materials. The seizure stemmed from a traffic stop conducted by members of SPD's Neighborhood Response Unit. The forfeiture is currently pending.

**2014 Forfeiture information was collected from the Administrative Services Manager.*

Traffic Stops

Listed are the total number of traffic citations issued and the race and gender of those persons receiving the citations.

Sex / Gender	Female	Male	Unknown	Grand Total	Percentage
Am Indian/Alaskan Native	4	6	1	11	0.1%
Asian/Pacific Islander	47	90	1	138	0.9%
Black	2823	3116	4	5943	39.2%
Other	538	805	-	1343	8.9%
Unknown	5	6	67	78	0.5%
White	3181	4474	5	7660	50.5%
Grand Total	6598	8497	78	15173	
Percentage	43.5%	56.0%	0.5%		

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

Citizen Complaints

An evaluation into the number of citizen initiated complaints for 2014 was conducted. A total of 11 citizen initiated complaints were documented, tracked, and investigated by the Department. Three complaints were related to alleged incidents of bias based policing. All three complaints involved traffic stops.

Attached is a summary table of all of the citizen complaint 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		Disposition
			Race	Gender	Race	Gender	
2/19/14	Call for Service	Arrests/Use of Force	B	M	B	F	Exonerated
5/26/14	Call for Service	Arrests/Use of Force	B	M	W	M	Exonerated
6/6/14	In House	Standards of Conduct	W	M	W	M	Sustained
3/4/14	Call for Service	Arrests/Use of Force	B	M	W	M	Exonerated
6/5/14	Traffic Stop	Bias-Based Policing	B	F	B	M	Exonerated
7/10/14	In House	Truthfulness	W	F	W	F	Sustained
8/30/14	Traffic Stop	Bias-Based Policing	B	M	B	F	Exonerated
9/20/14	Traffic Stop	Bias-Based Policing	B	M	W	M	Exonerated
10/31/14	In House	Responding to Calls	Unk.	F	B	M	Sustained
11/20/14	Call for Service	Standards of Conduct	W	F	W	M	Unfounded
12/1/14	Call for Service	Carelessness	B	F	W	M	Pending

Exonerated highlights

- Two of the complaints involved the same complainant who was stopped on two separate occasions by different officers.
- Two of the traffic stops involved the use of a K-9 to perform an exterior check of the complainant's vehicle.
- All complaints of bias based policing were unfounded and the officers were exonerated as to the actions they took.

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

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 / Grants / Forfeitures / Staffing / Overtime

- The Police Department's 2014 Budget was 40% of the city's budget
- Total Operational Budget: \$13,097,043
- Salaries: \$7,284,199
- Benefits: \$3,761,936
- Operating: \$1,406,607
- Supplies: \$644,301
- Capital Funding: \$632,360

- Grant Funding
 - Edward Byrne Memorial Assistance Grant: \$24,057 funded six ballistic shields and six AED's

 - Edward Byrne County-Wide Grant: \$17,688.37 funded 20 sets of riot gear.

- Pending Forfeitures: Forfeitures that continue to work their way through the court process.

Seizures related to drug arrests

 - \$6,500 Cash currency
 - \$30,000 2014 Mazda
 - \$12,000 Ford Fiesta

- Staffing: 150 employee total – 130 sworn and 20 non-sworn personnel
- Overtime
 - Administrative: \$17,909
 - Patrol: \$107,046
 - Investigation: \$88,264
 - Special Ops: \$27,224
 - Special Ops after October 1: \$10,026

Major Purchases

- During CY-2014 the following Capital Purchases were successfully funded:
 - **New Police Vehicles:** Three Sergeants, 15 Patrol, Two Community Service Officer and one unmarked vehicle. Capital funding in the amount of \$519,235 was used to purchase these new vehicles.
 - **Watch Commander Vehicle:** F-350 pickup truck fully equipped and outfitted to serve as a mobile command and control vehicle. Vehicle was funded using \$85,000 of Impact Fees.
 - **Youth Initiative Mobile Gym Utility Trailer:** Funded with \$5,000 of Law Enforcement Trust Funds the purpose of this mobile gym is to assist officers in fostering and building improved relationships with our city's youth.
 - **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.
 - **Hurricane/Disaster Contingency Supplies:** Approximately \$ 6,000 of funding was dedicated to the purchase of emergency supplies such as meals ready to eat (MRE's), emergency water, cots, sleeping bags, etc. The department is better prepared in the event of an emergency situation such as a hurricane.



2014 In-House Department Training

Public Information and Media Relations Training	• Discriminatory Profiling and Professional Traffic Stops
Handgun Qualification	
Field Training Program	Use of Force
• High Liability Tasks	• Scenario Based Training
• Employment Orientation	• Physiological Response to Stress
• Patrol Operations Training	• Defensive Tactics
Precision Immobilization Technique	• Less Lethal Weapons
• Vehicle blocking, boxing, and immobilization	Taser Instructor Course
• Stop Stick Operation	Tactical Rifle Course
First Aid/CPR	Police Law Institute (Online)
Infectious Disease	• Searches of cellphones
• Blood borne Pathogens	• Case Law/Legal Updates
Emergency Vehicle Operators Course	• Use of Force
• Safe operation of emergency vehicles	• Qualified Immunity
Diversity Training	• Domestic Violence
• Impartial Policing	• Investigations During Traffic Stops
• Understanding bias based policing	• Arrest and Search on Suspects
Emergency Vehicle Operators Course	City/County Active Shooter Instructor Training
Precision Immobilization Technique	• Response to Active Shooters
• Vehicle blocking and boxing	Data Driven Approaches to Crime and Traffic Safety (Outside Instructor)
• Stop Stick Operation	• Learning the operational model of intelligence led policing
FDLE Recertification Course (Online)	Introduction to Ballistic Shield Training (Online)
• Domestic Violence	Interview Room Training (Online)
• Juvenile Sexual Offender Investigation	

<u>Total Student Hours</u>	<u>Total Instructor Hours</u>
16,184	8,544

Records Unit

During 2014 the Records Unit processed:

- Pieces of Mail 1,387
- Citations: 15,835
- Public Fingerprinting: 458
- Arrest Records: 2,780
- Capias Records: 853
- Traffic Accident Rec: 1,931
- Tele. calls incoming: 10,896
- Walk –ins 6,302
- Digitized archival files: 2,000

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

Goals 2015

Sanford Police Departments Goal #1: A Safe Community

Reduce Serious Crime:

- 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
- Evaluate the Effectiveness of the Power Shift
- Increase K-9 Unit to Four Teams

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:

- 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 utilizing 60 Seconds with the Chief videos, Facebook, Twitter, and YouTube.

City of Sanford Goal #2: *Fostering Community 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.
- Deploy the Police Department Community "Drop-in-Gym".
- Increase the number of Neighborhood Watch Groups within the city.
- Increase the Volunteer Program within the City and Police Department by 25%. 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).
- Enlarge the Elderly Service/Outreach Program.
- Develop a Seminole State College TV Video Production Partnership.

City of Sanford Goal #3: *Promote Employee Development & Wellness*

- 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.

