

Office of Professional Standards



2015 Annual Report

Chief's Comments



The St. Petersburg Police Department is a full-service law enforcement agency serving the 250,000 citizens of the City of St. Petersburg and thousands who visit each year.

The Police Department is authorized to have 756.2 employees of which 550 positions are sworn police officers and 206.2 are civilian support personnel (includes part time positions). Police services are provided for an area covering 64 square miles and traversed by 2,309.4 miles of roadway. The Department also provides marine police services within 244 linear miles of shoreline. The Department's full-time work force is supplemented by the dedicated work of 62 citizen volunteers.

When misconduct of an employee is alleged, it is investigated by a supervisor or, in the case of serious allegations, by the Office of Professional Standards Division. The 2014 Office of Professional Standards Annual Report attempts to illustrate the number and type of concerns, raised by the community and Department members and compares our efforts with previous years.

The St. Petersburg Police Department received 394,539 telephone calls from the public and responded to 162,254 calls for service. The Department issued 29,024 traffic citations and made 13,654 arrests, which includes 2,458 drug arrests. Citizens initiated 19 complaints against employees in 2014, 14 less than in 2013.

During 2014, there were 87 cruiser crashes compared with 85 in 2013. Of those, 34 were found to be preventable. Also in 2014, employees initiated 13 pursuits; 13 pursuits were in compliance with the Departmental policies. Our Department has a very strict policy governing when a pursuit can occur, and we require our employees to adhere to specific procedures.

The Department welcomes community oversight and involvement. The Department works with two high-profile advisory groups: the Community/Police Council and the Community Alliance. In addition, the Civilian Police Review Committee (CPRC) reviews citizen-initiated investigations after the cases become a public record. During 2014, the CPRC reviewed 17 cases, including 10 Bureau Investigations and 7 Office of Professional Standards Investigations. The CPRC agreed with the Department's findings on all the cases. Also in 2014, we received 147 letters of appreciation from citizens, thanking our employees for their service and consideration.

The Police profession continues to evolve and change. We must adapt to new roles and responsibilities each year, including homeland security. I am proud to be a part of this outstanding organization that values our employees and community partners in improving the quality of life for the citizens we serve.

Philosophy

The St. Petersburg Police Department provides police services by adhering to the community policing model and working in partnership with the community to solve mutually identified problems. While engaged with, and cognizant of the concerns of the community, the Department works to provide efficient, effective and courteous police service that promotes public safety, protects the rights of all citizens and improves the quality of life in St. Petersburg, while upholding the highest standards of the law enforcement profession.

It is the mission of the St. Petersburg Police Department to provide professional police service to the community by adhering to the values of respect, accountability and integrity.

The St. Petersburg Police Department has been accredited by the Commission on Accreditation for Law Enforcement Agencies since 1985. We were also accredited by the Commission for Florida Law Enforcement Accreditation. The Department is committed to Law Enforcement excellence and the protection of the safety and rights of the citizens it serves.

COMMISSION ON ACCREDITATION FOR LAW ENFORCEMENT AGENCIES



I. Introduction

Police officers are expected to diagnose situations they encounter within a few short moments and take the most appropriate course of action. Most encounters with citizens result in positive experiences, in part due to the training, experience and ethical character of the police officer. In the face of danger, the potential for complications increases, however the majority of these encounters are resolved without complaint.

In a limited number of situations, officers clearly use their authority inappropriately. In other situations, citizens may believe police officers have exceeded their authority or have simply not treated them properly. Therefore, it is of critical importance to have a system in place that allows citizens to bring these concerns to the attention of police managers. This system must achieve at least three important objectives.

First, the system must create a sense of confidence on the part of citizens that their complaints will be taken seriously and properly investigated, and corrective measures will be taken when needed. Most police/citizen interactions take place without witnesses who are directly involved in the encounters. Without an effective system for addressing citizens' complaints or concerns, the Police Department will not have the type of feedback needed to ensure quality service is being provided and the Department is using its authority appropriately.

Second, the system must create a sense of confidence on the part of the police officers that complaints will be investigated within a reasonable time frame and that they will be treated fairly and consistently. Police officers have a very difficult job; to do it effectively, they must be supported when they operate within the framework of the law and Departmental policy. Although most complaints are lodged because of the sincere belief an officer's behavior was not appropriate, occasionally the system will be used as revenge toward the officer or as leverage for criminal charges.

And third, the system must provide information to City officials, the Police Department, and the community. This information is one important measure of the Department's responsiveness to the community and the efforts made to provide guidance and direction to police employees in their encounters with citizens. It is also useful in identifying areas where policy and training changes might be made. The achievement of all of these objectives is important to the successful functioning of a system designed to ensure that police employees are carrying out their responsibilities to the community in the most appropriate manner possible.

The St. Petersburg Police Department has established a method to meet these objectives through the Office of Professional Standards, which reports directly to the Chief of Police. This Office consists of a major, four detective investigators, and one clerical support personnel. Under the direction of the Chief of Police, the Office has the responsibility to conduct investigations into complaints of employee misconduct from both inside and outside the Department. The Office also has the responsibility for monitoring investigations of alleged employee misconduct that are conducted by an employee's supervisor.

The purpose of this Office of Professional Standards Annual Report is twofold. First, this report will provide information to the community on the results of investigations of both citizen and Department-initiated complaints. It contains information over a five-year period from 2010 through 2014, to provide a basis for comparison. Second, the report is designed to provide greater insight into efforts by the City, Police Department, and Citizen Volunteers to meet the objectives described above.

This report achieves its purpose by describing in the next section how a citizen can make a complaint and explains the Office of Professional Standards process.

The third section of this report examines community oversight of internal investigations and police operations. The fourth section addresses commendations and investigations conducted by the Office of Professional Standards and supervisory personnel over the past five years. The fifth section reviews complaints from an organizational and employee perspective.

II. The Process

Making a Complaint

Complaints against employees of the Department can be made in several ways. All employees of the Police Department have the responsibility for receiving a complaint so the process can be initiated any time a citizen chooses. A complaint may be lodged against the Department or any employee, in person, by telephone, or by mail using the information provided in Appendix A. When complaints are initiated outside the normal business hours of Monday through Friday, 8:00 a.m. to 5:00 p.m., the information will usually be taken by an on-duty supervisor and referred to the watch commander. The watch commander may direct a supervisor to investigate or refer the complaint to Office of Professional Standards.

It is the policy of the Police Department that complaints will be handled at the appropriate organizational level and as quickly as possible. If the supervisor who initially received the complaint is able to investigate it, he or she will do so upon approval of the watch commander and document the actions taken. This information will be forwarded to Office of Professional Standards, and the complaining citizen will be notified of the findings of the investigation. Examples of complaints normally handled at the supervisory level include improper procedures and discourtesy. These types of investigations are categorized as Bureau Investigations. If the complaint is of a more serious nature, it will be forwarded to the Office of Professional Standards for investigation. Office of Professional Standards will normally investigate all allegations of a serious nature to include excessive force, the administrative aspects of criminal misconduct, racial/ethnic slurs, and cases of officer-involved shootings. These investigations are categorized as Office of Professional Standards Investigations.

Office of Professional Standards Investigations

All Office of Professional Standards Investigations must follow guidelines established by state laws and Department policy. The Law Enforcement Officers' and Correctional Officers' Rights is a State Statute that dictates how the Office of Professional Standards Investigations are conducted. These investigations are considered confidential until the investigation is completed. (See Appendix B for a copy of the Law Enforcement Officers' and Correctional Officer's Rights and Appendix C for a copy of the Department policy for conducting these investigations.) When a complaint is investigated by Office of Professional Standards, the following procedures are followed:

- The Office of Professional Standards investigator contacts the complainant and arranges an appointment for an interview. Generally, the interview is conducted at the Police Department's Office of Professional Standards office. However, at times, interviews can be conducted at a complainant's home, business, or at the Civilian Police Review Committee's office located in the Municipal Services Building, 4th Floor. Interviews are also conducted at the County Jail; therefore, incarceration does not preclude a citizen's complaint from being heard.
- The complainant is placed under oath and a sworn statement is taken from that person. This statement is recorded.
- After the recorded statement is transcribed, the complainant is re-contacted and given an opportunity to review the statement for accuracy and to sign it.
- The same procedure is used for all witnesses and officers involved in the case. All statements are recorded, transcribed, and assembled in a case file to be reviewed by the Chief of Police.
- If the evidence indicates there might have been improper conduct, the Chief of Police can direct the matter be reviewed by a Command Review Board. This Board consists of the management level personnel responsible for the accused officer and includes: assistant chiefs, and Chief of Police. Depending on the nature of the complaint, the Chief of Police also has the option of having the disciplinary process handled by an Assistant Chief's Board, which handles complaints of a less serious nature. Assistant Chief's Boards are restricted in the severity of discipline they are able to dispense to employees; the discipline is limited to a five-work day suspension (40 Hours) or less.
- Once the case has been reviewed by an Assistant Chief's Board or the Command Review Board, a decision is made as to whether the officer acted properly or not. Each complaint will receive one of five possible findings by the Board:

Exonerated. The acts which provided the basis for the complaint or allegation occurred; however, the investigation revealed they were justified, lawful, and proper.

Not Sustained. The investigation failed to disclose sufficient evidence to prove the allegations made in the complaint.

Sustained. The investigation disclosed sufficient evidence to prove clearly the allegations made in the complaint.

Unfounded. The investigation conclusively proved the act or acts complained of did not occur.

Not Involved. The investigation disclosed the affected employee was not involved in the alleged misconduct.

If the Board sustains the complaint, the second phase of the process is to decide on the appropriate disciplinary action. Disciplinary action is guided by the Department's philosophy contained in Appendix D.

- At the conclusion of the Board's action, the complainant is notified in writing of the Board's decision on the complaint and any type of discipline that was administered, if any.
- The complainant may come to the Department to review the completed case unless there are criminal charges pending in the case. In this event, the complainant can review the case when the criminal case has been completed.

Complaints investigated by the officer's supervisor (Bureau Investigations) generally follow similar steps, except the statements are not recorded and transcribed. In these cases, the supervisor interviews the complainant, the officer, and witnesses; determines the finding; and then makes recommendations that are reviewed by the various levels of supervision and management in the officer's chain of command, with final review by the Chief of Police.

Another classification of cases is known as Information Only. An Information Only case is the documentation of an incident in which a citizen requests information regarding an employee's behavior and/or actions. An Information Only case may require several hours of exploration in order to determine what actually occurred. It generally does not involve misconduct by the employee and is filed for informational purposes after an explanation has been furnished to the inquiring party. Many inquiries involve questions concerning the legality of an officer's actions that need to be dealt with, within the judicial system.

The Office of Professional Standards Division reviews and records all crashes and pursuits. Office of Professional Standards also maintains a liaison with the City Legal Department and conducts inquiries into incidents involving Police Department employees which result in civil litigation.

III. Community Oversight

In addition to the Office of Professional Standards investigative process, there are additional means of oversight of police operations. The first is through the elected Mayor and City Council. The Chief of Police reports to the Mayor of the City. Police Department policy and issues are regularly reviewed by the Mayor and Council through the budgetary process, special reports that are prepared on Department operations, and routine administrative oversight procedures. Citizens can raise concerns directly with the Mayor and members of City Council.

A second means of community oversight is through the news media. The Police Department is in constant contact with reporters from the print and electronic news media, providing both official and unofficial sources of information concerning police activities. The news media routinely reports on crime problems and any administrative issues of importance occurring within the Department.

A third means of community oversight is the Police Department's Crime Watch program and regular participation in the meetings of the City's neighborhood associations. The Department's commitment to community problem-solving policing places employees in regular contact with citizens throughout the community, who have an interest in police performance. Also, the State of Florida Public Records Law allows anyone the ability to review completed internal and criminal investigative cases, as long as there are no criminal charges pending.

There are also two different organizations that have been established over the years to provide input and some measure of oversight into police operations. They are the **Civilian Police Review Committee** (established in 1991 formerly called The Citizen's Review Committee).

The Civilian Police Review Committee reviews completed Office of Professional Standards Investigations and Bureau Investigations that are initiated by citizens to help ensure they are complete and unbiased. The Committee is also charged with the responsibility of monitoring disciplinary action in the cases, reviewing them for consistency and fairness. In addition, the Committee serves an important role for citizens who may not feel comfortable making a complaint to a Police Department supervisor concerning employee misconduct. (See **Appendix A.**) In those cases, the Committee's coordinator can facilitate the interview with Internal Affairs by making the appointment and being present during the interview if the complainant so desires.

The Civilian Police Review Committee holds periodic televised public meetings where input is received from citizens. This information is passed along to the Mayor who, in turn, passes the information to the Chief of Police. The Civilian Police Review Committee appears to be operating very effectively. It is an example of how the community can become involved in their Police Department. Membership on the Civilian Police Review Committee is voluntary and is made up of 11 multicultural community members.

Bias-Based Profiling:

During 2014, the Internal Affairs Division received no Bias-Based Profiling complaints. There were no complaints investigated in 2013. **(See Appendix F.)**

Personnel Intervention System:

The Office of Professional Standards monitors employees who receive multiple complaints, both citizen-and Department-initiated. When employees are identified, they are referred to their chain of command who have the responsibility to review their complaints. The employee's supervisor reports his/her findings to the Office of Professional Standards via their chain of command. The employee is monitored for six months to see if there is a reduction in complaints.

During 2014, 13 employees met the criteria for referral under the Personnel Intervention System with 12 of the employees having a reduction in the performance threshold which triggered the alert. All the employees met with their respective supervisor to discuss the referral. The meeting and results were documented and sent back to the Office of Professional Standards via their chain of command. **(See Appendix C.)**

	2010	2011	2012	2013	2014
Total	38	28	29	14	13
Reduction	34	25	28	13	12

IV. Commendations, Complaints and Investigations

Commendations

The St. Petersburg Police Department welcomes positive comments on the Department and its employees. They can be received from citizens or initiated internally by a supervisor or other members of the Department.

During 2014, we received 147 unsolicited letters and telephone calls of appreciation from citizens, thanking our employees for outstanding service and consideration. The Department initiated 127 commendations to employees for actions arising from heroism to outstanding investigations.

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Our word is our badge of honor, and through our actions we demonstrate our Respect, Accountability and Integrity.

	2010	2011	2012	2013	2014
Letters of Appreciation (Citizens)	236	176	150	149	147
Departmental Commendations*	174	134	119	156	127

*Includes Service Awards, Officer of the Year, Ned March/Bud Purdy Award, Field Training Officer of the Year and the Civilian Employees of the Year

Complaints and Investigations

In 2014, the Office of Professional Standards coordinated and investigated 68 Administrative Investigations into allegations of misconduct. These investigations are classified as Bureau Investigations or Internal Affairs Investigations. Citizens initiated 19 of these cases. Forty-nine cases were initiated internally where the Chief of Police or an employee was the party alleging misconduct by another member of the Department. Allegations of misconduct were sustained in 33 complaints. All cases were reviewed by each employee's chain of command. (See Table 1.)

TABLE 1

	2010	2011	2012	2013	2014
Citizen Initiated	47	39	45	33	19
Department Initiated	67	50	60	72	49
Total Cases	114	89	105	105	68
Total Sustained Cases	72	54	71	66	33

Citizen-initiated Cases

Citizen-initiated complaints are assessed by the Office of Professional Standards and the Chief of Police. The cases are either investigated by the Office of Professional Standards or assigned for investigation by the employee's immediate supervisor at the bureau level. In 2014, citizens initiated 19 complaints, 14 less than 2013. (See Table 2.)

TABLE 2

Citizen-Initiated Cases					
	2010	2011	2012	2013	2014
Conviction/Guilt of a Misdemeanor or Felony	0	0	0	1	0

Conduct Unbecoming an Employee	11	3	2	5	2
Discourtesy	9	18	17	7	2
Improper Procedures	9	7	12	9	3
Inefficiency	13	8	7	10	9
Unnecessary Force	5	3	6	1	3
Gender Discrimination	0	0	1	0	0
Total	47	39	45	33	19

Department-initiated Cases

Department-initiated cases are assessed and investigated in the same manner as citizen-initiated complaints. In 2014, the Department initiated 46 complaints, which is 26 less than in 2013. (See Table 3.)

TABLE 3

Department Initiated Cases					
	2010	2011	2012	2013	2014
Absent Without Leave	0	0	1	1	0
Abuse of Sick Time/Chronic Absenteeism	1	1	5	2	3
Carelessness/Violation of Safety Rule	2	0	2	2	0
Chronic Offender of the Code of Conduct	3	2	2	4	2
Conviction or Guilt of a Misdemeanor or Felony	1	7	1	3	2
Conduct Unbecoming an Employee	9	5	6	4	7
Discharge of Weapon/Accidental	1	0	2	1	1
Discharge of Weapon/Animal	4	7	3	5	3
Discharge of Weapon/Person	1	4	3	11	2
Discourtesy	5	1	1	1	1
Falsification	1	3	0	0	0
Improper Procedures	5	4	9	11	7
Incompetence	2	0	0	0	0
Inefficiency	24	15	18	22	15
Insubordination	2	0	1	1	0
Misuse of City Property	0	0	1	0	0
Negligence	4	1	3	3	2
Tardiness	2	0	1	1	0
Unnecessary Force	0	0	0	0	1
Use of Deadly Force	0	0	2	0	0
Racial Discrimination	0	0	0	0	0
Sleeping on Duty	0	0	0	0	0

TOTAL	67	50	61	72	46
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Use of Force

The St. Petersburg Police Department provides training for all members in the many varied methods of force that could be utilized when affecting an arrest or defending oneself or another. Use of Force may range from a simple takedown maneuver to the discharge of a firearm. General Order II-42, Use of Force, states the policy of our Department is that the use of force “shall be limited to the force which is needed to halt resistance by the subject in order to accomplish a lawful objective.” The use of force is divided into two categories deadly and non-deadly (See Appendix E & G).

Officers are trained and issued weapons for use in the protection of themselves and others from death or injury. These weapons include a Glock firearm, an ASP Baton, an ASR Chemical Spray and a Conducted Electrical Weapon (CEW). Whenever force is used beyond simple handcuffing or injury occurs, including the use of the issued weapons, a Use of Force Report form is completed and sent through the chain of command up to and including an assistant chief.

In 2014, there were 904 Use of Force Incidents which were reviewed by the officer’s chain of command and filed in the Internal Affairs Division. This is a decrease from 2013, in which 1,017 Use of Force Reports were generated.

The Use of Force Report captures four types of force: Firearm, ASP Baton, Chemical Spray and Physical Force. There is also a separate Use of Force Report completed for either discharging or pointing the Conducted Electrical Weapon (CEW) at a person. Often during an altercation, more than one method of force may be used against an individual. In 2014, there were 322 incidents where an officer pointed a firearm at an individual. There were 6 discharges that included 3 at a vicious animal and 2 firearm incidents at a person. There was also one accidental discharge of a firearm. Also in 2014, there were three incidents where an ASP Baton was used and 109 incidents where chemical spray was utilized.

The following graph shows the Use of Force Reports over a five-year period (2010-2014). CEW discharges decreased from the previous year by 7.3%.

USE OF FORCE BY CATEGORY

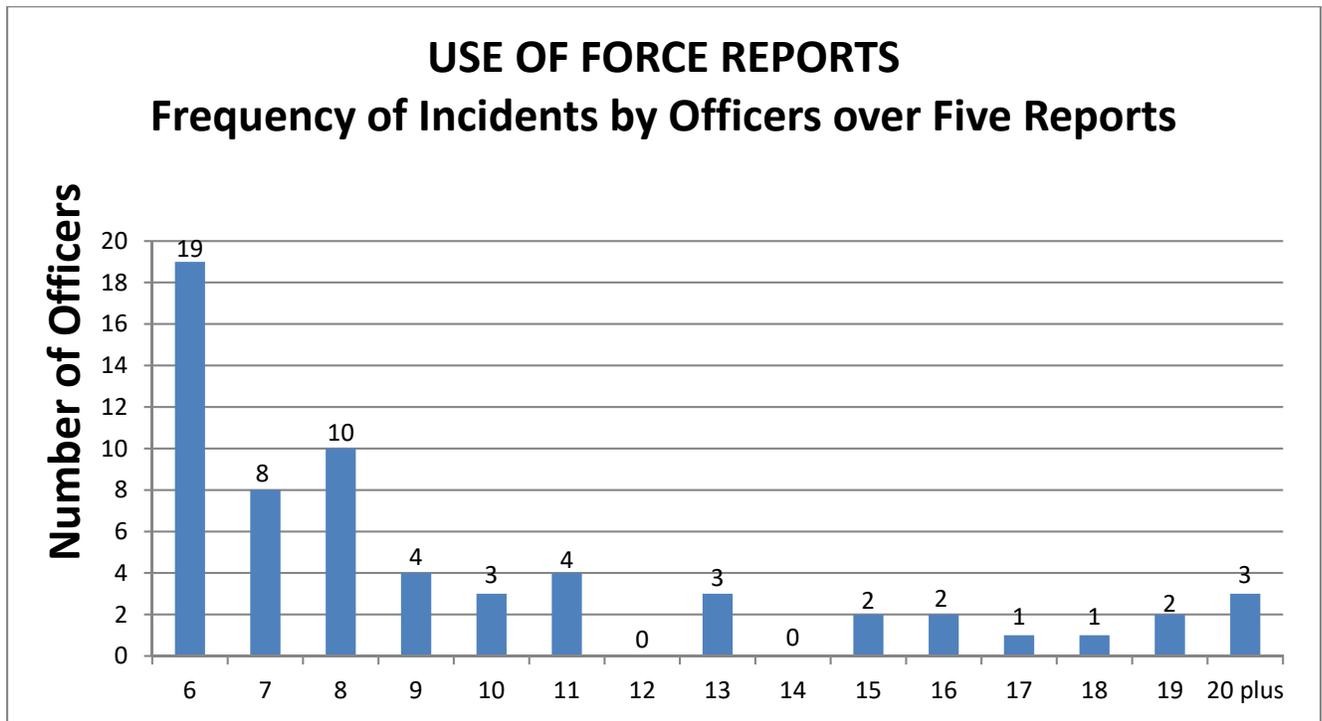
	2010	2011	2012	2013	2014
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Total	1030	1115	1048	1017	904
Firearm Pointed	349	466	446	436	322
Firearm Discharge	7	11	8	17	6
CEW Pointed	123	89	82	48	63
CEW Discharge	168	176	151	140	128
ASP Baton	1	0	05	3	3
ASR Spray	137	137	137	131	109

The following graph illustrates the number of times officers completed Use of Force Reports more than five times during 2014. Sixty-two officers completed a Use of Force Report more than five times during 2014. Only 18 officers completed a Use of Force Report more than 10 times with one officer completing 27 Use of Force Reports during 2014 due to the officer being a K-9 Officer which consistently generates more Use of Force reports than the typical patrol officer.



Use of Firearms

The St. Petersburg Police Department provides firearms training on a semiannual basis and the officers are provided with the resources to practice every month. The use of firearms is authorized when all other means of defense have failed, and there is a reasonable belief that action is necessary to defend human life or to prevent great bodily harm. All discharges of firearms, either intentional, accidental or at a dangerous animal will be investigated by the Office of Professional Standards. They are broken down as follows:

	2010	2011	2012	2013	2014
Accidental	2	0	2	1	1
Intentional/Vicious Animal	4*	7	3	5	3
Intentional/Person	1	4*	3	11*	2*
Total Discharges	7	11	8	17	6

*Involves more than one officer firing their weapon during an incident

Intentional/Persons (2 incidents)

1. On January 8, 2014, Members of the Street Crimes Unit (SCU) attempted to make contact with a stolen vehicle, which was stopped at the Quick Stop. The suspect driver, who was outside of the stolen vehicle, returned to the vehicle and fled the scene. In the process of fleeing the suspect driver damaged several police and private vehicles and injured Officer Michael DeMark. Officer Rambaran discharged his Department issued firearm at the fleeing suspect striking the vehicle several times.
2. On April 27, 2014 Members of the SWAT Team responded to a man armed with a handgun who had set fire to his residence and discharged a firearm at the initial responding officers. During this call the officers encountered the suspect who was armed with a handgun. While the suspect advanced toward Officers Bradley Bryan, Matthew Hansell and Roberts Peters, challenging them. The officers discharged their firearms at the suspect striking him multiple times. The suspect sustained non-life threatening wounds as a result of his actions.

Intentional/Vicious Animals (three incidents)

1. On January 9, 2014, while patrolling Williams Park, Officers Steven Laurenzi and Eduardo Rivera observed a suspect trespassing. Officers made contact with the suspect and gave him commands to secure his dog. The suspect refused to comply with officers and attempted to run but was taken down by Officer Rivera. The suspect's dog became agitated and aggressive towards Officer Laurenzi. Officer Laurenzi discharged his Department-issued firearm at the dog, killing it.
2. On May 3, 2014, Officer Scott Laaninen and Probationary Officer Brian Kronz responded to a Suspicious Person call. Upon arrival Officers Laaninen and Kronz encountered a vicious Pit Bull Dog. After several attempts to "shew" the dog away, the black Pit Bull dog attacked Officer Laaninen and nipped him on the left leg, leaving two small scrapes and saliva on his pant leg. After being hit with Officer Laaninen's flashlight the dog disengaged and aggressively ran toward Officer Kronz at which time he drew his department issued firearm and discharged two rounds at the black Pit Bull dog. The dog ran away unharmed but was ultimately captured the following day by Animal Control.
3. On May 31, 2014, Officer Brian Prest responded to an Animal Complaint. Upon

arrival Officer Prest encountered two Pit Bull dogs which lunged at him. Officer Prest drew his firearm and fired two rounds at the dogs. The dogs ran into a wooded area. After a brief search one dog was located uninjured and turned over to Animal Control. The second dog was never located.

Accidental Discharges of a firearm (one incident)

1. On March 20, 2014, Officer Brian Sims had just completed firearms training at the St. Petersburg Police Department's indoor firing range. Officer Sims had been firing in booth number three (3) and exited the booth to begin cleaning his weapon (Glock-21 handgun). Officer Sims failed to properly clear his weapon and unintentionally discharged one round into the concrete floor, midway between booth number three (3) and the cleaning table.

Pursuits and Department Vehicle Crashes

The St. Petersburg Police Department is aware of the dangers of police vehicle pursuits. We are constantly evaluating our procedures and every pursuit is investigated by the chain of command to ensure compliance with policy. Officers must take into consideration numerous factors before beginning a pursuit; i.e., pedestrian traffic, time of day, traffic conditions, weather conditions, and if the identity of the subject, being pursued, is known. Authorization must be received from a supervisor to continue the pursuit after an officer initiates it.

In 2014, there were a total of 13 pursuits. The pursuits involved incidents of aggravated assault/battery on a police officer, kidnapping, car-jacking, strong arm robbery, armed robbery of which 13 were in compliance.

	2010	2011	2012	2013	2014
In Compliance	14	34	24	16	13
Not in Compliance	2	0	2	0	0
Total Pursuits	16	34	26	17	13

Members of the St. Petersburg Police Department (S.P.P.D.) are still active in a county-wide initiative to reduce crime, specifically violent crime. The members are assigned to the Violent Crimes Task Force (V.C.T.F.) and partnered with personnel from outside agencies. The S.P.P.D. members are deputized and operate under the pursuit policy and procedures of the Pinellas

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County Sheriff's Office (P.C.S.O.).

In 2014, St. Petersburg Police Department police vehicles were involved in 87 crashes. During this period, 34 of the crashes were found to be preventable. Eleven of those preventable crashes resulted in formal discipline. The remaining preventable crashes resulted in counseling. Total cruiser damage was estimated at \$112,186.39. Other resulting vehicle and property damage was estimated at \$114,734.88.

	2010	2011	2012	2013	2014
Preventable Crashes	76	66	62	37	34
Non-Preventable Crashes	95	94	75	50	55
Preventable/Excusable	2	1	2	0	0
Total Crashes	162	155	135	85	87
Formal Discipline (Preventable Crashes)	30	29	26	18	11

May include multiple findings

Disciplinary Action

The discipline philosophy of the St. Petersburg Police Department is not necessarily punitive in nature. The intent of the philosophy is to modify an employee's behavior(s) when found to be in conflict with the policy of the Department. This is frequently accomplished by identifying the unacceptable behavior and providing the employee with additional training. The Police Department has also instituted having employees complete a lesson plan to instruct other officers on certain training issues, such as officer safety and shooting issues. At times, training is not enough or the improper conduct recurs. In these instances, it may be necessary for the Department to take some type of formal action to discourage improper behavior on the part of the employee. The Department operates on a "progressive discipline" process in which discipline becomes increasingly harsh for similar violations in a specific time period. This action may range from informal counseling, written reprimand, and suspension from duty without pay to termination of employment. The discipline philosophy of the Department appears in Appendix D.

In 2014, one employee was terminated from the Department. The termination involved Use of Unnecessary Force and Conduct Unbecoming an Employee.

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	2010	2011	2012	2013	2014
Termination	1	1	2	1	1
Resignation	6	5	3	1	0
Suspension	23	11	14	21	10
Employee Notice	27	17	31	26	21
Memorandum of Counseling	27	15	33	20	21
Total	84	49	83	69*	53

**Involved three findings of Not Justified in the discharge of a firearm at a person.*

V. Organizational Complaint Profile

The Department has 741 employees who are assigned in the following manner:

Organizational Profile			
	Sworn	Non-Sworn	Total
Office of the Chief of Police	12	13	25
Administrative Services Bureau	6	150.5	156.5
Investigative Services Bureau	137	27	164
Uniform Services Bureau	373	22.5	395.5
Total	528	213	741*

**Includes part time employees*

The following are comparisons of investigations by Bureau:

	2010	2011	2012	2013	2014
Chief's Office	0	0	0	0	0
Uniform Services Bureau	90	70	72	93	57
Investigative Services Bureau	9	11	11	8	3
Administrative Services Bureau	15	8	22	4	8
Other City Departments	0	0	0	0	0
Total	114	89	105	105	68

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The Department analyzes all investigations as they relate to the organizational elements. Once a pattern has been identified, the Department's administration can take corrective action to alleviate the problem.

The Department's Uniform Services Bureau received the greatest number of complaints. Approximately 83.8% of all complaints involve personnel of the Uniform Services Bureau. One would expect this to be the case for two reasons: first, the greatest number of employees, 373 sworn and 15.5 non-sworn (52.9%), are assigned to this Bureau; secondly, uniform personnel are in a position of greater exposure to the public, therefore making them more prone to receiving complaints. They have the most direct contact with community members, under the most stressful circumstances. In addition to being responsible for traffic enforcement, they are the first representatives of the Department to respond to calls. Most encounters patrol officers have with a citizen are under circumstances where the person is under the stress of being a crime victim, a traffic violator or an arrested subject; or the person is involved in a dispute with another party, and each party expects the officer to side with them in resolving the dispute. Each situation provides fertile ground for a citizen to become unhappy with an officer's actions.

VI. Conclusion

The data in this report has been presented to more fully inform the citizens of St. Petersburg of a key aspect of a strong police/community relationship. The Department believes an informed community will be more understanding of the difficult and critical role a police officer must fulfill. The overall goal of the St. Petersburg Police Department is to provide efficient and effective police service to our citizens. With the cooperation and confidence of the community, we will meet that goal.