



Office of Professional Standards Annual Report 2020



Chief's Comments

The St. Petersburg Police Department is a full-service law enforcement agency serving the 271,842 citizens of the City of St. Petersburg and the thousands who visit each year.



The police department is authorized to have 575 sworn employees, and 318 non-sworn employees contribute to daily operations. The department's full-time work force is supplemented by the dedicated work of 55 citizen volunteers. Police services are provided for an area covering 62 square miles and traversed by 1,047.75 miles of roadway. The department also provides marine police services within 206 linear miles of shoreline.

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 2020 Office of Professional Standards Annual Report illustrates 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 490,233 telephone calls from the public and responded to 163,233 calls for service. The department issued 14,055 traffic citations and made 7,399 arrests, which includes 1,192 drug arrests. Citizens initiated four complaints against employees in 2020, two more than in 2019.

During 2020, there were 104 cruiser crashes compared with 115 in 2019. Of those, 45 were found to be preventable. Also, in 2020, employees initiated four pursuits; all of the pursuits were found to be compliant with departmental policies. The 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 Civilian Police Review Committee (CPRC) reviews citizen-initiated investigations after the cases become a public record. During 2020, the CPRC reviewed six Office of Professional Standards Investigations. The CPRC agreed with all six of the department's findings in the cases. Also, in 2020, the department received 225 letters of appreciation from citizens, thanking department employees for their service and consideration.

Each year, the police profession continues to evolve and change. The department must be prepared to adapt to these changes if we are to be successful in our goals to proactively address crime trends and traffic safety issues, implement new law enforcement technology and techniques, and attract and retain qualified and diverse professionals. The department is an outstanding organization; one

that values our employees and community partners while working to improve the quality of life for the citizens it serves.

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 loyalty, integrity and honor.

The St. Petersburg Police Department has been accredited by the Commission on Accreditation for Law Enforcement Agencies, Inc. since 1985. It is 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



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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, 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 citizen complaints or concerns, the Police Department will not have the type of feedback needed to ensure that 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.

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 (OPS), which reports directly to the chief of police. This office consists of a major, four detective investigators, an operations analyst specialist responsible

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for Staff Inspections, and one administrative secretary. Under the direction of the chief of police, the Office of Professional Standards has the responsibility to conduct investigations into complaints of employee misconduct from both inside and outside the department. The Office of Professional Standards also has the responsibility for monitoring investigations of alleged employee misconduct that are conducted by an employee's supervisor.

The Staff Inspections Unit conducts various inspections based on different timetables, and as required, of all department functions and applicable policies, procedures, administrative and operational activities, and resources in efforts to ensure accountability and maintain integrity. Through staff inspections, the chief of police is provided objective information regarding the efficiency and effectiveness of department components; recommendations for the modification, revision, or creation of policies, procedures, and practices; as well as an evaluation of available resources to meet agency goals.

The purpose of this Office of Professional Standards Annual Report is twofold. First, this report provides 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 2016 through 2020, 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.

The report achieves its purpose by describing how a citizen can make a complaint and explaining the Office of Professional Standards process. The report examines community oversight of internal investigations and police operations. It addresses commendations and investigations conducted by the Office of Professional Standards and supervisory personnel over the past five years, and it reviews complaints from an organizational and employee perspective.

II. The Process

MAKING A COMPLAINT

Complaints against employees of the St. Petersburg Police 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 e-mail, by telephone, by mail or via the online form that is on the police department's website using the information provided in Appendix C. When complaints are initiated outside the normal business hours of Monday through Friday, 7:00 a.m. to 4:30 p.m., the information will usually be taken by an on-duty supervisor and referred to the watch

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commander/manager. The watch commander/manager may direct a supervisor to investigate or refer the complaint to Office of Professional Standards.

It is the policy of the St. Petersburg 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, they 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 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 is forwarded to the Office of Professional Standards for investigation. The Office of Professional Standards will normally investigate all allegations of a serious nature to include excessive force, the administrative aspects of criminal misconduct, bias-based allegations, and cases of officer-involved shootings. These investigations are categorized as Office of Professional Standards (OPS) Investigations.

OFFICE OF PROFESSIONAL STANDARDS (OPS) INVESTIGATIONS

All Office of Professional Standards Investigations must follow guidelines established by state laws and departmental policy. The Law Enforcement Officers' and Correctional Officers' Rights is a Florida State Statute that dictates how Office of Professional Standards Investigations are conducted. These investigations are considered confidential until the investigation is completed. (See Appendix D for a copy of the Law Enforcement Officers' and Correctional Officer's Rights.) Anonymous complaints are handled at the discretion of the chief of police. When a complaint is investigated by the Office of Professional Standards, the following procedures are followed:

- A. 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, 3rd Floor. Interviews are also conducted at the County jail; therefore, incarceration does not preclude a citizen's complaint from being heard.
- B. The complainant is placed under oath and a sworn statement is taken from that person. This statement is audio recorded.
- C. 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.

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- D. The same procedure is used for all witnesses and officers/members involved in the case. All statements are recorded, transcribed, and assembled in a case file to be reviewed by the chief of police.
- E. If the evidence indicates there might have been improper conduct, the chief of police can direct the matter to be reviewed by a Command Review Board. The Board consists of the assistant chiefs and the chief of police
- F. Once the case has been reviewed by the Command Review Board, a decision is made as to whether the officer/member acted properly or not. Each allegation will receive one of five possible findings by the Board:
 - 1) Exonerated – The acts which provided the basis for the complaint or allegation occurred; however, the investigation revealed they were justified, lawful, and proper.
 - 2) Not Sustained – The investigation failed to disclose sufficient evidence to prove the allegations made in the complaint.
 - 3) Sustained – The investigation disclosed sufficient evidence to prove clearly the allegations made in the complaint.
 - 4) Unfounded – The investigation conclusively proved the act or acts complained of did not occur.
 - 5) Not Involved – The investigation disclosed the affected employee was not involved in the alleged misconduct.
- G. If the Board sustains the allegation, the second phase of the process is to decide on the appropriate disciplinary/corrective action. Disciplinary action is guided by the department's philosophy contained in General Order I-04; Discipline Authority.
- H. At the conclusion of the Board's action, the complainant and the accused are notified in writing of the Board's decision on the allegation and the type of discipline that was administered, if any.
- I. The complainant may come to the department to review the case once all criminal charges (if any) have been investigated and resolved and the administrative investigation has been completed.

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BUREAU INVESTIGATIONS

Complaints investigated by the officer's/member's supervisor (Bureau Investigations) generally follow similar steps, except the statements generally are not recorded and transcribed (unless the accused officer requests a live interview). In most Bureau Investigations, the supervisor interviews the complainant and witnesses and then provides written questions to the accused officer/member who provides a written response. The supervisor determines the finding and then makes recommendations that are reviewed by the various levels of supervision and management in the officer's/member's chain of command, with final review by the chief of police.

INFORMATION ONLY

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. Once it is determined the incident does not involve misconduct by an employee, it 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/member'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. The Office of Professional Standards also maintains a liaison with the City Legal Department and conducts inquiries into incidents involving St. Petersburg 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.

- A. 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.
- B. A second means of community oversight is through the news media. The St. Petersburg Police Department is in constant contact with reporters from print and electronic news media, providing both official and unofficial sources of information concerning police

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activities. The news media routinely reports on crime problems and any administrative issues of importance occurring within the department.

- C. A third means of community oversight is the police department's crime prevention 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.
- D. The **Civilian Police Review Committee** (established in 1991; formerly called The Citizen's Review Committee) provides input and some measure of oversight into police operations.
 - 1. 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 and reviewing them for consistency and fairness. In addition, the Civilian Police Review Committee serves an important role for citizens who may not feel comfortable making a complaint to a police department supervisor concerning employee misconduct. In those cases, the committee's coordinator can facilitate the interview with the Office of Professional Standards by making the appointment and being present during the interview if the complainant so desires.
 - 2. 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 diverse community members.

IV. Biased Policing

The Office of Professional Standards annually reviews agency policies and practices to include traffic stop procedures, searches, asset seizure and forfeiture, interviews and interrogations, and citizen concerns as they relate to biased policing as well as any corrective measures taken. A review of the above agency practices found no indication of bias.

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In 2020, the policies reviewed by OPS were:

GO IV-01 Rules of Conduct

GO III-40 Mobile Video Recording Systems (MVRS)

GO II-25: Discrimination and Harassment

GO II-38: Biased Policing

GO II-42: Use of Force

GO II-44: Conducted Electrical Weapon (CEW)

GO III-12: Police Vehicle Operations

GO III-36: Interactions with Transgender Individuals

USB SOP II-08: Violator Enforcement

Of the above policies, GO IV-01: Rules of Conduct, GO III-40: Mobile Video Recording Systems (MVRS), GO II-42: Use of Force and GO II-44: Conducted Electrical Weapons (CEW) were revised in 2020. Upon review of agency policy and practices as they relate to biased policing, several policies were revised or added, as follows:

- IV-01 Rules of Conduct – Added wording clarifying employees shall prevent or stop wrongdoing by another employee when it is safe and reasonable to do so
- III-40 Mobile Video Recording Systems (MVRS) – New policy for implementation of Body Worn Cameras and the Fleet Camera Systems
- II-42 Use of Force – Added wording defining any technique that restricts the intake of oxygen for the purpose of gaining control of a subject only can be used when deadly force would be considered reasonable; Added wording prohibiting using a force application (vascular neck restriction) intended to gain control of a subject by restricting blood flow to the brain for the purposes of incapacitation
- USB SOP II-08 Violator Enforcement – Added wording to include “courteous” manner when performing a traffic stop. In addition to vehicle descriptors, reason for stop and location, the additional information of race, and gender of the offender, if known, is to be provided to the Emergency Communication Center.

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Upon OPS review of the revised policies, as well as the other identified policies, it was concluded that the policies were compliant with identified best practices.

The Office of Professional Standards received fourteen (14) bias-based complaints in 2020. Each incident was investigated, and the individuals were contacted by supervisors of the officers/members involved and/or by detectives from the Office of Professional Standards. Based on the information and the circumstances surrounding these arrests/incidents, all but three of the complaints of biased policing were unfounded and corrective action was not needed. In one case, the involved officer was sustained for Conduct Unbecoming of an Employee and the corrective action was a suspension, and in a second case the officer was sustained for Conduct Unbecoming of an Employee and the corrective action was an employee notice. In a third instance the employee resigned prior to the investigation. There were ten (10) bias-based complaints investigated in 2019.

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Biased Policing Interactions 2020			
Bias Claimed	Circumstance	Summary	Corrective Action Needed
Race	Traffic Citation	A citizen complained that he was stopped and given a traffic citation because of his race. The officer who stopped the individual had two reasons for the stop; the first being a moving violation and the second an investigation into the discrepancy of the color of the vehicle being different from the listed color on the registration.	No Violation of Policy or Procedure
Race	Arrest-resisting/obstructing without violence	An individual was arrested for Resisting/Obstructing without Violence. After being taken into custody and transported to the Police Station, the individual stated that he was beat up and called a racial name.	Investigation was Unfounded for Unnecessary Force and Conduct Unbecoming of an Employee

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Race	Home Invasion	A citizen saw a SPPD Facebook post requesting additional information and offering a reward regarding a recent home invasion case which resulted in a homicide; the reward was organized by a private entity, not the police department. The complainant had a home invasion case in recent years and her case was not posted on the department Facebook page. She stated that we did not make a Facebook post about her case or tell her she could offer a reward because she is a black female, that SPPD handles home invasion cases differently depending on the race of the victim and that no one was ever charged with her home invasion. After review by the Major Crimes Unit, it was determined that there were two related cases for this citizen-a home invasion and a burglary. The cases were thoroughly investigated, and an individual was charged with the burglary and is serving 30 years in prison.	No Violation of Policy or Procedure
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<p>Race</p>	<p>Landlord/tenant Issue</p>	<p>A citizen has an ongoing issue with his landlord and a worker who was sent to perform maintenance at his residence. The citizen contacted the St. Petersburg Police Department and said he was the victim of a simple assault and battery as he was spit upon by the maintenance worker. When no probable cause could be established to arrest the worker, the citizen wrote and said, "the injustice that I received as a simple battery of a person spitting on me nothing was done about it the officer refused to do her job and also called boss nothing was done and the officer begin to be very rude to me about this situation. when I confronted him about the racial injustice." He also states that since moving to Florida 3-years ago he has "been very demoralized. treated with such bias, prejudice and racism remarks." He also notes that, "there was a particular time that I contact the chief office and spoken to the Secretary of the Chief Administration office about the ethnological and backlash race related issues, How I was treated by (aristocrat) of your organization." "I have begun to deal with this bigotry in favoritism that has been displayed among your peers within the St. Petersburg Police Department." The investigating officer noted that during her investigation, the citizen stated, "our agency was racist, we are corrupt, and the only reason that we are not arresting the alleged suspect is because [he] is African-American."</p>	<p>No Violation of Policy or Procedure</p>
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<p>Race</p>	<p>Traffic Accident</p>	<p>An officer observed an accident in an alley allegedly caused by a citizen who ran a stop sign. The involved citizen stated that she was called a racial name by the occupants of the other involved vehicle, that the officer did not take a statement from her, was inconsistent in saying that she was not going to cite her and then citing her anyway, and that because the officer and the occupants of the other vehicle were black that the officer was biased against her because she is white.</p>	<p>No Violation of Policy or Procedure</p>
<p>Race</p>	<p>Hit-and Run</p>	<p>A victim of an alleged hit and run stated that during the investigation the responding officer stated that his account was inconsistent with the evidence presented at the scene, that a second officer arrived and escalated the situation by claiming he had scared the other car away by producing a gun, that he was treated as the person who committed the crime and not the victim and that the focus was more on his suspended license than the hit-and-run. His step-father, in his letter to the department said, “Many African American males are caught up in the crossfire of having their license suspended for non-driving related offenses because of the relentless effort on the part of some politicians to continue to press down on their necks to legalize systemic suppression. This is a slap in the face of justice...”</p>	<p>No Violation of Policy or Procedure</p>

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<p>Race</p>	<p>Social Media</p>	<p>A citizen provided the department with copies of social media posts made by an officer which he believed were in violation of G.O. 1-1, III, I, 1-2. I. Private Life</p> <p>1. Police Officers will behave in a manner that does not bring discredit to their agencies or themselves.</p> <p>2. A Police Officer's character and conduct while off duty must always be exemplary, thus maintaining a position of respect in the community in which he or she lives and serves. The officer's personal behavior must be beyond reproach.</p>	<p>Officer resigned prior to initiation of investigation</p>
<p>Disability</p>	<p>Social Media</p>	<p>A citizen provided the department with copies of social media posts made by an officer which he believed were in violation of G.O. 1-1, III, I, 1-2. I. Private Life</p> <p>1. Police Officers will behave in a manner that does not bring discredit to their agencies or themselves.</p> <p>2. A Police Officer's character and conduct while off duty must always be exemplary, thus maintaining a position of respect in the community in which he or she lives and serves. The officer's personal behavior must be beyond reproach.</p>	<p>Officer was sustained for Conduct Unbecoming of an Employee and the corrective action was an Employee Notice</p>
<p>Race</p>	<p>Traffic Stop</p>	<p>A citizen reported that during a traffic stop for speeding, officers racially profiled her and arrested her without cause. Video evidence of the incident did not corroborate her statements.</p>	<p>No Violation of Policy or Procedure</p>

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Bigotry	Traffic Incident	A citizen and his sister responded to Tropicana Field for COVID-19 testing, and upon their arrival they encountered an officer after committing a traffic infraction. It is alleged the officer became upset and made inappropriate comments to the citizen, who believed said comments had bigoted overtones.	Sustained for Conduct Unbecoming of an Employee. The corrective action was a Suspension.
Race	Traffic Accident	A citizen feels that she was found at fault for a traffic accident because she is black, and the other driver is white.	No Violation of Policy or Procedure
Bigotry	Traffic Accident	A citizen arrived at the scene of a traffic accident where his adult son was one of the involved drivers. The officer did not ticket the driver who rolled into his son's car and said that was a clear sign that the officer has "racism toward people of other ethnic backgrounds."	No Violation of Policy or Procedure
Race	Traffic Accident	An officer responded to a traffic accident where a vehicle rear-ended another vehicle. The citizen in the vehicle that was hit stated that the officer was racist because he did not need to interview her or her passenger regarding what happened as he had already determined the other vehicle was at fault, paperwork was ready and no one needed medical attention.	No Violation of Policy or Procedure

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Race	Loitering	Two officers, at different times, made contact with a citizen at a local bus stop and each had a conversation with him. The citizen later made a complaint that the only reason the officers spoke to him was because he was a white male in "that part of town" and that the discussion about his recently deceased father had upset him. The officers had been asked to address loitering at area bus stops and this individual had been seen curled up on the ground of the bus shelter, requiring other citizens to remain outside and not utilize the bench or shelter while waiting for the bus. The officer also was unaware of the citizen's father's recent passing and was responding to information that had been initiated by the citizen.	No Violation of Policy or Procedure
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V. 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 has the responsibility to review the complaints. The employee's supervisor reports their findings to the Office of Professional Standards via their chain of command. During 2020, there were no employees who required corrective action or additional training after a review resulting from the Personnel Intervention System.

During 2020, three (3) employees met the criteria for referral under the Personnel Intervention System. Each of those were as a result of having ten or more documented force incidents in a six-month period. 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. In each of the reviews in 2020, the use of force used by officers/members was approved and properly documented. As would be expected, historically the officers/members being reviewed are generally in very active units like Downtown Deployment, or are in assignments where force is more likely to be used, as is the case for Department K-9 Officers who are regularly in a position where they are tracking felony suspects and when they find the suspect, are usually by themselves. In many of those cases, the use of force is a CEW (Taser) or firearm being pointed at the suspect until other officers arrive to secure the suspect, and no other force used.

The Personnel Intervention System is managed by the major in the Office of Professional Standards who closely monitors alerts and the subsequent reviews by the respective supervisors. At this time, it appears the system is working as designed.

PERSONNEL INTERVENTIONS 2016-2020					
	2016	2017	2018	2019	2020
Total	16	14	16	13	3

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VI. Commendations, Complaints and Investigations

COMMENDATIONS

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

During 2020, the St. Petersburg Police Department received 225 documented unsolicited letters and telephone calls of appreciation from citizens, thanking department employees for outstanding service and consideration. The department initiated 171 commendations to employees for actions arising from heroism to outstanding investigations.

COMMENDATIONS 2016-2020					
	2016	2017	2018	2019	2020
Letters of Appreciation (Citizens)	229	229	208	214	225
Departmental Commendations*	133	155	157	178	171

*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

Administrative Investigations

In 2020, the Office of Professional Standards coordinated and/or investigated 29 Administrative Investigations into 51 allegations of misconduct. These investigations are classified as Bureau Investigations or Office of Professional Standards Investigations. Citizens initiated four of these cases. Twenty-five cases were initiated internally where the chief of police or another employee was the party alleging misconduct by another member of the department. Misconduct was sustained for 25 allegations. All cases were reviewed by each employee's chain of command (See Table 1).

In 2020 there were six investigations of note reviewed by the Command Review Board and Shooting Review Board.

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The first investigation involved a detective assigned to an undercover assignment, using a Department-issued gas card to fuel personal vehicles. The detective's employment was terminated.

The second investigation involved an officer discharging her firearm, resulting in the death of a person. The Shooting Review Board determined the shooting to be justified.

The third investigation involved allegations of an officer using terms during a verbal confrontation with a citizen that could be deemed bigoted and offensive. The officer received a 40-hour suspension, mandatory training in cultural diversity and inclusion, a formal referral to the Employee Assistance Program, a 12-month suspension from the off-duty job rotation, and nine months of random auditing of his Body Worn Camera submissions.

The fourth investigation involved an officer improperly utilizing the DAVID database and NCIC/FCIC to review and disseminate protected information for outside employment purposes. The officer received a 40-hour suspension, mandatory referral to financial wellness training, a 12-month DAVID and NCIC/FCIC suspension, and an order not to continue the outside employment.

The fifth investigation involved reasonable suspicion that a civilian employee was using illegal substances. A drug test was conducted per the reasonable suspicion policies and the drug test revealed use of illegal substances. The employee's employment was terminated.

The sixth investigation of note involved six sworn employees discharging their firearms, resulting in the death of a person. That investigation is active and has not yet been presented to the Shooting Review Board.

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TABLE 1

ADMINISTRATIVE INVESTIGATIONS 2016-2020					
	2016	2017	2018	2019	2020
Citizen Initiated Cases	11	8	4	3	4
Department Initiated Cases	32	44	31	36	25
Total Cases	43	52	35	39	29
Total Sustained Allegations*	25	49	46	39	25

*The total number of allegations is not the total number of cases. One case may have multiple allegations of misconduct. Cases with sustained allegations in 2020 may have been initiated in prior years.

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 2020, citizens initiated four complaints, one more than 2019 (See Table 1 above).

TABLE 2

CITIZEN INITIATED CASE ALLEGATIONS 2016-2020						
	2016	2017	2018	2019	2020	Sustained in 2020
Conviction/Guilt of a Misdemeanor or Felony	2	1	0	1	1	0
Conduct Unbecoming an Employee	2	1	2	0	3	2
Discourtesy	2	0	1	1	1	0

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Improper Procedures	3	5	1	0	0	0
Inefficiency	1	2	0	1	0	1
Unnecessary Force	8	2	3	1	5	0
Total*	18	11	7	4	10	3

*The total number of allegations is not the total number of cases. One case may have more than one allegation of misconduct.

Department-Initiated Cases

Department-initiated cases are assessed and investigated in the same manner as citizen-initiated complaints. In 2020, the department initiated 25 complaints, which is 11 less than in 2019 (See Table 1 above).

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TABLE 3

DEPARTMENT INITIATED CASE ALLEGATIONS 2016-2020**						
	2016	2017	2018	2019	2020	Sustained in 2020
Absent Without Leave	0	3	1	0	0	0
Abuse of Sick Time/Chronic Absenteeism	2	2	4	1	2	2
Chronic Offender of the Code of Conduct	0	1	1	5	1	1
Conviction or Guilt of a Misdemeanor or Felony	2	4	1	5	3	1
Conduct Unbecoming an Employee	4	11	3	5	3	3
Discharge of Weapon/Person	0	3	0	1	7	0
Discourtesy	2	1	0	1	1	1
Falsification	2	3	7	3	1	0
Improper Procedures	11	14	13	11	9	6
Inefficiency	20	18	10	6	8	9
Insubordination	2	1	1	0	2	0
Negligent Loss/Damage to City Property	0	3	0	0	1	1
Tardiness	0	3	1	1	0	0
Unnecessary Force	1	2	2	3	2	0
Violation of the Code of Conduct	0	0	0	0	1	1

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TOTAL*	53	69	44	42	41	25
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*The total number of allegations is not the total number of cases. One case may have more than one allegation of misconduct

**This 2020 Annual Report consolidated and removed duplicate categories which had previously been reported on Table 3

VII. 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, “It is the policy of the St. Petersburg Police Department that the use of force in any situation shall follow applicable laws and is limited to the force which is needed to halt aggressive actions and/or to overcome specific resistance by the subject in order to accomplish a lawful objective.” The use of force is divided into two categories: deadly and non-deadly.

Officers are trained and issued weapons for use in the protection of themselves and others from death or injury. These weapons include a Glock handgun, an ASP baton, an ASR chemical spray, and a Conducted Electrical Weapon (CEW). Other methods of force include weaponless physical force. Whenever force is used beyond simple handcuffing or when injury occurs, including the use of the issued weapons, a *Use of Force Report* is completed and sent through the chain of command up to and including the District major.

In 2020, there were 729 use of force incidents which were reviewed by the officer’s chain of command and filed in the Office of Professional Standards. This is a decrease from 843 use of force incidents in 2019. The largest increase in type of force used was firearm discharge which rose from four in 2019 to ten in 2020. Each CEW deployment, just like other types of force, is reviewed by the officer’s chain of command as well as the Office of Professional Standards, and each of the deployments was determined to be within department policy. Use of Force Reports are also completed for pointing the Conducted Electrical Weapon (CEW) or a firearm at a person.

Often during an altercation more than one type of force may be used against an individual. In 2020, there were 126 incidents where an officer pointed a firearm at an individual. There were ten discharges of firearms that included three at vicious animals and two at a person: one involving a single officer and the other case involving six officers. Also, in 2020, there were two incidents where an ASP baton was used and 70 incidents where ASR spray was utilized. The ASP baton

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continues to be seldom used and the use of ASR spray continues to decline as does the use of the CEW.

An analysis of the use of force statistics for St. Petersburg Police Department for 2020 was compared to the same statistics for 2019. This review was conducted to evaluate the effectiveness and appropriateness of force being used and to address any training needs for the sworn officers of the St. Petersburg Police Department.

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TYPE OF FORCE USED COMPARISON 2016-2020									
	2016	var	2017	var	2018	var	2019	var	2020
ASP Baton	2	150%	5	-40%	3	-33%	2	0%	2
ASR Spray	117	-3%	113	-23%	87	-7%	81	-14%	70
Firearm Pointed	205	-27%	150	-18%	123	-9%	112	13%	126
Firearm Discharge	6	0%	6	-17%	5	-20%	4	150%	10
Hobble Restraint	22	-55%	10	40%	14	0%	14	-43%	8
K-9 Bite	43	51%	65	-8%	60	-35%	39	-23%	30
Kick	7	-43%	4	0%	4	-75%	1	-100%	0
Knee Strike	9	-11%	8	88%	15	-53%	7	0%	7
Pressure Point	18	-56%	8	13%	9	111%	19	-68%	6
Punch	35	-60%	14	29%	18	-56%	8	0%	8
Take Down	235	-35%	152	-2%	149	7%	160	-11%	142
CEW Pointed	59	3%	61	-13%	53	-4%	51	-4%	49
CEW Discharge	168	-27%	122	35%	165	-39%	101	-8%	93
Use of Force Totals	924	-2%	901	7%	963	-12%	843	-14%	729
Firearm Discharge									
	2016	var	2017	var	2018	var	2019	var	2020
Accidental	1	0%	1	100%	2	-50%	1	-100%	0
Intentional/Animal	5	-60%	2	0%	2	-33%	2	50%	3

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Intentional/Person	0	%	3	-100%	0	%	1	600%	7
Discharge Total	6	0%	6	-33%	4	-20%	4	150%	10

KEY POINTS

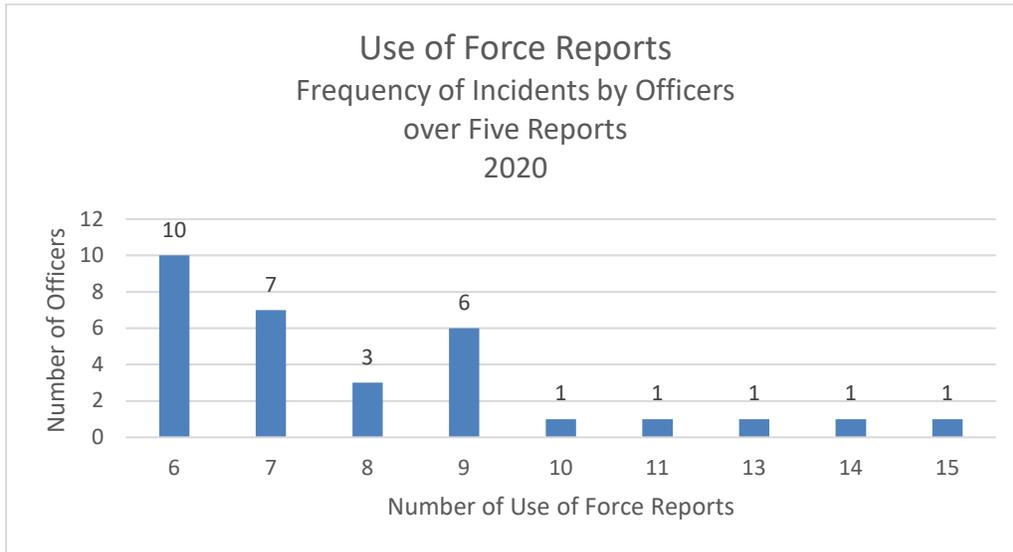
Overall use of force declined by double-digit percentages for the second straight year. Officers are trained annually in use of force and training emphasizes that using force is the last option; still recognizing that response to an active aggressor must be immediate and effective for the safety of the officers and others who may be involved. The department continues to reinforce the concept that punches are only to be used as a defensive measure if an officer is under attack, or on rare occasion, utilized as strikes to forearms or shoulders to encourage a suspect to release their grip on an object. As can be seen in the chart above, the use of punches as a use of force declined from 18 in 2018 to eight in 2019 and 2020.

The department also continues to implement and encourage the “Park Walk and Talk” concept throughout the city to build better relationships with the citizens we serve, although restrictions put in place due to the global pandemic certainly hindered proactive community policing concepts in various ways.

There were three complaints of unnecessary or improper use of force investigated by the Office of Professional Standards in 2020 involving a total of seven officers; two officers were unfounded, two officers were determined to be not involved, and three officers were not sustained. Review of use of force statistics in 2020 indicates officers are using the appropriate level of force, as they have been trained, and properly documenting said use of force.

The following graph illustrates the number of times officers completed Use of Force Reports more than five times during 2020. Thirty-one officers completed a Use of Force Report more than five times during 2020. Four officers completed a *Use of Force Report* more than ten times with one officer completing 15 Use of Force Reports during 2020.

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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/reviewed by the Office of Professional Standards. They are broken down as follows:

FIREARM DISCHARGE INCIDENTS 2016-2020					
	2016	2017	2018	2019	2020
Accidental	1	1	2	1	0
Intentional/Vicious Animal	5	2**	2*	2	3
Intentional/Person	0	2*	0	1	2*
Total Discharge Cases	6	5	4	4	5

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

**One incident occurred and was counted in 2016, but heard in 2017; not included in totals for 2017

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Intentional/Vicious Animals (3 incidents)

1. On August 28, 2020, an officer responded to an animal complaint after a citizen had been transported to the hospital due to several dog bites and another officer had been bitten in the leg. While on scene, the re-captured dog broke free from his leash and charged at the responding officer as they were speaking with the owner. The officer fired his weapon and the dog was fatally wounded.
2. On August 19, 2020, a K9 officer and his K9 partner were working to locate a suspect in a homicide case. As the K9 was tracking through a neighbor's yard, the resident dog attacked. Initially the K9 officer was able to grab the dog's collar, but when it broke, he was unable to control the animal and fired 6 shots, stopping the attacking animal from injuring his K9 partner. The injured animal was transported for veterinary care but later died.
3. On February 16, 2020, an officer responded to an animal complaint call where a dog was acting aggressively toward an individual riding a bike. The dog then exhibited aggressive behavior toward Fire Rescue personnel which resulted in the officer firing at the animal one time. The animal fled and additional officers responded to assist at the scene. The dog was found and held with a catchpole and it succumbed to its injuries.

Review of these incidents indicate that they were within department guidelines.

Intentional/Person (2 incidents)

1. In August 2020, there was an intentional discharge of a firearm at a person involving an officer who was attempting to speak to an individual regarding an incident of petit theft when the officer was attacked. The shooting was determined to be justified.
2. In December 2020, there was an intentional discharge of a firearm at a person involving six officers. The investigation into this is active at the time of this report.

Accidental Discharge of a Firearm (0 incidents)

1. In 2020, there were no incidents of Accidental Discharge of a Firearm.

USE OF FORCE TRAINING

In 2020 the Training Division provided the following training on use of force topics:

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- Ethics and Integrity training to all personnel
- Bloodborne Pathogens Awareness to all affected personnel
- 2,120 hours of Firearms Training
- 2,120 hours of De-escalation Training
- 693 hours of rifle training and qualifications
- 322 hours of CPR/AED certification training for civilian personnel

Due to the global pandemic, some regularly scheduled training classes were canceled or postponed:

- Defensive Tactics
- Mobile Field Force

In 2020, citizens from various communities called for police leaders to “reimagine” and reform what policing services should entail. The Training Division was intentional about adapting, developing, and teaching new and alternative policing methods. This change called for the Training Division to step away from traditional training styles, creating a way to capture officers' attention when teaching de-escalation and proper responses to mental health related crisis situations. Instructors utilized a scenario-based style of training devised from actual events to help get the officers' attention and teach about the importance of de-escalation. After each scenario, an open forum was conducted to generate positive and negative feedback to help ensure our officers understood the direction we as an agency are heading and building the trust needed in each other to perform our jobs day-to-day. This style of teaching opens officers' minds and sheds light on situations differently, allowing them to learn new ways to handle stressful situations.

One of the biggest accomplishments for the Training Division in 2020 was the agency wide implementation of Axon products, specifically body worn cameras and evidence.com. Training Division instructors were instrumental in the deployment of body worn cameras. Instructors learned the curriculum, how to setup the cameras, and trained over 500 officers within a two-week period so cameras would be deployed by a specific deadline.

ANNUAL ANALYSIS OF USE OF FORCE ACTIVITIES, POLICIES AND PRACTICES

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An analysis of the use of force activities, policies and practices including pursuit policies, pursuit reports, and reporting procedures did result in changes of policy or procedure distributed to personnel during calendar year 2020.

II-42 Use of Force – Added wording defining any technique that restricts the intake of oxygen for the purpose of gaining control of a subject only can be used when deadly force would be considered reasonable; Added wording prohibiting using a force application (vascular neck restriction) intended to gain control of a subject by restricting blood flow to the brain for the purposes of incapacitation.

An analysis of the Use of Force statistics for St. Petersburg Police Department (SPPD) for the calendar year 2020 was compared to the same statistics for the calendar year 2019. This review was conducted to evaluate the effectiveness and appropriateness of force being used and to address any training needs for the sworn officers of the St. Petersburg Police Department. At this time, there are no specific training needs identified that have not been addressed.

VIII. Pursuits and Department Vehicle Crashes

PURSUIT

The St. Petersburg Police Department is aware of the dangers of police vehicle pursuits. The department is constantly evaluating departmental procedures and every pursuit is investigated by the involved officer's 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 2020, there were a total of four pursuits, all of which were compliant with department policy. The pursuits involved incidents of armed carjacking, armed robbery, and aggravated assault on a law enforcement officer.

PURSUITS 2016-2020					
	2016	2017	2018	2019	2020
In Compliance	7	0	4	2	4
Not in Compliance	0	2	0	0	0

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Total Pursuits	7	2	4	2	4
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DEPARTMENT VEHICLE CRASHES

In 2020, St. Petersburg Police Department police vehicles were involved in 103 crashes. During this period, 45 of the crashes were found to be preventable. Sixteen of those preventable crashes resulted in formal discipline. The remaining preventable crashes resulted in counseling. Total cruiser damage was estimated at \$379,098. Other resulting vehicle and property damage was estimated at \$370,901. A review of the crashes in 2020 indicated a decrease in crashes compared to 2019 and a slight decrease in preventable crashes from 46 to 45. The required review of the distracted driving video will continue.

CRASHES 2016-2020*					
	2016	2017	2018	2019	2020
Preventable Crashes	42	57	36	46	45
Non-Preventable Crashes	63	71	77	68	57
Preventable/Excusable	1	1	4	1	2
Total Crashes	106	126	117	115	103
Formal Discipline (Preventable Crashes)	10	19	15	18	16

*May include multiple findings

IX. 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 and the City. This is frequently accomplished by identifying the unacceptable behavior and providing the employee with additional training. The police department has also instituted having employees create a lesson plan to instruct other officers on certain training issues, such as officer safety and shooting issues. At times, training is not enough, and 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

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employee. The department operates on a "progressive discipline" process in which discipline increases for similar violations in a specific time period. This action may range from verbal counseling, written reprimand, suspension from duty without pay, to termination of employment.

In 2020, three employees were terminated from the St. Petersburg Police Department (See Disciplinary Action table below for explanation). The terminations involved Conviction or Guilt of a Felony or Misdemeanor, Improper Procedures, and Violation of the Code of Conduct.

Review of the disciplinary action taken in 2020 reveals a decrease of 72 actions taken when compared with 2019. Suspensions were down 62% compared to 2019, however the eight suspensions in 2020 were slightly more than the total number of suspensions in 2016 and 2017. A similar trend can be seen with memorandums of counseling and documented verbal counseling.

DISCIPLINARY ACTION 2016-2020					
	2016	2017*	2018**	2019	2020
Termination	1	4	1	1	3
Resignation	1	1	1	2	0
Suspension	7	4	12	21	8
Employee Notice	17	23	32	25	23
Memorandum of Counseling	51	55	88	63	42
Verbal Counseling	55	109	163	89	53
Total	132	196	297	201	129

* After arbitration for termination, two employees were rehired and their corrective action resulted in suspensions, which would increase the suspension number by two.

**Officer retired pending results of an OPS Investigation-shown on chart as resignation

X. Organizational Complaint Profile

The St. Petersburg Police Department has 872 employees who are assigned in the following manner:

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ORGANIZATIONAL PROFILE 2020			
	Sworn	Non-Sworn	Total
Office of the Chief of Police	6	18	24
Administrative Services Bureau	8	172	180
Investigative Services Bureau	148	28	176
Uniform Services Bureau	392	100	492
Total including part time	554	318	872

INVESTIGATIONS BY BUREAU 2016-2020					
	2016	2017	2018	2019	2020
Office of the Chief	0	0	0	0	0
Uniform Services Bureau	30	39	23	29	26
Investigative Services Bureau	7	8	6	6	9
Administrative Services Bureau	4	7	9	7	4
Other City Departments	0	0	0	0	0
Total	41	54	38	42*	39

*** Total number of personnel does not reflect the total number of cases.**

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. Sixty-six percent of total cases were assigned to the Uniform Services Bureau. One would expect this to be

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the case for two reasons: first, 56% of all employees, 392 Sworn and 100 Non-Sworn, are assigned to this Bureau; secondly, uniform personnel are in a position of greater exposure to the public; therefore, making them statistically more prone to receiving internal and external 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 that 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.

XI. 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.

Appendix

Demographics of Sworn Personnel	A
Total Number of Sworn Employees by Race and Sex.....	B
Complaint or Commendation	C
Law Enforcement Officers' and Correctional Officers' Rights.....	D

****Note**** In the past, specific General Orders have been included in the Appendix, however all General Orders are now available to the public on the City of St. Petersburg Police Department website (<https://police.stpete.org/general-orders/>). The General Orders available on the website will be the most up-to-date versions.

Appendix A

Demographics of Sworn Personnel

**Demographics of Sworn and Non-Sworn Personnel
as of December 31, 2020**

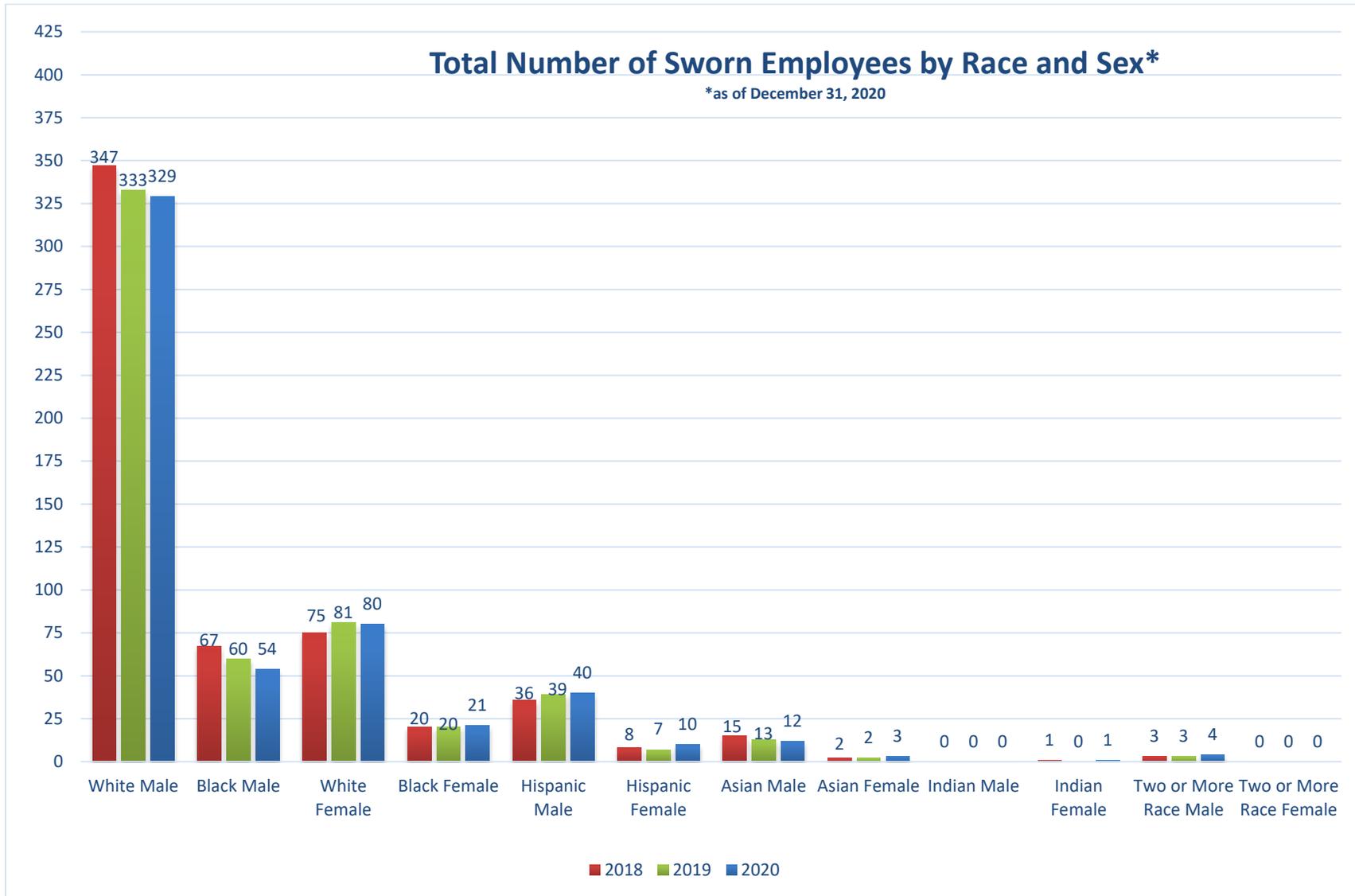
Table 2

Race & Sex	Sworn	Non Sworn	Total
White Male	329	82	411
Black Male	54	21	75
White Female	80	123	203
Black Female	21	57	78
Hispanic Female	10	15	25
Hispanic Male	40	8	48
Asian Male	12	2	14
Asian Female	3	6	9
Indian Male	0	0	0
Indian Female	1	0	1
Two or more race Male	4	2	6
Two or more race Female	0	2	2
Total including part-time	554	318	872

Appendix B

Total Number of Sworn Employees by Race and Sex

Chart 1



Appendix C

Complaint or Commendation

Appendix D

Law Enforcement Officers' and Correctional Officers' Rights