

BROWARD COUNTY SHERIFF'S OFFICE

OFFICE OF THE INSPECTOR GENERAL



ANNUAL REPORT TO BROWARD COUNTY SHERIFF
GREGORY TONY

SUMMARY OF OFFICE OF INSPECTOR GENERAL ACTIVITIES

For Fiscal Year 2021-2022

Major Scott R Champagne
Inspector General

December 2022



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INTRODUCTION

The Broward Sheriff's Office – Office of the Inspector General (OIG) has several areas of responsibilities outlined in Broward Sheriff's Office policy manual 14.1 – 14.5. These responsibilities include: activities designed to deter, detect, prevent any fraud, waste, abuse, and mismanagement; initiating, supervising, and coordinating both internal administrative and criminal investigations involving employee misconduct and/or policy violations; conducting directing, and supervising both financial and non-financial audit activities; conducting both announced and unannounced staff inspections of all Broward Sheriff facilities and operations; conducting special investigations and efficiency studies at the request of the Broward County Sheriff.

Our Mission is to assist Broward County Sheriff's Office in the accomplishment of its goals and objectives by the conduct, supervision, and coordination of accountability, transparency, and compliance activities designed to foster public trust in the Broward County Sheriff's Office by those we are tasked with serving. During this reporting period, the Broward Sheriff OIG has worked tirelessly to develop an OIG model that adheres to the highest of standards of excellence while applying best OIG practices ensuring compliance, accountability, and transparency.

INDEPENDENCE

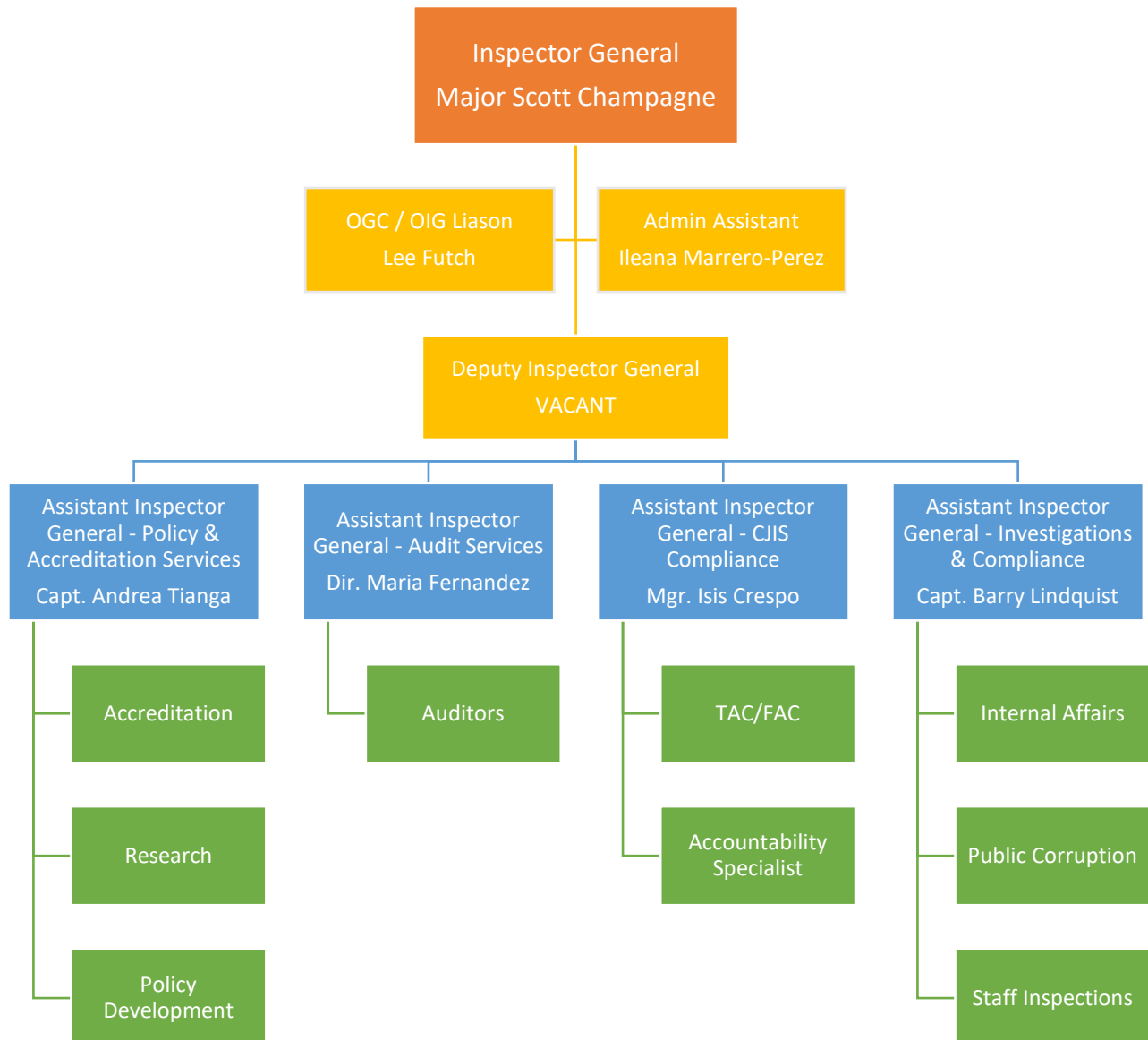
According to Broward Sheriff's Office policy manual 14.1.4, the Broward Sheriff's Office Inspector General serves at the will of the Broward Sheriff. The Broward Sheriff OIG reports directly to the Sheriff to ensure audit-related activities and investigations are performed independent of any influence or direction from various departments within the Broward Sheriff's Office, safeguarding such reviews from any undue influence, while promoting both accountability and transparency. Additionally, the Broward Sheriff OIG is not subject to any supervision other than the Sheriff, and departments within the Broward Sheriff's Office shall not prevent or prohibit the OIG from initiating, conducting, or completing any audit or investigation.



ORGANIZATION

During fiscal year 2021-2022, the Broward Sheriff OIG included a staff consisting of 28 sworn personnel from both DLE and DOD and 17 non-sworn personnel: the Inspector General, Director of Internal Audit, Director of Internal Affairs, Captain of Policy and Accountability, CJIS Compliance Manager, Terminal Agency Coordinator, Accreditation Managers, Staff Inspectors/OIG Investigators, Research Coordinators, Accountability Specialists, and other administrative personnel.

OIG Organizational Chart





Staff Qualifications

Broward Sheriff OIG members have a wide variety of backgrounds and experience in a variety of disciplines that include accounting, auditing, investigations, accreditation, research, policy development, and program evaluation. Broward Sheriff OIG members are required to maintain their respective certifications and training on an annual basis through continued education and professional development training.

Professional Certifications

Members of the Broward Sheriff OIG hold the following professional certifications:

- Certified Inspector General – CIG (1)
- Certified Inspector General Auditor –CIGA (2)
- Certified Inspector General Investigator – CIGI (2)
- Certified Internal Auditor (1)
- Certified Law Enforcement Inspections and Audits (7)
- Certified Polygrapher (1)
- Certified Public Accountant – CPA (2)

Professional Organization Affiliations

Members of the Broward Sheriff OIG are affiliated with the following professional organizations:

- National Association of Inspectors General (3)
- Florida Chapter of the Association of Inspectors General (3)
- American Institute of Certified Public Accountants (1)
- Florida Institute of Certified Public Accountants (2)
- Association of Certified Fraud Examiners (3)
- Florida Government Finance Officers Association (3)
- Institute of Internal Auditors (3)
- Association of Local Government Auditors (1)
- National Internal Affairs Investigators Association (15)
- Florida Internal Affairs Investigators Association (1)
- Broward County Chiefs of Police Association (2)
- International Association of Chiefs of Police (3)
- Florida Police Accreditation Coalition (1)



DIVISION OF POLICY AND ACCOUNTABILITY

The Division of Policy and Accountability (DPA) reports to the Inspector General within the Department of Professional Standards and Investigations. DPA works to research leading practices throughout public safety, develop effective policies in accordance with credentialing authorities, and continually review and improve standards to promote organizational development. DPA coordinates with agency stakeholders to develop practicable guidelines aimed at accomplishing strategic priorities.

DPA is comprised of the Accreditation, Research, and Policy Units. While assigned unit-specific responsibilities, each unit contributes synergistically to the overarching mission within the division. Members of these units include representatives from the Department of Law Enforcement, Department of Detention, and the Department of Fire Rescue – both sworn and civilian positions – ensuring a multifaceted perspective and unified response to public safety needs.

Accreditation Unit

The Accreditation Unit strives to gain and verify compliance with established accreditation standards. The Accreditation Unit works with applicable departments to review practices, interpret accrediting standards, and assist in the development of written directives.

Research Unit

The Research Unit serves internal and external stakeholders by initiating research, disseminating information, and maintaining a repository of best practices in public safety. This investigative support and evidence-based analysis serves to enhance and validate the decision-making process.

Policy Unit

The Policy Unit is responsible for assessing, evaluating, and developing the fundamental guidelines which communicate organizational expectations. Through the analysis of established standards and investigative research, the Policy Unit strives to implement comprehensive policies which comply with relevant laws, streamline internal processes, and enhance operational practices.



Accreditation Unit

The Accreditation Unit is instrumental in establishing and maintaining accreditation within the agency. The complex and meticulous process of obtaining accreditation demonstrates the agency’s commitment to excellence through professionally recognized criteria. The process includes rigorous evaluation of organizational activities, the identification of areas for improvement, the formulation and revision of policies and directives, as well as the ongoing review of adherence to standards.

Accreditation, while voluntary, serves to benefit a public safety agency through the promotion of safe practices, support of organizational accountability, and avoidance of agency liability. This is accomplished through a proven system of directives, clearly defined lines of authority, and sound training. Dedication to these high standards helps to instill confidence within the agency as well as throughout the community.

Performance Outcomes	
Fire Rescue Station Visits for Fire Rescue Accreditation Training	75
Fire Rescue CFAI Performance Indicators	252
Fire Rescue CFAI Performance Indicators Core Competencies	96
CAAS Standards in-compliance	116
CFA Accreditation standards in-compliance	336
ACA Accreditation standards in-compliance	384
NCCHC standards in-compliance	59
FMJS standards in-compliance	223
FCAC standards in-compliance	262
PREA standards in-compliance	43

Initiatives and Accomplishments

Accreditations and Certifications
<ul style="list-style-type: none"> ▪ Successful completion of the PREA Audit through the Department of Justice ▪ Maintained accreditation with: <ul style="list-style-type: none"> ○ Commission on Accreditation of Ambulance Services (CAAS) ○ Maintained Commission on Fire Accreditation International (CFAI) ○ Florida Commission on Accreditation for Corrections (FCAC) as an Excelsior agency ○ National Commission on Correctional Health Care (NCCHC)



Conferences and Continuing Education

The Accreditation Unit staff proactively attended conferences and training opportunities. These events provided opportunities for networking, receiving feedback, and gaining insight. Throughout the year, the Accreditation Unit participated in:

- Florida Association for Fire Accreditation & Professional Credentialing
- Accreditation Managers Continuing Education
- Peer Assessor Continuing Education
- Florida Fire Consortium – Coordinator, presenter, and attendee
- CFAI Conference- Attendee and facilitated two classes, “Strategic Planning” and “Preparing for the CFAI Site Visit and Commission Hearing”
- FLA-PAC Fall Conference
- LEIA 201 Certification
- IPTM Effective Staff Inspections
- FLA-PAC Spring Conference
- FLA-PAC Summer Conference
- Entrust Conference (PowerDMS)
- Gold Coast Law Enforcement Accreditation Coalition (GCLEAC)
- FLA-PAC Training Committee Member and Officer (Treasurer)

Other Agency Assistance

Success in public safety is often achieved through combined effort and the collaboration of expertise. With vast experience and specialized knowledge, Accreditation Unit staff were able to provide the following assistance to other agencies:

- Assisted Cape Coral Fire Rescue with CFAI accreditation efforts
- Participated as a rater for the Law Enforcement Trust Fund application process
- Participated with the Center for Public Safety Excellence Diversity, Equity, and Inclusion Committee
- CFA Mock Team Member for Wilton Manors PD
- CFA Mock Team Member for Lighthouse Point PD
- CFA Mock Team Member for Boynton Beach PD
- Team Leader for CFA On-Site Assessment
- CALEA DLE Assessment for the DeKalb County Georgia Sheriff’s Office

Internal Training

- Updated Fire Rescue Accreditation information video with assistance from Community Services to inform Fire Rescue employees about accreditation.
- Conducted strategic planning training/workshops with fire rescue staff throughout the year
- Began preparation for Insurance Services Office (ISO) for Cooper City
- Facilitated annual appraisal training to fire rescue staff
- Trained accreditation responsibilities for the Regional Communications Division (APCO, IAED, CALEA, ISO, CFAI)
- APCO Project 33 Telecommunications Training Academy Re-certification



Research Unit

The Research Unit provides specialized and complex administrative support to agency stakeholders by initiating research, participating in planning processes, assisting in the implementation of organizational projects, and evaluating the effectiveness of results through evidence-based analyses. The Research Unit staff identifies industry standards, best practices, and trending topics by establishing and maintaining relationships with other organizations to obtain comparative and associative information.

The unit assists in coordinating organizational projects and supports the accreditation function as needed. The Research Unit also conducts quality assurance and database audits, analyzing available data to produce structured reports and identifying success or developmental opportunities for the agency.

Performance Outcomes	
Annual Reports and Analysis in Compliance with Accreditations and Agency Audits	8
Assistance to Other Department/Divisions/Units	13
Collaborations with outside Law Enforcement Agencies and Institutions	1
Initiatives and Accomplishment via Training	2
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Annual Report and Analysis in Compliance with Accreditations and Agency Audits

Biased-Based Policing
The primary purpose of this analysis is to identify patterns or trends to determine if a deputy’s decision to take law enforcement action or to provide service are inappropriately relying on factors such as race, ethnicity, and disability. These factors are weighed against the demographics of the population being served and other relevant data sets. This report is traditionally completed by Internal Affairs specific to complaints of bias received. Periodically, the Research Unit will complete a comprehensive analysis to identify indicators of bias-based policing, reviewing citation data, field contacts, arrests, and public complaints.

Citation Report
This is a quarterly report of seatbelt citation data and citations for texting while driving by race and ethnicity. The Research Unit provides the agency with this data to comply with state/federal mandates.

Grievance Analysis
This report reviews and examines grievances filed within a report year. The analysis compares Grievances by Union, Type of Grievance, Location, (i.e., employee district, division, department, or unit), and Disposition. Grievances are reviewed for trends, policy concerns, or training issues. The number of grievances by employee workforce are analyzed to assess how significant employee grievances are agency wide.



Inmate Injury Report

This report is prepared at the request of the Department of Detention and includes a review and examination of all inmate injuries. The purpose of the review is to identify the categories with the highest inmate injuries and provide a breakdown of injuries per detention facility. The goal is to identify trends or patterns that inform better decision making.

LEOKA Report

The Broward Sheriff's Office through the Records Department submits its LEOKA Reports to the Florida Department of Law Enforcement (FDLE). FDLE submits the LEOKA data to the FBI. The LEOKA Report analyzes law enforcement deputies feloniously or accidentally killed/assaulted in the line of duty. The report examines factors that are important at the time a law enforcement officer was killed or assaulted such as: type of incident, injuries, time of incident, activity at time of incident, weapons involved, body armor usage, and other various demographical characteristics. The analysis attempts to identify actions that may help the deputy predict, prevent, or mitigate the type of injury sustained.

Pursuit Report

This is an annual comprehensive analysis of all pursuits by deputies within the agency. The analysis includes data of all Traffic Events, where motorists fled or attempted to flee from law enforcement. This report primarily includes three classifications of Traffic Events: Pursuit, Failure-to-Yield (F.T.Y.), and Other Type. The report also looks at events that occur before, during and after pursuits have been initiated. In addition to the total number of traffic events, the analysis looks at other correlating data, i.e., district, shift, location, supervisory involvement etc. to identify any potential issues for training or policy considerations.

Use of Force (Applied Force)

Applied Force is a comprehensive annual analysis of Use of Force events. Research Staff analyzes the circumstances under which force was initiated, the reasons for control, the type of force used, and any injuries sustained. Crime data such as crime type, weapon involved, and demographics of the involved subjects such as race, gender, and age were also examined to identify patterns. Recommendations on data collection and reporting issues are addressed at the conclusion of the analysis.

Workload Analysis

This report primarily analyzes the workload of the Road Patrol Deputy, but also provides an ancillary picture of the workload of Communications Operators and specialized units. The report specifically looks at Calls for Service, Crime-Types, Arrests, Citations and Field Contacts. Calls for Service (C.F.S.) provides a picture of the magnitude of calls received, dispatched, and responded to; Crime-Type affects the amount of time, effort, and staff needed to effectively handle a call. C.F.S. also reflects the work initiated by a Deputy (i.e. traffic enforcement and special operations).

Notable: A new section was added to identify top-performing deputies in calls for service, arrests, citations, and fields contacts. As a result, twenty-three Top-Performing Deputies were recognized Agencywide in addition to the top five within each district.



Assistance to Other Departments/Divisions/Units

The following reports or data tables are prepared annually to assist other units in preparation of the agency budget or compliance with audits and records requests:

- State Transportation Report – Requested by Office of Management and Budget
- Performance Measure and Projections for each contract city and BSO unincorporated areas
- Demographic and Crime Data, e.g., Projected Population, Mileage of Service Area, Offenses, Clearances, Arrests, and Calls for Service for Proposed Budget
- CAFR Statistics for Annual Certified Financial Report – Requested by Agency Comptroller
- Public Records Requests, including:
 - Crime Reports
 - Crash Reports
 - Arrest Reports
 - Calls for Service
 - Citation Reports
 - Policy Requests
- Developed the policy on Handling Outliers in analytical reports in compliance with Fire Rescue accreditation requirements

Research Collaboration/Partnerships

The Research unit continuously collaborates and develops research partnerships with other research institutions to address public safety issues on an as-needed basis. These partnerships are beneficial to both the Broward Sheriff's Office and the participating institution/agency.

- MOU with the University of South Florida on data collection for a 3-year study on Violent Death Reporting System partnering with Department of Health (DOH-Florida) and the Center for Disease Control (CDC)

Initiatives and Accomplishments via Training

The Team attended two training conferences, the Federal Bureau of Investigations - Law Enforcement Executive Development Association (FBI- LEEDA) and International Association of Crime Analysts (IACA). Both conferences promote and provide information to improve law enforcement practices through training, education, and networking among police professionals across the United States and globally.



Research and Benchmarking

The Research Unit is often requested to assist agency command in identifying best practices and determining if BSO policy and/or training needs to be updated, or if new programs, projects, or changes in organizational structure are indicated. This type of research requires networking with local, national, and international law enforcement agencies and is generally used for comparative reviews. Some of the research worked on this year include:

- Accreditation Managers for Correction
- Body Worn Cameras
- Crime Data Reporting-How other Florida LE are reporting
- Facial Recognition
- FTO Program
- Full Towing of Vehicles
- Information Technology Policies
- Off-Duty Employment
- Peer Support Program
- Policy Revision and Approval Process
- Public Request for Employees Personnel File
- Prisoner Search of Opposite Sex
- Reserve Fire Fighter
- Risk Protection Order
- Social Media
- Strategic Disengagement
- SWAT
- Tattoo for United States Armed Forces
- Transition to FIBRS/NIBRS
- Trespass Notice

Special Projects/Requests

- Citation Report for Inspector General (Quarterly)
- Data Collection for Florida Violent Death Reporting System (3-year project)
- Florida State University Policing Diversity Study
- PCN Survey & Report: This survey was completed to determine the number and use of Personnel Control Numbers (PCNs) within the Countywide Division and certain specialty units. The purpose was to assist command in making decisions regarding staffing with a focus on essential, multi-role and non-essential positions to determine which positions may be reallocated to a patrol district in the future.
- Provide technical Assistance to staff inspectors on the analysis of Sun-Pass Usage.
- Provide technical and analytical assistance to staff inspectors on the effectiveness of the DOD Business Office Payroll Workload Analysis.
- Quarterly Hate Crime Log for Antisemitic Incidents requested by the Anti-Defamation League

Surveys

- CJAP- Criminal Justice Agency Profile for Law Enforcement and Corrections Facilities.
- CSLLEA - Bureau of Justice Census Statistics
- SAEC- Sheriff Association Expert Contact (Subject Matter Expert Survey)



Policy Unit

The Policy Unit is responsible for creating, revising, and facilitating the agency’s policy revision process. Currently, the unit maintains the Sheriff’s Policy Manual (SPM), Department of Law Enforcement Standard Operating Procedures, Department of Detention Standard Operating Procedures, individual unit Standard Operating Procedures, and electronic agency forms. Much of this is completed through BSO’s electronic document management system (PowerDMS). The Policy Unit also responds to policy-related Public Records Requests (PRRs).

The creation, management, and dissemination of agency directives serves a vital role. These efforts provide guidance, develop consistency, and promote the accomplishment of organizational objectives. The Policy Unit works closely with interagency departments and collaborates with other public safety agencies. In addition, the unit stays abreast of regulatory matters and social initiatives to improve organizational accountability and foster mutual respect with the community.

Performance Outcomes	
General Orders Revisions Completed	14
DLE Operational Orders Revisions Completed	2
DOD Standard Operational Procedures Revisions Completed	12
Unit Standard Operational Procedures Revisions Completed	59
Forms reviewed, edited, and published	102
Public Records Requests	30
Administrative Orders Revisions Completed	4
DOD Post Orders Completed	14
DOD Operational Orders Completed	19
Inmate Handbook Revision Completed	1
Training Tabs / Bulletins Completed	83

Initiatives and Accomplishments

Electronic Policy Revision Workflow
 The Policy Unit is currently in the process of researching various electronic workflow processes for incorporation into the SPM/SOP revision process. The intent is to utilize a platform for real-time revisions, interagency discussion, and historical comment retention.

Electronic Logs
 Created an electronic content management platform for the organization and tracking of public records requests (PRRs) as well as revisions related to policies, procedures, and bulletins. The platform allows for centralized content management, queryable data fields, as well as remote customization and access.

In-Text Citation Initiative
 Traditionally only used to identify accreditation standards within policy, an initiative was developed to implement similar citations to other mandatory policy language, like directives required as a result of an MOU with the agency.



Conferences and Continuing Education

Employees of the policy unit are encouraged to take attend user conferences and seminars to learn new techniques, advance their knowledge, and equip the agency for ongoing success.

- PowerDMS Entrust Conference where the agency won the Content Engagement award for most document views.
- Park Avenue Presentations Webinar Cannabis in the Workplace.
- Obtained 17 certificates of completion of various PowerDMS courses to enhance proficiency within the software utilized to track/maintain/review/revise the agencies policies, procedures, accreditation, and training materials. The certificates are as follows:

- | | |
|--|---|
| ▪ Advanced Assessment Reporting | ▪ Getting Started with your Accreditation in PowerDMS |
| ▪ Advanced Workflows and Training Requests | ▪ Managing Advanced Courses |
| ▪ Creating Basic Courses | ▪ Managing Connections with Google Drive and OneDrive |
| ▪ Creating Certificates | ▪ PowerDMS Administration (Administration Menu) |
| ▪ Creating Groups and Managing Security | ▪ PowerDMS Mobile |
| ▪ Creating Survey | ▪ Public Facing Documents |
| ▪ Creating Tests | ▪ Uploading and Managing Documents in PowerDMS |
| ▪ Getting Started as a Publisher in Content Hub | ▪ Why Accreditation |
| ▪ Getting Started as a Subscriber in Content Hub | |



DIVISION OF INTERNAL AUDIT SERVICES

The Division of Internal Audit Services reports to the Inspector General within the Bureau of Compliance and Accountability. The mission of Internal Audit Services is to provide the Broward County Sheriff with independent, objective assurance and consulting services designed to improve operations and ensure governmental accountability. The Division of Internal Audit Services performs financial, operational and performance audits, as well as internal control evaluations. It also performs compliance audits of established policies and procedures, special projects at the request of the Sheriff, and forensic accounting and analysis to aid investigations. It is responsible for preparing comprehensive written audit reports composed of audit findings coupled with recommendations to ensure compliance and improve operational and financial efficiency and effectiveness.

The Division of Internal Audit Services is composed of three full time auditors who are qualified according to Government Auditing Standards and obtain the required 40 hours of continuing professional education credits every year. Two auditors have CPA licenses issued by the State of Florida Board of Accountancy, two auditors have a Certified Inspector General Auditor designation issued by the Association of Inspectors General and one auditor has a Certified Internal Auditor designation issued by the Institute of Internal Auditors.

Performance Outcomes

Statistics	2021	2022
Audits Conducted	177	189
Financial Investigations / Consulting Projects	33	24
Audit Reports	20	18
Percentage of Auditors meeting Government Auditing Standards (GAS) education requirements	100%	100%

Audits Completed

- CFA Accreditation Audits for Department of Law Enforcement and Civil Division
- FCAC Accreditation Audits for Misdemeanor Probation Division
- Inmate Bank / Prisoners Escrow Annual Audit for Department of Detention. Internal Audit identified opportunities to speed up inmate deposits and reduce cash on hand, while minimizing costs to the agency
- Inmate Health Care Contract Audit for Department of Detention. Internal Audit Identified potential cost savings associated with certain contract provisions as well as estimated liquidated damages totaling \$1.7 million

Notable Financial Investigations/Consulting Projects Completed

- Reviewed DHSMV Data Exchange MOU Internal Control and Data Security Audit requirements and provided recommendations for compliance
- Assistance provided to Purchasing regarding P-Card policy interpretation & expenditure eligibility
- Recommendations provided to Civil Division based on a review of the proposed revisions to their Standard Operating Procedures. Also assisted with testing the vendor's post-judgment interest calculation update to ensure proper CivilServe system programming
- Addressed Human Resource request to review employee supplemental earnings
- Assistance to External Auditors during their annual financial statement audit
- Internal control resource to various departments



CRIMINAL JUSTICE INFORMATION SERVICES (CJIS) COMPLIANCE

The Criminal Justice Information Services (CJIS) Compliance Unit is responsible for ensuring that the Broward County Sheriff's Office and Broward County Regional Communications (BRC) are adhering to Florida Department of Law Enforcement (FDLE) and Federal Bureau of Investigations (FBI) CJIS policies, requirements and use of all CJIS systems. The CJIS Compliance unit is also responsible for ensuring that all personnel and contractors that have access to a BSO or BRC facility have been screened and are utilizing CJIS systems in accordance with the FBI CJIS Security Policy. Ongoing compliance is necessary in order for BSO and BRC to utilize all FDLE/FBI CJIS systems.

In addition, the Division works closely with all other BSO Divisions to ensure that systems and processes are in compliance with the FBI CJIS Security Policy and FDLE CJIS requirements as outlined in the CJIS User Agreement between BSO and FDLE.

Performance Outcomes

Vendor Backgrounds/Public Records Requests	
Live Scan fingerprint background checks processed (including out of state)	1036
Name Based background checks processed	130
Total number of vendors screened	1166
Current active vendor employees	1119
DHSMV & FDLE Public Records Requests	32

BSO Compliance Manager Vendor Tracking System	
New accounts	38
Vendors managed in the system	296

CJIS Systems Audits, Validations and Deactivations	
Driver & Vehicle Information Database (DAVID) - Account Deactivations	42
OSCA Judicial Inquiry System (JIS) – Active User Accounts	43
Juvenile Justice Information System (JJIS) – Active User Accounts	125
National Insurance Crime Bureau (NICB) Administrator – Active User Accounts	14
Mnemonics for New or Re-assigned Devices for Access to FCIC/NCIC	52
Florida's Integrated Criminal History System (FALCON) – Fingerprint deletions	1,229

Types of Vendors/Volunteers Processed for CJIS Compliance	
<ul style="list-style-type: none"> ▪ Board Members ▪ Broward Sheriff's Advisory Council (BSAC) ▪ Citizen Observer Patrol (C.O.P) ▪ Citizens Academy ▪ CPIS ▪ Explorer Program ▪ Food Services ▪ General Contractors (temporary and permanent) ▪ Guardians ▪ ITD vendors 	<ul style="list-style-type: none"> ▪ Jail vendors ▪ License Plate Reader Vendors ▪ Police Athletic League (PAL) ▪ Professional volunteers for jails ▪ Ride-A-Longs ▪ RTCC Task Force members ▪ Sheriff's Posse ▪ Special Process Servers ▪ Student interns



FCIC/NCIC New User Accounts	
Regional Communications	64
Department of Law Enforcement	80
Department of Detention	28
Total	172

Accomplishments

FDLE CJIS Compliance	
The CJIS Unit manages CJIS accounts for all BSO personnel. Accounts are created depending on the employee's role. Both account types expire every 2 years.	
Total number of CJIS accounts (FCIC/NCIC access or Security Awareness training)	5536

FDLE Audits
The Florida Department of Law Enforcement conducted both a Technical Audit and Records Compliance audit in a 4-month timespan during this reporting period. All audit items that the CJIS Unit is directly responsible for were found in compliance. Additionally, all vendor requirements were in 100% compliance. The CJIS Unit was formally recognized by the Office of Inspector General for this accomplishment.

Policies & Training Advisory Bulletins
<p>DOD Vendor Clearance</p> <ul style="list-style-type: none"> Updated the vendor clearance policy to include CJIS clearance requirements <p>CJIS Unit SOP</p> <ul style="list-style-type: none"> Developed to familiarize all BSO personnel with the CJIS Compliance Unit and its operation <p>Shredder Type Reminder TAB</p> <ul style="list-style-type: none"> To provide CJIS guidance on the specific types of shredders than can be used when shredding CJI <p>Purpose Codes & ATTN Field TAB</p> <ul style="list-style-type: none"> To provide CJIS guidance on the correct Purpose Codes to be used when running queries in FCIC

Initiatives for FY 22/23
<ul style="list-style-type: none"> CJIS segment included in HR Orientation for new BSO personnel to introduce CJIS to new hires on the front end Test and evaluate internal vendor onboarding application in conjunction with ITD Procurement of a fingerprint hard card scanner. The scanner would send the information directly to FDLE electronically, thus drastically reducing processing times by eliminating the need to mail the cards. Implement the FBI's National Rap Back program for current employees and vendor groups.



DIVISION OF INTERNAL INVESTIGATIONS AND COMPLIANCE

The Division of Internal Investigations and Compliance reports to the Inspector General within the Bureau of Compliance and Accountability. The mission of the Division of Internal Investigations and Compliance is to act as the agent of the Sheriff of Broward County to ensure maintenance of the highest possible ethical and performance standards by all elements of the Broward Sheriff's Office. By identifying and preventing deviations from established procedural regulations, the Division of Internal Investigations and Compliance ensures the public trust in the overall integrity of the Sheriff's Office.

The Division of Internal Investigations and Compliance is comprised of the following units: Internal Affairs, Public Corruption, and Staff Inspections Unit. While assigned unit-specific responsibilities, each unit contributes synergistically to the overarching mission within the division. Members of these units include representatives of the Department of Law Enforcement and Department of Detention with various investigative backgrounds ensuring sound investigative practices in both administrative and criminal investigations.

Internal Affairs Unit

The Internal Affairs Unit accomplishes its mission by investigating all allegations of employee misconduct thoroughly and objectively. The cases are investigated in an impartial fashion and seek only to uncover the truth while providing a level of accountability and transparency relating to agency administrative matters and policy violations.

Public Corruption Unit

The Public Corruption Unit accomplishes its mission by investigating and documenting information developed during inquiries into allegations of employee and public official criminal misconduct. These investigations, if applicable, are submitted to the Broward State Attorney's Office for review and prosecution. Further, the Public Corruption Unit investigators assist the Internal Affairs Unit during the investigation and preparation of subsequent administrative investigations to the Professional Standards Committee and assure factual and accurate information is presented to form the basis on which the committee determines its findings.

Staff Inspections Unit

The Staff Inspections Unit is responsible for conducting internal inspections and audits to ensure agency compliance with established policies and procedures. These comprehensive inspections evaluate matters pertaining not only to procedural compliance, but also issues dealing with efficiency, economy, and organizational development.



Internal Affairs Unit

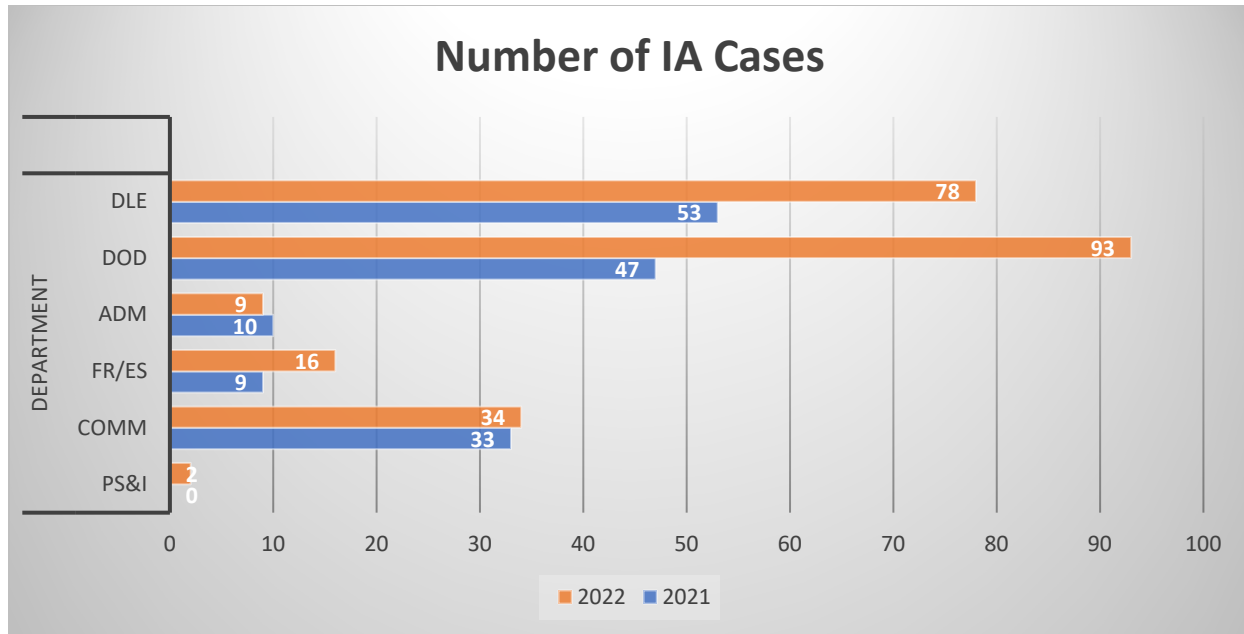
The Internal Affairs Unit is responsible for safeguarding the integrity of the BSO. The Sheriff has charged Internal Affairs with the responsibility of investigating residents' complaints, as well as internally initiated complaints of alleged misconduct by BSO personnel. In conducting investigations into alleged misconduct, Internal Affairs is equally responsible for safeguarding its employees from malicious and untruthful allegations through its investigative efforts. Internal Affairs is critical in building a foundation of trust between the BSO and the community through fair, equitable, and ethical investigations.

Total Complaints (IA Cases) Received		
During the 2022 Fiscal Year, the Broward Sheriff's Office experienced an increase in the total number of employee misconduct complaints, resulting in IA cases that were investigated (agency-wide). In 2022, there were 230 IA cases, compared to 152 IA cases in 2021 (excluding preventable accidents).		
2021 FY	2022 FY	% Change
152	230	51.32%

Complaints Investigated by Internal Affairs		
In the 2022 Fiscal Year, Internal Affairs investigated 121 of the 230 total cases. This represented an increase in the total cases investigated by Internal Affairs compared to 2021. In 2021, Internal Affairs investigated 77 of the 152 total cases.		
2021 FY	2022 FY	% Change
77	121	57.14%

Complaints Investigated by Employee's Command		
In the 2022 Fiscal Year, Employee's Command investigated 109 of the 230 total cases. This represented a increase in the total cases investigated by Employee's Command compared to 2021. In 2021, Employee's Command investigated 75 of the 152 total cases.		
2021 FY	2022 FY	% Change
75	109	45.33%

Complaints by Department			
A fiscal year to year comparison of the total number of complaints received by Internal Affairs of personnel assigned to various departments revealed a decrease in 2022 in the Department of Administration. However, the Department of Law Enforcement, the Department of Detention, and Fire Rescue and Emergency Services, Regional Communications and the Department of Professional Standards and Investigations experienced an increase compared to 2021.			
Department	2021 FY	2022 FY	% Change
Department of Law Enforcement	53	78	47.17%
Department of Detention	47	93	97.87%
Department of Administration	10	9	-10.00%
Fire Rescue & Emergency Services	9	16	77.78%
Regional Communication	33	34	3.03%
Department of Professional Standards & Investigations	0	2	200.00%



Use of Force Reports

In the 2022 Fiscal Year, 976 Use of Force Reports were received from the Department of Law Enforcement and the Department of Detention, of which 324 were injury related. In 2021, 800 Use of Force Reports were received, of which 276 were injury related. These figures represent an approximate 22% increase in total reports received, with an approximate 17.39% increase in reported injuries this year.

Year	With Injuries	Without Injuries	Total
2021 FY	276	524	800
2022 FY	324	652	976
% Change	17.39%	24.43%	22.00%

Firearms Discharge Incidents

Firearms discharge incidents are defined as the discharge of a firearm at any time other than training at the firearms range. There was increase in the number of firearm discharge incidents in 2022 Fiscal Year as compared to 2021. A breakdown of the 2022 firearm discharge incidents showed 1 Unintentional Discharges, 3 Non-Contact Shootings, 2 Animal Shootings, and 3 Fatal Shooting.

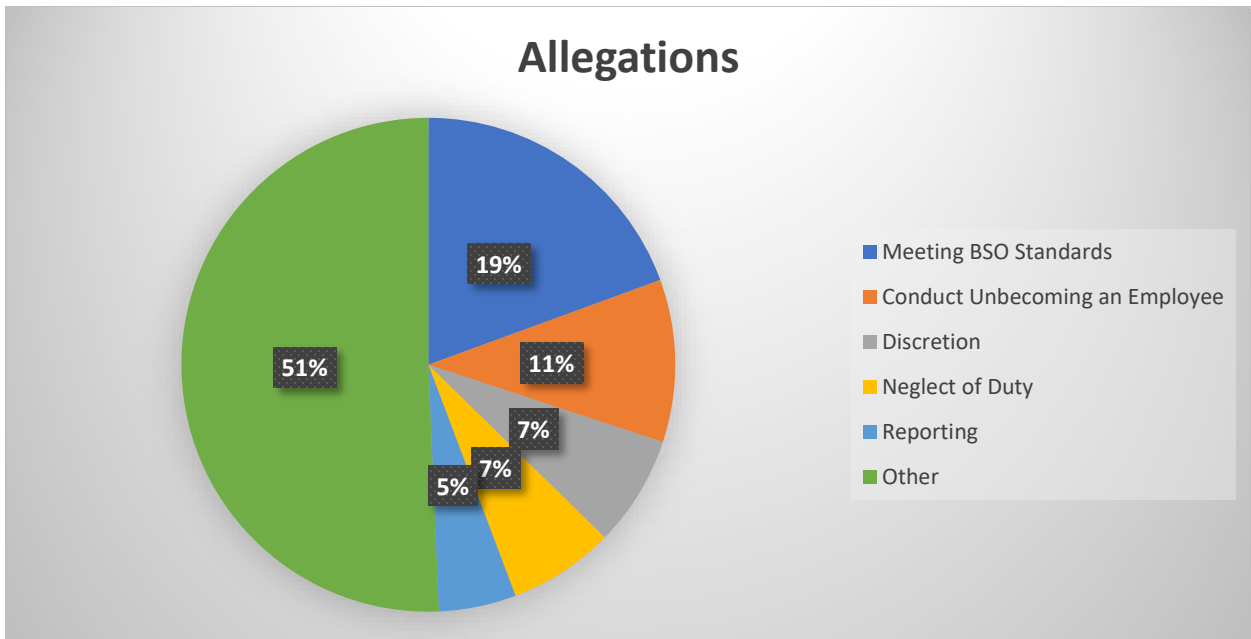
2021 FY	2022 FY	% Change
5	9	80.00%



Top Five Internal Affairs Allegations

A review of misconduct complaints agency-wide, which were completed (closed cases) in the 2022 Fiscal Year, identified there were a total of 592 separate allegations filed against employees. The five most frequently investigated employee misconduct issues are as follows: Meeting BSO Standards, Conduct Unbecoming an Employee, Discretion, Neglect of Duty, and Reporting.

Issue	Allegations	Cases
Meeting BSO Standards	115	77
Conduct Unbecoming an Employee	63	61
Discretion	43	33
Neglect of Duty	42	33
Reporting	30	18



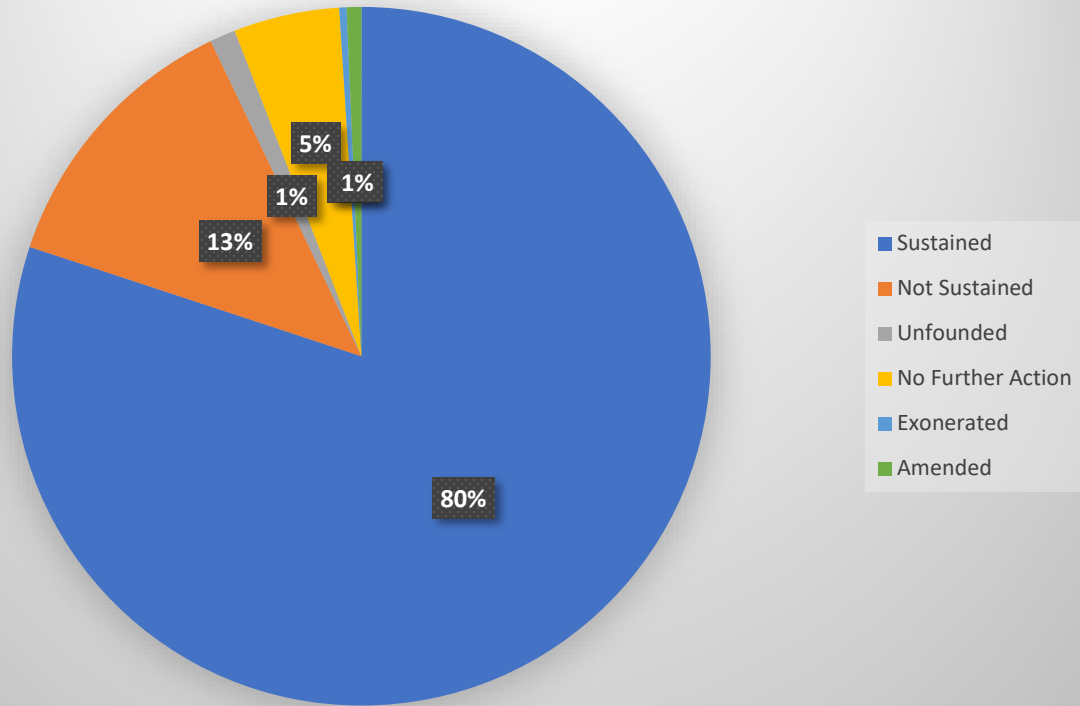
Allegation and Case Disposition

An analysis of the disposition of allegations indicates that there was a total of 592 allegations associated with cases closed in the 2022 Fiscal Year. The reader is cautioned that the figures presented are based on allegations and not by cases. One case may result in numerous separate allegations being filed. In some multi-charge cases, one allegation may result in a finding of sustained, while others may result in not sustained, unfounded, no further action, or exonerated. The reader should be aware that although this annual report contains allegations disposition figures from cases initiated, investigated, and closed in 2022, the report also encompasses the previous years' cases that have concluded in 2022, and does not include cases still pending that were opened in 2022.

Finding	Allegations	Cases
Sustained	474	203
Not Sustained	76	31
Unfounded	7	4
No Further Action	29	20
Exonerated	2	1
Amended	4	4



Case Disposition



Disposition of Allegations (Discipline Rendered)

Of the allegations sustained in the 2022 Fiscal Year, the following corrective actions were taken. The reader must keep in mind that a case with multiple subject employees will result in single corrective action for each employee.

Corrective Action Taken	2021 FY	2022 FY	% Change
Counseling	13	44	238.46%
Written Reprimand	67	105	56.72%
SWOP 1-3 Days	32	42	31.25%
SWOP 4-10 Days	9	15	66.67%
SWOP 11 + Days	3	13	333.33%
Demotion	0	2	200.00%
Termination	12	25	108.33%



Preliminary Investigative Inquiries (PII)

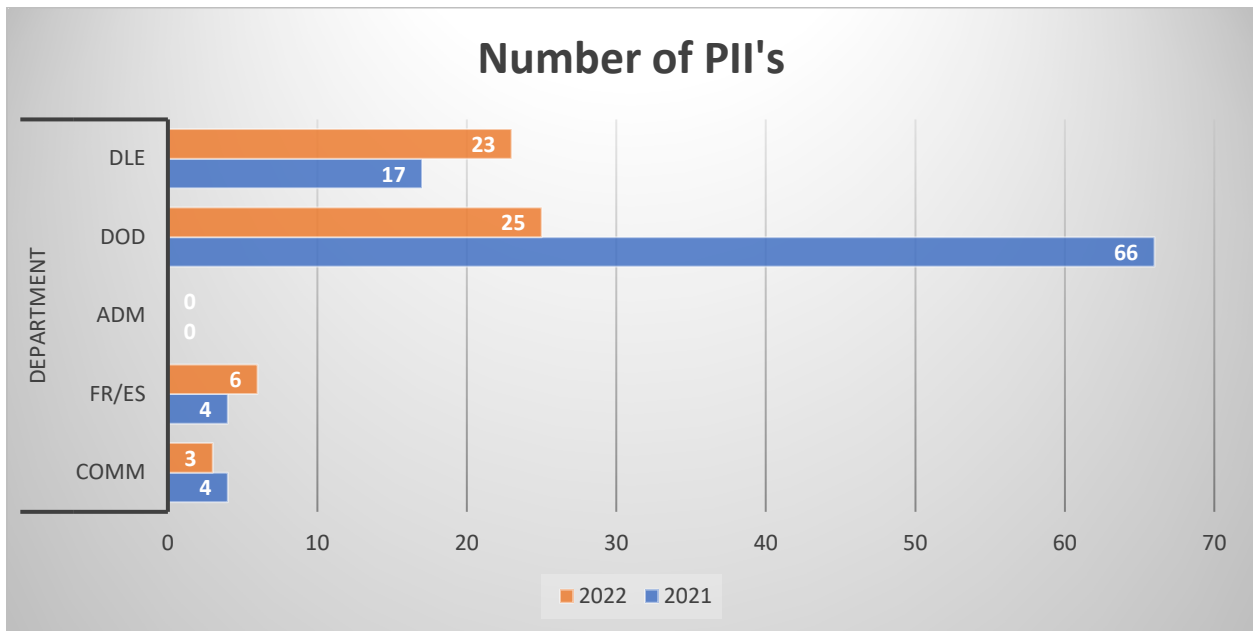
The Preliminary Investigative Inquiry (PII) is an investigation used by Internal Affairs to investigate complaints that lack sufficient specificity to identify clear potential criminal or policy violation. If employee misconduct is identified, the inquiry then becomes an Internal Affairs case. The Internal Affairs Unit investigates the more serious PIIs, with the remainder forwarded to the various “home” commands for investigation. In the 2022 Fiscal Year, there were a total of 57 PIIs, and in 2021 there were 91, an decrease of approximately 37%.

2021 FY	2022 FY	% Change
91	57	-37.36%

Preliminary Investigative Inquiries (PII) By Department

A fiscal year to year comparison of the total number of PII’s processed by Internal Affairs of personnel assigned to various departments revealed a decrease in 2022 in the Department of Detention and the Communications Division. However, the Department of Law Enforcement and the Fire Rescue and Emergency Services experienced an increase compared to 2021.

Department	2021 FY	2022 FY	% Change
Department of Law Enforcement	17	23	35.29%
Department of Detention	66	25	-62.12%
Department of Administration	0	0	0.00%
Fire Rescue & Emergency Services	4	6	50.00%
Regional Communication	4	3	-25.00%





Early Intervention Program

The Broward Sheriff's Office has a responsibility to its employees and the community to identify and assist employees who show symptoms of job stress and/or performance problems. To accomplish this, the Division of Internal Affairs uses an automated statistical system, known as the Early Intervention Program (EIP), to track employee misconduct and to ensure that intervention into potential employee problems is initiated before it leads to a decline in job performance.

Internal Affairs Unit makes no conclusions or determinations when an employee is identified through the EIP. The program is designed as a resource to assist command personnel in evaluating and guiding the employee who might have job stress and/or performance problems. Therefore, when an employee is identified through the automated statistical system, it is reported to the command for consideration and appropriate intervention.

Statistical Summary

The following statistical data reflects the number of employees identified through the Early Intervention Program, by Department, for each year addressed. In the 2022 Fiscal year, the EIP Alerts decreased slightly from 2021.

Assignment:	2021 FY	2022 FY	% Change
Sworn DLE	20	18	-10.00%
Sworn DOD	18	17	-5.55%
Non-Sworn	1	0	-100.00%
Totals:	39	35	-10.26%



Public Corruption Unit

The mission of the Public Corruption Unit (PCU) is to act as the agent of the Sheriff of Broward County to ensure maintenance of the highest possible ethical and performance standards by all elements of the Broward Sheriff's Office. Through identification, investigation, and prevention, the PCU ensures the public trust in the overall integrity of the Sheriff's Office. The PCU accomplishes its mission by investigating all allegations of employee and public official criminal misconduct thoroughly and objectively. The cases are investigated in an impartial fashion and seek only to uncover the truth.

Statistical Summary

Total Complaints (PCU Cases) Received		
During FY 2022, The Broward Sheriff's Office experienced no change in the total number of criminal misconduct complaints that were investigated. In 2022 there were 35 PCU cases, compared to the FY 2021 reporting period reflecting 30 total cases.		
FY 2021	FY 2022	% Change
30	35	16.67%

Complaints Investigated by The Public Corruption Unit Resulting in Referral to the SAO		
During FY 2022, The PCU investigated 35 of the 35 total cases they received. Of those investigations, 5 were referred to the Broward State Attorney's Office for review for criminal prosecution. Of the SAO referrals, 4 were accepted for prosecution. No declinations were experienced during this FY, and 1 is still in the review process.		
FY 2021	FY 2022	% Change
4	5	25.00%

Complaints Investigated Resulting in Arrest		
During FY 2022, 9 arrest was made pursuant to an investigation. This represented a decrease in the total arrests compared to FY 2021 which reported two arrests.		
FY 2021	FY 2022	% Change
1	9	800.00%

The arrests mentioned above are summarized as follows:

- A BSO FF/PM was arrested for using non-revenue parking vouchers at the Hollywood / Fort Lauderdale International Airport parking garage to avoid paying parking fees for personal business purposes.
- A BSO DLE Deputy was arrested after stealing over \$1,600 USD during an undercover operation where he was given a purse from an undercover agent as found property. After a substantial amount of time, the Deputy failed to turn in the money, purchased items for personal use with the funds and was subsequently arrested.
- A BSO DOD Deputy was arrested after she met with an undercover detective to receive payment and narcotics to introduce into the BSO Main Jail for an inmate.
- A civilian attorney was arrested for attempting to extort funds from an individual in exchange for their client not testifying in a criminal case.
- Historical case from FY 20-21, a DOD Detention Technician was arrested after an investigation revealed that she provided fraudulent and altered BSO documents to obtain an apartment lease. The arrest was made on February 3rd, 2022.
- Historical case from FY 20-21, an Operations Administration Civil Process Server was arrested for falsely reporting contacts in reference to service of civil process documents.



- Historical case from FY 20-21, a civilian was arrested for unlicensed practice of law from a small business in Hollywood after a complaint was investigated that he was providing legal services without a license. After an undercover operation and search warrant, an arrest warrant was issued and the defendant was arrested at his home in Palm Beach County, FL
- Historical case from FY 18-19, two BSO DOD Inmate Property Specialists and one civilian bail bondsman were arrested for unlawful compensation, computer and bail bond related crimes after an investigation revealed that the employees were using a BSO database to unlawfully disseminate data to the bail bondsman which they all financially benefitted from. The case initially was being reviewed by the United States Attorney but was eventually declined and sent to the Broward SAO for prosecution. The arrests were made on February 23rd, 2022.

Complaints by Department			
A fiscal year to year comparison of the total number of complaints received by the PCU of personnel assigned to various departments revealed an approximate 58% increase in the number of internal BSO cases resulting in investigation as fiscal year 2022. However, external cases involving other jurisdictions and other agencies experienced a decrease in cases by approximately 55%.			
Department	2021 FY	2022 FY	% Change
Internal Cases	19	30	57.89%
External Cases	11	5	-54.55%

Top Five Public Corruption Allegations	
A review of criminal misconduct complaints agency and other jurisdiction-wide, which were completed, open, prosecuted or still under review by the SAO in the 2022 Fiscal Year, identified there were a total of 30 separate allegations filed. The five most frequently investigated criminal misconduct issues are as follows: Fraud, Narcotics, Theft, Dissemination of Confidential Information, Theft, and Sexual Offenses.	
Criminal Allegation	Allegations
Fraud	10
Narcotics	8
Dissemination of Confidential Information	3
Theft	3
Sexual Offenses	2



Staff Inspections Unit

The Staff Inspections Unit is responsible for conducting inspections of personnel, processes, facilities, and equipment to ensure compliance with departmental directives. Outside the traditional lines of authority, inspectors conduct impartial and independent examinations – an essential component for objective oversight within the organization. Dually serving as OIG investigators, the Staff Inspections Unit is also responsible for conducting investigations pertaining to economy, efficiency, integrity, and organizational effectiveness. These comprehensive reviews serve to verify adherence to credentialing standards, promote an environment of accountability, and identify areas for operational improvement.

Annually, the Staff Inspections unit must conduct inspections and audits of areas set forth by accreditation authorities. Among them is the Department of Detention’s (DOD) Inmate Property Warehouse, which stores the clothing and personal belongings of all inmates incarcerated in Broward County. There is also the unannounced inspection of canine training aids, the narcotics utilized by the SID narcotic canines for training purposes. However, arguably the most significant and most crucial undertaking in this process is the inspection and audit of the Property and Evidence Warehouse. The Property and Evidence Warehouse is responsible for taking custody of items for storage, safekeeping, evidence, and disposal. At any given time, the warehouse has more than one million pieces of property stored securely inside, based on numerous standards and regulations.

Performance Outcomes	
Inspections (processes, facilities, employees)	20
Inspections for Accreditation Compliance	9
Office of Inspector General Investigations	6

Completed Inspector General Investigations
<ul style="list-style-type: none"> ▪ A suspicious "Request for Petty Cash" form was reviewed after an audit located a petty cash dispersal for a personal medical payment. The review determined there was no misconduct or malicious intent. ▪ A review of the Department of Detention's (DOD) payroll was conducted to evaluate the efficiency of its process after changes were implemented. The subsequent investigation revealed that problems existed between the two software systems utilized to complete payroll. The stakeholders involved worked together on addressing the issues and agreed that integrating the two systems benefits the DOD. As a result, a new web-based DOD system was created to better communicate with the agency's People Soft system and is being tested. Consequently, recommendations were made to reintegrate the systems and to update the DOD units' SOP to reflect the new payroll workflow process ▪ The Assigned Vehicle Take-Home Program was reviewed to verify compliance with the current SPM. A review of both Sunpass and Voyager Fleet Gas Card data revealed several employees were utilizing their assigned take-home vehicle to drive to a residence outside of the tri-county area, and one anomaly. ▪ A review of a Fire Rescue Station vehicle fuel dispersal site was conducted. This site was the only BSO fuel site utilizing handwritten logs to account for fuel dispersal. Too many variables were identified to determine loss of fuel / intentional misuse of the fuel dispersal. After this review, fleet Services upgraded their site to include electronic fuel dispersal monitoring. ▪ A review of the agency supplement process was conducted after two employees received vehicle supplements after they no longer qualified for them. Based on a review of the agency's SPM/SOPs, Human Resources created protocols/training to verify this type of incident will not occur again. This training was sent out via email, and it will be recommended that re-training via PowerDMS be conducted.



- A security breach occurred on the Public Safety Building, which resulted in a review of all relevant security systems and policies in place. The review identified multiple opportunities for improvement, to include, but not limited to, upgrading the PSB security camera system, hardening entry points, improved methods of identifying vendors, along with appropriate revisions to policy.

Initiatives and Accomplishments

Florida Model Jail Standards (FMJS) and the American Correctional Association (ACA) reaccreditation preparation

The Staff Inspections Unit worked actively with the Department of Detention (DOD) Accreditation Team to conduct multiple inspections of detention facilities in preparation for the Florida Model Jail Standards (FMJS) and the American Correctional Association (ACA) reaccreditation process.

The Staff Inspection Unit worked diligently alongside the Accreditation Team in collecting, preparing, and putting together the required proofs for the upcoming FMJS and ACA reaccreditation, which is pending for October of 2022.

DLE Districts AED Policy Revision

While conducting DLE District Staff Inspections, the Staff Inspections Team identified several "issues" with the current SPM on AEDs, i.e., non-compliance, expirations, and conflicting accreditation standards. Additionally, working with the Department of Fire Rescue, Staff Inspection assisted with identifying necessary changes to SPM/SOP, which are in executive review.

Vehicles First Aid Kit Policy Revision

While conducting DLE District Staff Inspections, the Staff Inspection Team identified numerous expired first aid kits inside marked BSO vehicles during RP-10 inspection. The expired first aid kits still contained a majority of the original contents, which had not been utilized. Based on the cost of replacing the vehicle first aid kits, the Staff Inspection Team requested that the Department of Law Enforcement consider an alternate first aid kit in a more fiscally responsible price range.

Temporary Detention Policy Revision

While conducting DLE District Staff Inspections, the Staff Inspection Team identified that each individual DLE District was utilizing the incorrect Temporary Detention log or multiple Temporary Detention logs based on a 2019 SOP change. Working with the Policy Unit, the Temporary Detention log(s) have been updated and are in executive review for utilizing a uniformed form.



CONCLUSION

During the reporting period of FY 2021-2022, members of the Broward Sheriff OIG performed flawlessly throughout the year while successfully completing performance measures set forth in the previous year. The Broward Sheriff OIG has provided oversight of various departments within the Broward Sheriff's Office promoting continued compliance, accountability, and transparency in all facets of Broward Sheriff's Office operations. This is evident in the information contained and outlined within the Annual Report FY 21-22.

The Broward Sheriff OIG will continue to adhere to the high standards set forth by both policy and national best practices regarding their respective responsibilities in the upcoming fiscal year. Additional OIG organizational enhancements are expected in the next reporting year building upon the solid foundation put in place with a focus on continued service to both the Broward Sheriff's Office and the community we serve. The Broward Sheriff OIG looks forward to the challenges ahead for FY 2022-2023 and it is expected that the Broward Sheriff OIG will successfully take these challenges head-on in alignment with Broward Sheriff Gregory Tony's expectation of a continued commitment to excellence in the areas of compliance, accountability, and transparency.