



# LAKELAND POLICE DEPARTMENT

## Office of Professional Standards

Respect • Integrity • Teamwork • Excellence

TO: CHIEF SAMMY TAYLOR *ST 3-14-23*

FROM: LT. LERON STRONG, OIC/OPS *#35*

DATE: MARCH 14, 2023

SUBJ: 2022 OPS ANNUAL REPORT

On March 14, 2023, OPS completed an annual and historical review of all the complaints of employee misconduct, protective actions, vehicle pursuits, and bias-based policing practices. The review of all IAU files and incidents facilitated our office to evaluate department policies and procedures to ensure the delivery systems and methods of service to the community are effective.

The following reports were reviewed by our office to identify any patterns and trends, in addition to trends related to policy, training and/or supervision.

- Annual Administrative Investigations Summary
- Annual Analysis of Protective Action Incidents
- Annual Review of the Employee Intervention Program
- Annual Review of Motor Vehicle Pursuits
- Annual Review of Bias Based Policing
- Annual Analysis of Grievances
- Annual Review of Safety Board findings
- Annual Review of Citizen Service Survey

### **Administrative Investigations**

In 2022, Citizen Complaints (23) and Employee Incident Reports (27) investigations totaled 50. This is a decrease of 42 from the prior year. There were 18 members who elected to participate in the department's Rapid Resolution Request Process (RRRP). 2022. Administrative Investigations review shows a significant decrease in all allegation categories.

The total number of Citizen Complaints investigated totaled 22, in comparison to 15 for 2021. There was no change in the total types of allegations investigated in the Citizen Complaints, although the numbers for the individual categories shifted slightly.

Of note, there was a decrease of (64%) in the total number of Employee Incident Reports (EIR) received in 2022, as compared to 2021. After review of these cases, there was a decrease in virtually all categories or allegation types, especially regarding LPD General Order 3-1.29 Department Equipment and Vehicle Operation (preventable traffic crashes and property incidents), and General Order 3-1.3 Reporting for Duty. There were 62 EIR's submitted with the allegation of G.O. 3-1.29 in 2021, in comparison to 18 submitted for the

same allegation in 2022 (71% decrease), and General Order 3-1.3 Reporting for Duty decreased from 27 in 2021, to 3 in 2022 (89% decrease).

The following are the IAU Investigations Tables:

Internal Complaints (EIR)				External Complaints (COM)			
MONTHS	2020	2021	2022	MONTHS	2020	2021	2022
January	5	10	1	January	1	0	0
February	4	4	3	February	1	1	4
March	0	6	0	March	0	7	1
April	6	7	0	April	1	1	0
May	3	1	5	May	0	2	3
June	4	8	1	June	7	0	3
July	6	7	2	July	0	0	3
August	5	4	4	August	1	0	5
September	6	1	1	September	2	0	2
October	5	15	8	October	0	2	2
November	4	0	1	November	1	0	1
December	11	14	1	December	1	2	0
<b>TOTALS</b>	<b>59</b>	<b>77</b>	<b>27</b>	<b>TOTALS</b>	<b>15</b>	<b>15</b>	<b>22</b>

### 2022 Citizen Complaints (External)

Classification	Sustained	Not Sustained	Unfounded	Exonerated	Policy Failure	Other	TOTAL
Courtesy	1	5	2	1	0	0	9
Unlawful Conduct	0	0	0	0	0	0	0
Conduct Unbecoming	1	1	0	0	0	0	2
Untruthfulness	0	0	0	0	0	0	0
Job Knowledge/Performance	1	1	0	4	0	0	6
Protective Action	1	2	0	0	0	0	3
Bias Based Policing	0	0	0	0	0	0	0
Conflict of Interest and/or Misuse of Office Position	0	0	0	0	0	0	0
Official Identification	0	3	0	0	0	0	3
OTHER	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>4</b>	<b>12</b>	<b>2</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>23</b>

\* Three 2021 complaints, involving three members, are included in the table above.

\* One 2021 case action was completed in 2023. One 2021 case is still pending.

\* Six 2022 COM, involving nine members were still open as of this report.

## 2022 Employee Incident Reports (Internal)

Classification	Sustained	Not Sustained	Unfounded	Exonerated	Policy Failure	Other	TOTAL
Conduct Unbecoming	0	0	0	0	0	0	0
Unlawful Conduct	0	0	0	0	0	0	0
Reporting For Duty	3	0	0	0	0	0	3
Member's Duty to Report Misconduct	0	0	0	0	0	0	0
Neglect of Duty	1	0	0	0	0	0	1
Job Knowledge/Performance	3	0	0	0	0	1	4
Department Equipment and Vehicle Operation	15	0	0	1	0	2	18
Harassment in the Workplace	0	0	0	0	0	0	0
Untruthfulness	1	1	0	0	0	0	2
OTHER	15	1	1	0	0	0	17
Protective Action (Arrest and/or Baker Act)	0	1	0	0	0	0	1
<b>TOTALS</b>	<b>38</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>3</b>	<b>46</b>
* 12 EIR Cases were open and/or closed in 2023							
*Includes one EIR from 2020, and twenty-five EIRs from 2021.							

The tables on the following page show the type of discipline or corrective action associated with the policy allegations investigated. Additionally, some allegations were investigated, and a finding was determined, however, due to the nature or timing of the case, discipline is still pending. (Most of the discipline resulted from multiple allegations and were combined into one corrective action.)

<b>Administrative Investigations Discipline</b>			
(Internal and External Complaints)			
Discipline/Corrective Action	2020	2021	2022
Counseling/Retraining	26	30	17
Written Reprimand	5	19	13
Suspension	3	4	3
Demotion	0	0	0
Termination	1	0	0
Resigned/Retired During Investigation	1	1	5
Resigned in Lieu of Termination	0	1	0
Education Based Discipline*	0	0	1
Other (Counseling w/ Supp., Suspension w/ Supp., Restitution, Reprimand w/ Supp.)	6	13	2
No Discipline	47	14	32
* There were 12 EIR and 6 COM from 2022 that were still open/pending at the time this report was created.			
* Includes 1 EIR from 2020, 25 EIR from 2021, and 3 COM from 2021			

## **Protective Action Report (PAR) Analysis**

In 2022, OPS received 581 entries (464 Protective Action Reports and 117 K-9 Deployments) that documented protective actions taken by sworn personnel in the performance of their duties. In the 581 protective action incidents reported, 645 subjects were involved. Review of the Protective Action Table revealed that of the 99,133 calls for service our officers responded to, protective action(s) were not used 99.35% of the time, which is consistent with the overall percentage since 2015. The agency emphasizes training sworn members to use the amount of force necessary to gain compliance from a subject, control and de-escalate situations, effect an arrest, or protect themselves and/or others from harm.

Data for 2022 indicates moderate increases in the total number of protective action incidents reported (+15.5%), total protective actions used (+21.74%), and number of officers who utilized a protective action (+21.22%). Upon review of the protective action types utilized, the average number of protective actions used per subject was 1.43. Whereas in 2021, the average protective actions used per subject was 1.38. A total of 868 officers were involved in the reported 581 protective action incidents, averaging at 1.49 officers per PAR incident, which is a slight increase from 1.42 officers per incident in 2021.

## Statistical Data for Protective Action Analysis

The following data was collected from protective action reports and K-9 deployment incidents. The data reflects all protective actions applied by sworn members in 2022.

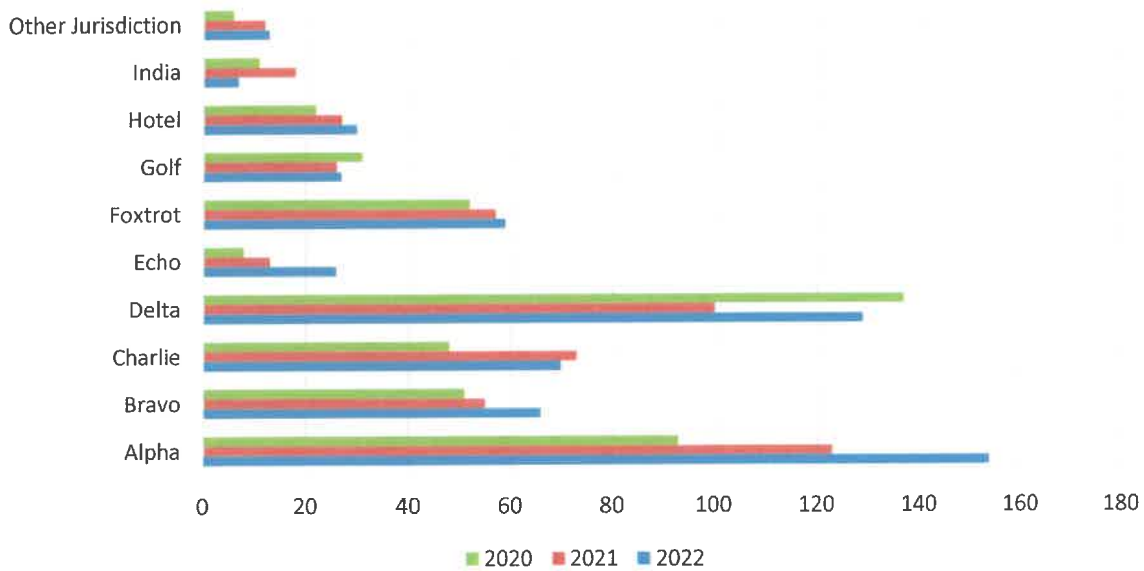
<b>2022 PROTECTIVE ACTION INCIDENTS TABLE</b>			
<b>TYPE</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
<b>Total Calls for Service (CFS)</b>	<b>102,011</b>	<b>110,967</b>	<b>99,133</b>
<b>Total number In-Custody (Arrests and Baker Acts)</b>	<b>5460</b>	<b>6,112</b>	<b>9,895</b>
<b>Protective Action Incidents</b>	<b>460</b>	<b>503</b>	<b>581</b>
<b>Total Subjects In-Custody Protective Action (Arrest/Baker Act (BA))</b>	<b>525</b>	<b>550</b>	<b>645</b>
<b>Total Officers Utilized Protective Action</b>	<b>653</b>	<b>716</b>	<b>868</b>
<b>Type of Protective Actions Used</b>			
Physical Force/Empty Hand Control	218	208	293
CEW/ (Drive Stun/Darts)	89	106	137
Aerosol Deterrent	27	42	36
Specialty Weapon Used / Pointed Only (Less Lethal, Bean Bag)	7	0	5
Baton/Impact Weapon	0	0	0
K-9 (Bites Only)	9	13	11
K-9 deployment (Non-Bite) Not Released, Recalled, Presence	89	84	106
Firearm (Lethal Force)	0	4	1
Firearm/Discharged (Aggressive Animal)	1	0	0
Pointing of Weapon	104	130	146
Pointing of CEW	19	39	50
Handcuff and Release	113	129	121
Weapon of Opportunity	7	4	18
<b>Total Protective Actions</b>	<b>683</b>	<b>759</b>	<b>924</b>
K-9 Demonstrations	14	22	29
<b>Percentage Force NOT Used in Custody/ Total Calls for Service</b>	<b>99.49%</b>	<b>99.50%</b>	<b>99.35%</b>
<b>Percentage Force Used In-Custody/ Total Calls for Service</b>	<b>0.51%</b>	<b>0.50%</b>	<b>0.65%</b>
<b>Percentage Force NOT Used In-Custody/ Total Number In- Custody</b>	<b>90.38%</b>	<b>91.00%</b>	<b>93.48%</b>
<b>Percentage Force Used In-Custody/ Total Number In-Custody</b>	<b>9.62%</b>	<b>9.00%</b>	<b>6.52%</b>
<b>Percentage Protective Action Incidents/ Total In- Custody</b>	<b>8.42%</b>	<b>8.23%</b>	<b>5.87%</b>
<b>Percentage Protective Action Incidents/ Total Call for Service</b>	<b>0.45%</b>	<b>0.45%</b>	<b>0.59%</b>

\*In several reported protective actions incidents, one or more officer(s) used a combination of protective action(s) on one or more subject(s).

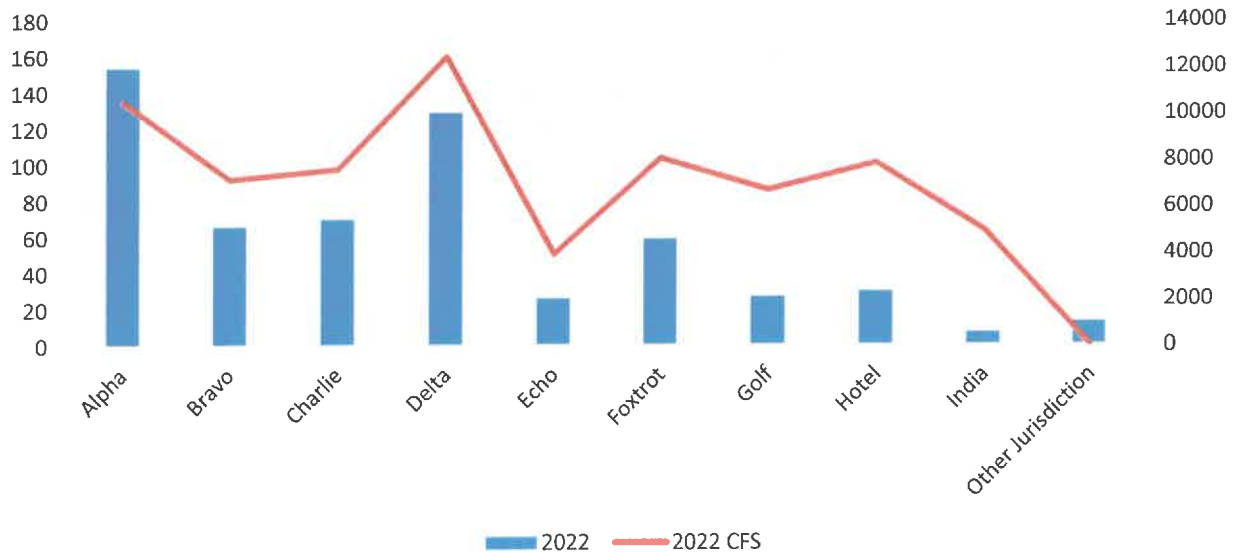
## Zones of Protective Action Incidents

Per review of 2022 calls for service, the largest percentage of calls for service occurred in Delta (12,458, 18.01%), Alpha (10,493, 15.17%), Foxtrot (8,068, 11.66%) and Charlie (7,587, 10.87%) zones. Subsequently, 60.75% of protective action incidents occurred in the Alpha (154, 26.51%), Delta (129, 22.20%), and Charlie (70, 12.04%) zones.

### Protective Action Incidents: Zone



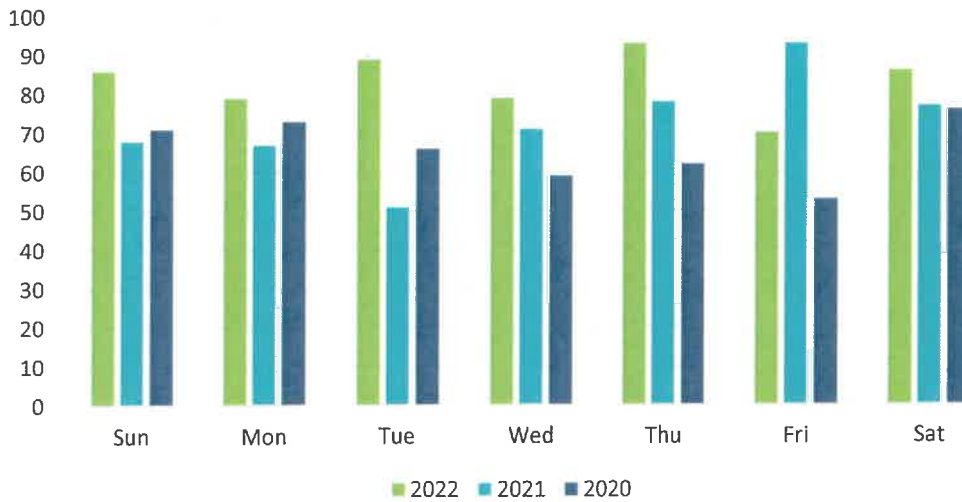
### Protective Action Incidents: Zone and Calls for Service



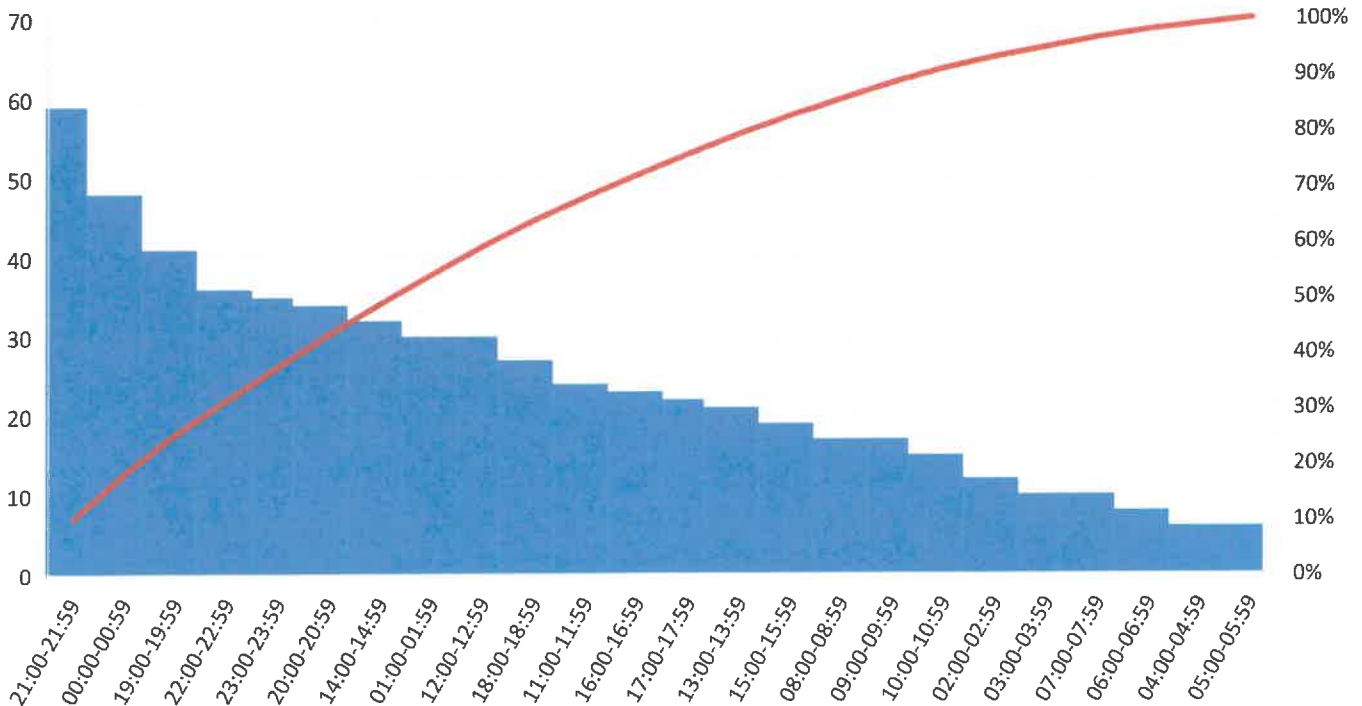
## Day and Time of Protective Action Incidents

According to protective action incident review, the majority of protective action incidents were between the hours of 2100-2159 (10.14%), 0000-0059 (8.25%), and 1900-1959 (7.04%). The days of week with the most protective action incidents were Thursday (15.98%), Tuesday (15.29%), and Saturday tying with Sunday at (14.78%). Compared to prior years, Tuesday jumped ahead, and Friday fell behind in numbers, with Saturday remaining relatively steady.

### Protective Action Incidents: Day of Week



### 2022 Protective Actions Incidents: Hour of Day



### 2022 Protective Action: Day and Time

Day/Time	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	TOTAL
0000-0100	10	4	5	4	5	3	17	48
0100-0200	6	5	3	2	3	2	9	30
0200-0300	6	1	0	1	2	2	0	12
0300-0400	0	3	2	1	1	2	1	10
0400-0500	2	0	0	2	0	1	1	6
0500-0600	2	0	1	1	2	0	0	6
0600-0700	0	1	1	1	3	0	2	8
0700-0800	1	1	3	3	1	1	0	10
0800-0900	1	1	4	3	2	2	4	17
0900-1000	3	5	2	2	3	1	1	17
1000-1100	3	3	0	3	4	2	0	15
1100-1200	5	4	0	4	6	3	2	24
1200-1300	4	3	11	2	2	3	5	30
1300-1400	4	3	4	3	2	1	4	21
1400-1500	1	5	4	4	8	8	2	32
1500-1600	4	2	2	3	1	5	2	19
1600-1700	4	3	1	2	4	5	4	23
1700-1800	6	3	1	2	6	2	2	22
1800-1900	3	4	9	4	4	2	1	27
1900-2000	5	6	6	10	8	2	4	41
2000-2100	3	2	7	9	8	1	4	34
2100-2200	4	12	11	9	7	10	6	59
2200-2300	5	4	8	2	2	7	8	36
2300-2400	4	4	4	2	9	5	7	35
<b>TOTAL</b>	<b>86</b>	<b>79</b>	<b>89</b>	<b>79</b>	<b>93</b>	<b>70</b>	<b>86</b>	<b>582</b>

### Protective Action Incidents Call Types

2022 protective action incident data shows 63.93% of protective action incidents occurred during the following service call types: Warrant - Felony (13.49%), Traffic Stop (11.21%), Disturbances (8.06%), Domestic Disturbance/Violence (7.71%), Trespass (7.18%), Stolen Vehicle (5.95%), Suspicious Person (5.95%), and Resisting Officer Without Violence (4.38%).

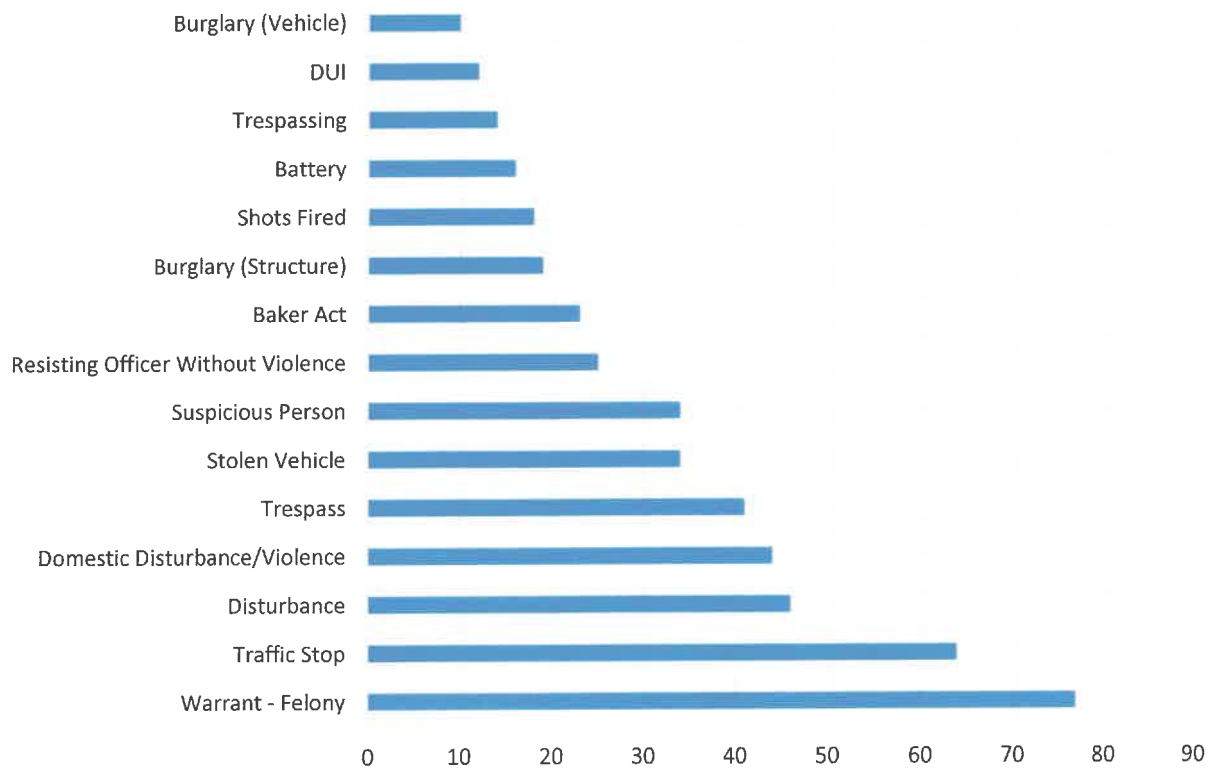
There were increases in the following call type categories as related to protective action incidents: Trespass (105%), Warrant-Felony (57%), Domestic Disturbance/Violence



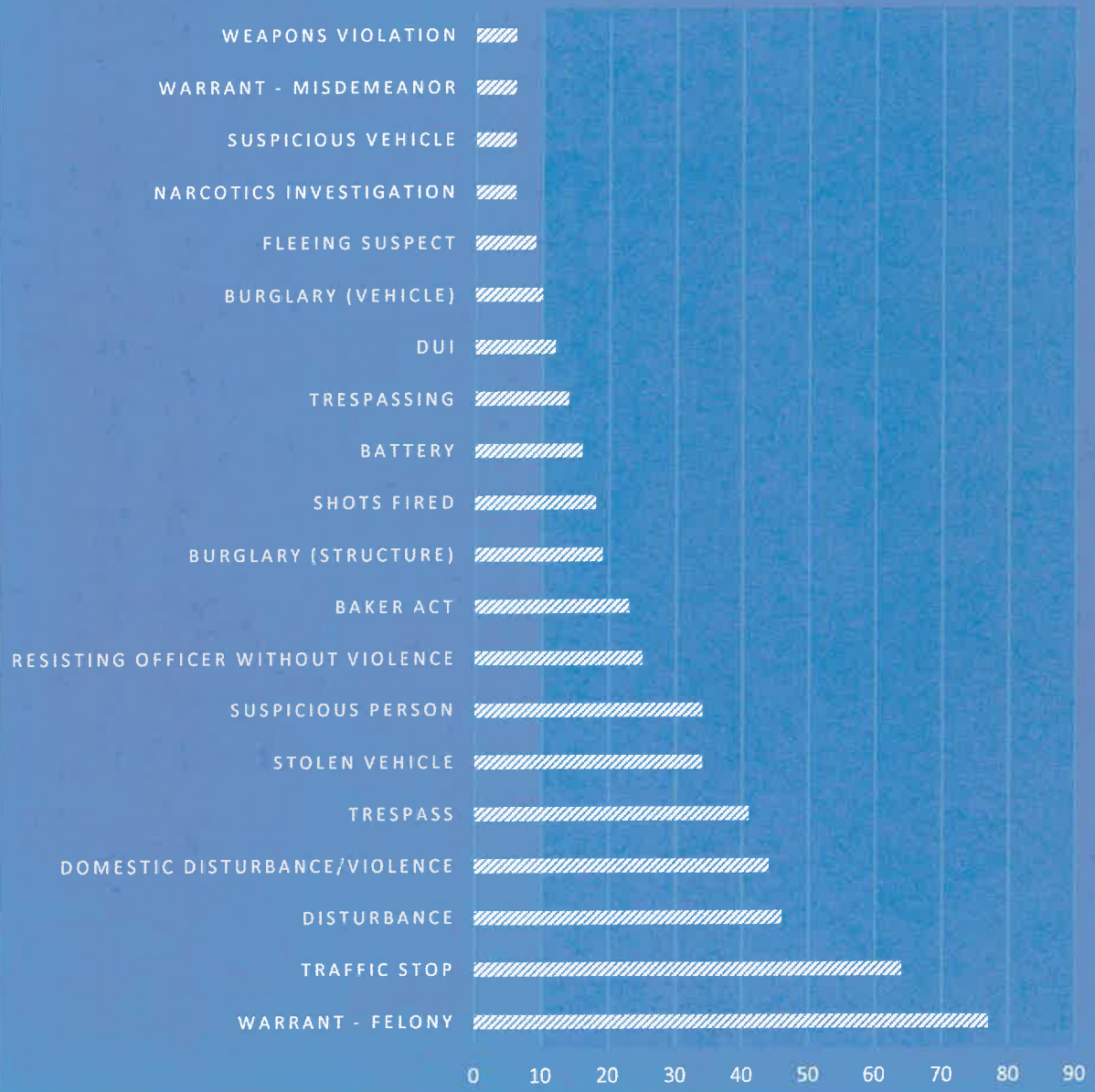
Investigations (33.33%), and Traffic Stops (18.52%). There was a notable decrease in Narcotics Investigations (81.25%).

Review of protective action incidents stemming from the Warrant - Felony call type in 2022 revealed that within the 77 reported incidents, which involved 79 subjects and 103 officers, 125 protective actions were used (K-9 Deployments 53 (non-bite), Empty Hand Control Tactics 20, CEW Used 16, Weapon Pointed Only 23, CEW Pointed Only 6, Handcuff and Release 7). Of the 79 subjects involved, 38 subjects (48.10%) exhibited behavior that was either non-compliant, violent, aggressive, abnormal, incoherent, impaired, irrational, and/or intoxicated. All 125 protective action incidents were reviewed and approved by the affected member's chain of command and OPS, with no policy/procedure violations noted.

### 2022 Protective Action Incidents: Top 16 Call Types



## 2022 PROTECTIVE ACTION INCIDENT TOP 20 CALL TYPE



## Protective Action Incidents: Subjects Age, Gender, and Race

OPS completed a thorough review of all protective action incidents to determine any trends or patterns related to the age, race, and/or gender of subjects related to protective action incidents, nearly 89.32% of all protective action incidents were reported under 19 primary call types. From the top 19 call types, data reveals 55.36% of protective action incidents involved male subjects between the ages of 20-39. From these incidents involving male subjects between the ages of 20-39, the primary calls of services reported were Warrant-Felony Arrest and Traffic Stops.

When compared to 2021, all gender and race categories for 2022 show a slight increase in overall numbers, however the percentages have shifted slightly. The percentage differences are as follows: White Males (2021-26.54%) (2022-24.96%), Black Males (2021-48.36%), (2022-46.82%); White Females (2021-5.45%), (2022-6.20%); Black Females (2021-6.55%), (2022-7.75%); Other Males (2021-10.91%), (2022-12.71%); Other Females (2021-1.27%), (2022-1.24%)

Total department arrests increased from 4,688 in 2021 to 9,165 in 2022. In comparison to 2021 arrests, increases are noted in all age and race categories. This is attributed to the overall increase of 4,477 (95.50%).

OPS and Staff reviewed all protective action reports and found no incidents that violated the department's bias based policing policy.

<b>Protective Action Reports: Subject Race and Gender</b>				
<b>WHITE</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>TOTAL</b>
<b>Male</b>	147	146	161	24.96%
<b>Female</b>	31	30	40	6.20%
<b>Sub-Total</b>	178	176	201	31.16%
<b>BLACK</b>				
<b>Male</b>	261	266	302	46.82%
<b>Female</b>	22	36	50	7.75%
<b>Sub-Total</b>	283	302	352	54.57%
<b>OTHER</b>				
<b>Male</b>	50	60	82	12.71%
<b>Female</b>	13	7	8	1.24%
<b>Sub-Total</b>	63	67	90	13.95%
<b>UNKNOWN</b>				
	1	5	2	0.31%
<b>ANIMAL</b>				
	2	0	0	0.00%
<b>TOTALS</b>	<b>527</b>	<b>550</b>	<b>645</b>	<b>100.00%</b>

**2022 Protective Action Incidents Call Type: Subject Race and Gender  
(Top 19 Call Types)**

Type	White Male	White Female	Black Male	Black Female	Other Male	Other Female	Unknown	Total
<b>Warrant - Felony</b>	25	5	45	6	11	0	0	<b>92</b>
<b>Traffic Stop</b>	6	0	58	11	11	1	0	<b>87</b>
<b>Disturbance</b>	15	4	26	7	11	3	0	<b>66</b>
<b>Domestic Disturbance/Violence</b>	11	3	27	1	6	0	0	<b>48</b>
<b>Trespass</b>	27	4	23	1	8	1	0	<b>64</b>
<b>Stolen Vehicle</b>	13	4	22	3	6	0	0	<b>48</b>
<b>Suspicious Person</b>	10	2	20	1	4	0	0	<b>37</b>
<b>Resisting Officer w/o Violence</b>	9	2	18	1	3	0	0	<b>33</b>
<b>Baker Act</b>	11	2	8	1	4	1	0	<b>27</b>
<b>Burglary (Structure)</b>	12	1	6	0	7	1	0	<b>27</b>
<b>Shots Fired</b>	7	1	20	6	2	0	0	<b>36</b>
<b>Battery</b>	7	1	6	0	2	0	2	<b>18</b>
<b>DUI</b>	8	3	3	0	1	0	1	<b>16</b>
<b>Burglary (Vehicle)</b>	5	1	4	0	2	0	0	<b>12</b>
<b>Fleeing Suspect</b>	1	0	7	0	3	0	0	<b>11</b>
<b>Narcotics Investigation</b>	2	0	4	2	0	0	0	<b>8</b>
<b>Suspicious Vehicle</b>	4	0	2	0	1	0	0	<b>7</b>
<b>Warrant - Misdemeanor</b>	2	1	5	1	0	0	0	<b>9</b>
<b>Weapons Violation</b>	0	0	9	1	1	0	0	<b>11</b>
<b>TOTAL</b>	<b>175</b>	<b>34</b>	<b>313</b>	<b>42</b>	<b>83</b>	<b>7</b>	<b>3</b>	<b>657</b>

### 2022 PAR Call Types: Subject Age and Gender

#### Top 19 Call Types

AGE	GENDER	Warrant - Felony	Traffic Stop	Disturbance	Domes Dist/ Viol	Trespass	Stolen Vehicle	Susp Pers	ROWOV	Baker Act	Burg. Struct	Shots Fired	Battery	DUI	Burg. Veh	Fleeing Susp	Narcot Invest	Susp Veh	Warrant - Misd	Weapons Viol.	Total
10-19	Male	3	11	7	2	6	7	4	6	4	7	12	2	1	5	2	0	1	1	2	83
10-19	Female	0	0	4	1	0	0	1	0	0	0	5	1	0	0	0	0	0	0	0	12
20-29	Male	26	33	14	9	17	19	10	8	5	5	9	2	1	6	6	0	1	3	5	179
20-29	Female	0	6	3	0	1	3	1	2	1	1	1	0	0	1	0	0	0	1	1	22
30-39	Male	29	17	15	20	16	8	8	9	11	6	3	9	8	0	1	3	2	2	0	167
30-39	Female	3	3	3	1	1	3	1	0	1	0	1	0	2	0	0	1	0	1		21
40-49	Male	16	8	11	9	10	2	4	4	0	2	2	1	1	0	2	1	1	1	2	77
40-49	Female	0	2	2	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	6
50-59	Male	4	1	3	2	5	3	3	0	1	2	0	1	0	0	0	1	0	0	0	26
50-59	Female	0	1	0	0	2	1	0	0	1	0	0	0	0	0	0	2	0	0	0	7
60-69	Male	3	1	1	0	3	2	4	1	0	0	0	0	1	0	0	1	1	0	0	18
60-69	Female	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	2
70-89	Male	0	0	0	2	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	4
70-89	Female	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1
UKN	Male																				0
UKN	Female																				0
	<b>TOTAL</b>	<b>84</b>	<b>83</b>	<b>63</b>	<b>46</b>	<b>63</b>	<b>48</b>	<b>36</b>	<b>31</b>	<b>27</b>	<b>23</b>	<b>33</b>	<b>16</b>	<b>15</b>	<b>12</b>	<b>11</b>	<b>9</b>	<b>6</b>	<b>9</b>	<b>10</b>	<b>625</b>

- Burg. Struct. – Burglary Structure
- Distru. - Disturbance
- Narc. Invest – Narcotics Investigations
- ROWOV - Resisting Officer Without Violence
- Suspi. Pers. – Suspicious Person
- Tresp. – Trespassing

### Annual Arrest Demographics (2022)

Age	White	Black	Hispanic	Other	Totals
1 - 18 yrs/F	55	73	1	12	141
1 - 18 yrs/M	116	236	25	0	377
18 - 29 yrs/F	301	318	36	37	692
18 - 29 yrs/M	691	1169	146	93	2099
18 - 29 yrs/U	0	0	0	1	1
30 - 39 yrs/F	410	278	21	21	730
30 - 39 yrs/M	799	921	107	78	1905
40 - 49 yrs/F	288	137	17	20	462
40 - 49 yrs/M	624	556	53	49	1282
50 - 59 yrs/F	138	33	10	13	194
50 - 59 yrs/M	319	265	28	20	632
60 - 69 yrs/F	45	22	2	11	80
60 - 69 yrs/M	192	236	8	2	438
70+ yrs/F	5	0	0	0	5
70+ yrs/M	37	26	1	4	68
Age Uk/F	5	6	4	0	15
Age Uk/M	13	27	4	0	44
<b>Totals</b>	<b>4038</b>	<b>4303</b>	<b>463</b>	<b>361</b>	<b>9165</b>

## **Protective Action Administrative Reviews**

To ensure compliance with all Use of Protective Action reporting procedures, determine the relevance and effectiveness of all general orders regarding protective actions, and to evaluate potential training needs, all variations of protective actions are reviewed thoroughly by the chain of command and Office of Professional Standards. To date, for the year of 2022, there have been no non-approved use of force encounters.

## **Protective Action Administrative Investigations**

Notably, out of 581 protective actions reported, there were only 2 related complaints received by OPS. One complaint involved 2 sworn members (one Black Male and one White Male), with one Black Female complainant. The other involved one White Male sworn member and one Black Male complainant. After formal review, in the first case the finding for both officers was Not Sustained. The outcome of the second review is pending.

## **Lethal Force Summary**

There are 3 lethal force incidents still pending from 2021.

In 2022 there was one lethal force incident. This is a decrease from 3 for the prior year. This incident involved multiple agencies and was the result of a multi-jurisdictional pursuit of an armed robbery suspect, which ended in Lakeland. The subject's injuries occurred when two members from our department and a member from another agency returned fire from the subject. Although lethal force was used, the subject survived, and the lethal force was deemed justified by the State Attorney's Office.

## **Reported Injuries as a Result of Protective Actions**

### **Subject Injuries**

2022 total subjects taken into custody by our sworn members was 9,895. Of those taken into custody, 165 subjects (1.66%) were identified as having complained of injury and/or were directly or secondarily injured due to protective action(s) used by officers to affect an arrest or place them into protective custody. Some subjects had more than one reported injury as a result of a protective action(s). From the 224 subjects, some had injuries which were reported in multiple categories (direct, secondary, unknown, and/or complained of injury) which totaled 237. The majority of reported injuries fell under the two categories of abrasions/scrapes (37.97%), and CEW Punctures/Burns (31.22%). The primary response options applied which caused injury or complaint of injury was Empty Hand Control Tactics (48.17%) and CEW Used (43.29%). When compared to 2021, there was a 12.24% increase in subjects who were injured and/or claimed injury as a result of a protection action incidents. 66.96% of reported injuries were a direct result of a PAR action, 14.73% of injuries were secondary to PAR action, 2.23% of injuries were unrelated to a PAR action, and 8.48% complained of injury with no visible signs. Although the total amount of persons in-custody and protective action reports increased in 2022, the increase in subject injuries was minimal.

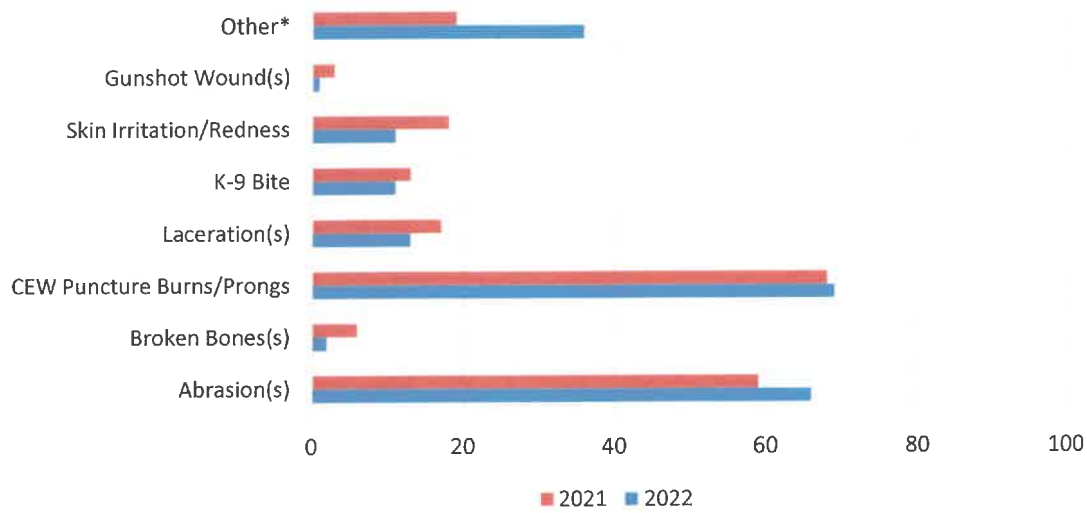
<b>Total Subjects Injured</b> (Direct, Secondary, Unknown, or Complained of Injury)		
<b>2020</b>	<b>2021</b>	<b>2022</b>
133	147	165

<b>2022 Subject Injury Information</b>			
<b>Injury Information</b>	<b>Protective Action</b>	<b>K-9</b>	<b>TOTAL</b>
Injury was direct result of PAR action	140	10	150
Injury was secondary to PAR action	33	0	33
Injury was unrelated to PAR action	5	0	5
Other	15	1	16
Subject complained of injury	19	0	19
Unknown	1	0	1
<b>Totals</b>	<b>213</b>	<b>11</b>	<b>224</b>

<b>Type of Subject Injury(s)</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
Abrasion(s)	<b>66</b>	59	90
Broken Bones(s)	<b>2</b>	6	2
CEW Prong Puncture/Burns	<b>69</b>	68	74
Laceration(s)	<b>13</b>	17	16
K-9 Bite	<b>11</b>	13	9
Skin Irritation/Redness	<b>11</b>	18	16
Gunshot Wound(s)	<b>1</b>	3	0
Other*	<b>36</b>	19	30
*Contusion/Bruise, Swelling, Other (Unknown)			



### Protective Action Incidents: Type of Subject Injury(s)

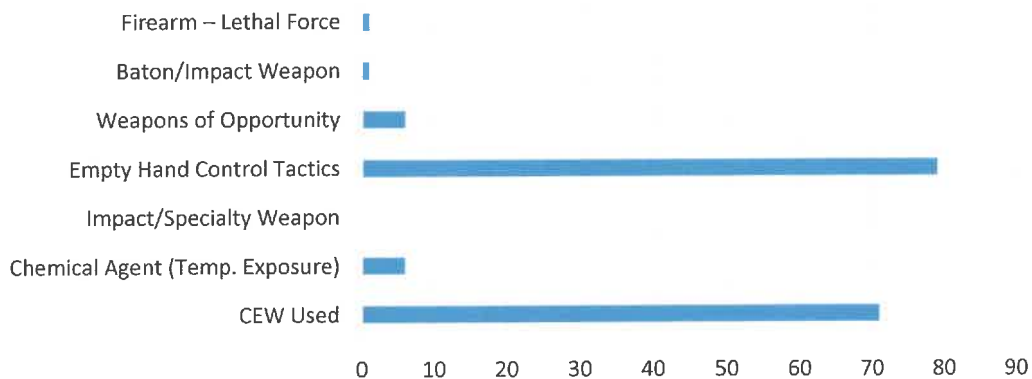


### Primary Cause of Subject Injury 2022

Protective Action(s)	Total
CEW Used	71
Chemical Agent (Temp. Exposure)	6
Impact/Specialty Weapon	0
Empty Hand Controls Tactics	79
Weapons of Opportunity	6
Baton/Impact Weapon	1
Firearm – Lethal Force	1

\*In several incidents multiple protective actions were utilized by one or more officers.

### Protective Action Incidents: Cause of Subject Injury



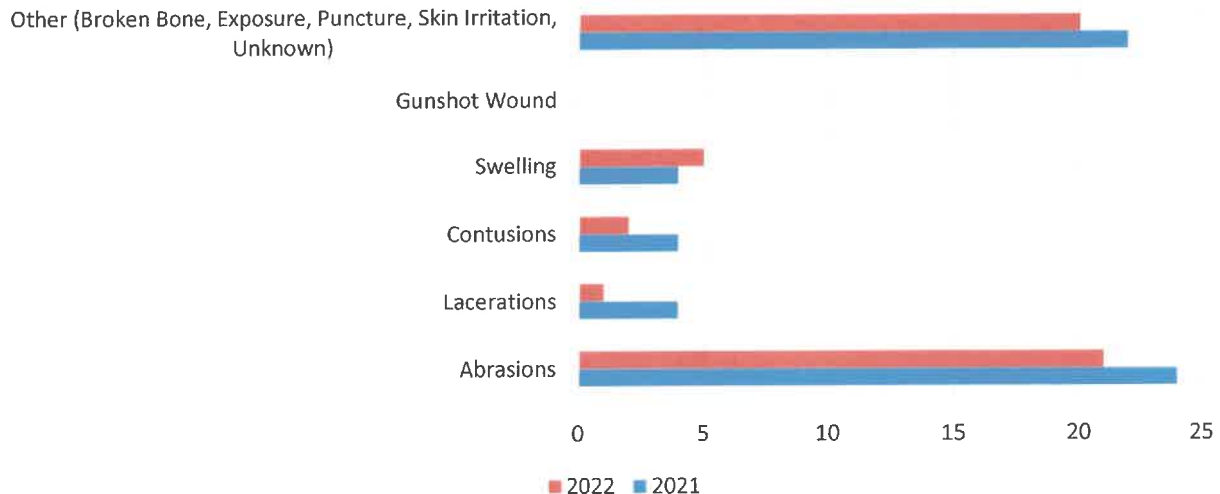
## Officer Injuries

Of the 716 officers who had to utilize a response option, 40 officers sustained subsequent injuries related to a protective action incident which is an increase (37.93%) from 2020. (Note: Some injuries stemmed from an attempted apprehension of a non-compliant subject which resulted in an officer(s) utilizing a protection action.) A total of 58 injuries were recorded, the majority of injuries were Abrasions/Scrapes (41.37%) and the "Other" (37.93%) category which includes injuries such as exposures, broken bones, and punctures. The increase in the "Other" officer injury category can be attributed to increase in Exposures (Covid, Bloodborne pathogen, etc.).

Total Officers Injured		
2020	2021	2022
34	46	40

Type of Injury(s) - Officer	2020	2021	2022
Abrasions	14	24	21
Lacerations	3	4	1
Contusions	3	4	2
Swelling	1	4	5
Gunshot Wound	0	0	0
Other (Broken Bone, Exposure, Puncture, Skin Irritation, Unknown)	18	22	20

### Protective Action Incidents: Officer Injury(s)



## **Protective Action Summary**

A review of the protective action data and summary revealed no significant trends or concerns regarding protective action incidents reported by LPD sworn personnel during citizen encounters. The percentage of protective action incidents in relation to the number of agency personnel, as well as the total subjects in-custody, and total calls for service continues to remain low. Further, on average, in the past six (6) years, our department has not utilized some type of protective action in 99.56% of our interactions with the public (calls for service). The Agency's protective action reporting policy and procedures, as well protective action training, promotes accountability as it relates to utilization of protective action(s) by our officers.

### **Protective Action Report (PAR) Analysis**

In 2022, OPS received 581 entries (464 Protective Action Reports and 117 K-9 Deployments) that documented protective actions taken by sworn personnel in the performance of their duties. In the 581 protective action incidents reported, 645 subjects were involved. Review of the Protective Action Table revealed that of the 99,133 calls for service our officers responded to, protective action(s) were not used 99.35% of the time, which is consistent with the overall percentage since 2015. The agency emphasizes training sworn members to use the minimum amount of force necessary to gain compliance from a subject, control and de-escalate situations, effect an arrest, or protect themselves and/or others from harm.

Data for 2022 indicates moderate increases in the total number of protective action incidents reported (+15.5%), total protective actions used (+21.74%), and number of officers who utilized a protective action (+21.22%). Upon review of the protective action types utilized, the average number of protective actions used per subject was 1.43. Whereas in 2021, the average protective actions used per subject was 1.38. A total of 868 officers were involved in the reported 581 protective action incidents, averaging at 1.49 officers per PAR incident, which is a slight increase from 1.42 officers per incident in 2021.

## Statistical Data for Protective Action Analysis

The following data was collected from protective action reports and K-9 deployment incidents. The data reflects all protective actions applied by sworn members in 2022.

<b>2022 PROTECTIVE ACTION INCIDENTS TABLE</b>			
<b>TYPE</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
<b>Total Calls for Service (CFS)</b>	<b>102,011</b>	<b>110,967</b>	<b>99,133</b>
<b>Total number In-Custody (Arrests and Baker Acts)</b>	<b>5460</b>	<b>6,112</b>	<b>9,895</b>
<b>Protective Action Incidents</b>	<b>460</b>	<b>503</b>	<b>581</b>
<b>Total Subjects In-Custody Protective Action (Arrest/Baker Act (BA))</b>	<b>525</b>	<b>550</b>	<b>645</b>
<b>Total Officers Utilized Protective Action</b>	<b>653</b>	<b>716</b>	<b>868</b>
<b>Type of Protective Actions Used</b>			
Physical Force/Empty Hand Control	<b>218</b>	<b>208</b>	<b>293</b>
CEW/ (Drive Stun/Darts)	<b>89</b>	<b>106</b>	<b>137</b>
Aerosol Deterrent	<b>27</b>	<b>42</b>	<b>36</b>
Specialty Weapon Used / Pointed Only (Less Lethal, Bean Bag)	<b>7</b>	<b>0</b>	<b>5</b>
Baton/Impact Weapon	<b>0</b>	<b>0</b>	<b>0</b>
K-9 (Bites Only)	<b>9</b>	<b>13</b>	<b>11</b>
K-9 deployment (Non-Bite) Not Released, Recalled, Presence	<b>89</b>	<b>84</b>	<b>106</b>
Firearm (Lethal Force)	<b>0</b>	<b>4</b>	<b>1</b>
Firearm/Discharged (Aggressive Animal)	<b>1</b>	<b>0</b>	<b>0</b>
Pointing of Weapon	<b>104</b>	<b>130</b>	<b>146</b>
Pointing of CEW	<b>19</b>	<b>39</b>	<b>50</b>
Handcuff and Release	<b>113</b>	<b>129</b>	<b>121</b>
Weapon of Opportunity	<b>7</b>	<b>4</b>	<b>18</b>
<b>Total Protective Actions</b>	<b>683</b>	<b>759</b>	<b>924</b>
K-9 Demonstrations	<b>14</b>	<b>22</b>	<b>29</b>
Percentage Force NOT Used in Custody/ Total Calls for Service	<b>99.49%</b>	<b>99.50%</b>	<b>99.35%</b>
Percentage Force Used In-Custody/ Total Calls for Service	<b>0.51%</b>	<b>0.50%</b>	<b>0.65%</b>
Percentage Force NOT Used In-Custody/ Total Number In- Custody	<b>90.38%</b>	<b>91.00%</b>	<b>93.48%</b>
Percentage Force Used In-Custody/ Total Number In-Custody	<b>9.62%</b>	<b>9.00%</b>	<b>6.52%</b>

\*In several reported protective actions incidents, one or more officer(s) used a combination of protective action(s) on one or more subject(s).

### Motor Vehicle Pursuits

There were 28 motor vehicle pursuits initiated in 2022. In accordance with policy (G.O. 19-1) all pursuits were reviewed by the Pursuit Review Board. After formal review, all pursuits were found to be within policy. There were no pursuit reviews which the Chief of Police did not concur.

A slight increase (12%) is seen in the number of vehicle pursuits initiated in 2022 as compared to 2021.

Motor Vehicle Pursuits	2020	2021	2022
Total Pursuits	17	25	28
Terminated by Supervisor	4	4	1
Compliant with Policy	16	23	28
Not Compliant with Policy	1	2	0
<b>Reason Pursuit Initiated:</b>			
Violent Felony	8	9	13
Felony /Motor Vehicle Theft	8	14	15
Other	0	2	0
Traffic Offense	1	0	0

Motor Vehicle Pursuits: Traffic Crashes	2020	2021	2022
Total Traffic Crashes	8	6	10
Total Amount Suspect Vehicle Damage	\$ 30,000	\$ 21,923	\$ 63,500
Total Amount Dept. Vehicle Damage	\$ 18,000	\$ 4,500	\$ 20,180
Total Amount Other Property Damage	\$ 1,050	\$ 45,017	\$ 3,500
Total Annual Traffic Crash/Property Damage	\$ 49,050	\$ 71,440	\$ 87,180

\*Vehicle damage is an estimate based on initial review. This table does not include department vehicle damage resulting from an intentional response option.

Motor Vehicle Pursuits: Injuries	2020	2021	2022
Officers Injured	0	1	2
Suspect Injured	1	2	2
Third Party Injured	2	2	2

\*Third party injuries resulted from traffic crash involving suspect vehicle.

### **Bias-Based Profiling/Policing Administrative Review**

The Office of Professional Standard investigated five (5) bias-based concerns (one of which was converted to a complaint investigation) from the public.

The following are summaries of each complaint:

1. On 02-01-2022, the complainant stated that her BF and BM were racially profiled because they were pulled over for a tag light violation, which she had never heard of, therefore believed was made up. Of the three (3) officers involved, two (2) were white males, and one (1) was Asian/Pacific Islander. After review by the Sergeant and OPS, it was determined that there was no policy violation. Based on the complainant's own statements, and later that of the driver, the officer had a legal reason to stop the vehicle, and the backup officers asking to see the license of the passenger is standard procedure.
2. On 02-27-2022, a WM involved in a traffic crash complained that the HM PSA and BF officer were rude to him and searched his vehicle because he had "tan skin", and that they were showing favoritism toward the "white" occupants of the other involved vehicle. In speaking with EMS personnel on scene, the complainant was being uncooperative, and the officer/PSA were not perceived to be rude or unprofessional. The final determination for this incident was No Policy/Procedure Violation.
3. On 04-14-2022, the BF complainant, who was a party in a traffic crash, stated that she felt the HM officer spoke longer with the other party and was biased because she was a legal immigrant and not a natural born citizen. She was also upset because there was only a driver exchange given and not a full investigation. A WM sergeant responded to speak with the complainant, however she was not happy with him either. The complainant later called the non-emergency line and was put through to a HM sergeant, who after speaking with her, determined there were no policy violations. OPS review concurred.
4. On 05-19-2022, the BF complainant called OPS to state that the SCU unit had initially pulled over her husband (she was the passenger) for a traffic control

device violation, but then another officer told them it was due to the dark tint. In addition, her husband made the statement to the BM officer that they only pulled him over because he looked like a drug dealer, to which the officer replied that maybe he should change his appearance. This complaint was converted to a Complaint investigation and put through the officer's chain of command. The finding of the allegation was "Exonerated". The Chief of Police concurred.

5. On 06-13-2022, the BM complainant was pulled over by a WM officer for a tag light violation. The complainant was angry because he was not allowed to exit his vehicle to view the tag light and believed it was due to racial bias. When he called the sergeant's desk to complain, he would not let the WF sergeant speak. He was informed of how he could file a complaint, however, would not listen and continually got louder until he finally hung up. It was determined that the complainant has a general dislike for law enforcement and was subsequently closed.

The department continues to provide annual training related to bias-based policing.

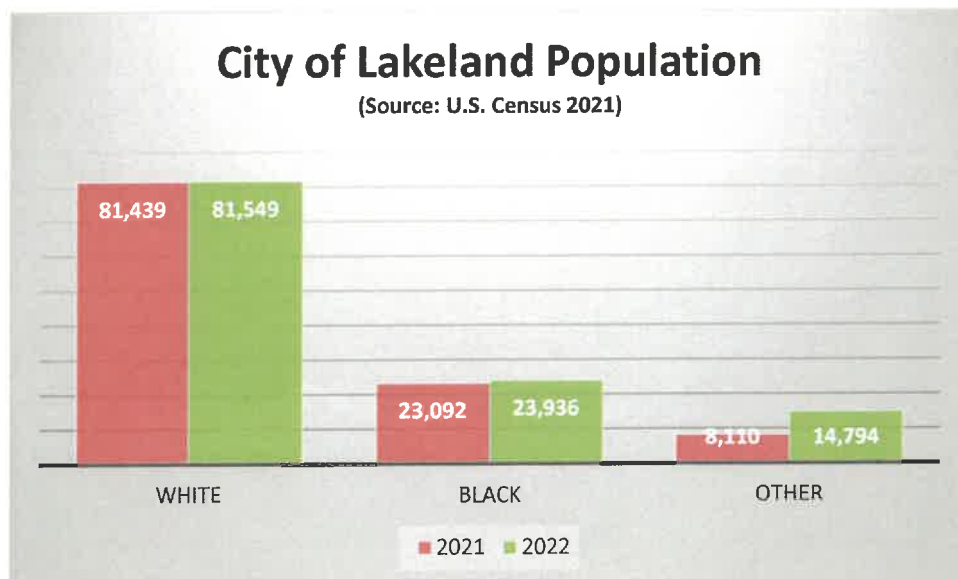
## **Traffic Stops**

The total number of traffic stops for 2022 is 10,064. Out of the 10,064, we have demographic data available for 4,708 of those stops.

Based on the information available, out of 4,708 traffic stops, the top 3 categories according to race/gender are as follows:

Of the 33.18% (33.15% in 2021) Black citizens stopped, 19.50% were male (19.34% in 2021) and 13.68% were female (13.80%). Of the 55.40% (44.17% in 2021) White citizens stopped, 31.11% were male (25.07% in 2021) and 24.28% were female (19.10% in 2021). In the Unknown category (5.65%) (.85% in 2021), 3.25% were male (.7% in 2021) and 2.40 were female (.16% in 2021). The Other category was significantly higher in 2021 than 2022.

Traffic Stops Race/Gender	2022	2021
Amer. Indian or Alaska Native Male	9	
Amer. Indian or Alaska Native Female	8	
Asian Male	28	44
Asian Female	25	15
Black Male	918	862
Black Female	644	615
Native Hawaiian/Other Pacific Male	17	
Native Hawaiian/Other Pacific Female	14	
Other Male	116	569
Other Female	55	345
Unknown Male	153	31
Unknown Female	113	7
White Male	1465	1117
White Female	1143	851
<b>TOTAL</b>	<b>4708</b>	<b>4456</b>



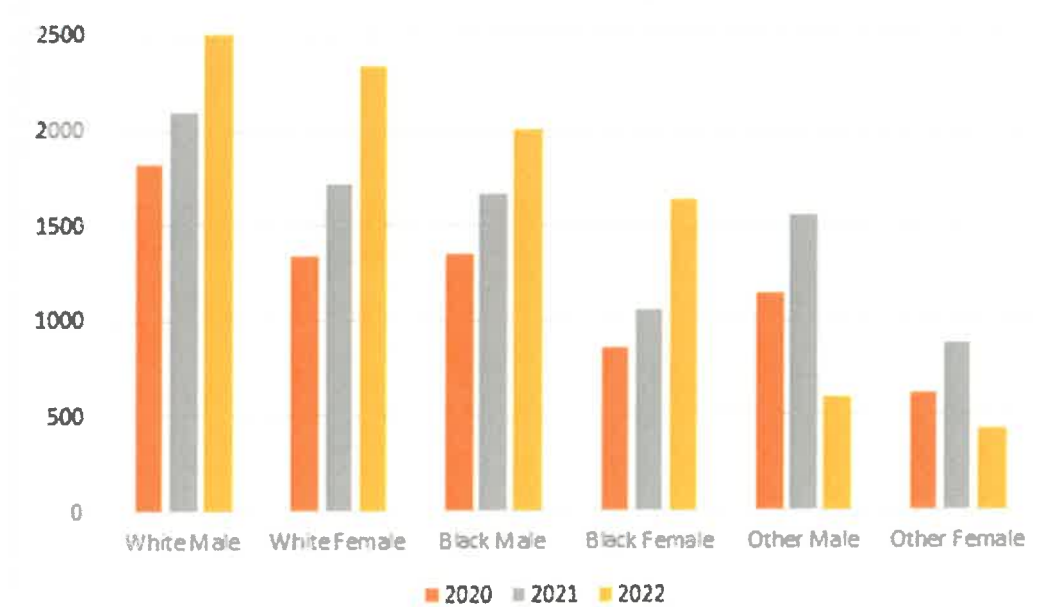
### Traffic Citations

Department data available from 10,119 traffic citations issued in 2022 reveals an increase in both the “White” and “Black” race/gender category, and a decrease is seen in citations issued to persons from the “Other” demographic category.



Traffic Citation Demographics						
	2020		2021		2022	
Race / Gender	Citations	% Rate	Citations	% Rate	Citations	% Rate
White Male	1820	25.54%	2095	23.39%	3149	31.12%
White Female	1340	18.80%	1715	19.15%	2332	23.05%
Black Male	1352	18.97%	1667	18.61%	1996	19.73%
Black Female	857	12.02%	1054	11.77%	1630	16.11%
Other Male	1143	16.04%	1547	17.27%	589	5.82%
Other Female	615	8.63%	879	9.81%	423	4.18%
<b>Total</b>	<b>7127</b>	<b>100.00%</b>	<b>8957</b>	<b>100.00%</b>	<b>10119</b>	<b>100.00%</b>

Traffic Citation Demographics

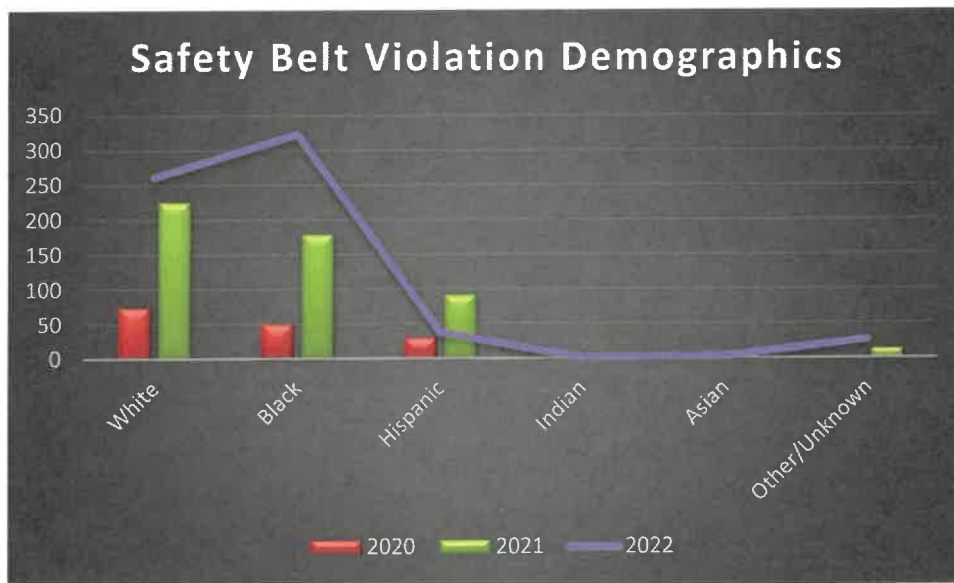


## Safety Belt Violations

There was an increase (27.70%) in the total safety belt violations issued in 2022 from 2021. Increases are seen in the number of violations issued across all demographic groups except for Hispanic (this demographic had a decrease of 59.34%).

A review of the department’s annual traffic stop, traffic citations, safety belt violations, field contacts, and asset forfeiture demographics, our office finds no significant trends for 2022. The percentage of increases across-the-board for some gender and demographic points are consistent with the growth and increase seen in the City’s population, commuter traffic, and department calls for service.

2022 Safety Belt Violations: Race		Hispanic	Non-Hispanic	Unknown	Total
American Indian or Alaska Native	1	0	0	0	1
Asian	2	0	0	0	2
Black	140	0	101	82	323
Unknown	21	21	1	4	47
White	160	16	46	55	277
<b>Total</b>	<b>324</b>	<b>37</b>	<b>148</b>	<b>141</b>	<b>650</b>



## Field Contacts

Per the information available, a review of the 2022 field contact demographics in comparison to 2021 and 2020 data shows a sharp drop in all fields. We believe this is due to a change in reporting systems in March 2022.

2020 Race/Sex		2021 Race/Sex		2022 Race/Sex	
U/U	6	U/U	1	U/U	1
O/F	6	O/F	11	O/F	6
O/M	9	O/M	7	O/M	14
B/F	66	B/F	77	B/F	22
B/M	218	B/M	172	B/M	49
I/F	0	I/F	0	I/F	0
I/M	1	I/M	0	I/M	0
W/F	79	W/F	107	W/F	23
W/M	241	W/M	171	W/M	53
H/F	24	H/F	35	H/F	7
H/M	42	H/M	36	H/M	4
<b>Total</b>	<b>692</b>	<b>Total</b>	<b>617</b>	<b>Total</b>	<b>179</b>

## Asset Seizure and Forfeitures

Florida State Statutes govern the process of all asset seizure and forfeitures. The Florida Contraband Forfeiture Act (FCFA) authorizes law enforcement agencies to seize real and personal property used in violation of these statutes. The agency can obtain title to the property by obtaining a court order forfeiting the property to the agency. The FCFA protects the rights of innocent owners and lien holders.

The Department's General Orders prohibit bias based profiling regarding asset seizure and forfeitures. The following table provides statistical information on the department's asset seizures and forfeitures during 2021. All forfeiture actions for this department are prepared by the Office of General Counsel and filed with the Clerk of the Court for ultimate disposition by a Circuit Judge.

**Note:** Below charts display the property seized during 2022, the resulting action, final disposition, and the race and gender of the subject the action was taken. Also displayed, are charts showing pending forfeiture cases that were initiated in 2022 but were still pending final action by the courts. There were two (2) pre-2022 contraband seizure case that concluded in 2022.

### Pre-2022 Contraband Seizure Cases Concluded in 2022

Property Seized	Resulting Action	Disposition	Race	Gender
\$3,931.00	Final Judgment by Court	\$3,931.00 to LPD	B	M
\$18,800.36	Settlement	\$1500.00 to LPD	B	M

### Completed Contraband Forfeiture Cases in 2022

Property Seized	Resulting Action	Disposition	Race	Gender
\$3,931.00	Final Judgment of Court	\$3,931.00 to LPD	B	M
\$18,800.36	Settlement	\$1500.00 to LPD	W	M
\$3,560.00	Final Judgment of Court	\$3,560.00 to LPD	B	M
(11) Vehicles	Final Judgment of Court	(11) Vehicles to LPD	W	M

### Pending Contraband Seizure Cases Concluded in 2022

Property Seized	Resulting Action	Disposition	Race	Gender
\$5,504.00	In Suit	Pending Case Outcome	B	M
\$3,489.00	In Suit	Pending Case Outcome	B	M
\$5,443.00	In Suit	Pending Case Outcome	B	M
1 vehicle, \$3,670.00	In Suit	Pending Case Outcome	B	M
\$7,177.23	In Suit	Pending Case Outcome	W	M
\$4,790.00	In Suit	Pending Case Outcome	B	M
1 vehicle	In Suit	Pending Case Outcome	H	M
\$2,537.00	In Suit	Pending Case Outcome	B	M

Pending Contraband Seizure Cases 2021				
Property Seized	Resulting Action	Disposition	Race	Gender
One (1) Vehicle	In Suit	Pending Case Outcome	H	M
\$12,172.40	In Suit	Pending Case Outcome	B	M
\$3,931.00	In Suit	Pending Case Outcome	B	M

### Early Intervention System Administrative Review

In accordance with G.O. 11-4, 2022 38 Early Intervention alerts were administratively reviewed by the chain of command for the affected members. The results were as follows: 33 were determined that no intervention was needed, and 5 remain open/pending as of this report date. The majority of the alerts (28) were generated from Pointing of a CEW, one was due to Pointing of a firearm, 5 were from miscellaneous Protective Actions, and 2 Preventable Traffic Crashes resulted in administrative investigations, with disciplinary actions pending. One alert was determined to be a duplicate because of a software glitch.

### Safety Review Board

The department Safety Board held 11 meetings in 2022 in which 237 department safety incidents were reviewed involving 241 members. (Some safety incidents involved more than one (1) member.)

The 237 safety incidents reviewed included 131 employee injuries, 75 traffic crashes, and 34 department property incidents.

From the 75 traffic crashes reviewed, 60% were found to be non-preventable, and 40% preventable. The Board also determined of the 31 department property incidents reviewed, 68% were non-preventable, 32% were preventable.

All safety incidents deemed to be preventable by the Safety Review Board are documented by OPS and an Employee Incident Report is generated for Chief of Police approval to be investigated/reviewed.

After review of 2022 safety incidents in comparison to 2021, a small decrease is seen in the total number of traffic crashes overall (13.79%) with a 4% decrease in preventable traffic crashes. As compared 2021, a decline is seen in the total number of employee injuries, which decreased from 177 in 2021 to 131 in 2022. The majority of reported types of injuries remained to be Covid and Covid Symptoms (54.20%), however the percentage increased from 32.94% in 2021.

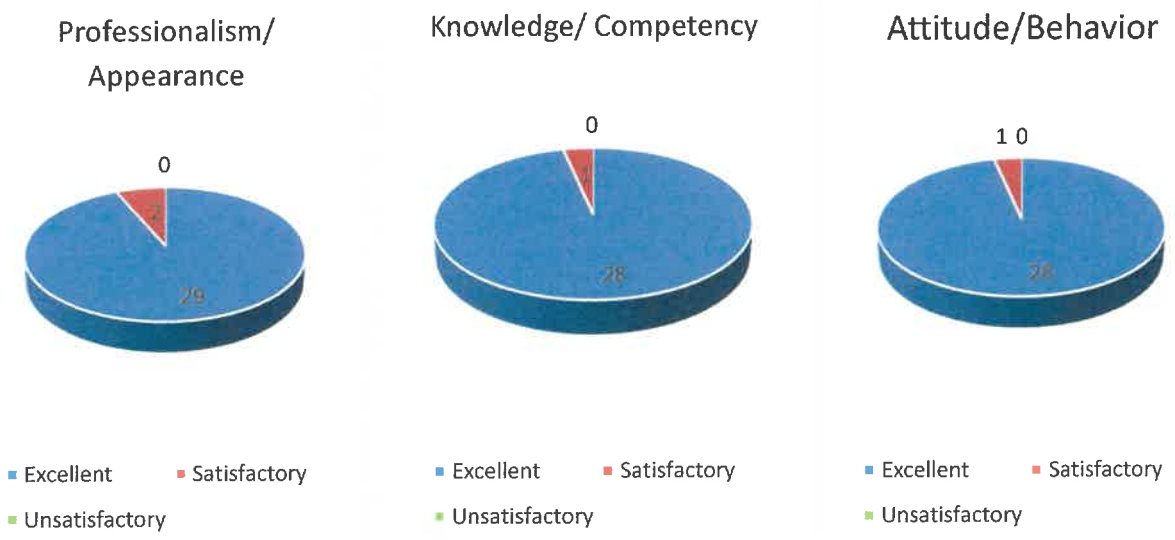
Department Safety Incidents (2022)				
TYPE	Preventable	Non-Preventable	Other/NA	TOTALS
Traffic Crash	30	45	0	75
Property Incidents	10	21	0	31
Employee Injury*			131	131

\*Some department safety incidents from 2021 were reviewed in 2022 and are included in the totals.

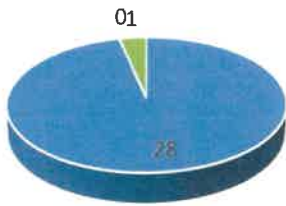
### Citizen Service Survey

In 2022, the Records Unit, CID, and OPS provided in-person or mailed out a total of approximately 474 Citizen Service Surveys of which 36 were received back for OPS review.

As seen in the below charts, a majority of respondents were City of Lakeland residents that contacted LPD within the past 12 months because they were either victims of a crime, involved in a traffic incident, and/or needed records. As in the past, overall, the citizen survey results reveal most citizens who make contact with an LPD member are generally satisfied with the departments service provided. As we always strive to maintain and improve community relations, our office will work with the Media Relations Unit to seek other avenues in which the surveys are distributed to the public.

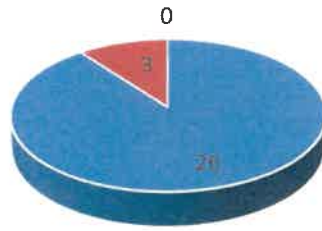


Overall Service from  
LPD Member



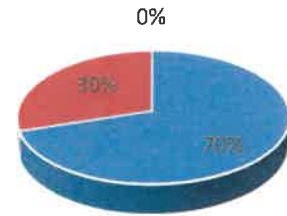
■ Excellent ■ Satisfactory  
■ Unsatisfactory

Response Time



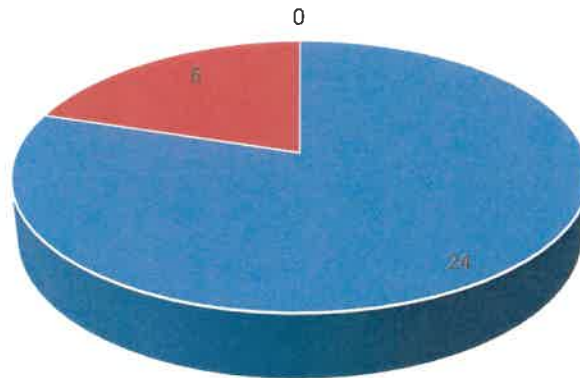
■ Excellent ■ Satisfactory  
■ Unsatisfactory

Safety and Security in  
City of Lakeland



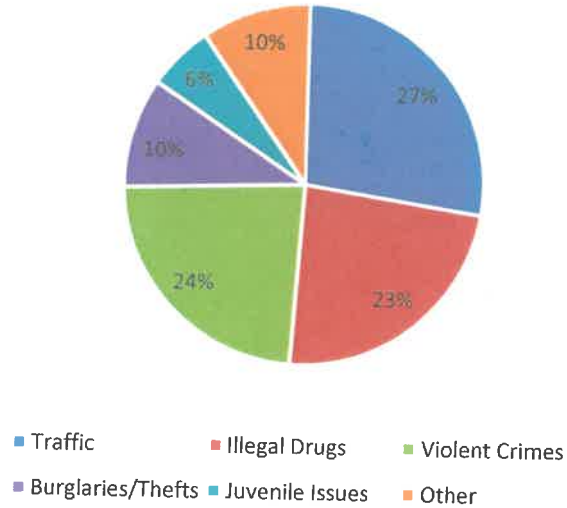
■ Very Safe ■ Safe ■ Unsafe

Overall Performance of LPD



■ Excellent ■ Satisfactory ■ Unsatisfactory

Citizen Perspective -What Should be the Top Priority for  
LPD



### Moving Forward in 2023

The Office of Professional Standards will utilize the experiences and knowledge gained from 2022 to help shape department practices and policies in 2023. The department has begun the process of transitioning to a new report writer system, which may have an impact on some of the department's practices and policies. The department is also in the process of implementing Body Worn Cameras to all sworn personnel. This too will have an impact on the daily operations of the department and will call for the development of policies/procedures that will be required with that implementation.

OPS continues to work with the developers of the new report writer to make the reporting of a protective action incident more efficient for department members. Educating supervisors and members on the administrative investigation and the disciplinary process, as well as the Police Officer Bill of Rights will continue to remain a priority for the unit. The unit will continue to review the content of the OPS training portion of the Sergeant's Academy (First-line supervisor training) to ensure it remains relevant and current. Due to previous COVID pandemic restrictions, the department has been restricted to the amount of in-person training that has been conducted. The restrictions prevented the Sergeant's Academy from being scheduled. The department's goal is to re-implement the Sergeant's Academy which has shown to greatly benefit new promoted first line supervisors. Currently, OPS provides instruction on some of the following topics: Administrative Investigations, complaint handling (includes protective action and bias based concerns), proper documentation of incidents tracked by OPS (protective actions, motor vehicle pursuits, supervisor notes, performance improvement plans, etc.), supervisor duties, harassment in the workplace, early intervention, CALEA, CFA, and an overview of general functions of OPS. Also, with the assistance of the agency's Public Relations and Information Manager, OPS will review the unit's brochures along with the content and delivery platform of the department's citizen survey provided to the public. Further, the Accreditation Manager will maintain management of departmental forms, and the compliance and accreditation process for CFA and CALEA.