



**PROFESSIONAL
STANDARDS BUREAU
ANNUAL REPORT 2023**

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OVERVIEW

The Professional Standards Bureau, under command of a Lieutenant, is responsible for ensuring the Naples Police Department is operating within the boundaries and established guidelines of City and Departmental policies to ensure the public trust and confidence in the agency.

This division is responsible for the investigation of complaints against its members, the verification of compliance of required accreditation standards, public information and media relations, the training of all police personnel, and the recruitment and hiring within the Naples Police Department. The Lieutenant of Professional Standards reports directly to the Administrative Services Assistant Chief. The Professional Standards staff consists of one Lieutenant, one Sergeant, one Detective, one Officer, and one Civilian employee.

The Professional Standards Bureau is tasked with the following functions:

- Internal Affairs
- Accreditation
- Training
- Recruiting and Hiring
- Public Information/Media Relations

INTERNAL AFFAIRS

Internal Affairs is responsible for investigating police department employees for internal complaints, citizen complaints, employee involved traffic crashes, vehicle pursuits/ failures to stop, and uses of force. Internal Affairs is also responsible for ensuring that all police records, pertaining to the above investigations and employee discipline, are tracked, analyzed for trends, and securely maintained.

Florida Law requires that all law enforcement agencies establish a system for the receipt, review, and investigation of allegations of employee misconduct received by the agency. All allegations received by the Naples Police Department are reviewed by Internal Affairs and submitted to the Chief of Police for initial authorization to investigate the allegation. Following the conclusion of the investigation, all evidence and information is submitted to the Chief of Police for final disposition and discipline, if applicable.

The function of the Internal Affairs section is to provide fact-finding assistance to the Chief of Police. Internal Affairs utilizes a systematic, objective, and impartial method of investigating complaints of improper behavior by police officers or other personnel alleged to have violated Department or City Policies and/or Procedures. All formal complaints, whether made by citizens or City employees, are investigated.

COMPLAINTS

The Internal Affairs Section of the Naples Police Department is responsible for the investigation of complaints against department employees, and on occasion other city employees. Investigations are completed with a case finding.

Sustained

Sufficient evidence was obtained through investigation to determine that employee misconduct occurred.

Not Sustained

The investigation failed to produce sufficient evidence to either prove or disprove the alleged misconduct.

Exonerated

The employee's actions were justified, lawful, proper, and consistent with department policy.

Unfounded

The allegation concerned an act of misconduct by an agency employee which did not occur.

Policy Review Required

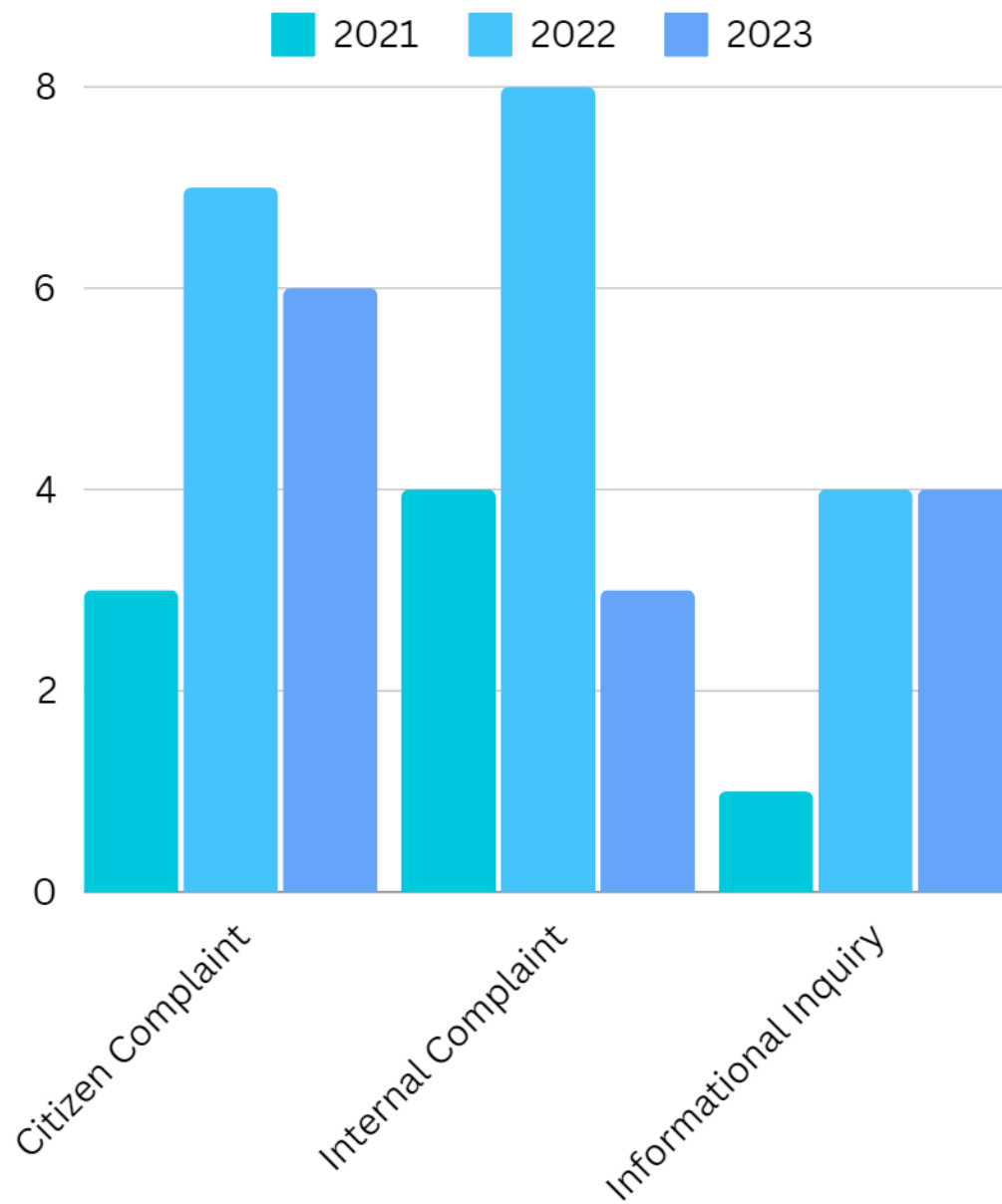
A conclusion that the Department General Orders, policies, procedures, rules or regulations covering the situation were non-existent or inadequate and require review and amendment.

Information Only

This applies to allegations which lack a basis in corroborating facts or evidence of misconduct, or when the reporter retracts or refuses to file a statement and the Chief of Police, or designee, determines that further action is not required. The complaint will be recorded for informational purposes, classified as inactive and may be re-opened if new evidence is obtained that is likely to affect the outcome of the investigation.

Category	Internally generated complaints (INQ)	Externally generated complaints documenting verified policy violations (CC)	Internally or externally generated complaints with no policy violations (INF)
Number of violations	Three (3)	Six (6)	Four (4)
Report number / Disposition	23-001 Policy Violation/Sustained (Oral Counseling)	23-001 Alleged Policy Violation/Exonerated	23-021 Alleged Policy Violation/Exonerated
	23-012 Policy Violation/Sustained (Dismissal)	23-006 Alleged Policy Violation/Exonerated	23-025 Information only
	23-017 Policy Violation/Sustained (Dismissal)	23-009 Alleged Policy Violation/Exonerated	23-026 Information only
		23-015 Alleged Policy Violation/Exonerated	23-027 Information only
		23-019 Alleged Policy Violation/Exonerated	
		23-024 Alleged Policy Violation/Exonerated	

COMPLAINTS



EMPLOYEE DISCIPLINE

In 2023, officers faced disciplinary action in nine (9) instances:

- Informal Discipline:
 - Two (2) cases of oral counseling.
 - One (1) instance of mandatory retraining.
- Formal Discipline:
 - Four (4) written reprimands.
 - Two (2) terminations.

GRIEVANCES

There was one (1) employee grievance received in 2023.

RESPONSE TO RESISTANCE

Overview

Per department General Order 202 - Response to Resistance, a review of each incident involving response to resistance for the period January 1, 2023, through December 31, 2023, has been conducted. All Response to Resistance incidents are entered into the IAPro/BlueTeam database.

The Naples Police Department addresses responses to resistance in General Order 202, which states:

It is the policy of the Naples Police Department to provide a framework for making decisions involving the reasonable use of force when deemed necessary to execute their legal authority. Command presence and verbal communication will diffuse many volatile situations. However, in situations where non-compliance to a lawful order, physical resistance to arrest, or a threat to life is encountered and reasonable alternatives have been exhausted or would clearly be ineffective, necessary physical force specific to the circumstances of the situation may be used in compliance with Florida Statute 776.05.

Current Procedures

Current procedures are detailed in General Order 202, Response to Resistance.

Statistical Data

In 2023, there were a total of four (4) recorded response to resistance incidents. This total is a decrease of four (4) incidents from the same period in 2022. All four (4) incidents were in response to subject non-compliance.

All use of force incidents were reviewed and determined to be within policy. Department procedures require the completion of a use of force entry within BlueTeam/IA Pro following any application or use of empty-hand striking techniques, pain compliance, transporters, and takedowns. Any time a member takes action that results in, or is alleged to have resulted in, injury or death of another person; an application of a less-lethal weapon such as chemical spray or gas, an impact weapon, or weapon of opportunity that is not fundamentally designed to cause death or great bodily harm. Any time an officer discharges a firearm for other than training or recreational purposes, initiates any action that could be considered a form of deadly force, or any type of accidental discharge. Any time an officer discharges a conducted electrical weapon (Taser) for other than training or routine spark test purposes; and any time a police canine is deployed for a deliberate apprehension, including recalls and unsuccessful apprehensions, or causes any injury to a subject.

Summary

There were no known incidents involving a response to resistance where a resistance report was not completed as required per policy.

During the year 2023, there were two (2) reported incidents in which an officer was injured while arresting a resisting suspect. One (1) incident was where an officer suffered an abrasion/scrape and one (1) incident where an officer suffered redness/swelling.

There was total of two (2) incidents where suspects being apprehended sustained some sort of injury. Both incidents involved suspects that were injured involving an abrasion/scrape. All injured suspects were medically treated and released as a result of the injuries sustained while resisting arrest.

Policy Amendments/ Training Outcomes

There were no policy amendments or training outcomes following review of the instances where force was used during suspect apprehension during 2023. A review of General Order 202 – Response to Resistance was completed and the policy was determined to be up-to-date and meet the standards and statutes sufficiently.

Year	Arrests	U of F	Percent
2019	460	6	1.3%
2020	415	13	3.1%
2021	310	12	3.8%
2022	351	8	2.2%
2023	401	4	0.9%

FAILURE TO STOP / VEHICLE PURSUITS

Type of Incident	Count	Percent
Failure to Stop	2	100%
Vehicle Pursuit	0	0%

Reason Initiated	Count	Percent
Stolen Vehicle	1	50%
Traffic Violation	1	50%
Criminal Investigation	0	0%

Time of Day	Count	Percent
0001-0600	1	50%
0601-1200	0	0%
1801-2400	1	50%

Event that Concluded the Pursuit	Count	Percent
Turned over to Other Jurisdiction	1	50%
Stop Aborted by Officer	1	50%

Incident Within Policy	Count	Percent
Yes	2	100%
No	0	0%

EMPLOYEE TRAFFIC CRASHES

Traffic Crash Report

Professional Standards assessed four (4) reports of traffic crashes involving Police Department vehicles, showing a decrease of three (3) from 2022:

- 2 incidents were classified as non-preventable.
- 2 incidents were classified as preventable.
- 2 officers faced disciplinary action, formally or informally, for causing preventable crashes.

Time of Day:

- 3 crashes happened between 6:00 am to 6:00 pm.
 - 1 non-preventable.
 - 2 preventable.
- 1 crash occurred between 6:00 pm to 6:00 am.
 - 1 non-preventable.
 - 0 preventable.

Injuries:

- No injuries were reported among employees or non-employees in the traffic crashes involving police department employees.

BIASED POLICING

In order to maintain compliance with Commission for Florida Law Enforcement Accreditation standard 2.04M and the Naples Police Department General Order 215 – Biased Policing, an annual review concerning biased policing for the period January 1, 2022 through December 31, 2022 has been conducted.

The results of this review are as follows:

- A review of General Order 215 - Biased Policing was found to include:
 - definitions for bias based profiling and reasonable suspicion.
 - language prohibiting biased policing in field contacts, traffic contacts, seizure of assets and forfeiture efforts.
 - language regarding corrective measures if biased policing occurs.
- A review of training documents verified department personnel are trained in biased policing issues, including legal aspects in accordance with CJSTC guidelines.
- Zero (0) incidents of biased policing which would require corrective measures were reported or identified in the period January 1, 2022, through December 31, 2022.
- A review of department Policy identified written procedures for traffic stops are located in General Order 208 - Police Vehicle Operations and General Order 215 – Biased Policing.

The Records Specialist has confirmed that the department is in compliance with Florida Statute 316.614, the Florida Safety Belt Usage Law, with the recording of violator race and ethnicity on seat belt citations by our officers. Additionally, the Records Specialist reports this information is being transmitted to the Department of Highway Safety and Motor Vehicles quarterly as required by statute. An administrative review of the data shows consistency with the population distribution in the City of Naples.

- 2022 Seat Belt Violation Data Collection (316.614)
 - Total Citation Issued – Fifty-five (55)
 - White – 33 (60.0%)
 - Hispanic or Latino – 15 (27.27%)
 - Black – 6 (10.91%)
 - Asian – 1 (1.82%)
 - American Indian or Alaskan – 0 (0%)
 - Unknown – 0 (0%)

Community education is an integral part of the department's biased policing awareness efforts. Citizens may access the Naples Police Department's website for community education and awareness updates in reference to biased policing by using a link that describes the department's policy, explanation of department procedures and how to file a complaint.

EXPOSURE CONTROL

A review of the Department's exposure to infectious diseases was conducted of in conjunction with the City of Naples' Risk Manager and there were no work-related exposure incidents.

In conjunction with the City of Naples Human Resources Department, General Order 170 Infectious Disease Control was reviewed and no changes were made in 2023. General Order 170 continues to ensure the policy provided clear direction to employees pertaining to decontamination and cleanup procedures following an exposure incident.

A review of the Naples Police Department policy, General Order 170 Infectious Disease Control, appears to adequately cover the needs of the Department.

TRAINING

Training coordinates the entire department's training needs and corresponding records. The Training section also coordinates the delivery of those courses and specialized in-service training to department members.

The Training section maintains all training records on a computer database and provides those records either to the Florida Division of Law Enforcement's (FDLE) Criminal Justice Standards and Training Commission (CJSTC) for inspection or for legal defenses relating to the various disciplines applied by the department personnel.

Traditionally officers receive approximately 80 hours annually of in-service training per officer. During 2023, the Training Section continued to utilize Police Law Institute, online police training, which provides legal, interactive scenario based, training to keep officers informed regarding statutory changes, amendments, and best practices to remain informed and safe in the field. These training modules are provided monthly and account for one hour of additional training.

The Naples Police Department strives to host in-service and advanced training on a monthly basis to sworn members. In 2023, Officers received approximately 71 hours of in-service training through a combination of Florida Department of Law Enforcement on-line training, department held in-service classes, and Police Law Institute interactive virtual lessons. The training topics and high liability courses conducted during 2023 consisted of the following:

- Physical Abilities Testing
- Handgun Maintenance & Response to Resistance
- Risk Protection Orders
- Florida Incident Based Reporting Sys. (FIBRS)
- Burglary, Robbery, & Theft Investigations
- Firearms Training (x2)
- Confidential Informants & Rachel's Law
- Photographic Line Ups and Show Ups
- Taser/Less Lethal Weapons Systems
- Miranda Warnings, Interrogations, & New Laws
- Lawful Searches
- Lawful Use of Force / Deadly Force
- Juvenile Sexual Offender Investigations
- Hurricane Preparedness
- License Plate Reader (LPR)
- Hazardous Materials for Law Enforcement
- Bloodborne Pathogens for Law Enforcement
- First Aid/ CPR/ Naloxone
- New Florida Laws (x3)
- U.S. Supreme Court Rulings
- Defensive Tactics
- First Amendment Auditor
- Situational Awareness
- Active Shooter Hostile Event Response
- Supreme Court Cases Affecting Domestic Violence Enforcement
- Law Enforcement Officer Mental Wellness
- Behavioral Threat Assessment for Officers

RECRUITMENT

Recruitment provides one of the most essential functions for the police department. The selection of suitable personnel applying for positions within the department is necessary to ensure that the best qualified individuals are hired. Therefore, much effort and scrutiny are put into this process.

The Professional Standards Bureau works in conjunction with the City's Human Resources department to process candidates through written and oral exercises. Extensive background investigations and professional testing are conducted in order to fill one officer position. Professional Standards also conducts orientation and an eighty four (84) hour mini academy for all new police officers.

Objectives

While a properly structured and administered recruitment program is not a guarantee that applicants will represent a more diverse cross section of the police department's jurisdiction, nonetheless, it is the department's objective to attract applicants who represent our jurisdiction.

Overall, an effective, standardized and properly administered recruitment, screening and selection process will improve the quality of applicants from which to fill existing vacancies.

CFA mandates that recruitment steps should be directed towards the goal of approximating within the sworn ranks the demographic composition of the community that it serves. The following table represents the current race and gender composition of the Naples Police Department at the time of this report as well as corresponding census numbers from the City of Naples and Collier County.

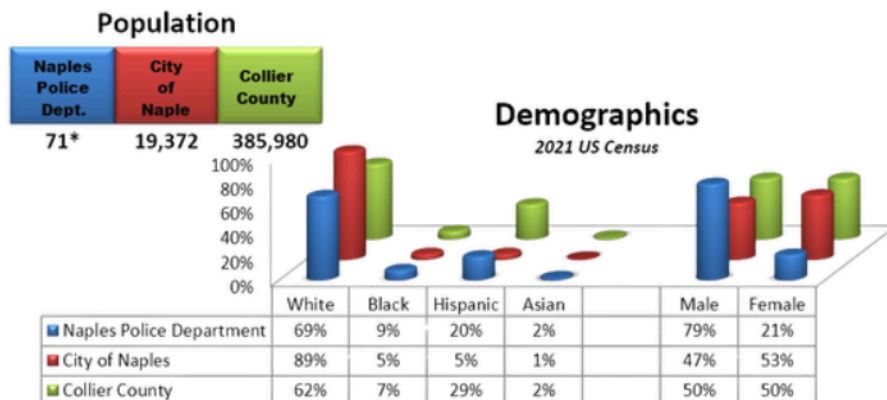
Plan of Action

The department's recruitment plan is to focus on maintaining a diverse workforce that mirrors the City of Naples available workforce demographics. While the number of female officers now exceeds the state average, the recruitment plan for 2024 will continue to focus on hiring qualified and experienced female officers and police officer trainees. The percentage of female officers is 21% which exceeds the state average of 16.3% for women in law enforcement (ATMS/FDLE). The percentage of Black, Hispanic, and Asian Officers exceeds that of the jurisdiction's demographics. The Naples Police Department is currently budgeted for 72 sworn police officers. The population of the City of Naples is 19,372 and the population of Collier County is 385,980 (2021 US Census).

Due to turnover and current vacancies, the department is processing approximately six (6) previously certified officers and police officer trainees for hire within the first two quarters of 2024. Currently, there are three (3) officers in the Deferred Retirement Option Program (DROP) and two (2) of those officers will retire in 2024. The department will continue to focus on effective recruiting processes and will look for ways in which the onboarding process can be streamlined for efficiency.

Highlights

In an innovative strategy, the Professional Standards Division coordinated making a professionally produced, directed, and edited agency recruitment video during the summer of 2023. The video highlighted all aspects of the police department. Although a lengthy process, the video production was a fun and creative experience for the entire department that instilled a sense of pride throughout the organization. The video is a great way to showcase the agency and employees while also assisting in attracting recruits and experienced officers alike.



*The Naples Police Department is budgeted for 72 sworn officers.

ACCREDITATION

The Naples Police Department received their third reaccreditation award on June 29, 2023, from the Commission for Florida Law Enforcement Accreditation (CFA). The department continues to review policies annually and provides the Professional Standards Division with proofs of compliance. The department's initial accreditation was awarded June 25, 2014, first reaccreditation was awarded June 21, 2017, and second reaccreditation was awarded in July of 2020.

The Accreditation manager received her recertification of Certified Accreditation Professional on October 3, 2023, the initial distinction was received virtually on October 14, 2020. Accreditation professionals who become Certified Accreditation Professionals are distinguished as individuals who have reached one of the highest levels of achievement and recognition in their field.

There are five (5) department members who serve the CFA as assessors, participating throughout the State in both mock and formal assessments. The role of an assessor is to review all standards and verify that the agency policies and practices are in compliance with those that are applicable. One (1) additional member received training and plans to participate as an assessor in 2024.



Accreditation provides some of the following benefits to the department:

- Assures governmental leaders of the quality of services delivered by their law enforcement agency.
- Provides a thorough review of the agency's status and readiness.
- Reinforces the agency's ability to maintain the highest standards of law enforcement services that represent current professional practices.
- Assures that agency personnel are trained and functioning according to established policies and procedures.
- Provides a quality work environment for well-trained professionals that aids in recruiting and retaining qualified personnel.

PUBLIC INFORMATION

The Professional Standards Division is the main point of contact for media outlets and the public to receive information. The Public Information Officer (PIO) is responsible for the release of accurate and timely information regarding the activities of the Department to the news media (broadcast and print) and the public. The function of PIO is an integral component of the day-to-day law enforcement operations of the Department, guaranteeing that the avenues of communication are consistently open among the Department, the media, and the citizenry is the goal of the PIO. The relationship established by the PIO and the media benefits both participants. The media receives current and factual information for publication and broadcast, while the law enforcement community benefits from the media's enhanced dissemination capabilities. The PIO sends the 24-hour activity log to members of the media on a daily basis and responds to their requests for additional information and interviews.

Press releases documenting community outreach programs as well as investigative updates were disseminated in 2023.

The department provides public information and department information regarding social events, community policing events, prevention information, traffic updates, and road construction information, as well as other information on the Naples Police Department app and social media platforms such as Facebook, X, Ring Neighbors App, and Instagram.