

# **BROWARD COUNTY SHERIFF'S OFFICE**

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## **OFFICE OF THE INSPECTOR GENERAL**



**ANNUAL REPORT TO BROWARD COUNTY SHERIFF  
GREGORY TONY**

### **SUMMARY OF OFFICE OF INSPECTOR GENERAL ACTIVITIES**

**For Fiscal Year 2022-2023**

**Major Scott R Champagne  
Inspector General**

**December 2023**



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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 the 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**

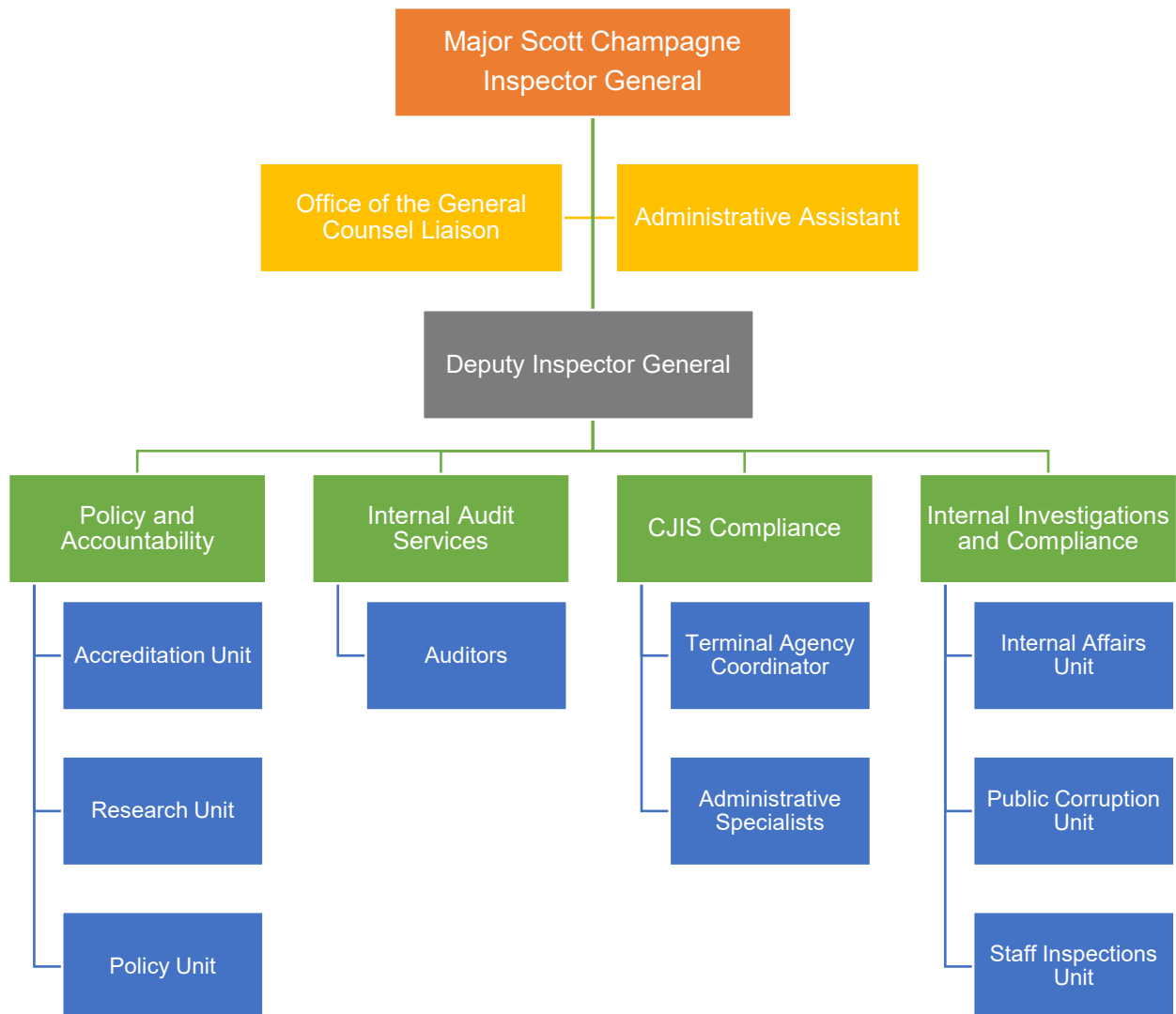
According to Broward Sheriff's Office policy manual 14.1.4, the Broward Sheriff's Office Inspector General serves at the will of the Broward Sheriff. The Broward Sheriff OIG reports directly to the Sheriff to ensure audit-related activities and investigations are performed independent of any influence 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 2022-2023, the Broward Sheriff OIG included a staff consisting of 27 sworn personnel from both DLE and DOD and 19 non-sworn personnel: the Inspector General, Director of Internal Audit, Director of Internal Affairs, Director of Policy and Accountability, CJIS Compliance Manager, Terminal Agency Coordinator, Accreditation Managers, Staff Inspectors/OIG Investigators, Research Coordinators, Accountability Specialists, and other administrative personnel.

### Bureau of Compliance and Accountability





## 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 (3)
- Certified Inspector General Investigator – CIGI (4)
- 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)
- National Internal Affairs Investigators Association (15)
- Florida Internal Affairs Investigators Association (1)
- Association of Certified Fraud Examiners (3)
- Broward County Chiefs of Police Association (2)
- International Association of Chiefs of Police (3)
- Florida Police Accreditation Coalition (1)
- National Association of Women Law Enforcement Executives
- American Institute of Certified Public Accountants (1)
- Florida Institute of Certified Public Accountants (2)
- Association of Local Government Auditors (1)
- Florida Government Finance Officers Association (3)
- Institute of Internal Auditors (3)



## DIVISION OF POLICY AND ACCOUNTABILITY

The Division of Policy and Accountability (DPA) reports to the Inspector General within Bureau of Compliance and Accountability. 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	
ISO-Insurance Services Office, Inc. (Fire Suppression Rating Schedule)	17 categories
Fire Rescue CFAI Performance Indicators	252
Fire Rescue CFAI Performance Indicators Core Competencies	96
CAAS Standards in-compliance	116
CFA Accreditation standards in-compliance	236
ACA Accreditation standards in-compliance	384
NCCHC standards in-compliance	59
FMJS standards in-compliance	244
FCAC standards in-compliance	260
PREA standards in-compliance	43

## Initiatives and Accomplishments

Accreditations and Certifications
<ul style="list-style-type: none"> <li>▪ Successful completion of Florida Model Jail Standards (FMJS) annual inspection</li> <li>▪ Successful completion of Florida Model Jail Standards (FMJS) unannounced inspection</li> <li>▪ Successful completion of Insurance Services Office (ISO) Surveys for (Weston, Deerfield Beach, Hallandale Beach, West Park, Pembroke Park, and Unincorporated Broward)</li> <li>▪ Maintained accreditation with: <ul style="list-style-type: none"> <li>○ Commission on Accreditation of Ambulance Services (CAAS)</li> <li>○ Commission on Fire Accreditation International (CFAI)</li> <li>○ Florida Commission on Accreditation for Corrections (FCAC) as an Excelsior agency</li> <li>○ National Commission on Correctional Health Care (NCCHC)</li> <li>○ Commission for Florida Law Enforcement Accreditation (CFA)</li> </ul> </li> </ul>

Conferences and Continuing Education
<p>The Accreditation Unit staff proactively attended conferences and training opportunities. These events provided opportunities for education, networking, and peer evaluation. Throughout the year, the Accreditation Unit participated in the:</p> <ul style="list-style-type: none"> <li>▪ Florida Association for Fire Accreditation &amp; Professional Credentialing (as coordinator, facilitator, and attendee).</li> <li>▪ Center for Public Safety Excellence-Accreditation Managers Continuing Education.</li> </ul>



#### Conferences and Continuing Education - continued

- Center for Public Safety Excellence-Peer Assessor Continuing Education.
- Public Safety Excellence Conference (CFAI) - Attendee and facilitated the Florida Consortium session.
- Center for Public Safety Excellence-Florida Consortium Workshop throughout the year.
- ESO Wave Conference (Fire Rescue).
- Center for Public Safety Excellence Fire Metro Consortium.
- Center for Public Safety Excellence Steering Committee (as appointee for the 11th edition of CFAI).
- FLA-PAC Fall Conference.
- FLA-PAC Spring Conference.
- FLA-PAC Summer Conference.
- FLA-PAC Executive Board Member (as Treasurer).
- FCAC Managing the Accreditation Process.
- Accreditation Manager Certification Training.

#### 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:

- CFAI Peer Assessor for Colorado Spring Fire Department, Colorado Springs, CO
- CFAI Peer Assessor for Murrieta Fire Department, Murrieta, CA
- CFAI Peer Assessor for Bowling Green Fire Department, Bowling Green, OH
- Facilitator for Advanced Accreditation workshop, Chicago, IL
- CFAI Mentor for Largo Fire Department
- Assistance to Tamarac Fire Department, Fort Lauderdale Fire Department, and Pompano Beach Fire Department
- CFA Mock Team Member for Florida Fish and Wildlife Commission
- Team Leader for CFA On-Site Assessment for Panama City PD
- Team Leader for CFA On-Site Assessment for Manatee County SO
- Team Leader for CFA On-Site Assessment for Sebastian PD

#### Internal Training

- Conducted strategic planning training/workshops with fire rescue staff throughout the year.
- Facilitated In-service training for the Department of Community Programs - "Effective Communication."
- Began preparation and training for Insurance Services Office (ISO) for Weston, Deerfield Beach, Hallandale Beach, West Park/Pembroke Park, and unincorporated Broward
- Assisted with the Standards of Cover training for fire rescue command staff.
- Facilitated annual appraisal training to fire rescue staff.
- Assisted with the annual appraisal training for program managers.
- Trained accreditation responsibilities for the Regional Communications Division (APCO, IAED, CALEA, ISO, CFAI).
- Assisted with the APCO Project 33 Telecommunications Training Academy re-certification.
- Facilitated training with DOD Commands and Accreditation team members for ACA assessment and ongoing proof collection.
- Completed RITE Training.
- Continuous training provided to newly assigned Compliance and Accreditation Manager (April 2023 through current).





## 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 through data sources and professional associations.

Performance Outcomes	
Annual Reports and Analysis in Compliance with Accreditations and Agency Audits	7
Assistance to Other Departments/Divisions/Units	12
Collaborations with outside Law Enforcement Agencies and Institutions	1
Initiatives and Accomplishments via Training	1
Research for Benchmarking	22
Special Projects	7
Surveys	3

## Initiatives and Accomplishments

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 guide decision-making.

Pursuit Report
This is an annual comprehensive analysis of all pursuits by deputies within the agency. The analysis includes data of all events where motorists fled or attempted to flee from law enforcement. This report primarily includes three classifications of <i>Traffic Events</i> : 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 examines other correlating data (e.g., 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 <i>Use of Force</i> events. Research staff analyzes the circumstances under which force was initiated, the reasons for control, the type of force used, and any injuries



#### Use of Force (Applied Force) - continued

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, including Calls for Service, Crime-Type, 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: In addition to the performance and productivity section added last year to recognize top-performing deputies, the Research Unit took the report to a new analytical level by providing a glimpse of future crime data reporting using the FBI's National Incident-based Reporting System (NIBRS). A new template was created introducing captains and command staff to the extended crime classifications defined by the FBI and Bureau of Justice Statistics. Utilizing this template, a more detailed picture of the deputy's workload, including time on scene and report writing, is provided.

#### Research Collaboration/Partnerships

The Research unit continuously collaborates and develops mutually beneficial partnerships with other research institutions to address public safety issues on an as-needed basis. Currently, the agency has an agreement with the University of South Florida to provide data for a 3-year study to the Violent Death Reporting System, partnering with the Department of Health (DOH-Florida) and the Center for Disease Control (CDC).

#### Surveys

- **CJAP** – Criminal Justice Agency Profile for Law Enforcement and Corrections Facilities
- **SAEC** – Sheriff Association Expert Contact (Subject Matter Expert Survey)
- **LPR County Usage** – License Plate Reader throughout Agency Districts

#### 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
  - Cash Reports
  - Citation Reports
  - Calls for Service
  - Policy Requests
  - Arrest Reports

The Research Unit also participated in the Beta testing group for Crimestar-Pro, which will be utilized to prepare advanced forecasting and hotspot analysis.



#### Initiatives and Accomplishments via Training

The team attended one training conference hosted by the International Association of Law Enforcement - Intelligence Analysts and the Law Enforcement Intelligence Units (IALEIA/LEIU). This conference promotes and provides information to improve law enforcement practices through training, education, and networking among law enforcement professionals across the United States and globally. The conference is endorsed as a working symposium that provides tools and techniques to enhance an agency's capacity to research and analyze long-term problems, detect and solve community problems, and plan for future resources. This conference also showcases effective practices and emphasizes the benefits of developing evidence-based policies and practices.

#### Research and Benchmarking

The Research Unit is often requested to assist executive command in identifying best practices for the development of written directives, training programs, projects, and organizational structure. This type of research requires a comparative review of other local, national, and international law enforcement organizations. Some of the research this year included the following topics:

- Accidental Firearm Discharge
- Certified Information System Auditor Job Descriptions
- Community Service Aide Positions
- Concealed Weapon License Reporting
- Contract Management
- Explorer Travel Compensation
- Funeral Protocol
- Guest Sign-In and Security Protocol
- Gunshot Residue
- Inspector General Auditor's Role/Job Description
- Internal email usage
- Mass Transit
- Officer-Involved Shooting Public Safety Statements
- Pre-Employment Drug Use
- Purchasing and Procurement Card
- Responding to Train Crashes with Pedestrian Fatalities
- Safety and Security Issues for Special Events
- Strategic Plans
- Strip Searches
- Use of LPR through the Districts/County
- Vehicle Crashes - Corrective Action for Preventable Crashes

#### Special Projects/Requests

- Compiled Citation Report for Inspector General (Quarterly)
- Collected data for Florida Violent Death Reporting System (3-year project)
- Provided technical assistance to Staff Inspectors on the analysis of Uniform Traffic Citation
- Provided technical and analytical assistance to Staff Inspectors on the 2023 Regional Communications Agency Complaints
- Completed Death In-Custody Questionnaire (Quarterly)
- Assisted Human Resources with statistical data for federal survey

#### Command-Initiated Research Project

Vehicle Seizure and Forfeiture Report – In anticipation of building a new evidence facility, executive command requested assistance from the Research Unit to project vehicle storage needs. The Research Unit conducted extensive research to assist in acquiring a facility to meet current and forecasted story needs for seized vehicles. Utilizing statistical forecasting models, local ordinances, and data provided by the Evidence Unit and Office of the Inspector General, the Research Unit provided a 10-year projection – to include the parking lot dimensions and spaces needed – to accommodate the anticipated vehicles.



## Policy Unit

The Policy Unit is responsible for creating, revising, and facilitating the agency's written directives process. Currently, the unit maintains the Sheriff's Policy Manual (SPM), Department of Law Enforcement Standard Operating Procedures (SOPs), Department of Detention SOPs, individual unit SOPs, and electronic agency forms through BSO's electronic document management system (PowerDMS). The Policy Unit also responds to policy-related requests, like intradepartmental inquiries and the fulfillment of 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 internal departments and collaborates with other public safety agencies. 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	27
DLE Operational Orders Revisions Completed	15
DOD Standard Operational Procedures Revisions Completed	16
Unit Standard Operational Procedures Revisions Completed	61
Forms reviewed, edited, and published	82
Public Records Requests	49
Administrative Orders Revisions Completed	1
DOD Post Orders Completed	15
DOD Operational Orders Completed	20
Training Tabs / Bulletins Completed	64

## Initiatives and Accomplishments

Creation of Preventative Radiological Nuclear Detection (PRND) SOP
The Department of Homeland Security (DHS) established an initiative to expand the Securing the Cities (STC) Program, which is currently being facilitated through Miami's STC office with the Broward Sheriff's Office being a partnering agency. The STC program seeks to reduce the risk of a successful deployment of radiological or nuclear weapons against major metropolitan areas in the United States. Through STC, DHS provides radiological and nuclear detection equipment, training, exercise support, and operational and technical subject matter expertise through cooperative agreement grants. Future grants will enable cities and partnering agencies to work with the Counter Weapons of Mass Destruction (CWMD) Office to build robust capabilities. For grant eligibility and program compliance, an SOP outlining the use of Preventative Radiological Nuclear Detection (PRND) was required. Working in tandem with BSO's Bomb Squad, BSO's Hazmat Team, and the local FBI office, the Policy Unit was able to create and submit an SOP, which was approved by Miami's STC office and is currently awaiting publication within the agency.

Key Word Tagging in PowerDMS
The Policy Unit implemented <i>Key Word Tagging</i> within PowerDMS to improve document and policy identification within PowerDMS.

Hyperlinking Existing Policies and Procedures
The Policy Unit added hyperlinks to referenced documents within PowerDMS (e.g., SPM, SOP, and forms) which allows employees to quickly access relevant information and supporting documents.



#### Creation of FACESNXT Policy

In 2002, the Pinellas County Sheriff's Office (PCSO) implemented a facial recognition (FR) technology program as a biometric tool to identify or verify individuals. PCSO established, hosts, and maintains one of the largest collaborative FR systems in the state of Florida which allows approved law enforcement agencies to access the Face, Analysis, Comparison, and Examination System (FACESNXT). FACESNXT is also hosted through the Florida Department of Law Enforcement's (FDLE) Criminal Justice Network (CJNET).

Pursuant to formal agreement, agency written directives must be implemented to ensure compliance with the established protocol, which aims to prevent misuse of the system. As such, the Policy Unit – in collaboration with the Information Technology Division, Criminal Justice Information Services (CJIS) Compliance Unit, Criminal Investigations Division, and Pinellas County's Biometric Unit – developed the agency's Biometric Identification Systems procedures.

#### CSA SOP Development Team

The Policy Unit collaborated closely with representatives from the Department of Law Enforcement in the creation of a comprehensive standard operating procedures manual for Community Service Aides (CSAs). This manual is intended to be a valuable resource for both employees and supervisors, encompassing all CSA classifications and aspects of their training.

#### Research and review of Prison Rape Elimination Act (PREA) Policies and Procedures

The unit participated in the research and evaluation of the Prison Rape Elimination Act (PREA) in the context of existing written directives for temporary detention facilities. The research led to the implementation of new policy and procedures directly related to accreditation standards.

#### Adherence to the International Association of Chiefs of Police's (IACP) Policy/Procedures Outline Format

The unit has adopted the IACP's standardized format in policy development to ensure consistency across the organization.

#### Conferences and Continuing Education

Policy Unit employees attend user conferences and seminars to learn new techniques, advance knowledge, and equip the agency for ongoing success. This year, staff attended the Florida PAC Summer Conference – June 2023.



## 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 add value, 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. All auditors have a Certified Inspector General Auditor designation issued by the Association of Inspectors General, two auditors have CPA licenses issued by the State of Florida Board of Accountancy, and one auditor has a Certified Internal Auditor designation issued by the Institute of Internal Auditors.

### Performance Outcome

Statistics	2022	2023
Audits Conducted	189	187
Financial Investigations / Consulting Projects	24	33
Audit Reports	18	21
Percentage of Auditors meeting Government Auditing Standards (GAS) education requirements	100%	100%

### Audits Completed

- CFA Accreditation Audits for the Department of Law Enforcement and Civil Division
- FCAC Accreditation Audits for Misdemeanor Probation Division
- Inmate Bank / Prisoners Escrow Annual Audit for Department of Detention (required by several DOD Accreditation agencies)
- Audit of the Drug Court Treatment Division Credit Card and Interface Implementation

### Notable Financial Investigations/Consulting Projects Completed

- Assisted the Office of General Counsel in reviewing the first amendment to the AllPaid agreement and performed an analysis of overcharged credit card fees.
- Provided assistance regarding DHSMV Data Exchange MOU requirements for Internal Control and Data Security Audit and advised the best way to comply with requirements.
- Recommendations provided to the Civil Division regarding taking Civil Service requests online.
- Provided assistance to DOD Inmate Bank in comparing the new Keefe Cloud system trial balance to the current Canteen Management system trial balance.
- Assisted Probation regarding authority to collect fees for breathalyzer testing.
- Reviewed DOD Management's Response to the Inmate Healthcare Contract Audit to ascertain if findings were properly addressed.
- Provided assistance to the Public Corruption Unit by preparing financial schedules for cases.
- Provided assistance to the External Auditors during their annual financial statement audit.
- Served as an internal control resource to various departments.



## CRIMINAL JUSTICE INFORMATION SERVICES (CJIS) COMPLIANCE

The Criminal Justice Information Services (CJIS) Compliance Unit reports to the Inspector General within the Bureau of Compliance and Accountability. 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 Investigation (FBI) CJIS policies, requirements, and use of all CJIS systems. The CJIS Compliance unit is also responsible for ensuring that all personnel and contractors with 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 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/Volunteer Backgrounds/Public Records Requests	
Live Scan Fingerprint Background Checks Processed (including out-of-state hard cards)	1637
Name Based Background Checks Processed	374
Total Number of Vendors Screened	2011
Active Vendor Employees & Volunteers	2118
DHSMV & FDLE Public Records Requests	37

CJIS Systems Account Management	
Driver & Vehicle Information Database (DAVID) – New Access/Assistance/Account Transfers	279
Active User Accounts for Office of the State Courts Administrator (OSCA) Judicial Inquiry System (JIS)	32
Active User Accounts for Juvenile Justice Information System (JJIS)	123
Active User Accounts for National Insurance Crime Bureau (NICB) Administrator	12
Mnemonics for New or Re-assigned Devices for Access to Florida National Crime Center/ FBI's National Crime Information Center (FCIC/NCIC)	46

FCIC/NCIC New User Accounts	
Regional Communications	97
Department of Law Enforcement	72
Department of Detention	43
<b>Total</b>	<b>212</b>

BSO Compliance Manager Vendor Tracking System	
New accounts	73
Vendors managed in the system	342

Types of Vendors/Volunteers Processed for CJIS Compliance	
<ul style="list-style-type: none"> <li>▪ Board Members</li> <li>▪ Broward Sheriff's Advisory Council (BSAC)</li> <li>▪ Citizen Observer Patrol (C.O.P)</li> <li>▪ Citizens Academy</li> </ul>	<ul style="list-style-type: none"> <li>▪ Jail Vendors</li> <li>▪ License Plate Reader Vendors</li> <li>▪ Police Athletic League (PAL)</li> <li>▪ Professional Volunteers for Jails</li> </ul>





## Types of Vendors/Volunteers Processed for CJIS Compliance - continued

- |  |   |
|--|---|
| <ul style="list-style-type: none"> <li>▪ CPIS <i>*through July 2023</i></li> <li>▪ Explorer Program</li> <li>▪ Food Services</li> <li>▪ General Contractors (temporary and permanent)</li> <li>▪ Guardians</li> <li>▪ ITD Vendors</li> </ul> | <ul style="list-style-type: none"> <li>▪ Ride-A-Longs</li> <li>▪ RTCC Task Force Members</li> <li>▪ Sheriff's Posse</li> <li>▪ Social Justice Task Force</li> <li>▪ Special Process Servers</li> <li>▪ Student Interns</li> </ul> |
|--|---|

## Initiatives and Accomplishments

## FDLE CJIS Compliance

The CJIS Unit manages CJIS certifications and access to CJIS systems for all BSO personnel. Access to CJIS systems is granted based on the employee's role. All CJIS certifications must be renewed annually.

Total number of CJIS accounts (FCIC/NCIC Certification & Security Awareness Role Based Certification) as of September 30, 2023	5451
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## Department of Highway Safety and Motor Vehicle Audit

The Department of Highway Safety and Motor Vehicles (DHSMV) Bureau of Records conducted an audit on the agency's DAVID usage, auditing, dissemination, misuse, safeguarding of information, access procedures, and policies. Additionally, DHSMV audited the DAVID usage of randomly selected employees. The audit proved successful, and the CJIS Unit was commended for implementing a secondary level of accountability during the quarterly audit process that includes supervisory acknowledgment of the employee's usage. The auditor advised the secondary level of accountability implementation process would be shared with other agencies in the region.

## Initiatives for FY 2023/2024

- Commence Rap Back Employee and Vendor Fingerprint Re-Submissions
- Audit of all DAVID Users
- Audit of CJIS Certifications (Agency-Wide)
- Audit of Fingerprints in FALCON
- CJIS Information on BSO Public Site – OIG Section
- Implement Cyber Security Training for All Employees & Vendors (CJISSECPOL)
- Automate PSB Fingerprint Appointment Scheduling
- Migration to eAgent 2.0





## 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 the 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 mission of the Public Corruption Unit is to respond to and investigate crimes related to the act of "breaking the public trust" and reduce private and public corruption by collaborative efforts between local law enforcement agencies and federal agencies. The Public Corruption Unit will actively seek to investigate, apprehend, and prosecute public servants and private entity representatives who violate applicable state and federal laws. In doing so, the Unit promotes ethics transparency between law enforcement, public officials, and the residents of Broward County.

### 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 to 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.

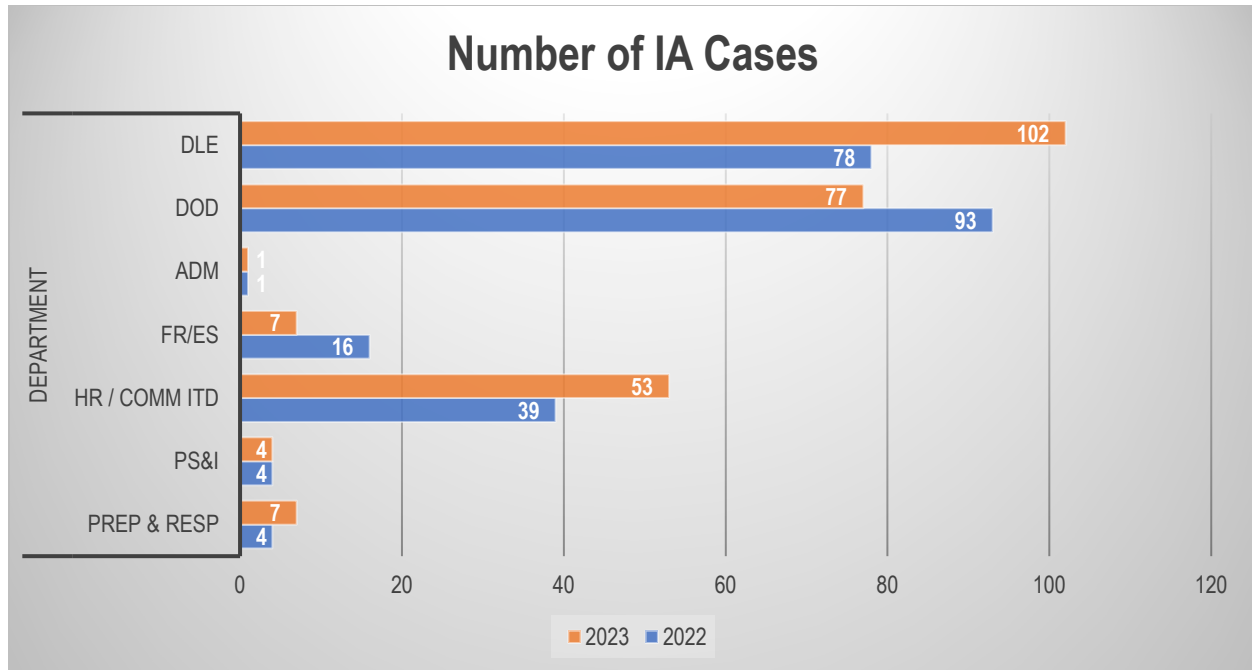
### Performance Outcome

Total Complaints (IA Cases) Received		
During the 2023 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 2023, there were 250 IA cases, compared to 230 IA cases in 2022 (excluding preventable accidents).		
2022 FY	2023 FY	% Change
230	250	8.70%

Complaints Investigated by Internal Affairs		
In the 2023 Fiscal Year, Internal Affairs investigated 120 of the 250 total cases. This represented a slight decrease in the total cases investigated by Internal Affairs compared to 2022. In 2022, Internal Affairs investigated 121 of the 230 total cases.		
2022 FY	2023 FY	% Change
121	120	-0.83%

Complaints Investigated by Employee's Command		
In the 2023 Fiscal Year, Employee's Command investigated 130 of the 250 total cases. This represented an increase in the total cases investigated by Employee's Command compared to 2022. In 2022, Employee's Command investigated 109 of the 230 total cases.		
2022 FY	2023 FY	% Change
109	130	19.27%

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 2023 for the Department of Detention and Fire Rescue & Emergency Services. However, the Department of Law Enforcement, Department of Human Resources / Communications & Technology, and Department of Preparedness & Response experienced an increase compared to 2022. * Indicates an investigation that encompasses employees from multiple departments. Therefore, a count was recorded in each respective department.			
Department	2022 FY	2023 FY	% Change
Department of Law Enforcement	78*	102*	30.77%
Department of Detention	93	77	-17.20%
Department of Administration	1	1	0.00%
Department of Fire Rescue & Emergency Services	16	7	-56.25%
Department of HR / Communications & Technology	39*	53*	35.90%
Department of Professional Standards & Investigations	4*	4	0.00%
Department of Preparedness & Response	4*	7	75.00%



#### Use of Force Reports

In the 2023 Fiscal Year, 962 Use of Force Reports were received from the Department of Law Enforcement and the Department of Detention, of which 325 were injury related. In 2022, 976 Use of Force Reports were received, of which 324 were injury related. These figures represent an approximate 1.43% decrease in total reports received, with an approximate 2.30% decrease in reported injuries this year.

Year	With Injuries	Without Injuries	Total
2022 FY	324	652	976
2023 FY	325	637	962
% Change	0.31%	-2.30%	-1.43%

#### 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 an increase in the number of firearm discharge incidents in the 2023 Fiscal Year as compared to 2022. A breakdown of the 2023 firearm discharge incidents showed 2 Fatal Shootings, 2 Non-Contact Shootings, 2 Animal Shootings, and 4 Unintentional Discharges

2022 FY	2023 FY	% Change
9	10	11.11%

#### 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 violations. If employee misconduct is identified, the inquiry then becomes an Internal Affairs case. In the 2023 Fiscal Year, there were a total of 81 PIIs, and in 2022 there were 57, an increase of approximately 42%.

2022 FY	2023 FY	% Change
57	81	42.10%

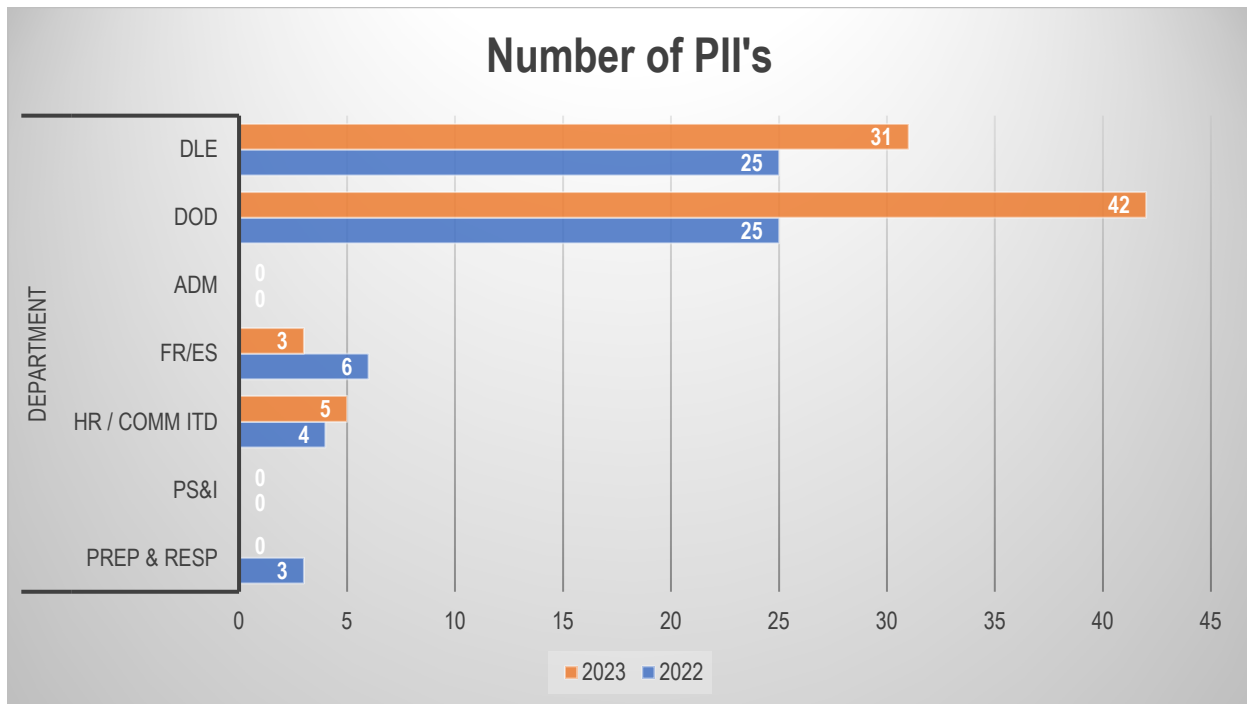


### Preliminary Investigative Inquiries (PII) By Department

A fiscal year-to-year comparison of the total number of PIIs processed by Internal Affairs of personnel assigned to various departments revealed a decrease in 2023 in the Department of Administration, Fire Rescue & Emergency Services, and Department of Preparedness & Response. However, the Department of Law Enforcement, the Department of Detention, and the Department of HR / Communications & Technology experienced an increase compared to 2022.

\* Indicates an investigation that encompasses employees from multiple departments. Therefore, a count was recorded in each respective department.

Department	2022 FY	2023 FY	% Change
Department of Law Enforcement	25*	31	24.00%
Department of Detention	25	42	68.00%
Department of Administration	1*	0	-100.00%
Department of Fire Rescue & Emergency Services	6	3	-50.00%
Department of HR / Communications & Technology	4*	5	25.00%
Department of Professional Standards & Investigations	0	0	0.00%
Department of Preparedness & Response	3*	0	-100.00%



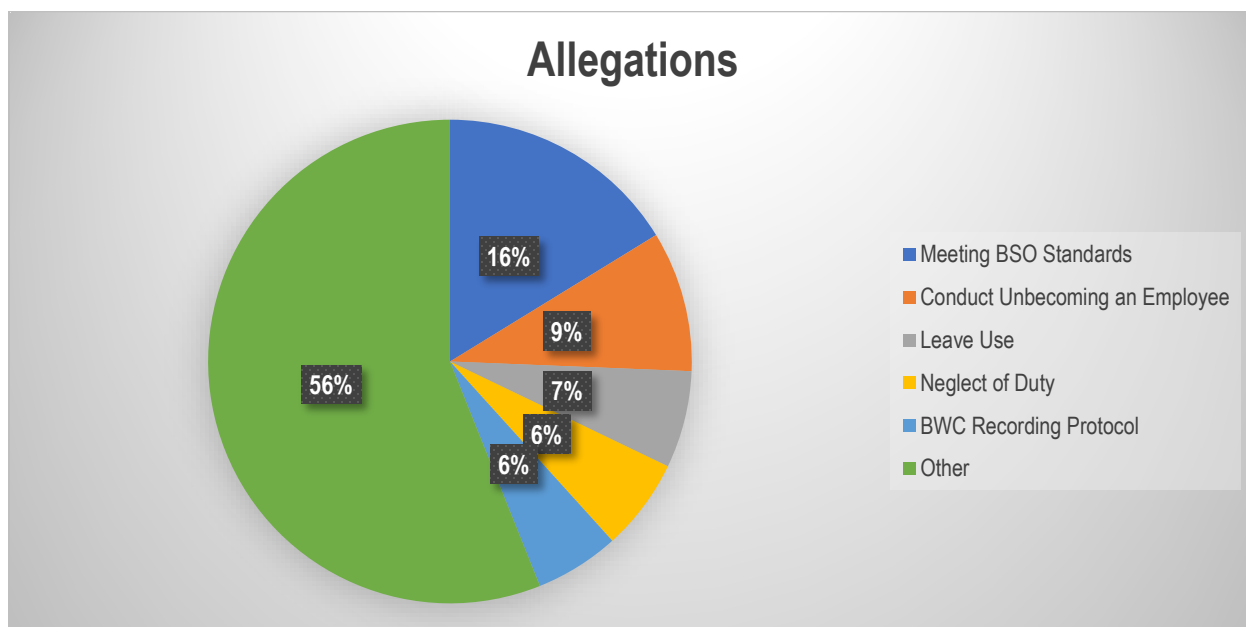
### Top Five Internal Affairs Allegations

A review of agency-wide misconduct complaints, which were completed (closed cases) in the 2023 Fiscal Year, identified a total of 585 separate allegations filed against employees. The five most frequently investigated employee misconduct issues are as follows: Meeting BSO Standards, Conduct Unbecoming an Employee, Leave Use, Neglect of Duty, and BWC Recording Protocol.

Issue	Allegations	Cases
Meeting BSO Standards	95	87
Conduct Unbecoming an Employee	55	46
Leave Use	38	30



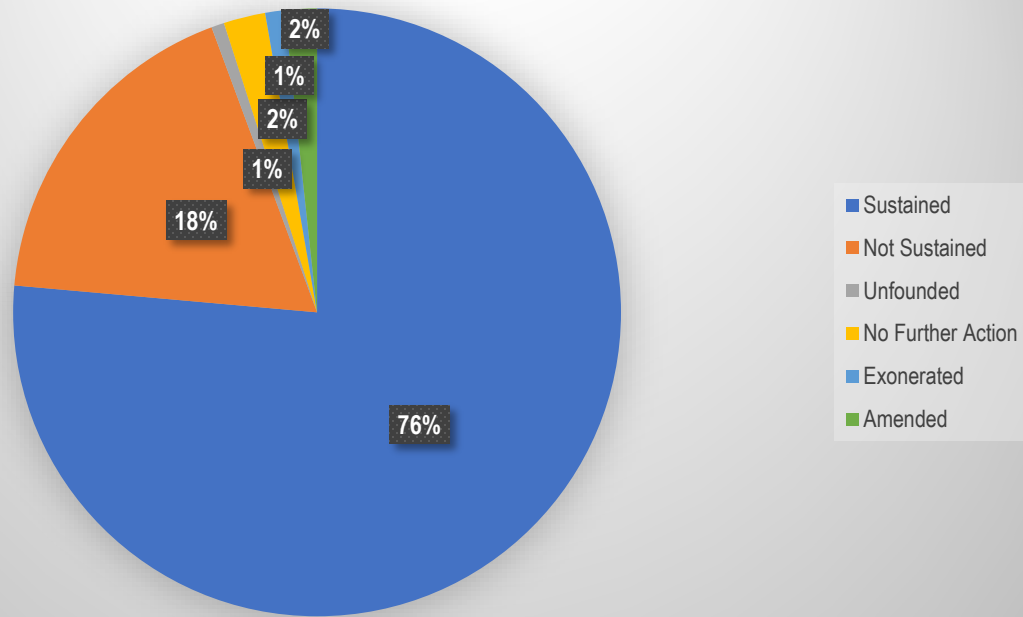
Top Five Internal Affairs Allegations - continued		
Neglect of Duty	36	28
BWC Recording Protocol	33	18



Allegation and Case Disposition		
<p>An analysis of the disposition of allegations indicates that there was a total of 585 allegations associated with cases closed in the 2023 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 2023, the report also encompasses the previous years' cases that have concluded in 2023 and does not include cases still pending that were opened in 2023.</p>		
Finding	Allegations	Cases
Sustained	447	188
Not Sustained	105	50
Unfounded	4	2
No Further Action	13	13
Exonerated	6	4
Amended	10	8



## Case Disposition



### Disposition of Allegations (Discipline Rendered)

Of the allegations sustained in the 2023 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	2022 FY	2023 FY	% Change
Counseling	44	49	11.36%
Written Reprimand	105	108	2.86%
SWOP 1-3 Days	42	45	7.14%
SWOP 4-10 Days	15	14	-6.67%
SWOP 11 + Days	13	6	-53.85%
Demotion	2	0	-100.00%
Termination	25	20	-20.00%

### 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.

The 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 employees 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 2023 Fiscal year, the EIP Alerts increased from 2022.

Assignment	2022 FY	2023 FY	% Change
Sworn DLE	18	43	138.89%
Sworn DOD	17	39	129.41%
Non-Sworn	0	5	500.00%
<b>Totals:</b>	<b>35</b>	<b>87</b>	<b>35.56%</b>

### Public Corruption Unit

The Public Corruption Unit (PCU) is responsible for maintaining the highest possible ethical and performance standards by all elements of the Broward Sheriff's Office. The mission of the Public Corruption Unit is to act as the agent of the Sheriff of Broward County. 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. Through identification, investigation, and prevention, PCU ensures the public trust in the overall integrity of the Sheriff's Office.

#### Performance Outcome

##### 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 2023, there were 37 PCU cases, compared to the FY 2022 reporting period, reflecting 35 total cases.

FY 2022	FY 2023	% Change
35	37	5.71%

##### Complaints Investigated by the Public Corruption Unit Resulting in Referral to the SAO

During FY 2023, the PCU investigated 37 total cases. Of those investigations, 10 were referred to the Broward State Attorney's Office (SAO) for review for criminal prosecution. Of the SAO referrals, 6 were accepted for prosecution. No declinations were experienced during this FY, and 4 are still in the review process.

FY 2022	FY 2023	% Change
5	10	100.00%

##### Complaints Investigated Resulting in Arrest

During FY 2023, 6 arrests were made pursuant to an investigation. This represented a decrease in the total arrests compared to FY 2022, which reported 9 arrests.

FY 2021	FY 2023	% Change
9	6	-33.33%

The arrests mentioned above are summarized as follows:

- A Research Specialist who had an off-duty job as a tax preparer was arrested after an investigation revealed that she was filing fraudulent tax returns. Detectives determined that the Research Specialist was preparing tax returns for multiple individuals and, without the individuals' permission, splitting the tax refund and routing a large portion of funds to be deposited into the research specialist's personal account.
- A BSO CID Detective was arrested for falsifying several reports related to sex crimes that were assigned to him



Complaints Investigated Resulting in Arrest - continued

for investigation. The detective intentionally added or omitted information pertinent to the case and was alleged to have threatened/extorted a victim into not continuing with her case.

- A City of Aventura Police Department police officer was arrested on an arrest warrant for armed kidnapping and aggravated assault after he came to Broward County from Miami-Dade County to track down and take his wife's cell phone from two citizens in Pompano Beach, FL. The citizens found the phone earlier that day in a vehicle that they valeted, where the APD's wife mistakenly left it while she was working as a valet at the Aventura Mall. When the APD officer located the phone, he pointed his firearm at and handcuffed one of the citizens, who also sustained an injury as a result.
- A BSO DLE deputy was arrested after an investigation revealed that she forged and submitted several documents to a leasing office to obtain a lease for a residence she would not have otherwise qualified for.
- A Miami Beach Police Department officer was arrested for aggravated assault resulting from a road rage incident in Broward County. The MBPD officer was alleged to have pointed his firearm at the victim from inside his marked police vehicle during the incident while on Interstate 75 in southern Broward County.
- An individual was arrested on multiple fraud-related charges after a joint investigation with Dania Beach Criminal Investigations, PCU, along with several out-of-state investigators. Detectives received reports that an individual spoofed a BSO Courthouse Control Room phone number, contacted victims, and claimed to be a current BSO deputy. The scammer informed victims that there were active warrants for their arrest and that they needed to pay a surety bond in cash to avoid arrest on outstanding charges. Evidence indicated that the individual was conducting a similar scam in multiple jurisdictions throughout the US.

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 slight decrease in the number of internal BSO cases resulting in investigation in fiscal year 2023. However, external cases involving other jurisdictions and other agencies experienced an increase of approximately 80%.

Department	2022 FY	2023 FY	% Change
Internal Cases	30	28	-6.67%
External Cases	5	9	80.00%

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 State Attorney's Office in the 2023 Fiscal Year, identified there were a total of 37 separate allegations filed. The five most frequently investigated criminal misconduct issues are as follows: Fraud, Introduction of Contraband, Sexual Offenses, Theft, and Cyber Crimes.

Criminal Allegation	Allegations
Fraud	16
Introduction of Contraband	5
Sexual Offenses	5
Theft	2
Cyber Crimes	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)	36
Inspections for Accreditation Compliance	23
Office of Inspector General Investigations	3

Completed Inspector General Investigations
<ul style="list-style-type: none"> <li>▪ A review of the FLL District Parking Procedures was conducted after two separate criminal investigations were launched against BSO employees for the unlawful utilization of the FLL Airport Parking Garages off-duty. The review identified opportunities for improvement, including updating the distribution and documentation of the FLL Parking Garage parking passes and identifying/tracking employees parking in the FLL Garages while traveling for work-related purposes.</li> <li>▪ A review of the agency Rifle Program was conducted to verify compliance with the current SPM after several thefts of agency-owned rifles from marked/unmarked units. The review consisted of unannounced physical inspections of sworn DLE employees' rifles and vehicle rifle security (gun racks and safes). The review identified numerous non-functioning rifle racks and non-compliance with patrol-ready status. The review led to recommendations involving the tracking, maintenance, training, and line inspections of agency rifles, as well as vehicle rifle security.</li> <li>▪ A review was conducted on the Division of Records and Warrants Validation Process. This review was initiated after identifying non-compliance standards during the Criminal Justice Information System (CJIS), Florida Department of Law Enforcement (FDLE) Audit. The review revealed that the department is backlogged in several areas, including validations. The review led to several recommendations, including the necessity for additional staffing and the potential restructuring of the division.</li> </ul>



### Initiatives and Accomplishments

#### Commission for Florida Law Enforcement Accreditation (CFA) Reaccreditation Preparation

The Staff Inspections Unit worked diligently with the Department of Law Enforcement Accreditation Manager to conduct multiple inspections of DLE District Offices in preparation for the Commission for Florida Law Enforcement Accreditation (CFA) reaccreditation process.

#### Florida Model Jail Standards (FMJS) and 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.

#### Command Post Kit Policy Revision

While conducting DLE District Staff Inspections, the Staff Inspection Team identified inconsistencies between the Department of Law Enforcement Districts and the Department of Detention Facilities as to the contents and utilization of agency Command Post Kits. Working with the Office of Emergency Management, the Command Post Kit SPM has been updated with a recommendation for overall agency training.

#### Personal Protective Equipment (PPE) Review

While conducting DLE/DOD District Staff Inspections, the Staff Inspection Team identified that although the agency has adequate PPE available at the Fire Logistics Warehouse, the amounts and types located within the DLE Districts and DOD Facilities vary. This review aims to standardize the amounts and types of PPE available to all deputies.

#### Communications Inspection

An online complaint on an anonymous forum claimed that the Communications Division was in violation of accreditation standards. The Staff Inspections Unit, in conjunction with the Communications Division Accreditation Manager, conducted a Staff Inspection at all three Public Safety Answering Point (PSAP) locations. The inspections led to several recommendations/opportunities for improvement.

#### Mandatory Audits/Inspections

The Staff Inspections Unit successfully completed all audits and inspections required by Florida State Statute (F.S.S.), Sheriff's Policy Manual (SPM), and per Accreditation Standards, to include; Uniform Traffic Citation Audit, Property and Evidence Audit, Prisoner Property Unannounced Inspection, Property and Evidence Warehouse Unannounced Inspection, and Canine Training Aide Unannounced Inspection.



## CONCLUSION

During the reporting period of Fiscal Year 2022-2023, 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 22-23

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 2023-2024 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.