

BROWARD COUNTY SHERIFF'S OFFICE

OFFICE OF THE INSPECTOR GENERAL



ANNUAL REPORT TO BROWARD COUNTY
SHERIFF GREGORY TONY, Ph.D.

SUMMARY OF OFFICE OF INSPECTOR GENERAL ACTIVITIES

For Fiscal Year 2023-2024

Major Scott R Champagne
Inspector General

December 2024



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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

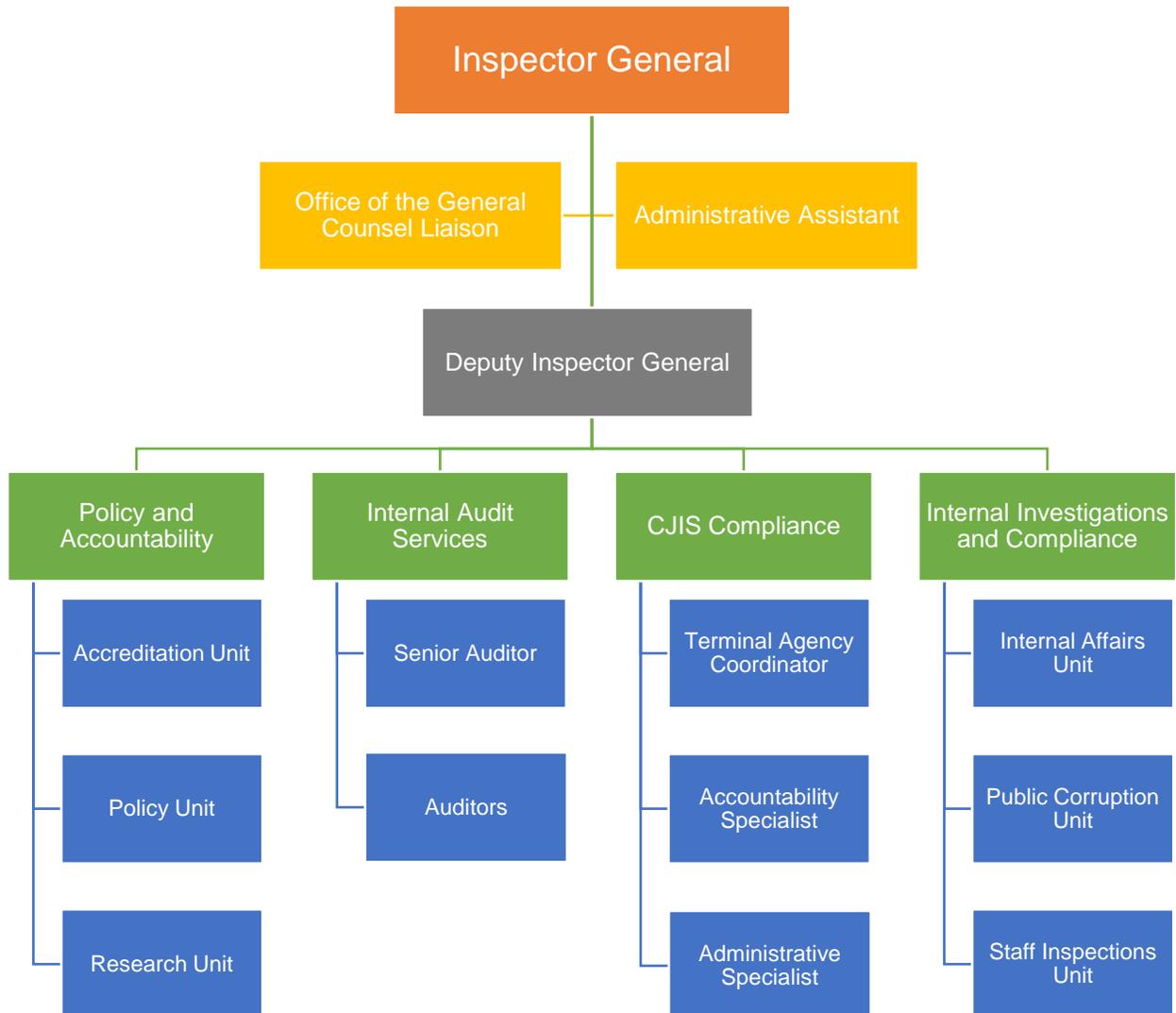
According to Broward Sheriff's Office policy manual 14.1.4, the Broward Sheriff's Office Inspector General serves at the will of the Broward Sheriff. The Broward Sheriff OIG reports directly to the Sheriff to ensure audit-related activities and investigations are performed independent of any influence 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 2023-2024, the Broward Sheriff OIG included a staff consisting of 27 sworn personnel from both DLE and DOD and 20 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 (4)
- Certified Inspector General Auditor –CIGA (3)
- Certified Inspector General Investigator – CIGI (4)
- Certified Law Enforcement Inspections and Auditor (7)
- Certified Polygrapher (1)
- Certified Internal Auditor (1)
- Certified Public Accountant – CPA (2)

Professional Organization Affiliations

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

- American Institute of Certified Public Accountants (1)
- American Polygraph Association (1)
- Association of Certified Fraud Examiners (3)
- Association of Inspectors General (11)
- Association of Local Government Auditors (1)
- Broward County Chiefs of Police Association (2)
- Florida Government Finance Officers Association (3)
- Florida Institute of Certified Public Accountants (2)
- Florida Internal Affairs Investigators Association (1)
- Florida Police Accreditation Coalition (1)
- Institute of Internal Auditors (3)
- International Association of Chiefs of Police (3)
- National Internal Affairs Investigators Association (15)
- The Hundred Club of Broward County (2)



OFFICE OF THE INSPECTOR GENERAL BUREAU INITIATIVES

Throughout the year, the OIG has made significant contributions to advancing the agency's mission through strategic initiatives and collaborative efforts. These accomplishments reflect the OIG's dedication to fostering a culture of innovation and continuous improvement within the Broward Sheriff's Office.

Agencywide Strategic Plan

The OIG actively contributed to the development and implementation of the agency's strategic plan, providing oversight and serving as a team leader to ensure alignment with organizational goals and priorities.

Department of Law Enforcement Strategic Plan

The OIG partnered with the Department of Law Enforcement to assist in crafting and refining its strategic plan, ensuring a cohesive approach to enhancing public safety and operational excellence.

Office of Inspector General Strategic Plan

Demonstrating a commitment to self-improvement and accountability, the OIG successfully completed its own strategic plan, outlining clear bureau-led objectives to achieve the sheriff's designated strategic goals.

Innovation Task Force

Selected for participation on the Innovation Task Force, the OIG will play a pivotal role in exploring and recommending innovative practices and technologies to improve efficiency and service delivery across the agency.



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.

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.

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.



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"> ▪ Successful completion of Florida Model Jail Standards (FMJS) annual inspection ▪ Successful completion of Florida Model Jail Standards (FMJS) unannounced inspection ▪ Successful completion of Prison Rape Elimination Act (PREA) Audit ▪ Successful accreditation with Florida Corrections Accreditation Commission (FCAC) as an excelsior agency ▪ Successful completion of Insurance Services Office (ISO) Surveys for (Dania Beach and Lauderdale Lakes) ▪ Maintained accreditation with: <ul style="list-style-type: none"> ○ Commission on Accreditation of Ambulance Services (CAAS) ○ Commission on Fire Accreditation International (CFAI) ○ American Correctional Association (ACA) ○ National Commission on Correctional Health Care (NCCHC) ○ Commission for Florida Law Enforcement Accreditation (CFA)

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"> ▪ Florida Association for Fire Accreditation & Professional Credentialing (as coordinator, facilitator, and attendee).



Conferences and Continuing Education - continued

- Center for Public Safety Excellence-Accreditation Managers Continuing Education.
- 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.
- Center for Public Safety Excellence Fire Metro Consortium.
- Center for Public Safety Excellence Steering Committee (as appointee for the 11th edition of CFAI).
- South Florida Accreditation Workgroup
- Center for Public Safety Excellence Fire Analyst Designation
- Fire Stats Data Training
- NFORS Data Training
- NIRES Data Training-Beta Testers
- FLA-PAC Fall Conference
- FLA-PAC Spring Conference
- FLA-PAC Summer Conference
- FLA-PAC Executive Board Member (as Treasurer)
- ACA Winter Conference

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 Las Vegas Fire Department, Las Vegas, NV
- CAAS Mock Assessment for Coconut Creek Fire Department
- 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 Lake Hamilton Police Department

Internal Training

- Conducted strategic planning training/workshops with fire rescue staff throughout the year.
- Onboarding for newly promoted district chiefs
- Began preparation and training for Insurance Services Office (ISO) for Dania Beach and Lauderdale Lakes
- Facilitated *Standards of Cover* training for fire rescue command staff
- Facilitated response time data performance training for district chief
- Facilitated annual appraisal training to fire rescue staff.
- Assisted with the annual appraisal training for program managers.
- Facilitated training with DOD Commands and Accreditation team members for ACA assessment and ongoing proof collection.
- Accreditation Training at new sergeant orientation for DLE and DOD.
- Continuous training provided to newly assigned Compliance and Accreditation Manager (April 2023 through current).



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	33
DLE Operational Orders revisions completed	26
DOD Standard Operational Procedures revisions completed	15
Unit Standard Operational Procedures revisions completed	62
Forms reviewed, edited, and published	54
Public Records Requests	27
Administrative Orders revisions completed	11
DOD Post Orders completed	15
DOD Operational Orders completed	20
Training Tabs / Bulletins completed	83

Initiatives and Accomplishments

In addition to addressing agency-wide revision requests, the Policy Unit undertook several large proactive projects to enhance the agency’s mission.

Policy Revision Process – Co-Author
The Policy Unit launched a coauthor process for policy revisions, streamlining the way policies are reviewed and developed by incorporating simultaneous, real-time input from key stakeholders and subject matter experts. This collaborative approach has enhanced communication, innovation, workflow, and accountability

Grooming Policy
The Policy Unit worked to reorganize and update the grooming policy, which included alignment with more contemporary workforce styles and standards.

Active Assailant Event Policy
In accordance with House Bill (HB) No. 543 and Florida State Statute 943.6873 Active Assailant Response Policy, a comprehensive analysis was completed of agency written directives pertaining to active assailant events. The Policy Unit organized agency SMEs to develop an updated Active Assailant Event (AAE) policy for agency adoption.



Reporting Requirements

The Policy Unit revised procedural requirements pertaining to reporting redundancies, specifically where electronic capabilities have replaced the need to also route paper administrative forms.

Department-Specific Standard Operating Procedures (SOPs) Project

A project was initiated to move department-specific procedural language into the respective department's SOPs. As the agency grew and diverse departments were created, some written directives remained "on paper" in DLE SOPs or agencywide policy where the actual responsibilities were completed by a specific department. Department-specific responsibilities were identified and moved accordingly.

Department of Law Enforcement SOPs Project

A project was initiated to conduct a phased revision to DLE SOPs that included removing redundancies, moving DLE-specific language from other agency written directives, and updating outdated procedural language to reflect the current strategic plan.

Alcohol and Drug Use

Written directives pertaining to alcohol and drug use were contained within two separate chapters of policy. The chapters were combined, consolidated, and updated – to include policy requirements for drug-free workplaces contained in Florida statutes.

Less-Lethal Weapons

Written directives were reorganized by weapon type – rather than individual item – to account for current and future weapon systems. The reorganization clearly outlined protocol for all weapon types, including training, maintenance, and post-deployment procedures

Ride Along Program

Due to updates to CJISSECPOL specific to individuals with unescorted access (e.g., ride alongs), the Policy Unit completed a complete revision to the policy – and associated forms – to reflect applicability to ride alongs in the various public safety positions, ensuring proper compliance with CJIS guidelines.

Lost or Abandoned Property

The Policy Unit revised procedural requirements pertaining to lost or abandoned property, including the addition of a lost and abandoned property section on the existing Property Receipt. This eliminated the longstanding requirement to duplicate efforts on a separate form.

Conferences and Continuing Education

Policy Unit employees attended user conferences and seminars to learn new techniques, advance knowledge, and equip the agency for ongoing success. This year, staff attended the following conferences and training courses:

- FLA-PAC Summer Conference
- FLA-PAC Fall Conference
- IACP Technology Conference



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
Policy Requests and Inquiries from outside Law Enforcement Agencies and Institutions	54
Collaborations with outside Law Enforcement Agencies and Institutions	1
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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 inform better decision making.

Pursuit Report

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



Use of Force (Applied Force)

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

Workload Analysis

This report primarily analyzes the workload of the road patrol deputy, but also provides an ancillary picture of the workload of Communication’s Operators and specialized units 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).

Research Collaboration/Partnerships

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

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

Surveys

- **CJAP** – Criminal Justice Agency Profile for Law Enforcement (DLE) and Corrections (DOD).
- **Omaha Police Department** – No-Knock Warrant
- **OPPAGA** – Office of Program Policy Analysis and Government Accountability (Disability Registry)
- **SAEC** – Sheriff Association Expert Contact (Subject Matter Expert Survey)
- **City of Sunrise** – Command Staff Salary and Compensation
- **Sunrise Police Department** – Recruiting and Hiring Process
- **Sunrise Police Department** – LPR and CCTV in School Zones

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:
 - Arrest Reports
 - Crash Reports
 - Calls for Service
 - Crime Reports
 - Citation Reports
 - Policy Requests

Accomplishments and Initiatives via Training

The team attended a training conference hosted by the International Association of Crime Analysts (IACA). This conference provided information to improve law enforcement practices through training, education, and networking among police professionals across the United States and globally. The conference provided tools and techniques



Accomplishments and Initiatives via Training - continued

to enhance our agency’s capacity to research and analyze long-term problems, detect, and solve community problems and plan for future resources needed. This conference also showcased what works and put an emphasis on the benefits to researchers and practitioners to make effective evidence-based policies and practices.

Research and Benchmarking

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

- Job Descriptions for Auditing positions within an Inspector General Unit (October 2023)
- Travel compensation for Explorer Program (November 2023)
- Accidental Firearm Discharge (November 2023)
- Collective Bargaining Agreement for Sergeants and Lieutenants St. Louis Missouri (March 2024)
- Inspector General Standard Operating Procedures (May 2024)
- Comparative Analysis of Sick Leave Use-13 Largest Florida Sheriff’s Offices (May 2024)
- Process Internal Law Enforcement Trust Funds (LETf) (May 2024)
- Uniformed Traffic Citations Admin (June 2024)
- Transgender Employees conducting strip search on inmates (June 2024)
- David Information Retrieval Security Process (July 2024)
- Courtesy Officer (July 2024)
- Various types of Agency Awards (August 2024)
- Speed Measurement Analytics (September 2024)
- Whelen Cloud Platform (September 2024)
- Mandatory Fitness Workout Program for Sworn Employees (October 2024)
- American Correctional Association Membership (October 2024)

Special Projects/Requests

- Citation Report for Inspector General (Quarterly)
- Data Collection for Florida Violent Death Reporting System (3-year project)
- Technical assistance to staff inspectors on the analysis of Uniform Traffic Citation.
- FDLE Death In-Custody Questionnaire (Quarterly)
- BSO Detention Accreditation Ranking
- Statistical data to the Office of the Sheriff and Command Staff for Agency Strategic Plan

Command-Initiated Research Project

Agency Strategic Plan – Command staff requested assistance from the Research Unit in anticipation of developing a five-year strategic plan, a roadmap with broad operational directives of how the agency will deliver services to Broward County residents. The strategic plan enhances transparency and accountability, provides defined goal and performance measures, assesses the agency’s progress, identifies areas for improvement, and highlights achievements. The Research Unit conducted extensive research to assist the agency in acquiring data on demographics, to include zoning and planning, census data, school information, work force and allocations, calls for service, crime data and civil citations. In addition, the Research Unit collaborated with the Bureau of Human Resources, Youth and Neighborhood Services, Broward County Planning and Zoning Division and the Broward County School Board to provide the most accurate and updated data for this project.



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 Outcomes

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. The 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 non-BSO personnel 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/Ride Along Backgrounds/Public Records Requests	
Livescan Fingerprint Background Checks Processed (including out-of-state hard cards)	1000
Name Based Background Checks Processed	456
Total Number of Vendors Screened	1456
Active Number of Vendor Employees & Volunteers	2210
FLHSMV & FDLE Public Records Requests	22
Ride Alongs	129

CJIS Systems - Account Management	
Driver & Vehicle Information Database (DAVID) New Access/Assistance/Account Transfers	1239
OSCA Judicial Inquiry System (JIS) – Active User Accounts	41
Juvenile Justice Information System (JJIS) – Active User Accounts	105
National Insurance Crime Bureau (NICB) Administrator – Active User Accounts	11
Mnemonics for New or Re-assigned Devices for Access to FCIC/NCIC	365

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

FCIC/NCIC New User Accounts	
Regional Communications	145
Department of Law Enforcement	186
Department of Detention	32
Total	363



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.	
<ul style="list-style-type: none"> ▪ Total number of CJIS accounts (FCIC/NCIC Certification & Security Awareness Role-Based Certifications) as of 09/30/24 	5488

CJIS Compliance Unit Updates
<ul style="list-style-type: none"> ▪ The vendor/volunteer fingerprinting appointment process at the PSB was automated and streamlined, producing a more efficient and real-time system for the user and easier management for the CJIS Unit. ▪ All active eAgent application users were successfully migrated to the web-based version, eAgent 2.0, in conjunction with FDLE. ▪ Added a layer of accountability for users requesting new eAgent access by adding command staff approval via Fresh Service. ▪ Developed "What's Next" instructions in English, Spanish and Creole to provide to all potential vendor employees fingerprinted at the PSB lobby to provide clarity on the process. ▪ Hosted CJIS Southern Service Area TAC meeting at the RDTC for over 100 TACs from local, state, and federal criminal justice agencies across Florida.

Initiatives for FY 2024/2025
<ul style="list-style-type: none"> ▪ Completion of Agency Wide DAVID Audit ▪ Completion of Agency Wide CJIS Certifications ▪ Completion of Fingerprints in FALCON ▪ Preparation for 2025 FBI, FDLE, and FLHSMV Audits



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, federal agencies. In doing so, the Unit promotes ethics transparency between law enforcement, public officials, and the residents of Broward County. 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.

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

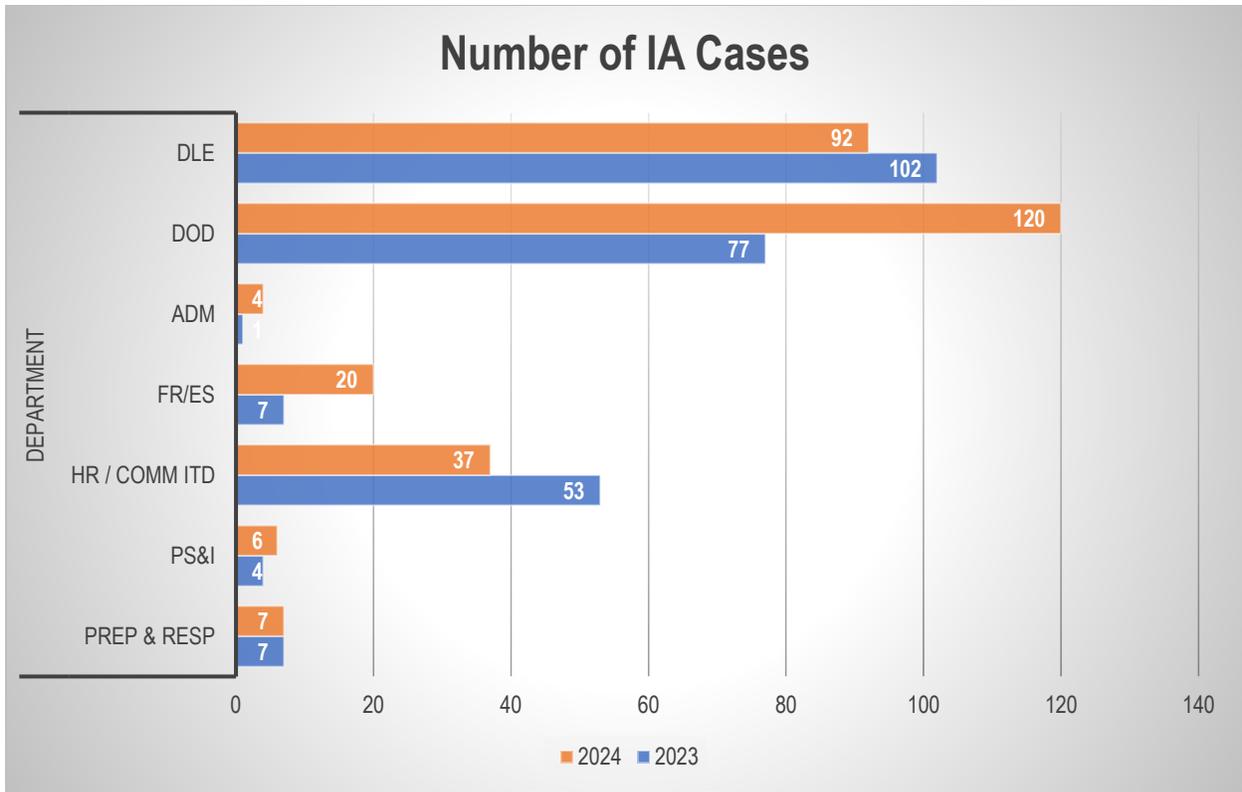
The Internal Affairs Unit is responsible for safeguarding the integrity of the BSO. The Sheriff has charged Internal Affairs with the responsibility of investigating residents’ complaints, as well as internally initiated complaints of alleged misconduct by BSO personnel. In conducting investigations 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.

Total Complaints (IA Cases) Received		
During the 2024 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 2024, there were 284 IA cases, compared to 250 IA cases in 2023 (excluding preventable accidents).		
2023 FY	2024 FY	% Change
250	284	13.60%

Complaints Investigated by Internal Affairs		
In the 2024 Fiscal Year, Internal Affairs investigated 150 of the 284 total cases. This represented an increase in the total cases investigated by Internal Affairs compared to 2023. In 2023, Internal Affairs investigated 120 of the 250 total cases.		
2023 FY	2024 FY	% Change
120	150	25.00%

Complaints Investigated by Employee’s Command		
In the 2024 Fiscal Year, Employee’s Command investigated 134 of the 284 total cases. This represented a slight increase in the total cases investigated by Employee’s Command compared to 2023. In 2023, Employee’s Command investigated 130 of the 250 total cases.		
2023 FY	2024 FY	% Change
130	134	3.08%

Complaints by Department			
A fiscal year to year comparison of the total number of complaints received by Internal Affairs regarding personnel assigned to various departments revealed a decrease in 2024 for the Department of Law Enforcement and Department of Human Resources / Communications & Technology. However, the Department of Detention, Department of Administration, Fire Rescue & Emergency Services and Department of Professional Standards & Investigations experienced an increase compared to 2023.			
<i>* Indicates an investigation that encompasses employees from multiple departments, therefore, a count was recorded in each respective department.</i>			
Department	2023 FY	2024 FY	% Change
Department of Law Enforcement	102*	92*	-9.80%
Department of Detention	77	120	55.84%
Department of Administration	1	4	300.00%
Fire Rescue & Emergency Services	7	20	185.71%
Department of HR / Communications & Technology	53*	37	-30.19%
Department of Professional Standards & Investigations	4	6	50.00%
Department of Preparedness & Response	7	7*	0.00%



Use of Force Reports

In the 2024 Fiscal Year, 767 Use of Force Reports were received from the Department of Law Enforcement and the Department of Detention, of which 329 were injury related. In 2023, 962 Use of Force Reports were received, of which 325 were injury related. These figures represent an approximate 20% decrease in total reports received, with an approximate 1% increase in reported injuries this year.

Year	With Injuries	Without Injuries	Total
2023 FY	325	637	962
2024 FY	329	438	767
% Change	1.23%	-31.24%	-20.27%

Firearms Discharge Incidents

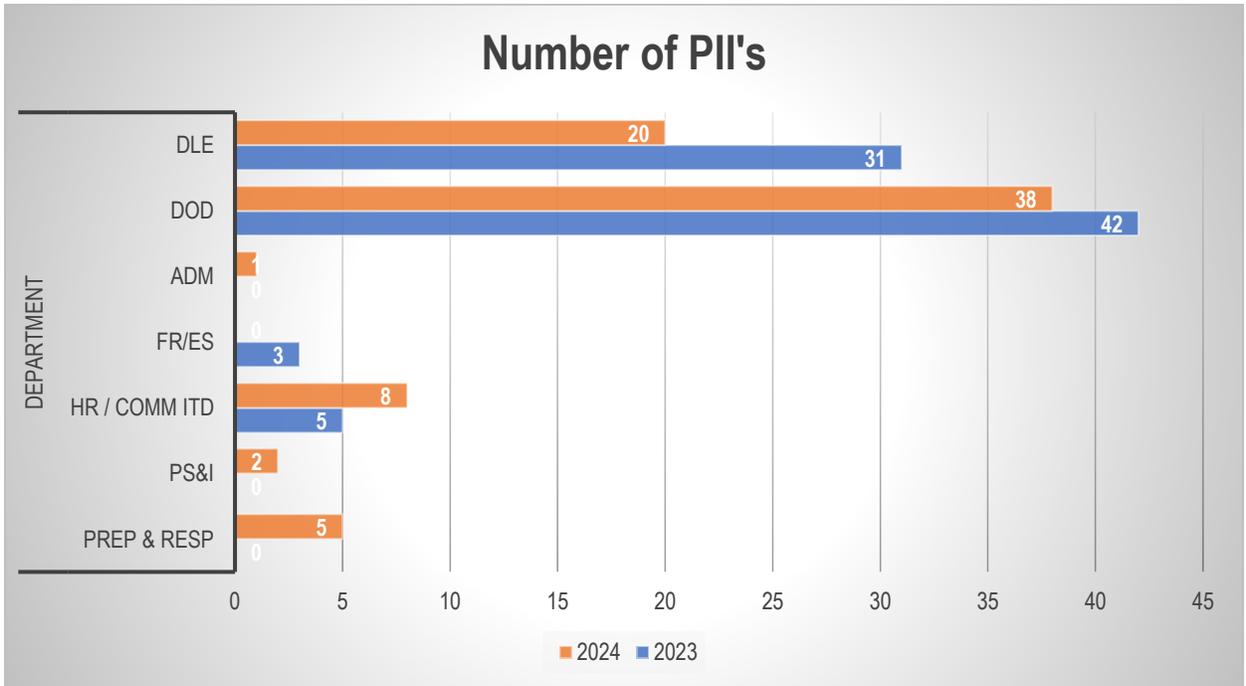
Firearms discharge incidents are defined as the discharge of a firearm at any time other than training at the firearms range. There was increase in the number of firearm discharge incidents in 2024 Fiscal Year as compared to 2023. A breakdown of the 2024 firearm discharge incidents showed 3 Fatal Shootings, 2 Non-Fatal Shooting, 6 Animal Shootings, and 2 Unintentional Discharges

2023 FY	2024 FY	% Change
10	13	30.00%



Preliminary Investigative Inquiries (PII)		
Preliminary Investigative Inquiries (PII) are investigations used by Internal Affairs to investigate complaints that lack sufficient specificity to identify clear potential criminal or policy violation. If employee misconduct is identified, the inquiry then becomes an Internal Affairs case. In the 2024 Fiscal Year, there were a total of 73 PIIs, and in 2023 there were 81, a decrease of approximately 10%.		
2023 FY	2024 FY	% Change
81	73	-9.88%

Preliminary Investigative Inquiries (PII) By Department			
A fiscal year to year comparison of the total number of PII's processed by Internal Affairs of personnel assigned to various departments revealed a decrease in 2024 in the Department of Law Enforcement and Fire Rescue & Emergency Services. However, the Department of Detention, Department of Administration, Department of HR / Communications & Technology, Department of Professional Standards, and Department of Preparedness & Response experienced an increase compared to 2023.			
* Indicates an investigation that encompasses employees from multiple departments, therefore, a count was recorded in each respective department.			
Department	2023 FY	2024 FY	% Change
Department of Law Enforcement	31	20*	-35.48%
Department of Detention	42	38	-9.52%
Department of Administration	0	1	100.00%
Fire Rescue & Emergency Services	3	0	-100.00%
Department of HR / Communications & Technology	5	8	60.00%
Department of Professional Standards & Investigations	0	2	200.00%
Department of Preparedness & Response	0	5*	500.00%

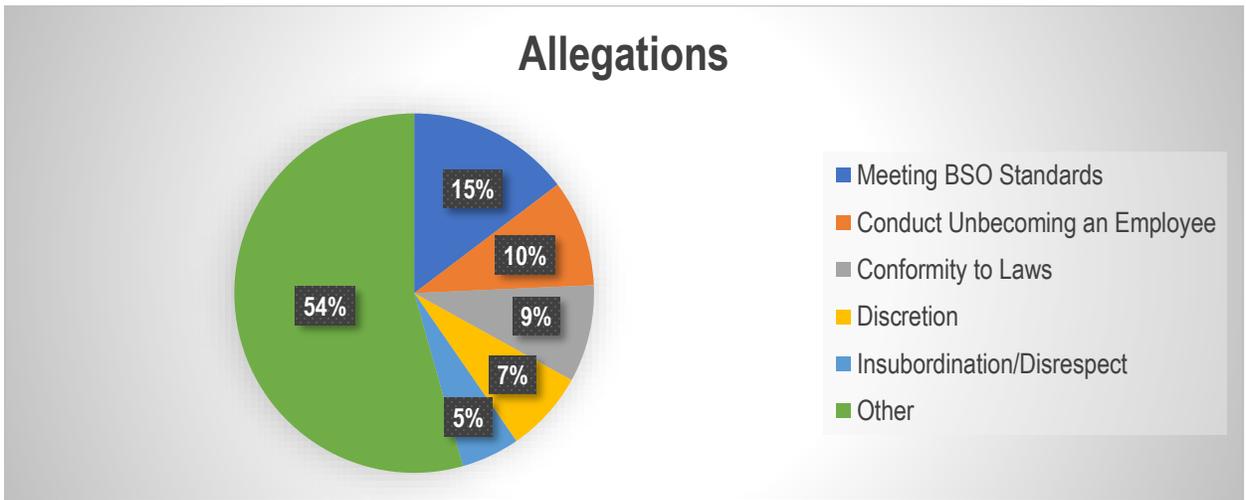




Top Five Internal Affairs Allegations

A review of agency-wide misconduct complaints, which were completed (closed cases) in the 2024 Fiscal Year, identified a total of 572 separate allegations filed against employees. The five most frequently investigated employee misconduct issues are as follows: Meeting BSO Standards, Conduct Unbecoming an Employee, Conformity to Laws, Discretion, and Insubordination/Disrespect to a Supervisor or Co-Worker.

Issue	Allegations	Cases
Meeting BSO Standards	84	63
Conduct Unbecoming an Employee	55	50
Conformity to Laws	50	31
Discretion	42	35
Insubordination/Disrespect	30	20



Allegation and Case Disposition

An analysis of the disposition of allegations indicates that there was a total of 572 allegations associated with cases closed in the 2024 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 2024, the report also encompasses the previous years' cases that have concluded in 2024, and does not include cases still pending that were opened in 2024.

Finding	Allegations	Cases
Sustained	475	203
Not Sustained	69	38
No Further Action	21	21
Exonerated	7	5



Case Disposition



Disposition of Allegations (Discipline Rendered)

Of the allegations sustained in the 2024 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	2023 FY	2024 FY	% Change
Counseling	49	27	-44.90%
Written Reprimand	108	78	-27.78%
SWOP 1-3 Days	45	55	22.22%
SWOP 4-10 Days	14	17	21.42%
SWOP 11 + Days	6	12	100.00%
Demotion	0	0	0.00%
Termination	20	36	80.00%

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 the employee who might have job stress and/or performance problems. Therefore, when an employee is identified through the automated statistical system, it is reported to the command for consideration and appropriate intervention.

Statistical Summary

The following statistical data reflects the number of employees identified through the Early Intervention Program, by Department, for each year addressed. In the 2024 Fiscal year, the EIP Alerts decrease from 2023.

Assignment	2023 FY	2024 FY	% Change
Sworn DLE	43	42	-2.33%
Sworn DOD	39	35	-10.26%
Non-Sworn	5	0	-100.00%
Totals:	87	77	-11.49%



Public Corruption Unit

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

Statistical Summary

Total Complaints (PCU Cases) Received		
During FY 2024, The Broward Sheriff’s Office experienced an increase in the total number of criminal misconduct complaints that were investigated. In 2024 there were 77 PCU cases, compared to the FY 2023 reporting period reflecting 37 total cases.		
FY 2023	FY 2024	% Change
37	77	108.10%

Complaints Investigated by the Public Corruption Unit Resulting in Referral to the SAO		
During FY 2024, The PCU investigated 77 total cases. Of those investigations, 6 were referred to the Broward State Attorney’s Office for review for criminal prosecution. Of the SAO referrals, 2 were accepted for prosecution and 4 resulted in declinations. 37 cases were presented to the US Attorney’s Office and accepted for further action		
FY 2023	FY 2024	% Change
10	43	330.00%

Complaints Investigated Resulting in Arrest		
During FY 2024, 23 arrest was made pursuant to an investigation. This represented an increase in the total arrests compared to FY 2023 which reported 6 arrests.		
FY 2023	FY 2024	% Change
6	23	283.33%
The arrests mentioned above are summarized as follows:		
<ul style="list-style-type: none"> ▪ The long-term Federal PPP case with other partner agencies that was initiated in FY21, which resulted in 21 arrests during FY2023-FY2024. Of the 21 arrests, 18 have been sentenced, 1 is awaiting sentencing after being found guilty, and 2 are awaiting trial. ▪ A joint investigation with Hallandale Beach PD resulted in the arrest of a city employee for unlawful compensation. ▪ A joint investigation with ICAC resulted in the arrest of Pompano Beach Deputy Jemiah Thomas for several charges after sending pornographic photographs of himself and traveling to meet a minor for sex. 		

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 by approximately 80%.			
Department	2023 FY	2024 FY	% Change
Internal Cases	28	70	150.00%
External Cases	9	7	22.22%



Top Five Public Corruption Allegations

A review of criminal misconduct complaints agency and other jurisdiction-wide, which were completed, open, prosecuted or still under review by the SAO in the 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	47
Theft	7
Introduction of Contraband	5
Sexual Allegations	4
Narcotics	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)	49
Inspections for Accreditation Compliance	47
Audits	2
Office of Inspector General Investigations	2

Completed Inspector General Investigations
<ul style="list-style-type: none"> ▪ A review of the agency’s Confidential Informants policy and procedures was conducted to ensure conformity with Florida Statutes, specifically Rachel’s Law. The review revealed that the BSO was in compliance; however, it identified an opportunity for improvement to implement a system where if, during a CI work-up, the potential CI is identified as having an active/open case involving a Homicide or Aggravated Felony, the investigative entity be notified by SID for further information to determine if there are mitigating factors that would prevent the potential CI from working with BSO before final approval. ▪ A review of Port Everglades Cruise Operations Special Details policy and procedures was conducted after allegations were made of unfair practices regarding scheduling assignments. The investigation revealed no such allegations; however, it led to Port Everglades Cruise Operations establishing a team to oversee the daily operations, creating oversight. Additionally, this resulted in the implementation of a new detail scheduling process that is more effective and efficient, reaching all agency DLE sworn personnel willing to work the detail.

Initiatives and Accomplishments

Florida Model Jail Standards (FMJS) and the Florida Corrections Accreditation Commission (FCAC) 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 Florida Corrections Accreditation Commission (FCAC) reaccreditation process, including escorting accreditation assessors throughout the facilities to conduct the on-site audit/inspection.



BWC Monthly Exceptions Report

The Staff Inspections Unit discovered that the Information Technology Division (ITD) queries the O.S.S.I. reporting system monthly for downloaded Body Worn Camera (BWC) videos missing case numbers and/or improperly categorized, known as a BWC Exception Report. The Staff Inspections Unit contacted the affected entities, identifying issues with the process and working with command and ITD to correct the problem.

OSSI Not Reviewed (NOTR) Category Reports

The Staff Inspections Unit looked into O.S.S.I. Incident Reports sitting unassigned in the database are categorized as “NOTR” or “Not Reviewed” status. The reports had been completed and reviewed by a supervisor but not assigned to any investigative unit for follow-up. With assistance from the Information Technology Department (ITD), inspectors identified several items contributing to the issue, including district identifier errors and server and software problems. ITD is researching alternative solutions to resolve the problem.

Uniform Traffic Citations Audit

The Staff Inspections Unit conducts bi-annual audits of the agency’s Uniform Traffic Citation (UTC) program to ensure compliance with Florida State Statutes (FSS), Florida Highway Safety Motor Vehicle (FLHSMV) guidelines, and BSO Sheriff Policy Manual (SPM). The audits have been essential in discovering areas requiring the implementation of new processes for tracking and submitting citations to the Clerk’s Office. Additionally, it assists in assessing district accountability and compliance with the UTC process.



CONCLUSION

During the reporting period of Fiscal Year 2023-2024, 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 23-24

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 2024-2025 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.