TRANSPARENCY ABOUT OUR INTERNAL AFFAIRS PROCESS IS IMPORTANT TO MAINTAIN PUBLIC TRUST. WE HOLD OURSELVES ACCOUNTABLE AND WANT TO MAKE SURE OUR COMMUNITIES UNDERSTAND THAT.

SHERIFF JOE PELLE
About Internal Investigations

Policy 318
Internal Investigations

A formal process for investigating allegations of employee misconduct.

Policy 324
Damage to County Vehicles

Standardized review and investigative process of damage to county-owned vehicles.

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In late 2017, accident reviews were added to the internal investigation inventory.
70 INVESTIGATIONS DURING 2021

Internally Initiated
48

Externally Initiated
22

Most investigations were initiated through policy-mandated administrative reviews and employee reporting.
INVESTIGATIONS BY DIVISION

JAIL
Inmate Oversight, Court Transport, and Medical & Mental Health Care

OPERATIONS
Patrol, Investigations, Evidence, and Animal Control

SUPPORT SERVICES
Dispatch, Records, Radio Shop, and Computer Support

ADMINISTRATION
Personnel and Training, Accounting, Fleet, and Executive Staff
Helpful Definitions

**Allegation of Misconduct**: An alleged violation of law, policy or procedure by an employee or volunteer of the Sheriff's Office.

**Internal Affairs (IA) Investigation**: An administrative investigation of major misconduct, which could lead to major discipline if substantiated.

**Supervisory Review (SR) Investigation**: An administrative investigation of minor misconduct.

**Accident Review (AR)**: A formal review of the circumstances surrounding damage to a county vehicle, including determination of the at-fault party.
Dispositions

Internal Affairs & Supervisory Review Investigation Outcomes

**Substantiated**: The investigation supports the allegation(s) in full, or in part.

**Exonerated**: The incident occurred, but the employee's actions were lawful and proper, and/or a justified departure from policy.

**Unfounded**: The allegation(s) was false, disproved and/or unsupported by the evidence.

**Inconclusive**: The investigation did not produce sufficient evidence to either prove or disprove the allegation(s).

**Ongoing Investigation**: The investigation and review are in process.
Internal Affairs & Supervisor Review Dispositions

- Substantiated: 23
- Exonerated: 17
- Unfounded: 12
- Inconclusive: 1
- Ongoing investigation: 1
- Substantiated in part: 1
- Unfounded in part: 1
Dispositions

Accident Review Outcomes

At-Fault, Preventable Accident – Referred for Disciplinary Action

At-Fault, Preventable Accident – No Disciplinary Action

At-Fault, Non-Preventable Accident

Not at Fault

In cases where the accident review is conducted as an Internal Affairs (IA) or Supervisory Review (SR) investigation, the disposition and documentation will follow the process in Policy 318 Internal Affairs.
Accident Review Dispositions

15 Accident Reviews

- At fault, preventable accident. No disciplinary action. (8)
- Not at fault. (3)
- Ongoing investigation. (2)
- At fault, non-preventable accident. (1)
- At-fault, preventable accident. Referred for disciplinary action. (1)