



# VOLUSIA SHERIFF'S OFFICE

MICHAEL J. CHITWOOD, SHERIFF

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Office of Chief Deputy Brian M. Henderson – Internal Affairs

## 2023 Annual Report

The Internal Affairs Unit shall be responsible for recording, registering, and controlling all alleged or suspected misconduct complaints against the agency and its employees and maintaining the confidentiality of internal investigation files. Additionally, the Internal Affairs Unit is responsible investigating and reviewing all traffic accident or damaged property reports involving department vehicles, equipment, and monitoring all random drug tests of sworn and safety-sensitive positions; along with completing all associated data-entry regarding these incidents.

The Internal Affairs Unit initiated sixteen (18) administrative investigations, including one (1) supervisor inquiry(s), and seventeen (17) internal investigations. Additionally, the Internal Affairs Unit successfully administered twenty-one (21) fast-track cases which substantially eliminated the cost and time associated with completing a formal internal investigation. Additionally, the process limits stress on the involved employee. The usage of the fast-track discipline option has continued to be met with positive feedback from those who choose to participate in the process.

This year, the Internal Affairs Unit welcomed a new member, Sergeant Hachenberger, and diligently acquainted him with the unit's training protocols and overarching objectives. Furthermore, the unit successfully transitioned the entire background hiring process to the Human Resources department. Internal Affairs members dedicated numerous one-on-one training sessions to facilitate this transition seamlessly.

Moreover, Human Resource management received IAPro access along with a tailored user profile, enabling them to effortlessly access real-time employee discipline records, ensuring alignment between personal and disciplinary files. This comprehensive process was both meticulous and extensive, necessitating additional training provided by the Internal Affairs team.

The Internal Affairs Unit has established objectives aimed at advancing and digitizing investigative procedures and record management to enhance data searchability, security, and accountability. Moreover, the unit consistently upgrades BlueTeam and IAPro software in collaboration with vendors to enhance reporting mechanisms for potential employee performance issues and increase transparency.

Demonstrating a commitment to ongoing improvement, the Internal Affairs Unit is dedicated to further training initiatives, including participation in seminars designed to augment the unit's proficiency and stay abreast of current legislative updates.

| <b>Accident/Damaged Property Reviews</b>  | <b>2021</b> | <b>2022</b> | <b>2023</b> |
|---|-------------|-------------|-------------|
| At Fault Accidents                        | 59          | 19          | 24          |
| No Fault Accidents                        | 25          | 61          | 45          |
| Pursuits                                  | 2           | 4           | 3           |
| Total Accidents/Damaged Property Reviewed | 194         | 213         | 191         |
|   |             |             |             |
| <b>Complaints</b>                         |             |             |             |
| Citizens' Complaints                      | 36          | 42          | 44          |
| Internal Investigations                   | 17          | 5           | 17          |
| Supervisory Investigations                | 85          | 68          | 93          |
| Supervisory Discipline                    | 162         | 140         | 141         |
| Total Investigations                      | 138         | 115         | 154         |
|   |             |             |             |
| <b>Use of Force</b>                       |             |             |             |
| Non-Deadly Force                          | 50          | 49          | 52          |
| Deadly Force Persons                      | 3           | 0           | 3           |
| Deadly Force Vicious Animals              | 1           | 0           | 3           |
| Total Use of Force                        | 54          | 49          | 58          |
|   |             |             |             |
| <b>Requests for Assistance</b>            | <b>10</b>   | <b>79</b>   | <b>13</b>   |
|   |             |             |             |
| <b>Random Drug Screenings</b>             | <b>120</b>  | <b>122</b>  | <b>124</b>  |
|   |             |             |             |