



CITIZENS' POLICE REVIEW BOARD

**ANNUAL REPORT
FISCAL YEAR 2015-16**



CITIZENS' POLICE REVIEW BOARD

I. PURPOSE

A. **MISSION STATEMENT.** The Citizens' Police Review Board is an independent, citizen-run oversight committee of the Orlando Police Department's Internal Affairs and determine whether or not Internal Affairs has properly investigated cases brought to its attention. The Citizens' Police Review Board fulfills its mission by reviewing policies, procedures, rules, regulations, and general or special orders pertaining to the use of force and police conduct toward citizens. The Citizens' Police Review Board does not have the authority to:

1. Independently investigate the cases brought before it;
2. Administer the discipline to the officers; or
3. Require the officers to attend or testify at the monthly meetings.

B. **SCOPE OF RESPONSIBILITY.** The Citizens' Police Review Board shall be advisory to the Chief of Police who shall at times be and remain in command of the Orlando Police Department pursuant to the provisions of the Civil Service Act of 1935, as amended.

The Citizens' Police Review Board shall review citizen complaints, and departmental investigations conducted thereof, in the following instances:

1. Use of deadly force.
2. Alleged use of excessive force
3. Any instance wherein police action results in death or serious bodily injury.
4. Any complaint referred by the Mayor, a City Commissioner, Chief Administrative Officer, Chief of Police or the Civil Service Board.
5. Any complaint selected by majority vote of the Board for review.

The Citizens' Police Review Board shall review policies, procedures, rules, regulations, and general or special orders pertaining to the use of force and police conduct toward the public.

Following the review process as set forth by Board Policy & Procedures, the Board shall submit a written report to the Chief of Police. Said written report may contain any or all of the following:

1. A recommendation for approval;
2. A recommendation for disapproval;
3. A recommendation for modification or amendment.
4. A recommendation for additional information, additional investigation, or re-investigation.

The report shall state with specificity the grounds for such recommendation. The report shall be signed by the chair and be reflective of the majority of the Board; written dissenting opinions/recommendations shall be signed and forwarded with the majority report.



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II. ADMINISTRATION

- A. **STAFF.** The City provides staff support and administration for the Citizens' Police Review Board. Key staff are as follows:
1. Amy Iennaco, Interim City Clerk
 2. Kimberly Laskoff, Assistant City Attorney
 3. Stephanie Herdocia, Board Coordinator
- B. **ORLANDO POLICE DEPARTMENT STAFF.** The Orlando Police Department, Internal Affairs is responsible for presenting the investigations and its findings. These presentations are performed by the Manager of OPD Internal Affairs (or designee).
1. Dwain Rivers, Internal Affairs Manager
 2. Robert Bear, Sergeant, Internal Affairs
- C. **STAFF CHANGES.**
1. Kyle Reynolds, Board Coordinator, transferred to the Mennello Museum on August 29, 2016.
 2. Stephanie Herdocia was hired to replace Kyle Reynolds as Board Coordinator in the City Clerk's Office effective September 26, 2016.

III. BOARD MEMBERS

- A. **NUMBER.** The Citizens' Police Review Board has nine (9) members which are recommended to the Mayor for appointment by the Nominating Board, appointed by the Mayor, and confirmed by City Council.
- B. **REQUIREMENTS.** The Citizens' Police Review Board is comprised by members who reside within the jurisdiction of the City of Orlando only. Each member is eligible to serve three (3) two-year terms.
- C. **ATTENDANCE.** The annual attendance report is attached.
- D. **CHAIRPERSON.** Henry Lim
2307 Mount Vernon Street
Orlando, Florida 32803
p. 407.694.8400 · e. henrylim@attorneylim.com
- E. **VICE CHAIRMAN.** Eric Jackson
808 Alba Drive
Orlando, Florida 32804
p. 407.617.0408 · e. ejackson@totalroofservices.com



CITIZENS' POLICE REVIEW BOARD

F. BOARD MEMBERS.

<u>MEMBER</u>	<u>TERM</u>	<u>APPOINTED</u>	<u>TERM EXPIRES</u>	<u>STATUS</u>
Henry Lim	2	11/01/2013	10/31/2018	Active
Eric Jackson	1	11/01/2013	10/31/2018	Active
Richard Crabtree	1	06/23/2014	10/31/2016	Active
Corey Douglas	1	10/19/2015	10/31/2016	Active
Robert Gambino	1	06/15/2015	10/31/2016	Active
Jason Hopkins	1	12/14/2015	10/31/2018	Active
Pati Ar Howard	3	11/01/2014	10/31/2016	Active
Beverly Jackson	2	11/01/2013	10/31/2018	Active
<i>Karen Climer</i>	3	<i>11/01/2013</i>	<i>10/31/2015</i>	<i>Term Completed</i>
<i>Brendan Loflin</i>	2	<i>06/04/2012</i>	<i>10/31/2018</i>	<i>Resigned</i>

G. BOARD APPOINTMENTS. Throughout Fiscal Year 2015-16, two (2) new members were appointed by Mayor Dyer and confirmed by City Council. Also during the Fiscal Year 2014-15, one (1) member resigned from the board and one (1) members term expired.

H. ELECTIONS. On December 2, 2015, Henry Lim was elected as Chairman and Eric Jackson was elected Vice Chairman by a unanimous vote.

I. BOARD TRAINING. A training day for the members of the Citizens' Police Review Board was conducted on Wednesday, November 4, 2015 at the Orlando Police Department Training Facility, 100 George DeSalvia Way, Orlando, 32807 from 08:00 a.m. until 4:30 p.m. Topics discussed: Body Cameras, Response to Resistance, Defensive Tactics, Scenarios, etc.

IV. MEETINGS

A. DAY AND TIME. The Citizens' Police Review Board met on the first Wednesday of each month at 8:00 a.m.

B. NUMBER. The Citizens' Police Review Board scheduled twelve (12) meetings in Fiscal Year 2015-16 and held nine (9) meetings dated: October 7, 2015; December 2, 2015; February 3, 2016; March 2, 2016; April 6, 2016; May 4, 2016; June 1, 2016; August 3, 2016; and September 7, 2016.

C. AGENDA. The Citizens' Police Review Board uses a "Consent Agenda" meeting format to reduce the length of meetings by forgoing discussion on items where all parties are in agreement. The remaining agenda items are presented and discussed as part of the "Review of Investigations and Appearances."

D. SPECIAL MEETINGS. The Citizens' Police Review Board held a special meeting on May 27, 2016, to discuss the Board's purpose and mission.



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V. WORKLOAD

- A. SYNOPSIS. The Citizens' Police Review Board reviewed twenty-six (26) cases which were investigated by the Orlando Police Department Internal Affairs—Fiscal Year 2015-2016. Within these twenty-six (26) cases reviewed, sixty-two (62) individual complaints were presented to the Board for review and ruling. The specifics of this data are as follows:

Case Type	FY15-16
RM 200-1, Standards of Conduct	3
RM 200-8, Obedience to Policies, Procedures & Other Written Directives:	
- Response to Resistance & Apprehension techniques.	9
- In Custody Deaths	2
- Obedience to Laws	3
- Traffic Stops	1
- Vehicle Pursuits	1
- General	7
RM 800-10, False Reports & Records	1
RM 800-2, Treatment of Prisoners/Detainees	4
RM 800-2, Use of Force	11
RM 800-5, Deadly Force	15
RM 800-8, Handling Money, Property and Evidence	2
RM 900-7, Conduct Toward the Public	3

- B. FINDINGS OF INVESTIGATIONS. Orlando Police Department Internal Affairs uses the following dispositions for findings in cases:

1. Term Definitions

- a. Sustained – Guilty as charged.
- b. Not Sustained – Not Guilty by insufficient evidence to prove or disprove allegation
- c. Exonerated – Act was legal and proper.
- d. Unfounded – Incident did not occur, or officers accused were not involved.

2. During Fiscal Year 2015-2016, Internal Affairs recommended the following dispositions for the individual complaints in the cases reviewed:

Sustained	21
Not Sustained	7
Exonerated	35
Unfounded	0

Of the sixty-two (62) dispositions recommended by internal affairs, the CPRB disapproved the findings for one (1) investigation disposition (IR #15-53, Use of Force). The CPRB issued a letter to the Chief of Police and received response from the Chief's office.



CITIZENS' POLICE REVIEW BOARD

Henry Lim
Chairman

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Kimberly Laskoff
Assistant City Attorney

A handwritten signature in black ink, appearing to be "Kimberly Laskoff", written over a horizontal line.

Stephanie Herdocia
Board Coordinator

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Amy T. Iennaco
Interim City Clerk

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Citizens' Police Review Board Attendance Report



Fiscal Year: 2015-16

Target Number of Meetings: 12
Recording Secretary: Stephanie Herdocia

Name	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	MAY*	JUN	JUL	AUG	SEP	# held	# miss	% miss	Date Appointed	Term Ends
Climer, Karen	X	X	X					TE						10	0	0%	06/02/08	10/31/18
Crabtree, Richard	X	X	X	N	X	X	X	X	-	X	N	A	X	10	1	8%	06/26/14	10/31/18
Douglas, Corey	NM		X	N	X	A	X	X	P	X	N	A	X	10	2	17%	10/19/15	10/31/18
Gambino, Robert Jr.	X	X	X	N	X	A	X	X	-	X	N	X	X	10	1	8%	06/15/15	10/31/16
Hopkins, Jason			NM		X	A	X	X	X	A	N	A	X	10	3	25%	12/14/15	10/31/18
Howard, Pati	X	X	X	N	X	X	X	X	X	X	N	A	A	10	2	17%	08/10/09	10/31/16
Jackson, Beverly	X	X	X	N	X	A	X	X	X	X	N	A	X	10	2	17%	12/05/11	10/31/18
Jackson, Eric**	A	X	A	N	X	X	J	X	X	X	N	X	X	10	2	17%	04/22/13	10/31/18
Lim, Henry*	X	X	X	N	X	X	X	X	X	X	N	X	X	10	0	0%	02/25/13	10/31/18
Loflin, Brendan	A	-	X	N	A	X	X	X	-	A		R		10	3	25%	06/04/12	10/31/18
														0	0	0%		
Total Meetings Held:														10				
(in minutes)																		
Duration of Meeting***:	69	480	76	0	50	60	103	94	120	38	0	1	45					
Total Members Attending:	6	7	8	0	7	5	8	9	6	8	0	3	7					
Volunteer Hours:	6.90	56.00	10.13	0.00	5.83	5.00	13.73	14.10	12.00	5.07	0.00	0.05	5.25	Total YTD Volunteer Hours:			134.07	

*Chairperson
**Vice Chairperson
Quorum = 5
§ Training
A=Absent
X=Attended
N=No Meeting
TE=Term Expired
NM=New Member
R=Resigned
T=Terminated
J=Jury Duty

*Special Meeting - Absences not reflected.
Green/Yellow/Red=Letter Issued

***In the 'Duration of Meeting' field, enter a whole number. (Example: if the meeting was 30 minutes long, enter '30'.)