A Comparative Review of a College Education's Effect on Law Enforcement Officers Relating to Internal Affairs Complaints

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A Comparative Review of a College Education's Effect on Law Enforcement Officers Relating to Internal Affairs Complaints

A Graduate Project Presented to the staff of Lynn University
In Partial Fulfillment of the Requirements for the Degree
Master of Criminal Justice Administration
By
Bill Griffin

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Abstract:

The purpose of this research is to determine if a relationship exists between higher education levels and misconduct allegations for Deputy Sheriffs. Official documentation from 128 internal affairs reports were collected from the Palm Beach County Sheriff's Office. Significant relationships were found to exist between higher education levels and the misconduct allegations. While some college exposure may be beneficial for job performance, a four-year degree may not yield the desired results.

Introduction

This will be a comprehensive comparative review of the effects a college education has on a law enforcement officer in relation to behavioral complaints filed against them. This review will address two key issues involving behavioral complaints against law enforcement officers. These two issues coincide with two very strong beliefs within the law enforcement profession.

The first issue will be to address the belief that law enforcement officers receive the vast majority of internal affairs complaints due to a lack of communication skills held by the officer involved.

Issue #1: Does a college education enable an officer to better communicate with the public they serve? In turn, does the officer's enhanced communication skill help to mitigate Internal Affairs complaints levied against him or her?

Due to this assumption, I will attempt to determine by analyzing the statistical data presented within this paper, if there is any tangible proof that the vast majority of
Internal Affairs complaints are a direct result of the individual officers failing to communicate properly with the individual complainant. If so, does a college education have any effect on that statistical average in any way?

The second issue will be to address the belief that the more education an officer receives enables them to communicate more skillfully with the internal affairs investigator when they are being investigated.

**Issue #2: Does a college education enable an officer to more accurately communicate to an investigator when the officer is the focus of an Internal Affairs complaint?**

Given this assumption, I will attempt to determine by analyzing the statistical data presented within this paper if there is any proof that the more college education a law enforcement officer possesses enables that officer to better document a specific incident. This higher education theoretically would, in turn, mitigate any substantiation of allegations against the officer.

For the purpose of this comparative review, I used the statistical records from the Palm Beach County Sheriff’s Department Internal Affairs’ Division Law Enforcement Records. Also for this study, I have chosen the calendar year 2000 as my period of interest with 129 documented complaints against law enforcement officers. One hundred three of these complaints were non-sustained and twenty-six of these were sustained or upheld.

The conception for this review came after discovering a recent proposal from the Criminal Justice Standards and Training Commission to the Florida Department
of Law Enforcement. This proposal was an attempt to mandate college education for all entry-level police officers within the State of Florida. The Chairman of the Criminal Justice Standards and Training Commission developed this proposal approximately five years ago. The original proposal requested a legislative mandate that all entry-level law enforcement officers in the State of Florida possess a minimum of a bachelor's degree prior to entering the law enforcement profession. The State of Florida Sheriff's Association and The Police Chief's Association met the original proposal with a negative response. The largest objection resulted in the theory that if the minimum requirements for entry level law enforcement officers required a bachelor's degree to enter the law enforcement profession, then the salary requirements would also systematically increase causing an undo stressor to the communities they serve.

During the last several years, while attempting to get a legislative mandate for this proposal, the Criminal Justice Standards and Training Commission has been forced to re-negotiate their proposal and diminish the requirements to include only an associate's degree for all entry-level law enforcement professionals. According to the Director of the Criminal Justice Standard and Training Commission, the only current objection is coming from the Florida Sheriff's Association. The association representatives state that sheriffs believe they should be the sole decision-makers when it comes to hiring law enforcement professionals for their individual agencies. The lack of willingness to comply is apparently more of a control issue for local sheriffs then it is a public safety and/or a professionalism issue.
It is my contention that the results of this thesis will give a better perception on whether law enforcement officers possessing a college education have a tendency to facilitate complaints from within the communities they work. To better understand the guidelines and terminology involved within this review, definitions have been provided on the following page.
Definitions

*Palm Beach County Sheriffs Department Employee:* will indicate a full time employee who receives full benefits and privileges.

*Law Enforcement Officer:* will indicate a State Certified Law Enforcement Officer working full time within the Palm Beach County Sheriffs Department Law Enforcement Division.

*Internal Affairs Investigation:* will indicate any investigation of officer misconduct, which was investigated by the Internal Affairs Division.

*Complaint:* a documented accusation from either the general public and/or superior.

*Allegation:* a specific violation of an established departmental policy and/or procedure.

*Sustained Internal Affair Investigation:* will indicate a sustained (guilty) allegation from a citizen and/or a superior officer.

*Non-sustained Internal Affair Investigation:* will indicate an unsustained (not guilty) allegation from either a citizen and/or a superior officer.

*College Education:* will indicate what, if any, college education the identified officer has obtained and possesses. The degree of college education will be listed in completed years and not college degrees in order to be fair and equitable for all involved.
Literature Review

The issue of higher education for law enforcement professionals should be one of great concern. However, in my research, comparatively very little research has been completed on the topic.

The issue has always been a heavily debated one between police administrators and theorists. The articles located in this research generally supply the same general information and, in turn, usually concur with each other.

Jeremy Travis (1995), states that although the issue of higher education still generates debate, the numbers cannot be challenged: they demonstrate how far we have come. According to a study sponsored by the Police Executive Research Forum there has been steady growth in education levels over the past 20 years: An increasing number of departments require some type of college experience for employment or promotion. The number of officers who have no years of college has dropped by half since 1970. More than 60% of the departments surveyed had at least one policy supporting higher education, either through tuition assistance, incentives pay, or some other way.

Suman Kakar (1998), states this strategic shift in policing has transformed the police officer from an “investigator and enforcer into a catalyst in a process of community self-help”. Some people feel such changes in the police officers responsibility warrant that police agencies have personnel with “intellectual curiosity, analytical ability, articulateness and a capacity to relate the events of the day to the social, political, and historical context in which they occur”. These characteristics are found to be associated with higher education.
Dennis Stevens (1999), states higher educated police officers have proven to develop a broader base of information for decision making tend to provide additional years and experience for increasing maturity. It also inculcates responsibility in the individual through course requirements and achievements, it permit an individual to learn more about the history of the country and the democratic process.

In an article to the Police Association for College Education in (2000), Dr. Louis Mayo documented several reasons that higher education would benefit professional law enforcement officers and the agency employing them. Dr. Mayo identified three major cities in the United States that had already instituted mandatory college education for law enforcement officers within their individual agencies. The referenced cities were Portland Oregon in 1996, Tulsa Oklahoma in 1997 and Charleston South Carolina in 1998.

Dr. Mayo, also pointed out several reasons he believed that justified the need for a minimum education of a baccalaureate degree for officers.

#1. The complexity of the police task is as great as that of any other profession.

#2. Police Officers are the most powerful people in the nation-more powerful than the President of the United States, because they have the unique power to summarily deprive a person of their liberty of even their life.

#3. They have larger discretion than prosecutors, judges, and legislators. They are the communities most important social worker.

#4. Officer need a knowledge of criminal law and procedure, including related Constitutional issues, superior to the average attorney. They’re large discretion must be exercised sometimes in crises and other emergencies, consistent with
the complexities of criminal and Constitutional law. Officers do not have the luxury of judges or attorneys to research a legal point.

Police and Society 2nd Edition (Chapter 11) (2000), states the idea of higher educated police officers started in the 1900’s by a then Police Chief identified as August Vollmer. Chief Vollmer’s theory was that police officers should be able to understand the concepts behind prevention of crime or confrontation through appreciation of the psychology and sociology of crime. The University of California at Berkley was the first to establish a criminal justice program for training future law enforcement officers. Between 1920s and 1930s several more universities followed Berkley’s example and opened their own criminal justice programs focusing on educating law enforcement officers.

In 1968, the United States Congress passed the Omnibus Crime Control and Safe Street Act, which created Law Enforcement Assistance Administration. The development of the Law Enforcement Assistance Act provided billions of dollars to the criminal justice system. One of the programs developed with this funding was the Law Enforcement Education Bill, which in turn offered students up to $10,000 per year to study in the Criminal Justice programs. The article states that although there are several established criminal justice programs throughout the United States the mandatory education requirements for starting law enforcement professionals have been slow and sporadic. This study did state that college educated officers have a vast advantage over non-college educated officers. As they have better communications skills, improved report writing, higher performance, fewer complaints and fewer disciplinary problems. The one down side to college educated officers is that the
educated officer is more likely to leave the law enforcement profession, question orders, and request reassignments. The article concludes that the benefits of college education far outweigh the disadvantages. Therefore, the push for college educated law enforcement officers will continue.

Dan Valentine from the Dutchess Community College (2001), states many people are questioning if there is a purpose for a Criminal Justice Education Program. Mr. Valentine describes an education as the explanation of why officers do the things they do. Such as in training, officers learn the proper defensive tactics to utilize during a physical confrontation. This education explains why these tactics are used and how they help the profession. Mr. Valentine also refers to a Criminal Justice Administration Degree as a multi-disciplinary field of study. That is, Criminal Justice involves so many elements found in various other disciplines, such as Sociology, Psychology Political Science and Law.

American Journal of Criminal Justice (2001), states that a number of studies suggest that college educated police officers are more open-minded and display a greater ability to deal with people from diverse cultures.

Officers with more education possess organizational skills, more flexibility, and are better suited to handle complex situations with discretion and good judgement. Officers with advanced degrees appear more professional in their interaction with citizens, are better communicators, and display more tolerance than their less educated peers.

Crime Control Digest (2001), states that in recent years the ability for local law enforcement agencies to locate and keep qualified candidates has diminished
dramatically over the tremendous difference between the salary paid to a law enforcement officer and the salary paid to a college educated administrator.

**American Journal of Criminal Justice (2001),** states that not all research supports instituting higher education requirements for new police officers. Arguments against the necessity of a college degree focus primarily on four issues. First, college educated officers may become easily frustrated and more dissatisfied with the traditional paramilitary police organizational style. While this management style may be effective in controlling certain types of emergency-situations, it does not foster creative problem solving. The daily bureaucratic operation of a typical agency may stifle the very traits the college degree requirements would hope to foster. Officers with advance degrees may become frustrated when the agency does not use their skills fully.

**Ron Wenzel (2002),** states most law enforcement agencies have come to the realization that a college education will enhance an individual officer’s ability to perform their assigned duties as police officers. Mr. Wenzel concurs with Chief August Vollmer who in the early 1900’s was the first law enforcement administrator to openly push for college educated officers.
Control Situations

Situation #1

On 01-03-2000, allegations of “Lack of Courtesy” and “Excessive Force” were filed against Control Officer #107. The allegations were investigated and the subject officer was found guilty of both charges. The subject officer then received two days suspension without pay. This subject officer possessed 0 years of college education and 13 years of law enforcement experience.

Situation #2

On 01-03-2000, an allegation of “Failure to Complete Reports in a Timely Manor” was filed against Control Officer #008. The allegation was investigated and the subject officer was found guilty of the charge. The subject officer was ordered to receive remedial training. This subject officer possessed 0 years of college education and 5 years of law enforcement experience.

Situation #3

On 01-03-2000, an allegation of “Harassment” was filed against Control Officer #060. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 0 years of college education and 5 years of law enforcement experience.
Situation #4

On 01-04-2000, allegations of “Neglect of Duty”, “Failure to Respond to a Subpoena”, “Non-Criminal Violation” and “Careless Handling of Equipment” were filed against Control Officer #105. The allegations were investigated and the subject officer was found guilty of all charges. The subject officer was terminated from employment. The subject officer possessed 4 years of college education and 2 years of law enforcement experience.

Situation #5

On 01-04-2000, allegations of “Respect Towards Superiors” and “Criticism of Orders” were filed against Control Officer #027. The allegations were investigated and the subject officer was found guilty of both charges. The subject officer received a one-day suspension and a written reprimand. The subject officer possessed 3 years of college education and 24 years of law enforcement experience.

Situation #6

On 01-05-2000, allegations of “Derogatory Ethnic Remarks”, “Code of Ethics”, “Failure to Complete Reports” and “Commissions of Misdemeanor” were filed against Control Officer #052. The allegations were investigated and the subject officer was found guilty of counts one through three and not guilty of count four. The subject officer received a one-day suspension. The subject officer possessed 0 years of college education and 14 years of law enforcement experience.
Situation #7

On 01-05-2000, an allegation of “Failure to Complete Reports” was filed against Control Officer #049. The allegation was investigated and the subject officer was found guilty of the charge. The subject officer received a one-day suspension. The subject officer possessed 0 years of college education and 14 years of law enforcement experience.

Situation #8

On 01-06-2000, allegations of “Excessive Force” and “Neglect of Duty” were filed against Control Officer #002. The allegations were investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 3 years of college education and 36 years of law enforcement experience.

Situation #9

On 01-07-2000, an allegation of “Failure to Report for Duty” was filed against Control Officer #105. The allegation was investigated and the subject officer was found guilty of the charge. The subject officer was then terminated. The subject officer possessed 4 year of college education and 2 years of law enforcement experience.

Situation #10

On 01-10-2000, an allegation of “Willful Neglect of Duty” was filed against Control Officer #123. The allegation was investigated and the subject officer was
cleared of any wrongdoing. The subject officer possessed 0 years of college education and 7 years of law enforcement experience.

Situation #11

On 01-10-2000, an allegation of “Discourtesy” was filed against Control Officer #094. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 4 years of college education and 27 years of law enforcement experience.

Situation #12

On 01-10-2000, allegations of “Discourtesy”, “Excessive Force” and “Harassment” were filed against Control Officer #110. The allegations were investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 4 years of college education and 6 years of law enforcement experience.

Situation #13

On 01-10-2000, an allegation was “Discourtesy” was filed against Control Officer #079. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 0 years of college education and 15 years of law enforcement experience.
Situation #14

On 01-11-2000, an allegation of “Discourtesy” was filed against Control Officer #076. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 0 years of college education and 10 years of law enforcement experience.

Situation #15

On 01-12-2000, allegations of “Willful Neglect of Duty” and “Endangering Others” were filed against Control Officer #090. The allegations were investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 0 years of college education and 20 years of law enforcement experience.

Situation #16

On 01-12-2000, an allegation of “Neglect of Duty” was filed against Control Officer #114. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 0 years of college education and 25 years of law enforcement experience.

Situation #17

On 01-12-2000, an allegation of “Discourtesy” was filed against Control Officer #091. The allegation was investigated and the subject officer was found guilty. The subject officer received remedial training. The subject officer possessed 3 years of college education and 19 years of law enforcement experience.
Situation #18

On 01-12-2000, an allegation of “Commission of a Felony” was filed against Control Officer #059. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 4 years of college education and 28 years of law enforcement experience.

Situation #19

On 01-19-2000, an allegation of “Commission of a Misdemeanor” was filed against Control Officers #074 and #083. The allegation was investigated and the subject officers were cleared of any wrongdoing. Control Officer #074 possessed 6 years of college education and 16 years of law enforcement experience. Control Officer #083 possessed 6 years of college and 13 years of law enforcement experience.

Situation #20

On 01-20-2000, an allegation of “Excessive Force” was filed against Control Officer #110. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 4 years of college education and 6 years of law enforcement experience.

Situation #21

On 01-20-2000, an allegation of “Discourtesy” was filed against Control Officer #087. The allegation was investigated and the subject officer was cleared of any
wrongdoing. The subject officer possessed 0 years of college education and 4 years of law enforcement experience.

Situation #22

On 01-24-2000, an allegation of "Neglect of Duty" was filed against Control Officer #063. The allegation was investigated and the subject officer was found guilty of the charge. The officer received a written reprimand. The subject officer possessed 0 years of college education and 13 years of law enforcement experience.

Situation #23

On 01-25-2000, an allegation of "Discourtesy" was filed against Control Officer #008. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 0 years of college education and 5 years of law enforcement experience.

Situation #24

On 01-25-2000, an allegation of "Violation of Official Procedures" was filed against Control Officers #017 and #019. The allegation was investigated and the subject officers were cleared of any wrongdoing. Control Officer #017 possessed 1 year of college education and 31 years of law enforcement experience. Control Officer #019 possessed 2 years of college and 32 years of law enforcement experience.
Situation #25

On 01-31-2000, an allegation of “Misdemeanor Battery” was filed against Control Officer #087. The allegation was investigated and the subject officer cleared of any wrongdoing. The subject officer possessed 0 years of college education and 4 years of law enforcement experience.

Situation #26

On 02-01-2000, an allegation of “Excessive Force” was filed against Control Officer #097. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 4 years of college education and 3 years of law enforcement experience.

Situation #27

On 02-03-2000, allegations of “Discourtesy” and “Neglect of Duty” were filed against Control Officer #087. The allegations were investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 0 years of college education and 4 years of law enforcement experience.

Situation #28

On 02-09-2000, an allegation of “Abuse of Departmental Equipment” was filed against Control Officer #089. The allegation was investigated and the subject officer was found guilty of the charge. The subject officer received a two-day suspension.
The subject officer possessed 4 years of college education and 9 years of law enforcement experience.

Situation #29

On 02-15-2000, allegations of “Neglect of Duty” and “Excessive Force” were filed against Control Officer #118. The allegations were investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 0 years of college education and 15 years of law enforcement experience.

Situation #30

On 02-17-2000, an allegation of “Misuse of Communications Facility” was filed against Control Officer #128. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 0 years of college education and 17 years of law enforcement experience.

Situation #31

On 02-22-2000, an allegation of “Discourtesy” was filed against Control Officer #117. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 0 years of college education and 11 years of law enforcement experience.

Situation #32

On 02-23-2000, allegations of “Ethics Violations”, “Untruthfulness”, “Neglect of Duty”, “Misuse of Communications Facilities” and “Horseplay” were all filed against
Control Officer #045. The allegations were investigated and the subject officer was cleared of any wrongdoing involving counts one through four. The subject officer was, however, found guilty of count five. The subject officer received a one-day suspension with one-year probation. The subject officer possessed 0 years of college education and 18 years of law enforcement experience.

Situation #33

On 02-24-2000, an allegation of “Excessive Force” was filed against Control Officer #005. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 0 years of college education and 3 years of law enforcement experience.

Situation #34

On 02-24-2000, allegations of “Discourtesy” and “Untruthfulness” were filed against Control Officer #106. The allegations were investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 0 years of college education and 13 years of law enforcement experience.

Situation #35

On 03-01-2000 an allegation of “Neglect of Duty” was filed against Control Officer #067. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 0 years of college education and 11 years of law enforcement experience.
Situation #36

On 03-03-2000, an allegation of “Excessive Force” was filed against Control Officer #071. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 0 years of college education and 10 years of law enforcement experience.

Situation #37

On 03-03-2000, an allegation of “Excessive Force” was filed against Control Officer #060. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 0 years of college education and 5 years of law enforcement experience.

Situation #38

On 03-09-2000, an allegation of “Discourtesy” was filed against Control Officer #051. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 1 year of college education and 15 years of law enforcement experience.

Situation #39

On 03-09-2000, an allegation of “Discourtesy” was filed against Control Officer #050. The allegation was investigated and the subject officer was cleared of any
wrongdoing. The subject officer possessed 4 years of college education and 3 years of law enforcement experience.

**Situation #40**

On 03-17-2000, an allegation of “Discourtesy” was filed against Control Officer #054. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 2 years of college education and 16 years of law enforcement experience.

**Situation #41**

On 03-20-2000, an allegation of “Wreck Less Handling of Weapons” was filed against Control Officer #112. The allegation was investigated and the subject officer was found guilty of the charge. The subject officer received a one-day suspension. The subject officer possessed 0 years of college education and 8 years of law enforcement experience.

**Situation #42**

On 03-20-2000, allegations of “Discourtesy” and “Use of Profanity” were filed against Control Officer #117. The allegations were investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 0 years of college education and 11 years of law enforcement experience.
Situation #43

On 03-27-2000, allegations of “Neglect of Duty”, “Failure to Appear for Court” and “Harassment” were filed against Control Officer #037. The allegations were investigated and the subject officer was found guilty on the first two counts and cleared of any wrongdoing on the third count. The subject officer received a verbal warning. The subject officer possessed 0 years of college education and 10 years of law enforcement experience.

Situation #44

On 03-29-2000, allegations of “Neglect of Duty” and “Harassment” were filed against Control Officer #008. The allegations were investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 0 years of college education and 5 years of law enforcement experience.

Situation #45

On 04-04-2000, an allegation of “Neglect of Duty” was filed against Control Officer #103. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 0 years of college education and 21 years of law enforcement experience.

Situation #46

On 04-10-2000, an allegation of “Harassment” was filed against Control Officer #022. The allegation was investigated and the subject officer was cleared of any
wrongdoing. The subject officer possessed 0 years of college education and 22 years of law enforcement experience.

Situation #47

On 04-10-2000, an allegation of “Derogatory Ethnic Remarks” was filed against Control Officer #044. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 6 years of college education and 30 years of law enforcement experience.

Situation #48

On 04-13-2000, an allegation of “Neglect of Duty” was filed against Control Officer #119. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 0 years of college education and 17 years of law enforcement experience.

Situation #49

On 04-13-2000, an allegation of “Discourtesy” was filed against Control Officer #023. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 2 years of college education and 12 years of law enforcement experience.
Situation #50

On 04-13-2000, an allegation of “Harassment” was filed against Control Officer #057. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 2 years of college education and 6 years of law enforcement experience.

Situation #51

On 04-20-2000, an allegation of “Discourtesy” was filed against Control Officer #107. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 0 years of college education and 13 years of law enforcement experience.

Situation #52

On 04-22-2000, an allegation of “Commission of Felony” was filed against Control Officer #084. The allegation was investigated and the subject officer was found guilty of the charge. The subject officer resigned their law enforcement position prior to termination. The subject officer possessed 0 years of college education and 15 years law enforcement experience.

Situation #53

On 05-02-2000, an allegation of “Unauthorized Use of Deadly Force” was filed against Control Officer #006. The allegation was investigated and the subject officer
was cleared of any wrongdoing. The subject officer possessed 6 years of college education and 15 years of law enforcement experience.

Situation #54

On 05-08-2000, an allegation of “Violation of Permit Duty” was filed against Control Officer #069. The allegation was investigated and the subject officer found guilty of the charge. The subject officer received a written reprimand. The subject officer possessed 0 years of college education and 9 years of law enforcement experience.

Situation #55

On 05-09-2000, allegations of “Use of Profanity”, “Excessive Force” and “Commission of Felony” were filed against Control Officer #115. The allegations were investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 2 years of college education and 3 years of law enforcement experience.

Situation #56

On 05-12-2000, an allegation of “Neglect of Duty” was filed against Control Officer #120. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 6 years of college education and 34 years of law enforcement experience.
Situation #57

On 05-12-2000, an allegation of “Untruthfulness” was filed against Control Officer #122. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 0 years of college education and 9 years of law enforcement experience.

Situation #58

On 05-13-2000, allegations of “Neglect of Duty”, “Use of Prescribed Drugs” and Untruthfulness” were filed against Control Officers #015, #098 and #130. The allegations were investigated and control officer #015 was found guilty of the charge. Control Officer #098 and #130 were cleared of any wrongdoing. Control Officer #015 received a written reprimand. Control Officer #015 possessed 4 years of college education and 18 years of law enforcement experience. Control Officer #098 possessed 0 years of college education and 12 years of law enforcement experience. Control Officer #130 possessed 0 years of college education and 8 years of law enforcement experience.

Situation #59

On 05-22-2000, an allegation of “Discourtesy” was filed against Control Officer #029. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 0 years of college education and 13 years of law enforcement experience.
Situation #60

On 06-01-2000, an allegation of “Neglect of Duty” was filed against Control Officers #007 and #040. The allegation was investigated and the subject officers were cleared of any wrongdoing. Control Officer #007 possessed 0 years of college education and 8 years law enforcement experience. Control Officer #040 possessed 2 years of college education and 5 years of law enforcement experience.

Situation #61

On 06-05-2000, an allegation of “Expressing Controversial Opinions” was filed against Control Officer #010. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 6 years of college education and 20 years of law enforcement experience.

Situation #62

On 06-05-2000, an allegation of “Commission of Misdemeanor” was filed against Control Officer #038. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 4 years of college education and 16 years of law enforcement experience.

Situation #63

On 06-05-2000, an allegation of “Discourtesy” was filed against Control Officer #068. The allegation was investigated and the subject officer was cleared of any
wrongdoing. The subject officer possessed 0 years of college education and 32 years of law enforcement experience.

Situation #64

On 06-05-2000, an allegation of “Discourtesy” was filed against Control Officer #117. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 0 years of college education and 11 years of law enforcement experience.

Situation #65

On 06-09-2000, an allegation of “Untruthfulness” was filed against Control Officer #095. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 0 years of college education and 18 years of law enforcement experience.

Situation #66

On 06-12-2000, allegations of “Discourtesy” and “Failure to Provide Name” were filed against Control Officer #042. The allegations were investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 6 years of college education and 19 years of law enforcement experience.
Situation #67

On 06-13-2000, an allegation of “Excessive Force” was filed against Control Officer #030. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 0 years of college education and 18 years of law enforcement experience.

Situation #68

On 06-15-2000, allegations of “Commission of Felony”, “Commission of Misdemeanor” and “Code of Ethics Violations” were filed against Control Officer #011. The allegations were investigated and the subject officer was found guilty. The subject officer resigned prior to be terminated. The subject officer possessed 4 years of college education and 15 years of law enforcement experience.

Situation #69

On 06-15-2000, an allegation of “Neglect of Duty” was filed against Control Officer #053. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 1 year of college education and 17 years of law enforcement experience.

Situation #70

On 06-20-2000, an allegation of “Violating Official Procedures” was filed against Control Officer #012. The allegation was investigated and the subject officer was found guilty of the charge. The subject officer received a two-day suspension. The
subject officer possessed 2 years of college education and 8 years law enforcement experience.

Situation #71

On 06-20-2000, an allegation of "Abusiveness" was filed against Control Officer #069. The allegation was investigated and the subject officer was found guilty of the charge. The subject officer received a one-day suspension. The subject officer possessed 0 years of college education and 9 years of law enforcement experience.

Situation #72

On 06-22-2000, allegations of "Untruthfulness" were filed against Control Officers #041 and #131. The allegation was investigated and the subject officers were cleared of any wrongdoing. Control Officer #041 possessed 0 years of college education and 17 years of law enforcement experience. Control Officer #131 possessed 0 years of college education and 5 years of law enforcement experience.

Situation #73

On 06-29-2000, an allegation of "Violation of Official Procedures" was filed against Control Officer #104. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 0 years of college education and 18 years of law enforcement experience.
Situation #74

On 07-05-2000, allegations of “Discourtesy” and “Endangering Others” were filed against Control Officer #111. The allegations were investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 0 years of college education and 22 years of law enforcement experience.

Situation #75

On 07-06-2000, allegations of “Excessive Force” and “Harassment” were filed against Control Officer #088. The allegations were investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 0 years of college education and 21 years of law enforcement experience.

Situation #76

On 07-06-2000, an allegation of “Discourtesy” was filed against Control Officer #102. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 0 years of college education and 24 years of law enforcement experience.

Situation #77

On 07-06-2000, allegations of “Neglect of Duty” and “Untruthfulness” were filed against Control Officer #092. The allegations were investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 5 years of college education and 21 years of law enforcement experience.
Situation #78

On 07-07-2000, allegations of “Domestic Dispute” and “Neglect of Duty” were filed against Control Officer #023. The allegations were investigated and the subject officer was cleared of the first charge, but found guilty of the second charge. The subject officer received a one-day suspension. The subject officer possessed 2 years of college education and 12 years of law enforcement experience.

Situation #79

On 07-19-2000, an allegation of “Unauthorized Use of Deadly Force” was filed against Control Officer #046. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 4 years of college education and 18 years of law enforcement experience.

Situation #80

On 07-19-2000, an allegation of “Commission of Felony” was filed against Control Officer #016. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 0 years of college education and 21 years of law enforcement experience.

Situation #81

On 07-20-2000, an allegation of “Harassment” was filed against Control Officer #008. The allegation was investigated and the subject officer was cleared of any
wrongdoing. The subject officer possessed 0 years of college education and 5 years of law enforcement experience.

Situation #82

On 07-24-2000, an allegation of "Discourtesy" was filed against Control Officer #073. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 0 years of college education and 17 years of law enforcement experience.

Situation #83

On 07-25-2000, an allegation of "Discourtesy" was filed against Control Officer #009. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 0 years of college education and 11 years of law enforcement experience.

Situation #84

On 08-02-2000, an allegation of "Discourtesy" was filed against Control Officer #022. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 0 years of college education and 22 years of law enforcement experience.
Situation #85

On 08-08-2000, an allegation of “Neglect of Duty” was filed against Control Officer #024. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 4 years of college education and 22 years of law enforcement experience.

Situation #86

On 08-09-2000, an allegation of “Discourtesy” was filed against Control Officer #043. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 0 years of college education and 22 years of law enforcement experience.

Situation #87

On 08-08-2000, an allegation of “Commission of Misdemeanor” was filed against Control Officer #061. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 4 years of college education and 5 years of law enforcement experience.

Situation #88

On 08-10-2000, an allegation of “Harassment” was filed against Control Officer #125. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject of officer possessed 5 years of college education and 16 years of law enforcement experience.
Situation #89

On 08-16-2000, an allegation of "Untruthfulness" was filed against Control Officer #101. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 0 years of college education and 15 years of law enforcement experience.

Situation #90

On 08-17-2000, allegations of "Harassment" and "Commission of Misdemeanor" were filed against Control Officers #021 and #020. The allegations were investigated and the subject officers were cleared of any wrongdoing. Control Officer #021 possessed 4 years of college education and 23 years of law enforcement experience. Control Officer #020 possessed 0 years of college education and 16 years of law enforcement experience.

Situation #91

On 08-22-2000, allegations of "Discourtesy" and "Commission of Misdemeanor" were filed against Control Officer #124. The allegations were investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 0 years of college and 8 years of law enforcement experience.

Situation #92

On 08-22-2000, an allegation of "Willful Violation of Departmental Procedures" was filed against Control Officers #116 and #132. The allegation was investigated
and the subject officers were cleared of any wrongdoing. The subject officers possessed a combination of 0 years of college education and 13 years of law enforcement experience.

Situation #93

On 08-24-2000, allegations of “Failure to Complete Reports” and “Neglect of Duty” were filed against Control Officer #099. The allegations were investigated and the subject officer was found guilty of the charges. The subject officer received a five-day suspension and six months probation. The subject officer possessed 0 years college education and 19 years law enforcement experience.

Situation #94

On 09-01-2000, an allegation of “Lack of Proficiency” was filed against Control Officer #048. The allegation was investigated and the subject officer was found guilty of the charge. The subject officer received a five-day suspension and one year probation. The subject officer possessed 0 years of college education and 9 years of law enforcement experience.

Situation #95

On 09-01-2000, allegations of “Neglect of Duty” and “Untruthfulness” were filed against Control Officers #109 and #003. The allegations were investigated and Control Officer #109 was found guilty of the first charge. Control Officer #003 was cleared of any wrongdoing involving the second charge. Control Officer #109
received remedial training. Control Officer #109 possessed 2 years of college education and 16 years of law enforcement experience. Control Officer #003 possessed 0 years of college education and 3 years of law enforcement experience.

Situation #96

On 09-11-2000, an allegation of “Tardiness” was filed against Control Officer #080. The allegation was investigated and the subject officer was found guilty of the charge. The subject officer received a written reprimand. The subject officer possessed 1 year of college education and 8 years of law enforcement experience.

Situation #97

On 09-11-2000, an allegation of “Tardiness” was filed against Control Officer #047. The allegation was investigated and the subject officer was found guilty of the charge. The subject officer received a written reprimand. The subject officer possessed 0 years of college education and 4 years of law enforcement experience.

Situation #98

On 09-11-2000, allegations of “Failure to Comply with Directives” and “Tardiness” were filed against Control Officer #100. The allegations were investigated and the subject officer was found guilty of the charges. The subject officer received a written reprimand. The subject officer possessed 4 years of college education and 7 years of law enforcement experience.
Situation #99

On 09-11-2000, an allegation of “Neglect of Duty” was filed against Control Officer #014. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 2 years of college education and 10 years of law enforcement experience.

Situation #100

On 09-12-2000, an allegation of “Ethics Violations” was filed against Control Officer #070. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 2 years of college education and 27 years of law enforcement experience.

Situation #101

On 09-13-2000, an allegation of “Unauthorized Non Deadly Force” was filed against Control Officers #028 and #034. The allegation was investigated and the subject officers were cleared of any wrongdoing. Control Officer #028 possessed 4 years of college education and 15 years of law enforcement experience. Control Officer #034 possessed 4 years of college education and 15 years of law enforcement experience.

Situation #102

On 09-13-2000, an allegation of “Commission of Misdemeanor” was filed against Control Officer #036. The allegation was investigated and the subject officer was
cleared of any wrongdoing. The subject officer possessed 3 years of college education and 20 years of law enforcement experience.

Situation #103

On 09-14-2000, an allegation of “Discourtesy” was filed against Control Officer #033. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 4 years of college education and 10 years of law enforcement experience.

Situation #104

On 09-14-2000, an allegation of “Commission of Misdemeanor” was filed against Control Officer #108. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 1 year of college education and 21 years of law enforcement experience.

Situation #105

On 09-14-2000, an allegation of “Harassment” was filed against Control Officer #129. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 0 years of college education and 5 years of law enforcement experience.
Situation #106

On 09-15-2000, an allegation of “Discourtesy” was filed against Control Officer #025. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 0 years of college education and 10 years of law enforcement experience.

Situation #107

On 09-22-2000, allegations of “Excessive Force” and “Discourtesy” were filed against Control Officers #058 and #113. The allegations were investigated and the subject officers were cleared of any wrongdoing. Control Officer #058 possessed 0 years of college and 35 years of law enforcement experience. Control Officer #113 possessed 1 year of college education and 28 years of law enforcement experience.

Situation #108

On 09-22-2000, an allegation of “Discourtesy” was filed against Control Officer #062. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 0 years of college education and 8 years of law enforcement experience.

Situation #109

On 09-26-2000, an allegation of “Gossiping” was filed against Control Officer #126. The allegation was investigated and the subject officer was cleared of any
wrongdoing. The subject officer possessed 0 years of college education and 16 years of law enforcement experience.

Situation #110

On 09-26-2000, an allegation of “Discourtesy” was filed against Control Officer #093. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 4 years of college education and 23 years of law enforcement experience.

Situation #111

On 09-26-2000, an allegation of “Commission of Felony” was filed against Control Officer #121. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 2 years of college education and 23 years of law enforcement experience.

Situation #112

On 09-27-2000, an allegation of “Discourtesy” was filed against Control Officer #086. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 0 years of college education and 19 years of law enforcement experience.

Situation #113

On 09-27-2000, an allegation of “Willful Violation of Departmental Procedure” was filed against Control Officer #127. The allegation was investigated and the
subject officer was cleared of any wrongdoing. The subject officer possessed 0 years of college education and 13 years of law enforcement experience.

Situation #114

On 10-05-2000, allegations of “Discourtesy”, “Misuse of Benefits” and “Untruthfulness” were filed against Control Officer #082. The allegations were investigated and the subject officer was cleared of any wrongdoing. Control Officer #082 possessed 0 years of college education and 10 years of law enforcement experience.

Situation #115

On 10-16-2000, allegations of “Excessive Force” and “Harassment” were filed against Control Officer #026. The allegations were investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 3 years of college education and 11 years of law enforcement experience.

Situation #116

On 10-19-2000, an allegation of “Excessive Force” was filed against Control Officer #078. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 0 years of college education and 21 years of law enforcement experience.
Situation #117

On 10-20-2000, allegations of “Neglect of Duty” and “Excessive Force” were filed against Control Officer #056. The allegations were investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 0 years of college education and 14 years of law enforcement experience.

Situation #118

On 10-24-2000, an allegation of “Neglect of Duty” was filed against Control Officer #065. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 0 years of college education and 16 years of law enforcement experience.

Situation #119

On 10-24-2000, an allegation of “Discourtesy” was filed against Control Officer #085. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 0 years of college education and 9 years of law enforcement experience.

Situation #120

On 10-25-2000, an allegation of “Neglect of Duty” was filed against Control Officer #078. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 0 years of college education and 21 years of law enforcement experience.
Situation #121

On 10-25-2000, an allegation of a "Non-Criminal Nature" was filed against Control Officer #072. The allegation was investigated and the subject officer was found guilty of the charge. The subject officer received a verbal warning. The subject officer possessed 6 years of college education and 20 years of law enforcement experience.

Situation #122

On 10-25-2000, an allegation of "Neglect of Duty" was filed against Control Officer #067. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 0 years of college education and 3 years of law enforcement experience.

Situation #123

On 10-26-2000, an allegation of "Unauthorized Use of Deadly Force" was filed against Control Officer #013. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 3 years of college education and 13 years of law enforcement experience.

Situation #124

On 10-31-2000, an allegation of "Unauthorized Use of Deadly Force" was filed against Control Officer #055. The allegation was investigated and the subject officer
was cleared of any wrongdoing. The subject officer possessed 2 years of college education and 10 years of law enforcement experience.

Situation #125

On 11-03-2000, allegations of “Neglect of Duty” and “Discourtesy” were filed against Control Officer #077. The allegations were investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 0 years of college education and 14 years of law enforcement experience.

Situation #126

On 11-03-2000, an allegation of “Discourtesy” was filed against Control Officer #018. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 0 years of college education and 14 years of law enforcement experience.

Situation #127

On 11-16-2000, allegations of “Discourtesy” and “Neglect of Duty” were filed against Control Officer #060. The allegations were investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 0 years of college education and 5 years of law enforcement experience.
Situation #128

On 12-12-2000, an allegation of “Discourtesy” was filed against Control Officer #106. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 0 years of college education and 13 years of law enforcement experience.

Situation #129

On 12-18-2000, an allegation of “Harassment” was filed against Control Officer #004. The allegation was investigated and the subject officer was cleared of any wrongdoing. The subject officer possessed 4 years of college education and 22 years of law enforcement experience.
Results:

- In analyzing the results of the control situations, I have calculated the following statistical information. During the year 2000, the Palm Beach County Sheriffs Department received 129 Internal Affairs complaints filed against 140 law enforcement officers. These complaints were filed predominantly by citizens of Palm Beach County, which the officers had interaction with either directly and/or indirectly. This number reflects that some complaints involved more than one officer (i.e. See Attachment #2, line 19).

- In using the information obtained from surveys completed by the involved officers and reviewing their personnel files, I discovered that of the 140 officers listed in the control situations, 57 officers (41%) possessed a college education leaving 83 officers (59%) without any college education. Moreover, the college-educated officers possessed a cumulative total of 192 years of college education resulting in an average of 3.3 years of college education per officer. (See Figure #1 and #1B).

Figure #1 and #1B

![Bar Chart: Officers Involved in Internal Affairs Complaints Year 2000](chart.png)
Further evaluation of the 129 complaints revealed that within the complaints existed a total of 192 different allegations of wrongdoing. The complaints were investigated and of the 129 filed complaints, 26 were sustained and 103 were not sustained indicating that 25.2% of all complaints were found to be valid. The 192 allegations contained within the complaints were also calculated and of these only 41 of the allegations were substantiated indicating that only 21% of the allegations were valid. The difference in these two percentages is a result of more than one allegation being charged in any one case; total complaints compared to individual allegations contained therein.

Of the 26 sustained internal affair complaints, 13 of the 26 complaints listed officers with some form of college education. This would indicate that (50%) of the officers listed in the sustained complaints possessed college at the time of the complaint. (See Figure #2 and #2B).
Upon evaluation of the 103 non-sustained internal affair complaints, 36 involved officers with some level of college education. This would indicate that 34% of the officers involved in the non-sustained complaints possessed some level college education at the time of the complaint. (See Figure #3 and #3B).
Non-Sustained Allegations of Officers with Education

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Conclusion

In the Law Enforcement Profession, the benefit of a college education has been debated for years. The question is whether a college education does or does not enable an individual officer to communicate better with the general public they serve. This debate has been embraced by some and chastised by others, depending usually on either the education level of the individual addressing the issue or the budgetary restraints on the individual department.

During the last century, the majority of law enforcement officers lacked any organized higher education. This does not indicate that these officers were any less proficient in the performance of their duties. Over the years, however, technological and societal advancements have created the need for additional training of law enforcement officers. It should also be noted that the Criminal Justice System has grown substantially in its' technological and civil responsibilities. Upon conducting the comparative review of a college education's effect on law enforcement officers, my goal was to determine if such an education enabled the officer to better communicate with the general public and/or their immediate supervisor.

Using the statistical information obtained during the preparation or this paper, I have developed the following opinions. The first issue at hand was to determine if a college education enables a law enforcement officer to better communicate with the general public, in turn, mitigating internal affairs' complaints. The statistics show that out of 129 internal affair complaints filed with the Palm Beach County Sheriff's Department between 01-01-2000 and 12-31-2000 only 49 (37.8%) involved officers who possessed a college education at the time the complaint was filed. Considering this statistic, we can assume that law enforcement officers possessing a college education are
better prepared to deal with and communicate to the public they serve than the officers without an education.

The second issue at hand was to determine if a college education enables a law enforcement officer the ability to communicate more accurately to the internal affairs’ investigators, in turn, mitigating sustained internal affairs complaints against them. The statistics show that out of 26 sustained internal affair complaints filed with the Palm Beach County Sheriffs Department between 01-01-2000 and 12-31-2000, 13 or 50% of those complaints involved officers that possessed a college education at the time the complaint was filed.
Limitations

It is important to note that this statistical data was collected from only one year of this agency’s seventy-year existence. This analysis also does not take into account the severity of the individual allegations leveled against the officers nor the relationship between that severity and the level of each officer’s college education. Moreover, the data collected by myself is only as reliable as those who provided it to me. In other words, I relied heavily on the officers involved to provide accurate information for this comparison. Finally, this analysis does not reflect the competency of the internal affairs’ investigator involved in each case.
References

1. The Criminal Justice Standards and Training Commission’s proposal for “College Education for the Entry-Level Law Enforcement Officer”.

2. A public records request from the Palm Beach County Sheriff’s Departments Internal Affairs Division for the 129 documented complaints for the year 2000.

3. Departmental personnel files of the 140 documented officers listed in the 129 internal affairs complaints during the year 2000.

4. Article, “Misconduct Allegations and Higher Education in a Southern Sheriff’s Department”, *The American Journal of Criminal Justice* by Lersch & Kunzman

5. Article, “Education in Law Enforcement: Beyond the College Degree” by Jeremy Travis of the National Institute of Justice

6. Article, “Should Cops Be Hitting the Books or The Beat” by Ron Wenzel of Lincoln Park Police Department


8. Article, “College Educated Officers: Do They Provide Better Police Service” by Dennis Stevens of Lynn University


10. Article, “Recruiting, Retention Problems Grow for Police Departments” by Anonymous of the Crime Control Digest

11. Article, “Higher Education” by Heck and Banet of Police and Society 2nd Edition
12. Article, “Higher Education at Dutchess Community College” by Dan Valentine of Dutchess Community College

13. Article, “Open Letter to the Congress of the United States and Attorney General Janet Reno” by Louis A Mayo of the Association for College Education
TO: DATE: 

FROM: Detective Bill Griffin (Dist 1, Detective Bureau)

SUBJECT: Survey

You have been chosen to participate in a survey. When possible, please complete the questions listed below and return to me. The statistical information obtained from this survey will be utilized in my Graduate Thesis. All names of participants will be withheld.

Question #1.
How many years of college have you completed? ____________________

Question #2.
How many years of Law Enforcement experience do you have? ________________

Thank You, In Advance

Detective Bill Griffin
## Attachment #2:
### Statistical Research Data

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