



**Cape Coral  
Police  
Department**

**2025**

**Professional Standards Bureau Annual  
Report**



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## Executive Summary

*(Accreditation Cross-References: CALEA 1.4.1, 4.2.4, 4.2.5, 22.4.3, 26.1, 41.2.2)*

The 2025 Professional Standards Bureau Annual Report provides a comprehensive overview of the Cape Coral Police Department's efforts to maintain accountability, transparency, and organizational integrity. Through data-driven analysis, supervisory oversight, and adherence to established policies and accreditation standards, the Bureau continues to safeguard public trust while supporting department personnel.

During calendar year 2025, the Professional Standards Bureau observed notable reductions in both inquiries and Internal Affairs investigations when compared to the prior year. A total of eighty-four (84) inquiries were documented, representing a decrease of thirteen (13) from 2024. Despite more than 170,000 documented public interactions, externally generated complaints remained exceptionally low at approximately 0.02% of total contacts. This continued trend reflects the effectiveness of body-worn camera accountability, de-escalation training, and early supervisory intervention.

Internal Affairs activity experienced a significant decline in 2025, with five (5) investigations initiated, compared to fifteen (15) in 2024—a 66.67% reduction. Sustained investigations primarily resulted in corrective actions at the lower end of the disciplinary spectrum, indicating improved compliance with departmental policy and effective supervisory management.

Use of Force incidents also declined in 2025, with sixty (60) reported cases, down from sixty-eight (68) the previous year. Analysis revealed no identifiable patterns or trends requiring changes to training, equipment, or policy. Reductions in conducted electrical weapon usage, coupled with proportional reliance on hands-on control techniques, demonstrate continued emphasis on de-escalation and appropriate force application. Firearm-related use of force incidents remained at zero.

Assaults on sworn officers increased in 2025, with twenty-eight (28) reported incidents; however, all were classified as simple assaults, and no aggravated assaults were documented. Review of these incidents identified no training deficiencies or policy concerns.

Vehicle pursuits increased slightly to four (4) incidents in 2025, all resulting in crashes but without officer injuries or vehicle ramming incidents. Vehicle damage reports totaled seventy-seven (77), with the majority determined to be within policy. Continued adherence to restrictive pursuit policies and annual training remains critical to mitigating risk.

Overall, the 2025 data reflects a department that continues to emphasize professionalism, accountability, and continuous improvement. The Professional Standards Bureau will maintain its commitment to monitoring trends, supporting training initiatives, and ensuring compliance with accreditation standards in support of the Department's mission and the community it serves.

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## Introduction

The Professional Standards Bureau (PSB) is responsible for preserving the integrity of the Cape Coral Police Department by safeguarding the public trust and ensuring accountability within the organization. This responsibility includes the receipt, investigation, analysis, and resolution of complaints, allegations of misconduct, and identified policy or procedural deficiencies. Through these efforts, the Bureau promotes ethical conduct, transparency, and continuous improvement across all levels of the agency.

Public confidence in law enforcement is foundational to effective policing. Conduct that undermines this trust compromises both community relationships and organizational legitimacy. Accordingly, the Cape Coral Police Department remains committed to thoroughly investigating all allegations of misconduct and taking appropriate corrective or disciplinary action when warranted. Employees are expected to conduct themselves in a manner consistent with departmental values, the Code of Conduct, and the expectations of the community.

The Professional Standards Bureau utilizes data-driven analysis to evaluate trends related to employee conduct, use of authority, and organizational performance. This analytical approach supports informed decision-making, enhances accountability, and assists in identifying opportunities for training, policy refinement, or systemic improvement.

The Department continues to employ dedicated software platforms for complaint intake and Internal Affairs case management. These systems enhance efficiency, ensure consistency in documentation, and provide robust analytical capabilities to support oversight and accreditation compliance.

This 2025 Annual Report addresses applicable standards established by the Commission on Accreditation for Law Enforcement Agencies (CALEA), including but not limited to:

- Chapter 26: Internal Affairs and Organizational Integrity
- Chapter 1.4.1: Types of Internal Investigations
- Chapter 4.2.4: Annual Analysis of Use of Force
- Chapter 4.2.5: Assaults on Sworn Officers
- Chapter 41.2.2: Vehicle Pursuits
- Chapter 22.4.3: Annual Analysis of Grievances (Law Enforcement)
- Chapter 3.5.3: Annual Analysis of Grievances (Communications)

The findings contained within this report will be submitted to the Chief of Police for review and consideration.

## Grievances – Reporting and Analysis

*Accreditation Cross-Reference: CALEA 22.4.3 (Law Enforcement), 3.5.3 (Communications)*

### **(CALEA Chapter 22.4.3 / Communications 3.5.3)**

In 2025, there were zero (0) grievances filed with the Cape Coral Police Department by either sworn personnel represented by the Fraternal Order of Police Lodge 33 or non-sworn professional staff represented by the International Union of Painters and Allied Trades, Local 2301.

The Professional Standards Bureau conducted a review of existing policies, procedures, and training related to the Department's grievance process. No deficiencies were identified that would have contributed to the absence of grievances during the reporting period.

Grievances are formally tracked within the IA Pro case management system through the use of BlueTeam entries, ensuring consistent documentation, enhanced accountability, and improved analytical capability related to grievance activity.

Representatives from both labor organizations participated in the grievance analysis. Both labor and management expressed satisfaction with the current grievance process, noting that it remains accessible, fair, and free from retaliation. Union leadership indicated there is an open and effective line of communication between labor and management and confirmed that employees are able to exercise their right to file grievances without concern for retribution.

Based on the review and feedback received, no changes to the grievance process were recommended.

## Inquiries

Accreditation Cross-Reference: CALEA 26.1, 1.4.1

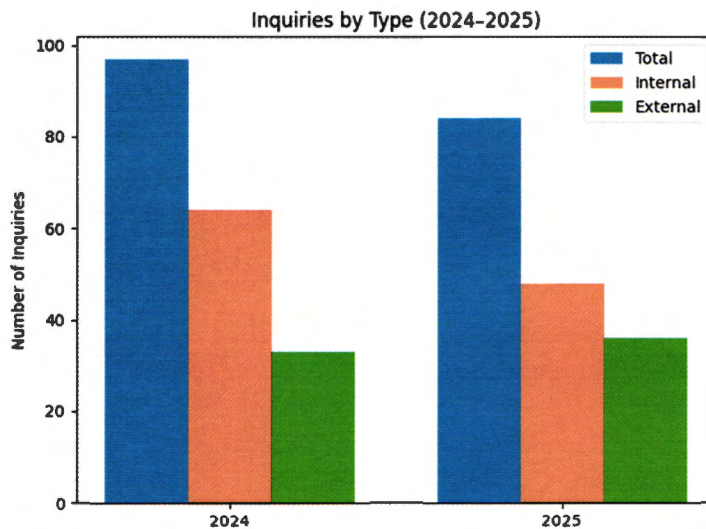
### (CALEA Chapter 26 / Communications 1.4.1)

Inquiries and complaints may be initiated from an external source, such as a citizen, or internally from a Cape Coral Police Department employee, supervisors or city employees from other departments.

In 2025, there were eighty-four (84) inquiries and minor complaints investigated, representing a net decrease of thirteen (13) inquiries when compared to 2024. This reduction reflects a continued emphasis on supervisory intervention, early resolution, and clear expectations for professional conduct.

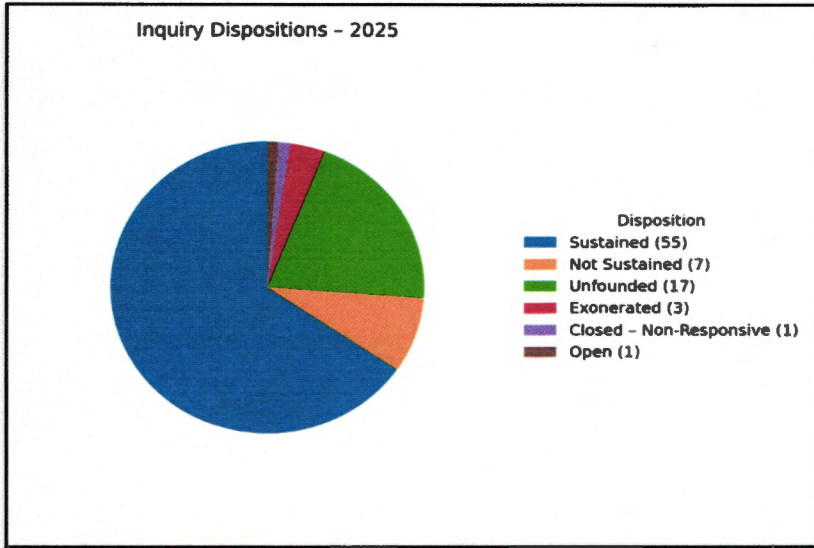
During calendar year 2025, department personnel interacted with the public on approximately 170,867 occasions. Of those interactions, only thirty-six (36) resulted in externally generated complaints, representing approximately 0.02% of total contacts.

A large portion of the internal and external complaints were investigated and handled at the line-level as they did not meet the threshold of being investigated by the Professional Standards Bureau.



Source	Count
Internal	48
External	36
<b>Total</b>	<b>84</b>

## Inquiry Dispositions (2025)



Disposition	Count
Sustained	55
Not Sustained	7
Unfounded	17
Exonerated	3
Closed - Non-Responsive	1
Open	1

**STANDARD OPERATING PROCEDURE CPD-13 - COMPLAINT PROCEDURES & INTERNAL AFFAIRS INVESTIGATION:**

**'THE CAPE CORAL POLICE DEPARTMENT SHALL ACCEPT AND INVESTIGATE ALL COMPLAINTS, INCLUDING ANONYMOUS COMPLAINTS, WHICH ARE DIRECTED AGAINST THE AGENCY OR ITS MEMBERS.**

**COMPLAINTS SHALL BE ACCEPTED IN PERSON, BY MAIL, EMAIL, TELEPHONE, OR OTHER MEDIA DEVICES (HEARING IMPAIRED). COMPLAINTS MADE IN PERSON CAN BE DOCUMENTED ON FORMS CONTROL # F-45, OFFICER INTERACTION FORM.**

**ALL COMPLAINTS SHALL BE ACCEPTED AS INQUIRIES UNTIL IT IS DETERMINED THAT THE COMPLAINT CONTAINS SUFFICIENT FACTUAL INFORMATION TO WARRANT AN INVESTIGATION."**



## Internal Affairs Investigations

(Accreditation Cross-Reference: CALEA Chapter 26 – Internal Affairs & Organizational Integrity)

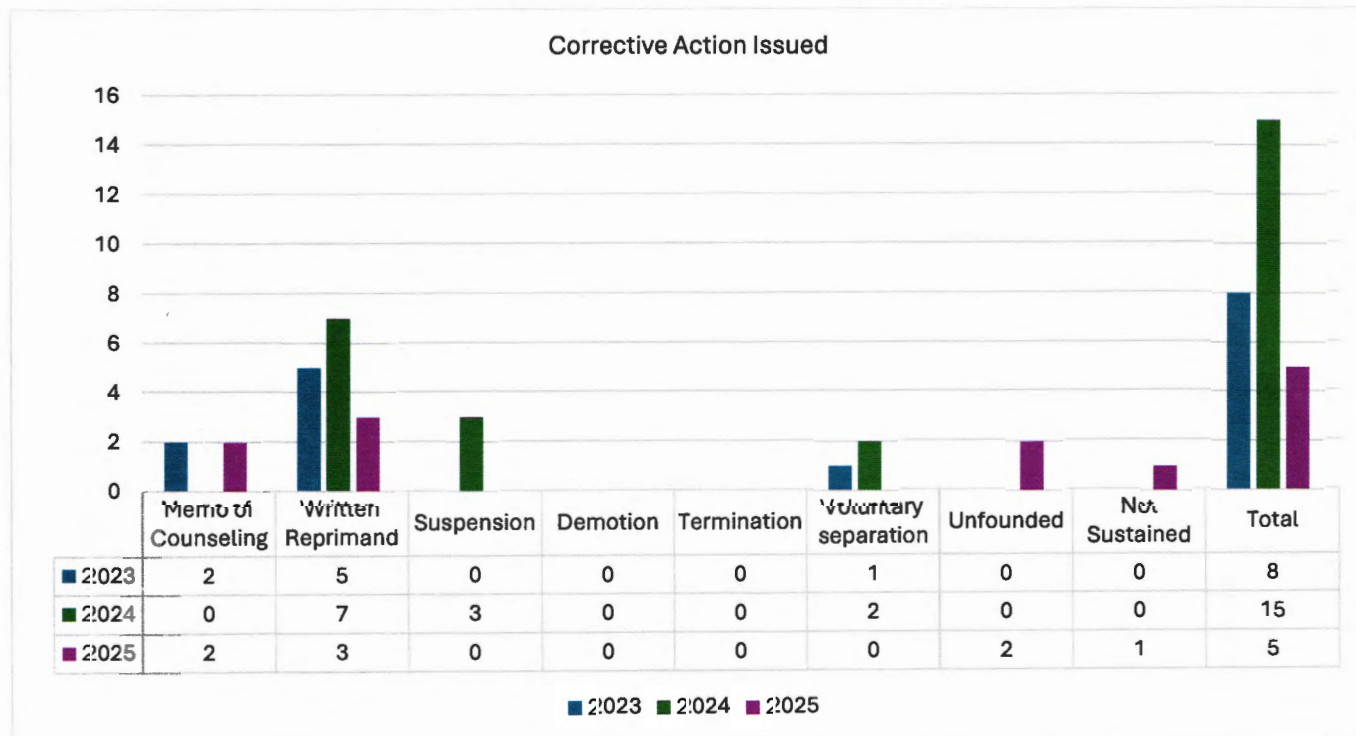
The Professional Standards Bureau Internal Affairs Unit is responsible for Internal Affairs investigations. Formal Internal Affairs investigations include but are not limited to, allegations of criminal or gross misconduct, dereliction of duty, excessive force, civil rights violations, and state and federal law violations. Internal Affairs investigations may contain more than one allegation.

Allegations may be received from any member of the police department or initiated at the direction of the Executive Staff.

From January 1 to December 2025, the Professional Standards Bureau initiated five (5) Internal Affairs Investigations involving five (5) Department members. The number of Internal Affairs investigations decreased by ten (10) from the previous year, a 66.67% decrease.

Of the five (5) Internal Affairs Investigations, four (4) were sustained and issued correction actions, and one (1) was not sustained. Furthermore, investigations resulted in one (1) subject Officer being issued two (2) written reprimands, one (1) subject Public Service Aide being issued a written reprimand, and two (2) subject Officers being issued a memorandum of counseling.

### TYPES OF CORRECTIVE ACTIONS/IA INVESTIGATIONS

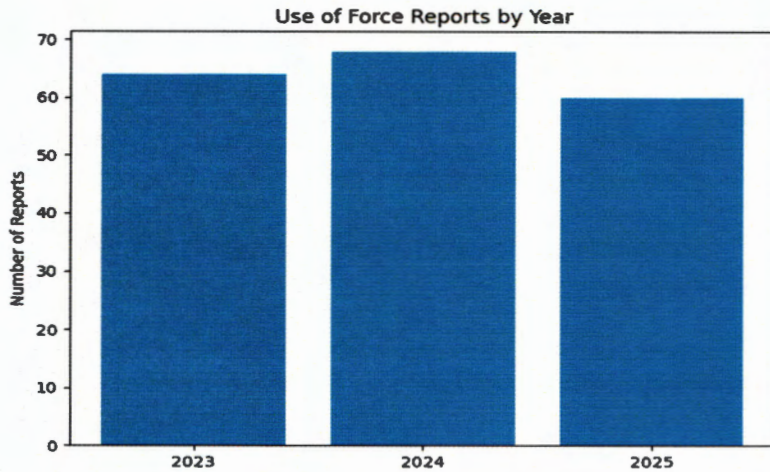


## Use of Force – Reporting and Analysis

Accreditation Cross-Reference: CALEA 4.2.4

### (CALEA Chapter 4.2.4)

In 2025, there were sixty (60) Uses of Force (Resistance Control) reports filed with the Professional Standards Bureau. The total number of reported uses of force incidents decreased by 8 incidents, or 11.7 % in 2025, compared to 2024



In 2025, of the 170,867 interactions officers had with the public, 3,527 resulted in an arrest. Of those arrests, fifty-four (54) involved a reported use of force. Six (6) reported uses of force occurred during attempts to take individuals into protective custody under the provisions of the Baker Act, representing an increase of one (1) such incident compared to the previous year.

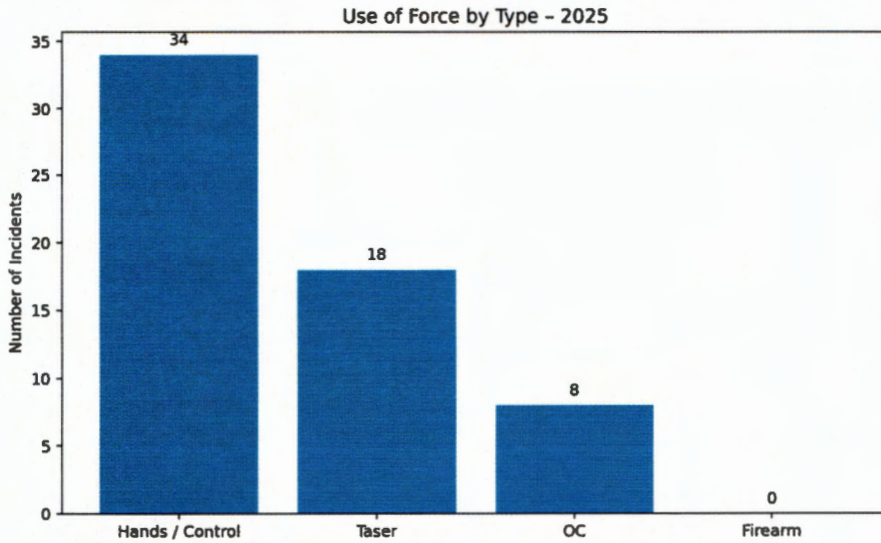
There are varying degrees of control that may be justified depending on the dynamics of a situation. In some cases, individuals resist arrest, and the application of physical force may be necessary to effect the arrest and ensure the safety of officers and others. The level of force applied may escalate or de-escalate based on the subject's actions and resistance.

In 2025, the TASER was involved in eighteen (18) uses of force, accounting for approximately thirty percent (30%) of the force options utilized. This represents a decrease of approximately thirty-three percent (33%) compared to 2024.

Hands, fists, feet, and takedown techniques were used in thirty-four (34) incidents, accounting for approximately fifty-seven percent (57%) of reported use-of-force incidents. This reflects continued reliance on lower-level control techniques when managing resistant subjects and remains consistent with prior years.

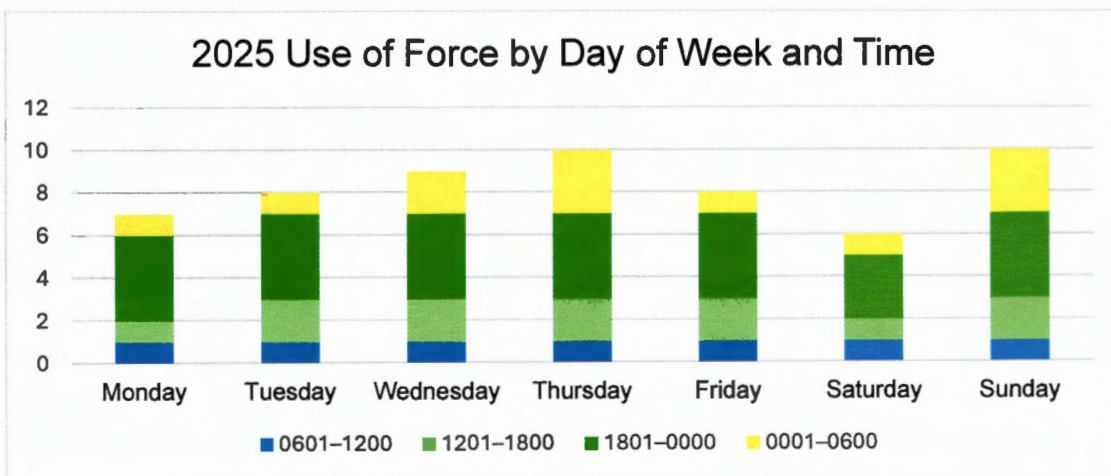
Uses of force involving Oleoresin Capsicum (OC) decreased in 2025, with OC utilized in eight (8) incidents, accounting for approximately thirteen percent (13%) of total uses of force.

Firearm or lethal force incidents remained at zero (0) in 2025, consistent with 2024.



Day	0601-1200	1201-1800	1801-0000	0001-0600	TOTAL
Monday	1	1	4	1	7
Tuesday	1	2	4	1	8
Wednesday	1	2	4	2	9
Thursday	1	2	4	3	10
Friday	1	2	4	1	8
Saturday	1	1	3	1	6
Sunday	1	3	4	4	12
<b>TOTAL</b>	<b>7</b>	<b>13</b>	<b>27</b>	<b>13</b>	<b>60</b>

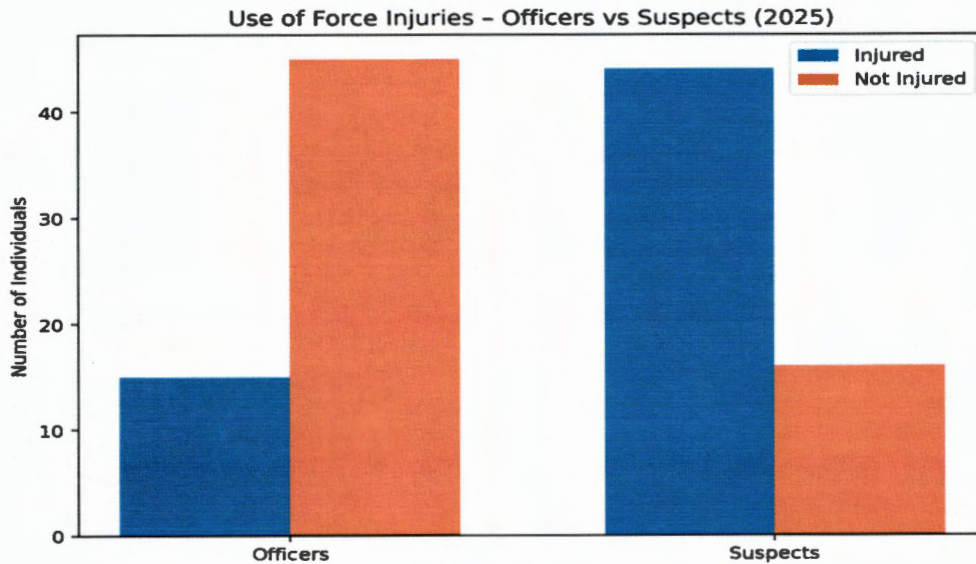
Analysis of use of force incidents by time and day shows that incidents were most likely to occur during evening hours (1801-0000) and were more prevalent toward the end of the week, with Sunday accounting for the highest number of incidents. Morning hours (0601-1200) consistently reflected the lowest incidence of force. Overall, no consistent trends or identifiable patterns were observed beyond normal variations in call volume and enforcement activity.



Overall, the data suggests that while arrests and public interactions occur routinely, use of force remains rare and is concentrated during specific times when calls for service and resistance levels are typically higher. These findings can help inform training focus, staffing considerations, and ongoing review of resistance control tactics.

In 2025, uses of force resulted in 44 reported suspect injuries, accounting for 73 % of uses of force, which is a decrease of 9 % from the previous year.

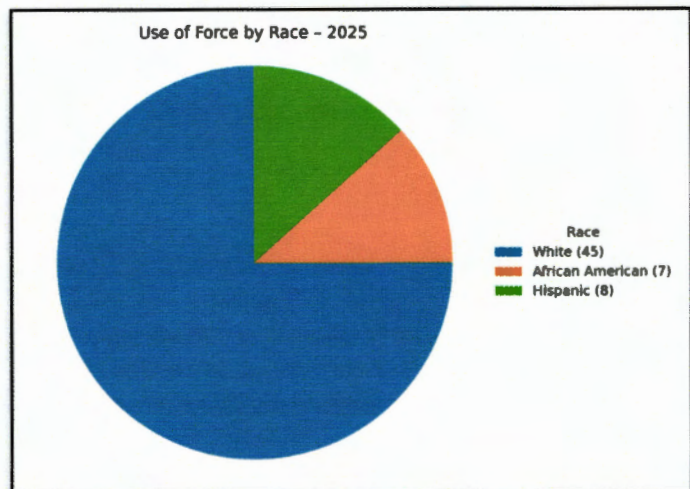
15 Officers reported injuries during use-of-force encounters, accounting for 25% of incidents.



In 2025, 45 Caucasian citizens were the subject of a use of force, which is 75 % of the 60 total uses of force. 7 African American citizens were the subject of a use of force, which is 11% of the 60 total uses of force. Those of Hispanic origin, regardless of race, accounted for 8, or 13 % of the total uses of force.

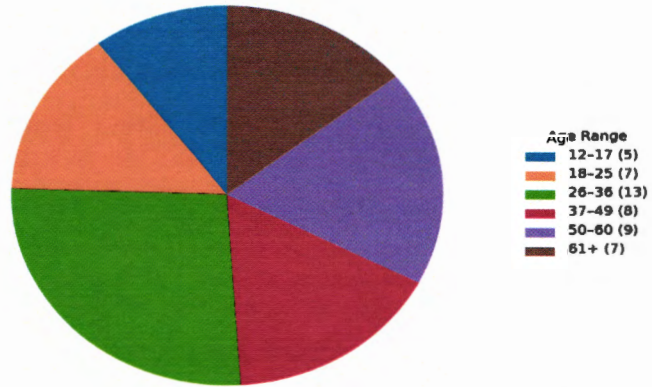
During 2025, males accounted for 50, of the 60 total uses of force, which is 83.33%. Females accounted for 10 incidents.

The age range of individuals involved in the 60 uses of force incidents spanned from 12 – 71 years. The majority of these incidents involved subjects between 26-49 years.



Use of Force by Age - 2025

In 2025, there were sixty (60) documented uses of force, reflecting a reduction of eight incidents from 2024. Analysis indicates no identifiable trends requiring policy or training modification.



The Cape Coral Police Department will continue to review all Body-Worn Camera (BWC) footage associated with use of force incidents to ensure each event is thoroughly documented and administratively reviewed through the established chain of command within the AXON Evidence.com platform. This review process reinforces accountability, transparency, and consistency in supervisory oversight.

The Department remains committed to providing annual training in Verbal Defense and Influence, Defensive Tactics, and Use of Force. This training incorporates reality-based scenarios and principles grounded in research from the Force Science Institute, allowing officers to train in environments that closely reflect real-world conditions. These training efforts are designed to reinforce sound decision-making, de-escalation, and proportional responses during dynamic encounters. While no identifiable patterns or trends were observed in 2025 that would necessitate changes to policy, training, or equipment, the nature of use of force encounters remained generally consistent with those observed in prior years.

Use of force analysis is conducted by the Professional Standards Bureau through a comprehensive review of each report to evaluate levels of subject resistance and the control techniques employed by officers. This analysis is further supported by consultation with internal Subject Matter Experts and the Department's Training Unit. Findings are routinely reviewed with supervisory personnel and Command Staff to promote continuous improvement, reinforce accountability, and ensure alignment with departmental standards and best practices.

## Assaults on Sworn Officers – Reporting and Analysis

*Accreditation Cross-Reference: CALEA 4.2.5*

In 2025, the Cape Coral Police Department documented twenty-eight (28) assaults on sworn officers, representing an increase when compared to eight (8) assaults reported in 2024. All assaults reported in 2025 were classified as simple assaults. No aggravated assaults on law enforcement officers were reported during the year.

Review of the 2025 assault data indicates that these incidents primarily occurred during officer interactions involving investigation, arrest, or custodial activities and did not reflect any identifiable patterns, premeditated attacks, or emerging trends. Despite the year-over-year increase, the absence of aggravated assaults suggests that the severity of these encounters remained limited.

Based on the analysis, no policy revisions or training modifications are recommended at this time. The Professional Standards Bureau will continue to monitor assaults on sworn personnel and assess trends annually to ensure officer safety and operational effectiveness.

### Assaults on Law Enforcement Officers

	2023	2024	2025
Assault on LEO	35	8	28
Aggravated Assault on LEO	1	0	0
<b>Total</b>	<b>36</b>	<b>8</b>	<b>28</b>

## Traffic Crash / Vehicle Damage

*Accreditation Cross-Reference: CALEA 41.3.2 (Vehicle Operations Review)*

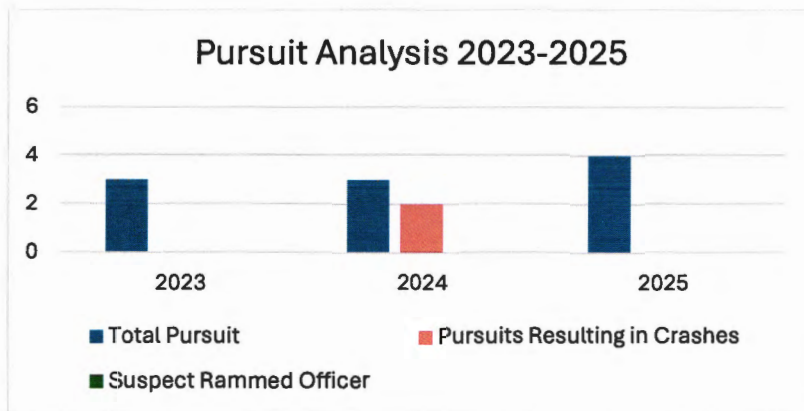
From January 1 through December 31, 2025, the Cape Coral Police Department documented a total of seventy-seven (77) traffic crash and vehicle damage incidents involving city-owned vehicles. Of these incidents, twenty-seven (27) were determined to be policy violations, while fifty (50) were found to be within departmental policy.

When compared to 2024, the total number of vehicle crash and damage incidents in 2025 remained relatively consistent, with no significant deviation in overall volume. The proportion of incidents determined to be within policy continued to represent the majority of cases, indicating sustained compliance with departmental vehicle operation standards.

The Professional Standards Bureau will continue to review traffic crash and vehicle damage incidents to identify potential trends and ensure accountability, training reinforcement, and policy compliance.

### TRAFFIC CRASH/DAMAGE - CAPE CORAL POLICE DEPARTMENT (CITY VEHICLES)

Types	2023	2024	2025
Violation of Policy	31	29	27
Within Policy	39	47	50
<b>Total</b>	<b>70</b>	<b>76</b>	<b>77</b>



### Analysis of Findings and Conclusion

Review of pursuit activity reflects a consistently low number of vehicle pursuits over the three-year period. While two pursuits in 2024 resulted in crashes, no pursuit-related crashes occurred in 2023 or 2025, and no incidents involved suspects ramming officers.

These findings indicate that pursuit initiation decisions, supervisory oversight, termination techniques, and cancellation criteria are being applied in a manner consistent with departmental policy and training standards. The annual analysis and administrative review process support risk management, accountability, and continuous improvement, and demonstrates compliance with CALEA standards governing vehicle pursuit policy, reporting, and review.

In compliance with CALEA Standard 41.2.2, departmental personnel conducted an annual review of the vehicle pursuit policy to ensure that it continues to establish clear, restrictive criteria for initiating, continuing, supervising, and terminating vehicle pursuits. The review confirmed that the policy provides defined decision-making standards, emphasizes continuous risk assessment, and assigns supervisory responsibility throughout the duration of a pursuit.

The review found the policy consistent with current laws, training standards, and operational practices, effectively balancing apprehension with public and personnel safety. No deficiencies affecting CALEA compliance were identified, and recommendations for clarification or training reinforcement have been addressed appropriately.

This annual review supports ongoing accountability and demonstrates the agency's continued commitment to risk management, supervisory oversight, and compliance with CALEA Standard 41.2.2.