

## Early Identification System

The law enforcement profession requires a level of excellence which needs to be constantly monitored and reinforced in order to ensure the ongoing maintenance of high standards.

The Department has the responsibility to identify and assist employees that show symptoms of job stress and/or performance problems. For this purpose, the "Employee Profile" and "Early Identification System" were developed.

The Department maintains an Employee Profile for each employee. The profile contains a synopsis of every commendation, complaint and use of force received. These profiles are reviewed by supervisors on a regular basis.

The Early Identification System was established to provide a systematic review of officers identified as having received two or more complaints and/or having been involved in three or more Use of Force incidents during a three-month period. The information is provided to the appropriate supervisors for review and corrective action if necessary.

Should you have a complaint against an employee of the Miami-Dade Police Department or would like to commend an employee, please contact the Professional Compliance Bureau at (305) 599-3550. For assistance during evening or weekend hours, your complaint or commendation will be accepted at any departmental facility.

## Telephone Contact Numbers Miami-Dade Police Department

### Professional Compliance Bureau

9690 N.W. 41 Street  
Doral, FL 33178  
Tel (305) 599-3550  
Fax (305) 592-6513



### District Stations

<b>Northwest Station</b> (Miami Lakes) 5975 Miami Lakes Dr. East (305) 698-1500	<b>Cutler Ridge Station</b> (Palmetto Bay) 10800 S.W. 211 Street (305) 378-4300	<b>Airport Station</b> Miami International Airport (305) 876-7373
<b>Northside Station</b> 2950 N.W. 83 Street (305) 836-8601	<b>Kendall Station</b> 7707 S.W. 117 Ave. (305) 279-6929	<b>Hammocks Station</b> 10000 S.W. 142 Ave. (305) 383-6800
<b>Midwest Station</b> (Doral) 9101 N.W. 25 Street (305) 471-2800	<b>Intracoastal Station</b> 15665 Biscayne Blvd. (305) 940-9980	<b>Miami Gardens Station</b> 18805 N.W. 27 Ave. (305) 626-7950

Carlos Alvarez  
Mayor



### Board of County Commissioners

Joe A. Martínez  
Chairman

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District 1

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District 7

George M. Burgess  
County Manager

Harvey Ruvin  
Clerk of Courts

Katy Sorenson  
District 8

Dennis C. Moss  
District 9

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District 10

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District 11

José "Pepe" Díaz  
District 12

Natacha Seijas  
District 13

Miami-Dade County provides equal access and equal opportunity in employment and services and does not discriminate on the basis of disability.

"It is the policy of Miami-Dade County to comply with all of the requirements of the Americans with Disabilities Act."

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# MIAMI-DADE POLICE DEPARTMENT



PROFESSIONAL COMPLIANCE BUREAU

"we must constantly strive for excellence"



## Director's Message



The Miami-Dade Police Department (M.D.P.D) is recognized as one of the finest law enforcement agencies in the nation. We are proud of the high quality of service we provide to the citizens of Miami-Dade County. To maintain this well deserved reputation, we must constantly strive for excellence.

It is essential that all allegations of police misconduct are thoroughly and objectively investigated to assure the public that official police misconduct will not be tolerated and, at the same time, provide a process whereby officers unjustly accused can be vindicated. The responsibility and authority for these investigations within the Miami-Dade Police Department are vested within the Professional Compliance Bureau, Internal Affairs Section.

## Complaints

The Internal Affairs Section has as its major function the receiving, processing, and investigation of complaints made against members of the Department. To ensure the public trust and maintain the Department's integrity, the Bureau conducts immediate, objective, and thorough investigations of all complaints.

# Frequently Asked Questions and Answers

**Q. How do I file a complaint against an employee of the Miami-Dade Police Department?**

**A.** Complaints against any M.D.P.D. employee will be accepted at all departmental facilities, from any source, regardless of the location of the alleged occurrence. Anonymous complaints can be submitted via mail to:

Miami-Dade Police Department  
Professional Compliance Bureau  
9690 NW 41 Street  
Doral, FL 33178-2306

Anonymous complaints may also be submitted via e-mail to [PCBinfo@mdpd.com](mailto:PCBinfo@mdpd.com), or faxed to (305) 592-6513.

**Q. What happens to my complaint?**

**A.** The complaint is documented on a Preliminary Complaint Report which is forwarded to the Professional Compliance Bureau. When received, the complaint is classified and assigned to an investigator of supervisory rank. Statements are taken from the complainant, all witnesses, and the subject employee(s). Upon completion, the case is reviewed and a disposition is made by departmental command-level supervisors.

**Q. How long does it take the Professional Compliance Bureau to complete the investigation?**

**A.** The average case takes from 30 days to 6 months to complete. This would depend on the complexity of the case, the availability of witnesses, and the involvement of other agencies, such as the State Attorney's Office.



**Q. Will I be notified of the findings?**

**A.** Yes. Both the complainant and the employee are notified when the investigation has been completed and are encouraged to contact the Professional Compliance Bureau to discuss the findings.

**Q. Will I be able to see the completed case?**

**A.** Yes. Under Florida's Public Records Law, all completed cases become public record and are available for inspection during normal business hours. The case files are kept at the Professional Compliance Bureau.

**Q. Do other agencies investigate police misconduct?**

**A.** Yes. The State Attorney's Office reviews all cases alleging criminal misconduct. The FBI and the U.S. Attorney's Office review allegations of civil rights violations.

**Q. Is there a non-government agency that reviews complaints against police officers.**

**A.** Yes. The Independent Review Panel was created in 1980 and operates autonomously as an independent civilian agency. They can be contacted by calling (305) 375-4880.

## MDPD Complaint Form *Formulario de Queja*

Name/ Nombre (Optional/ Opcional)

Address/ Dirección (Optional/ Opcional)

Telephone/ Teléfono (Optional/ Opcional)

Involved MDPD Employee(s) *Empleado (s) involucrado*

Please describe your complaint below and mail completed form to the Miami-Dade Police Department, Professional Compliance Bureau.

*Por favor describa su queja en el espacio abajo y envíe el formulario por correo a Miami-Dade Police Department, Professional Compliance Bureau.*

Multiple horizontal lines for writing the complaint details.