



October 10, 2023

To: Lane County Sheriff  
144 S. Lane St.  
Dighton, KS 67839

Dear Tony,

As you requested, the following report will give you the information that was gathered by Leading Edge Technology Partners(LETP) about the Lane County Sheriff's Office(LCSO) upon our initial evaluation of the IT infrastructure.

All of the information gathered was used to evaluate the stability and security of the infrastructure as measured against the Kansas Criminal Justice Information Systems(KCJIS) standards. As you know, Law Enforcement agencies are held to this standard and are audited regularly for compliance. Our evaluation found multiple areas at LCSO that were not in compliance with KCJIS standards. These items are listed below:

- Firewall: The existing SonicWALL SOHO firewall was running with expired support. Without support the firewall was not receiving the required updates to remain effective at defending against threats. In addition, the security services that add an additional layer of protection were not running and expired as well. These services are always recommended. The firewall was undersized and had reached end of life as well. Since we are unable to renew the support subscription due to end of life, the decision to replace the firewall with a new device with a current subscription for support and security services was made. KCJIS requires that firewall devices be under support, up to date, and not end of life.
- Server: The existing Hyper-V server that housed the virtual servers that run the Active Directory Domain and Enterpol CAD system was aging and not carrying any hardware warranty. Additional hardware resources were needed to integrate the new software to allow access to the CAD system via a VPN connection from the mobile computers with the officers in the SO vehicles. The virtual servers were running Microsoft Windows Server 2012 version. Server 2012 reaches end of support on October 10, 2023. After this date, these products will no longer receive security updates, non-security updates, bug fixes, technical support, or online technical content updates. KCJIS requires that all servers in production be under support and receiving security updates from the software provider. With the completion of the server upgrade project last week. All hardware and software on the new server meet KCJIS requirements. All of the virtual servers are running Server 2019 or newer operating systems.

LETP continues to work with LCSO on several projects that were identified during the last month. Identified upcoming projects include:

- Updating/securing wireless capabilities in the station to meet KCJIS requirements.

- Installing current, licensed productivity software on all LCSO computers (Microsoft Office 365).
- Migration of email services from Lotus Notes in Enterpol to Microsoft Exchange in Microsoft Office 365
- Decommissioning and removal of retired IT infrastructure items such as old servers and computers
- Consolidation of IT infrastructure in a single location. Currently there are several locations in the station that house different parts of the infrastructure. Consolidation of this equipment will make it much easier to stay in compliance with KCJIS requirements and recommendations.

The ongoing monthly managed services agreement in place between LETP and LCSO will help ensure that all IT infrastructure will stay current with security updates, firmware updates, and remain under warranty.

Sincerely,

A handwritten signature in black ink, appearing to read 'Gavin Lusk', with a long, sweeping horizontal stroke extending to the right.

Gavin Lusk  
President  
Leading Edge Technology Partners  
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Hutchinson, KS 67502  
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October 9, 2023

TO: Lane County Board of County Commissioners

RE: Current operational and organizational issues with the Lane County Sheriff's Office

Gentlemen,

After our conversation at the last meeting I believe providing a written summary of the operational and organizational issues within the Sheriff's Office is the best way to illustrate the challenges that are present. Upon taking office I began a full-scope organizational assessment. The assessment examined the practices related to the following areas:

Fiscal Management	Liability Exposure	Equipment
Recruitment/Retention	Training	Resiliency

It would be difficult for me to address all of these issues in a single report in the detail that is necessary. To that end, I have been working with several outside entities to provide independent reports on specific concerns. I will forward those reports as they become available. I have also been working with a lead assessor for the Kansas Law Enforcement Accreditation Program to provide an independent overview of the current state of the office. Due to several of the necessary changes being politicized by prior administration, I believe it is prudent to partner with these outside resources to show the recommendations being made are a fair and unbiased assessment of the current needs and risks.

**Issue 1: Information Technology:** As you see from the report from Leading Edge Technology Partners – our IT security was severely deficient and did not meet state and federal criminal justice information security standards. This required an immediate and large-scale expense to address the security issues. We continue to work towards compliance in this area.

**Issue 2 Liability Exposure:** Upon taking office I learned that there were no policies or procedures in place. This affects the liability exposure on several levels. First, it creates lack of direction and supervision of personnel. Secondly, there are several policies that are required to be in place per state law or, are highly recommended to manage external liability issues. These areas include:

- Use of force
- Pursuit and emergency vehicle operations
- Search and seizure including arrests.
- Domestic violence response and investigation
- Property and evidence management
- Off-duty conduct
- Sexual harassment or misconduct
- Internal investigations
- Dealing with people who have mental illness or emotional disturbances.

I have been working on developing a full-scope policy and procedure manual. I will continue that work until it is complete. The policies that are being developed will be in alignment with state accreditation standards should the next administration desire to follow that path.

The lack of policies and procedures also impacts the ability for the office to build a consistent culture when carrying out routine tasks. It also hinders the ability to provide accountability when the behaviors of employees become otherwise inappropriate.

**Issue 3 Hiring & Training:** An organization's culture is a direct reflection on the people that make up the team. There were no consistently applied hiring standards for staff. In fact, there are publicly available examples of the prior administration engaging in negligent hiring practices. There have been past employees that have engaged in conduct that should have excluded their hire or continued employment. This includes problematic work history, criminal justice involvement, engaging in inappropriate on and off-duty behavior. There is also a lack of an appropriate field training program for newly hired deputies. There is also no certification training in place for dispatchers. Dispatchers currently get a short period of training; however, they do not attend any certification training. A law enforcement agency has a duty to train and supervise under established Supreme Court Case Law.

**Issue 4 Fiscal Management:** There are too many issues in this area to address fully. In summary, there appears to be a lack of strategic fiscal management related to equipment replacement scheduling, ensuring the continued expansion of technical capabilities within the office to keep pace with current standards and inconsistent purchasing practices.

**Issue 5 Property/Evidence Management:** This area is completely out of compliance with well-established state and federal guidelines. We currently have evidence that is stored with regular sheriff's office surplus property. There has also not been a wide-scale purge to remove items that are no longer needed. The record keeping of items is also inconsistent. During an initial audit of the situation, we found paper files that had evidence items placed inside the case file record. Evidence must be stored in a secured, limited-access manner and all movements/storage locations should be tracked and recorded.

**Issue 6 Equipment:** There are several areas within the office where significant equipment upgrades are needed due to either end-of-life equipment cycle or, there is no equipment in current inventory for that specific purpose. These include but not limited to:

- Live Scan Fingerprint Machine – nearing end of life cycle
- Mobile Data Terminals – Need upgraded to a ruggedized system. We are currently using business class laptops that are not sealed against dust, water or other field conditions.
- Crime scene processing equipment
- Less-lethal tools and restraints to respond to persons in crisis.
- Create ballistic vest replacement schedule.
- Install appropriate transport partitions in each patrol vehicle.
- Address issues with patrol rifles

One of my biggest concerns with the equipment is the current state of our patrol rifles. The office purchased 6 rifles last year to replace aging rifles bought nearly 20 years ago. When inspecting some of the new rifles I noticed several mechanical issues of concern. I was also told by a deputy of an incident where one of the rifles malfunctioned and fired when it should not have. I then shot one of the rifles and noticed additional issues. I sent two examples to a nationally recognized gunsmith and forensic examiner for evaluation. His report will be completed in the next week or so. I spoke to him today and he advised of several issues with the patrol rifles that will require significant parts replacement to make them safe.



The other concern I have with the rifles is they are full-automatic machine guns. In domestic law enforcement, full-auto firearms have limited use but increase the liability significantly if the users are not properly trained. It is also impossible to resell a full-auto machine gun once the gun is removed from duty use. This is due to machine guns being illegal for civilian sale. This means that the trade in value is significantly less than trading in a firearm that can be resold and purchased by the general public.

In closing, this report is simply a summary of basic issues. There are many other issues that are connected to the broader categories listed above. I will continue working on as many of these issues as I can through the transition. My goal is to provide enough information to the next administration so the work may carry on.

Very truly,

Tony Rodriguez