

# MARICOPA COUNTY SHERIFF'S OFFICE

Bureau of Internal Oversight

Audits and Inspections Unit



**1st Qtr. 2018 Bias-Free Policing (Sworn) Inspection**

Inspection Report# BI2018-0043

The Audits and Inspections Unit (AIU) of the Bureau of Internal Oversight (BIO) will conduct inspections on a regular basis of the Supervisor and Briefing Note entries to ensure that reinforcement of Bias-Free Policing is being conducted on a quarterly basis, at minimum. The purpose of this inspection is to ensure compliance with Office policies and promote proper supervision. To achieve this, the Monitor Team, through the Court Implementation Division, selected Sworn personnel on the first month of the quarter being inspected. To ensure consistent inspections, the Bias-Free Policing Inspection Matrix developed by the AIU will be utilized.

**Matrix Procedures:**

Utilize the Bias-Free Policing Inspection Matrix to ensure that each randomly selected employee received one entry reinforcing Bias-Free Policing during the period being inspected and that in the entry, the supervisor unequivocally reinforced to the employee that discriminatory policing is unacceptable.

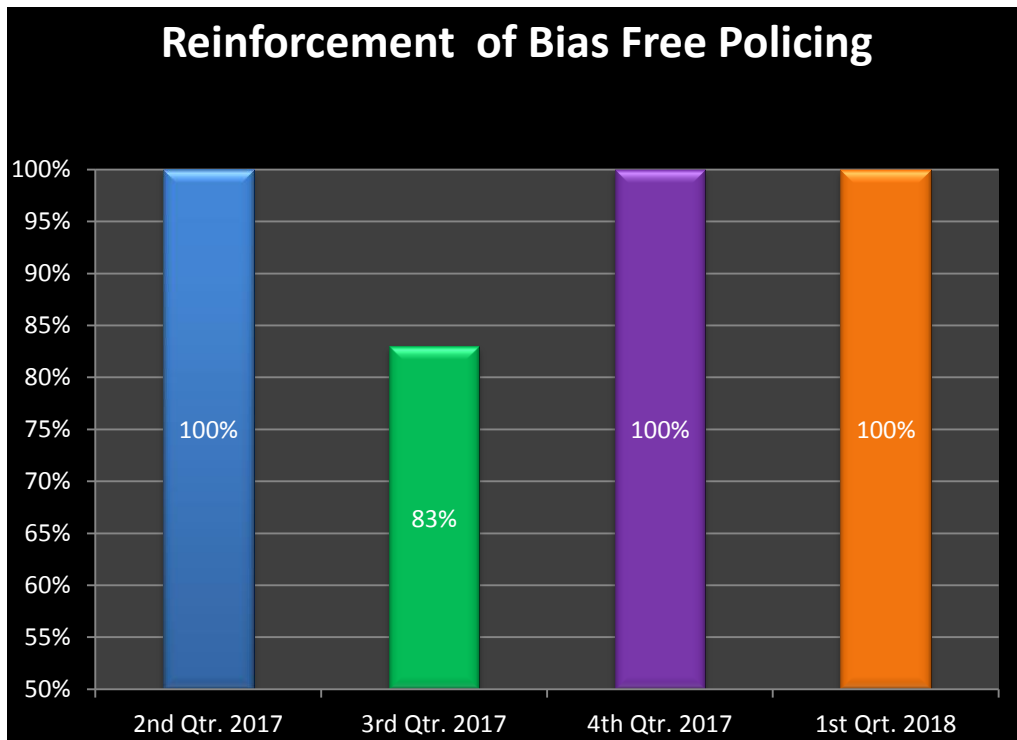
**Criteria:**

MCSO Policy CP-8, *Preventing Racial And Other Biased-Based Profiling*

**Conditions:**

In January 2018, the Monitor Team provided a sample of 36 Deputies from all Patrol Districts/Divisions to be used for this inspection. The inspection found that **100%** of employees had the required quarterly reinforcement of Bias-Free Policing by a supervisor, as noted in the Supervisor Note or Briefing Note entries for the employee, in compliance with MCSO Policy CP-8.

Below are the historical comparison rates for overall compliance with MCSO Policy CP-8 by sworn supervisors during the last four quarters.



Note – The overall compliance rate is an average of the compliance scores from each division inspected as illustrated in the chart below:

District/Division	Compliance Rate
1	100%
2	100%
3	100%
4	100%
5	100%
6	100%
7	100%

### Recommendations:

It is recommended that Management continue to provide on-site mentorship to supervisors *at all levels* within the organization regarding the importance of ensuring that **all Supervisors** comply with the following specific requirements:

- Supervisors shall unequivocally and consistently reinforce to subordinates that discriminatory policing is unacceptable. ***On a quarterly basis, at minimum, supervisors are required to document in their Supervisory Notes in Blue Team the fact that they unequivocally reinforced to their subordinates that discriminatory policing is unacceptable.***
- Such reinforcement shall occur on a quarterly basis and shall be documented in the Early Identification System (EIS), Blue Team application.
- Supervisor shall ensure that they select the proper “Note” from the drop-down list when documenting the reinforcement with staff.
- For meeting policy requirements, the AIU will accept **the documented discussion of this message** as either an individual “Supervisory Note” or a “Briefing Note” entered individually or attributed to multiple staff when entered into Blue Team.

### Action Required:

With the resulting **100%** compliance for *Inspection BI2018-0043*, **0** BIO Action Forms are required from the affected Districts addressing the deficiencies.

### Notes:

All supporting documentation (working papers) is included in the inspection file number BI2018-0043 and contained within IA Pro.

Date Inspection Started: April 3, 2018  
Date Completed: April 5, 2018  
Timeframe Inspected: January 1<sup>st</sup>, 2018 to March 31<sup>st</sup>, 2018  
Assigned Inspector(s): Sgt. Dave Gardner S1608

I have reviewed this inspection report.

Larry Kratzer S1520

Lieutenant Larry Kratzer S1520  
Commander, Audits & Inspections Unit  
Bureau of Internal Oversight

04/05/2018

Date