

MARICOPA COUNTY SHERIFF'S OFFICE

Bureau of Internal Oversight

Audits and Inspections Unit



March 2018 Patrol Shift Roster Inspection

Inspection Report# BI2018-0038

The Audits and Inspections Unit (AIU) of the Bureau of Internal Oversight (BIO) will conduct inspections of Daily Patrol Shift Rosters on a monthly basis to determine if the rosters are in compliance with Office policy. The Daily Patrol Shift Rosters are uniformly inspected utilizing a matrix developed by AIU, in accordance with procedures outlined in Policy GB-2, *Command Responsibility*.

Matrix Procedures:

- A Daily Patrol Shift Roster is completed for each work shift.
- Supervisor span of control is in accordance with MCSO Policy GB-2.
- Shift Supervisor positions are being filled by employees with the rank of Sergeant, Lieutenant, or above in accordance with MCSO Policy GB-2.
- Supervisors are assigned to, and work, the same days and hours as the deputies under their direct command, absent exceptional circumstances.

Criteria:

MCSO Policy GB-2 (Sections 4 & 12.A1), *Command Responsibility*:

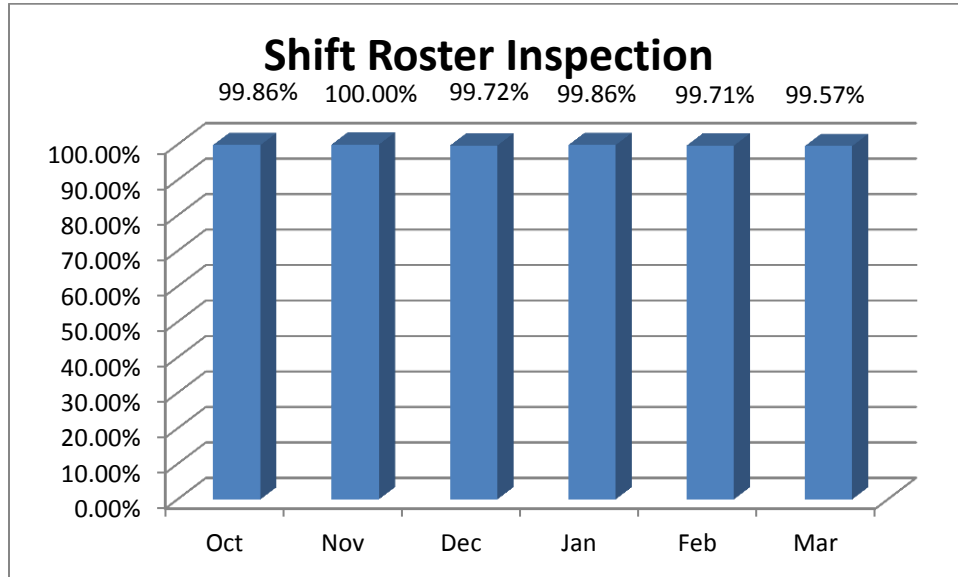
“First-line Patrol supervisors shall be assigned to supervise no more than eight deputies, but in no event, should a patrol supervisor be responsible for more than ten deputies.”

“First-line patrol supervisors shall ensure that a Daily Shift Roster is completed for each shift in order to reflect the subordinates that are working under that supervisor for each day worked.”

Conditions:

An inspection of all Daily Patrol Shift Rosters was completed for the month of March 2018. Due to possible specialty assignment squads and the variance of days in a month; the total number of shift rosters will vary each month. There were a total of 664 rosters in March available for inspection; 664 or 100% of the rosters were inspected.

MCSO achieved a compliance rate of **99.57%** in the Daily Patrol Shift Roster inspection of March 2018, as illustrated in the graph below:



Division:	<u>District One</u>	<u>District Two</u>	<u>District Three</u>	<u>District Four</u>	<u>District Five</u>	<u>District Six</u>	<u>District Seven</u>
Total Rosters:	123	67	69	65	185	66	89
Compliance %:	99.00%	100.00%	100.00%	98.00%	100.00%	100.00%	100.00%

Note – The overall compliance rate is an average of the compliance scores from each division inspected.

The following potential deficiencies were observed during the inspection period:

<u>Dist/Div:</u>	<u>Sworn Employee Name:</u>	<u>Shift Date</u>	<u>Division Commander</u>	<u>Deficiency:</u>
District One	Sergeant	3/6/2018	Captain	Shift Roster for Squad 1 was not completed. The one listed is a different date.
District One	Sergeant	3/10/2018	Captain	Supervisor Span of Control was Exceeded by more than ten deputies.

<u>Dist/Div:</u>	<u>Sworn Employee Name:</u>	<u>Shift Date</u>	<u>Division Commander</u>	<u>Deficiency:</u>
District Four	Sergeant	3/27/2018	Captain	Shift Roster for Squad 2 was not completed. The one listed is a different date.

- The Span of Control deficiency noted above for District 1 will not require a BIO Action Form. The deficiency was addressed through the Chain of Command to the Chief of Patrol in accordance to Policy GB-2, Command Responsibility.

A total of 2 BIO Action Forms are requested from the affected divisions. **The form shall be completed utilizing Blue Team.**

Recommendations:

It is recommended that supervisors continue mentoring staff in the proper completion of the Daily Patrol Shift Rosters, keeping in mind the importance of uploading the document to the U-Drive in a timely manner. In doing so, **all** Daily Patrol Shift Rosters will be made available for inspection. In addition, it is recommended Division Command periodically review the shift rosters for accuracy and completeness.

It is also recommended that divisions conduct routine inspections of their shift rosters for missing data and/or errors.

Date Inspection Started: 04/27/2018
Date Completed: 04/27/2018
Timeframe Inspected: March 1st – 31st, 2018
Assigned Inspector(s): Sgt. D. Gardner S1608

I have reviewed this inspection report.

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

05/03/2018
Date