

MARICOPA COUNTY SHERIFF'S OFFICE

Bureau of Internal Oversight

Audits and Inspections Unit



2020 Semi-Annual Bias-Free Policing Inspection Report

Inspection # BI2020-0097

The Bureau of Internal Oversight's (BIO) Audits and Inspections Unit (AIU) will conduct inspections semi-annually basis to ensure that reinforcement of Bias-Free Policing is being conducted. The purpose of the inspection is to ensure compliance with Office policies and to promote proper supervision. To achieve this, a roster will be provided to the Court Monitors. The Court Monitors will provide a proportionally representative sample to the inspector. To ensure consistent inspections, the *Semi-annual Bias-Free Policing Matrix* developed by the AIU will be utilized.

Compliance Objectives:

- The compliance objectives for this inspection are contained within each of the included tables.

Criteria:

- MCSO Policy CP-8, *Preventing Racial and Other Bias-Based Profiling*
- MCSO Policy GA-1, *Development of Written Orders*
- MCSO Policy GB-2, *Command Responsibility*
- MCSO Administrative Broadcast Number 20-47

Conditions:

Critical Policy CP-8 requires that within the first six months of the calendar year, supervisors shall conduct a group or individual discussion with their assigned employees. The supervisors shall use the message in the video, specific to the employee's job classification, to personalize the reinforcement that racial and bias-based profiling and/or discriminatory policing are unacceptable.

MCSO's assigned Court Monitors provided a proportionally representative sample that consisted of 61 Sworn personnel, 66 Detention personnel, 62 Civilian personnel, 27 Reserve, and 47 Posse. This inspection will be based on the requirement outlined in Administrative Broadcast 20-47 in support of Policy CP-8. MCSO achieved a Hub compliance rate of 99.24% and Discussion Compliance Rate of 96.96%.

There was a total of 263 Office employees reviewed. CP-8 inspections are performed semi-annually to ensure that reinforcement of Bias-Free Policing is being conducted and the mandatory CP-8 training compliant to Administrative Broadcast 20-47. The inspection found that 96.96%, of the inspected employees, in compliance with Office Policies CP-8, *Preventing Racial and Other Biased-Based Profiling*, GA-1, *Development of Written Orders*, GB-2, and *Command Responsibility*. The inspection found that 99.24% of inspected employees were in compliance with the MCSO Administrative Broadcast Number 20-47.

Inspection results for the selected Sworn personnel sample.

Compliance Objective	Not In Compliance	In Compliance	Total Inspected	Compliance Rate
Employee timely acknowledged through TheHub Learning and Management System required training on racial and bias-based profiling and/or discriminatory policing by June 30, 2020.	0	61	61	100%
Employees received a documented Blue Team entry before June 30, 2020, documenting a discussion that reinforces racial and bias-based profiling and/or discriminatory policing are unacceptable.	1	60	61	98.36%
Overall Compliance for Sworn personnel	1	121	122	99.18%

Inspection results for the selected Detention personnel sample.

Compliance Objective	Not In Compliance	In Compliance	Total Inspected	Compliance Rate
Employee timely acknowledged through TheHub Learning and Management System required training on racial and bias-based profiling and/or discriminatory policing by June 30, 2020. *	1	65	66	98.48%
Employees received a documented Blue Team entry before June 30, 2020, documenting a discussion that reinforces racial and bias-based profiling and/or discriminatory policing are unacceptable.	3	63	66	95.45%
Overall Compliance for Detention personnel	4	128	132	96.96%

Inspection results for the selected Civilian personnel sample.

Compliance Objective	Not In Compliance	In Compliance	Total Inspected	Compliance Rate
Employee timely acknowledged through TheHub Learning and Management System required training on racial and bias-based profiling and/or discriminatory policing by June 30, 2020.	0	62	62	100%
Employees received a documented Blue Team entry before June 30, 2020, documenting a discussion that reinforces racial and bias-based profiling and/or discriminatory policing are unacceptable.	2	60	62	96.77%
Overall Compliance for Civilian personnel	2	122	124	98.39%

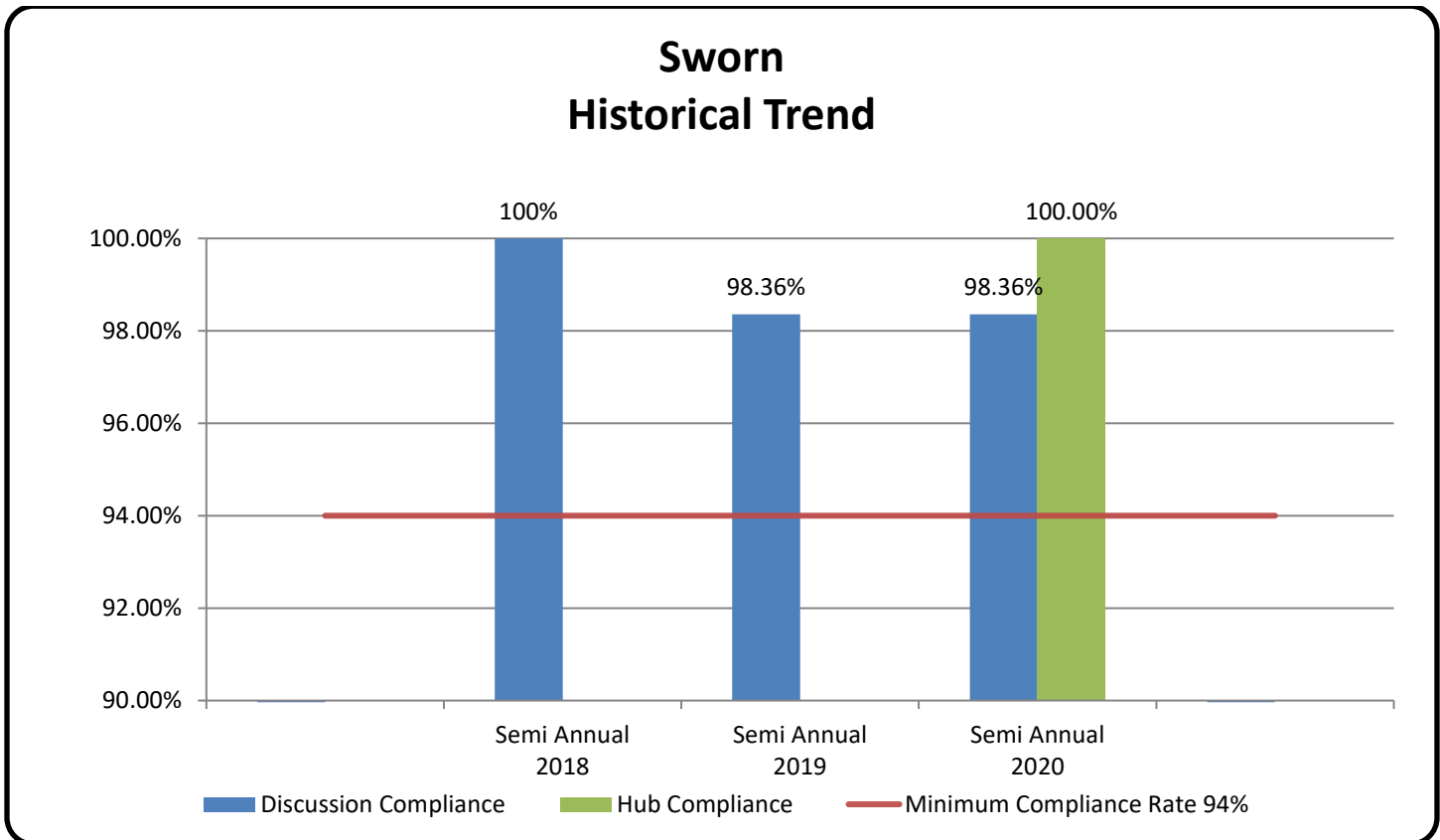
Inspection results for the selected Reserve personnel sample.

Compliance Objective	Not In Compliance	In Compliance	Total Inspected	Compliance Rate
Employee timely acknowledged through TheHub Learning and Management System required training on racial and bias-based profiling and/or discriminatory policing by June 30, 2020.	1	26	27	96.29%
Employees received a documented Blue Team entry before June 30, 2020, documenting a discussion that reinforces racial and bias-based profiling and/or discriminatory policing are unacceptable.	2	25	27	92.59%
Overall Compliance for Reserve personnel	3	51	54	94.44%

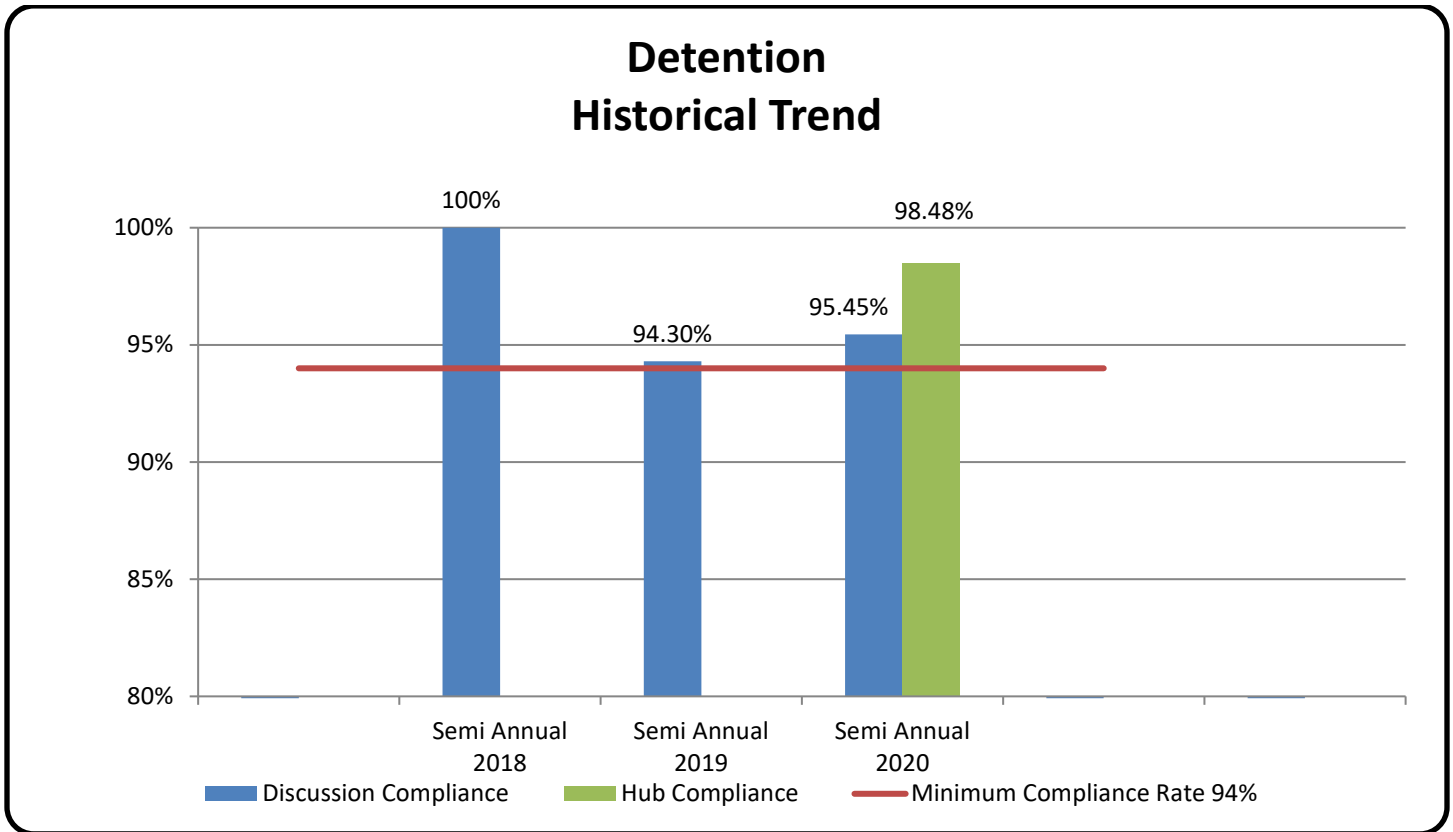
Inspection results for the selected Posse personnel sample.

Compliance Objective	Not In Compliance	In Compliance	Total Inspected	Compliance Rate
Employee timely acknowledged through TheHub Learning and Management System required training on racial and bias-based profiling and/or discriminatory policing by June 30, 2020.	0	47	47	100%
Employees received a documented Blue Team entry before June 30, 2020, documenting a discussion that reinforces racial and bias-based profiling and/or discriminatory policing are unacceptable.	0	47	47	100%
Overall Compliance for Posse personnel	0	94	94	100%

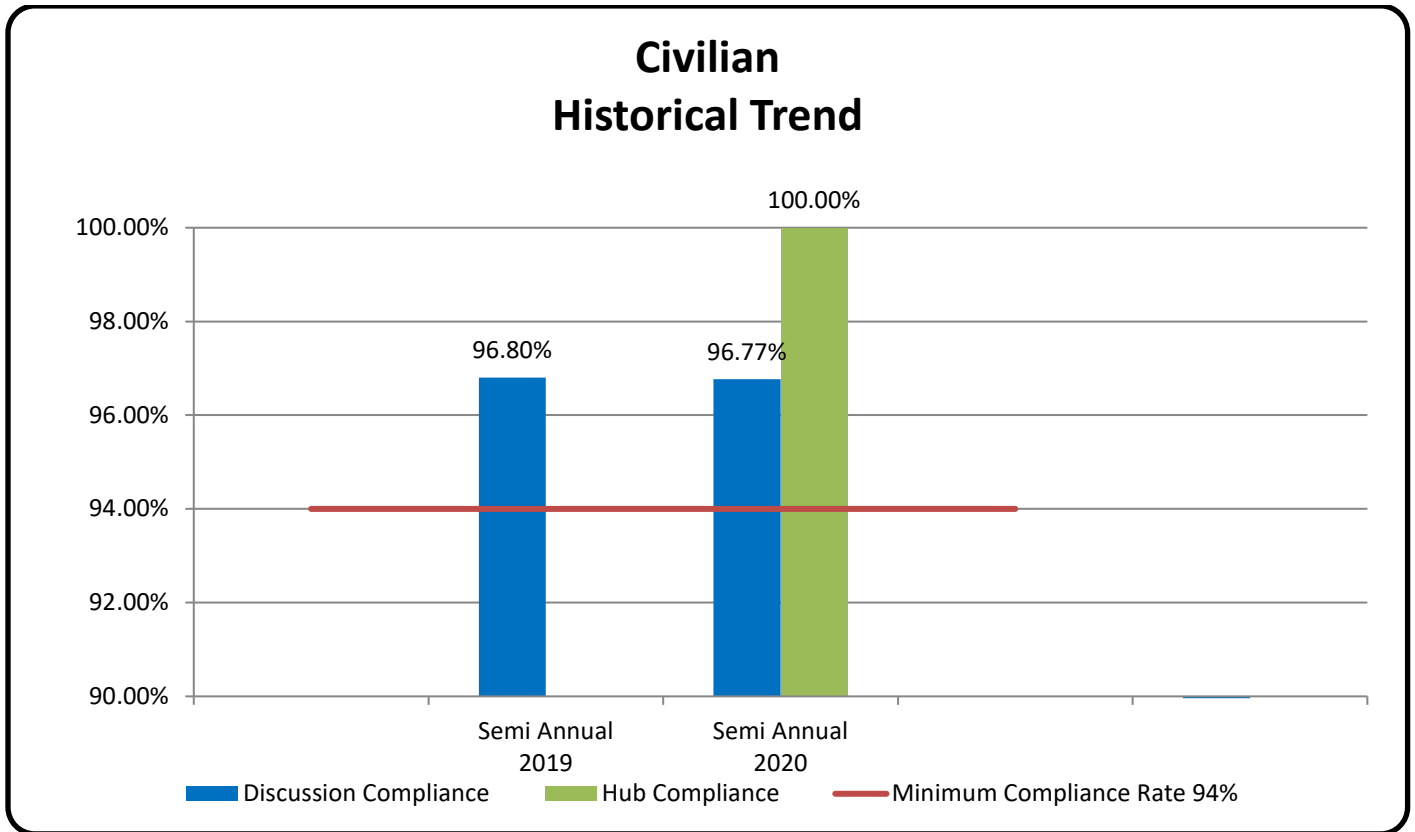
Below is the historical comparison of compliance by Sworn personnel with the requirements of CP-8 to unequivocally and consistently reinforce that biased-based profiling and/or discriminatory policing are unacceptable.



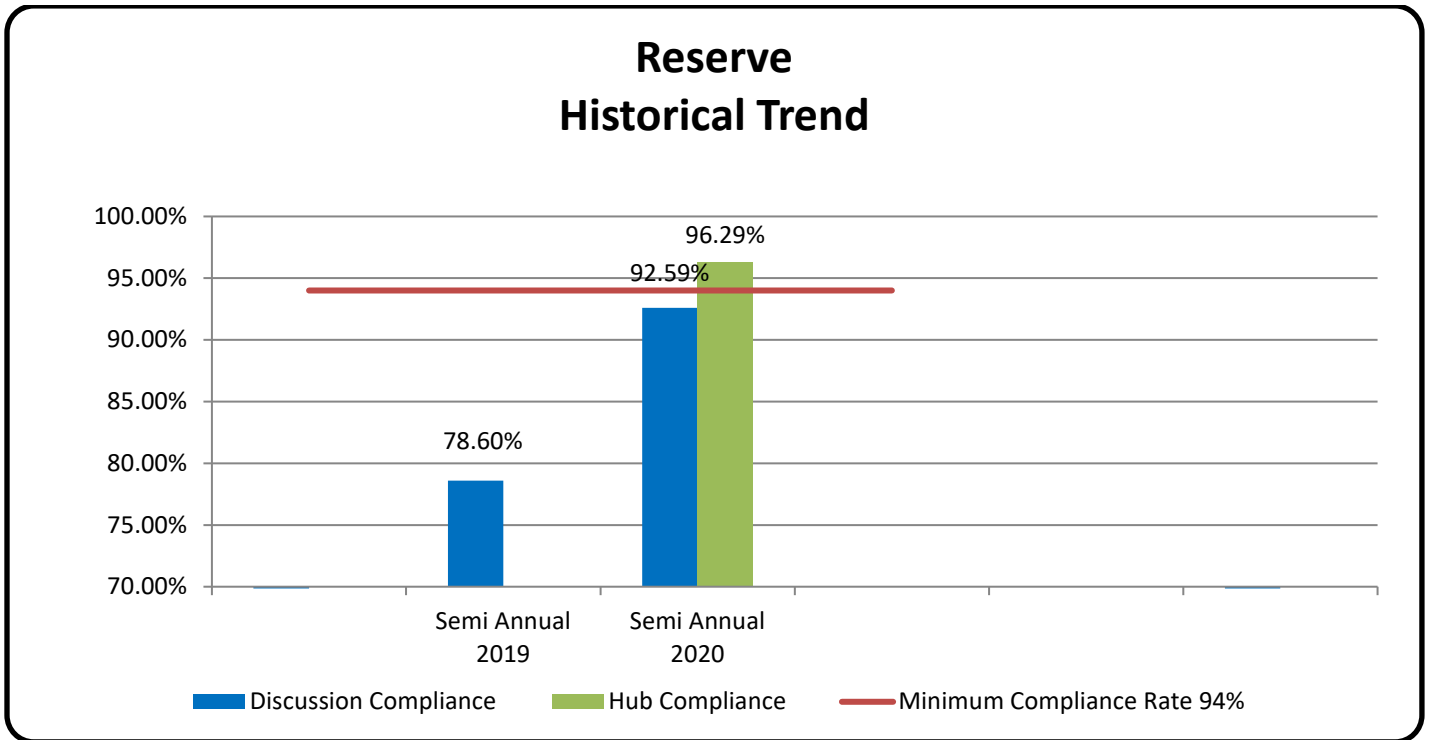
Below is the historical comparison of compliance by Detention personnel with the requirements of CP-8 to unequivocally and consistently reinforce that biased-based profiling and/or discriminatory policing are unacceptable.



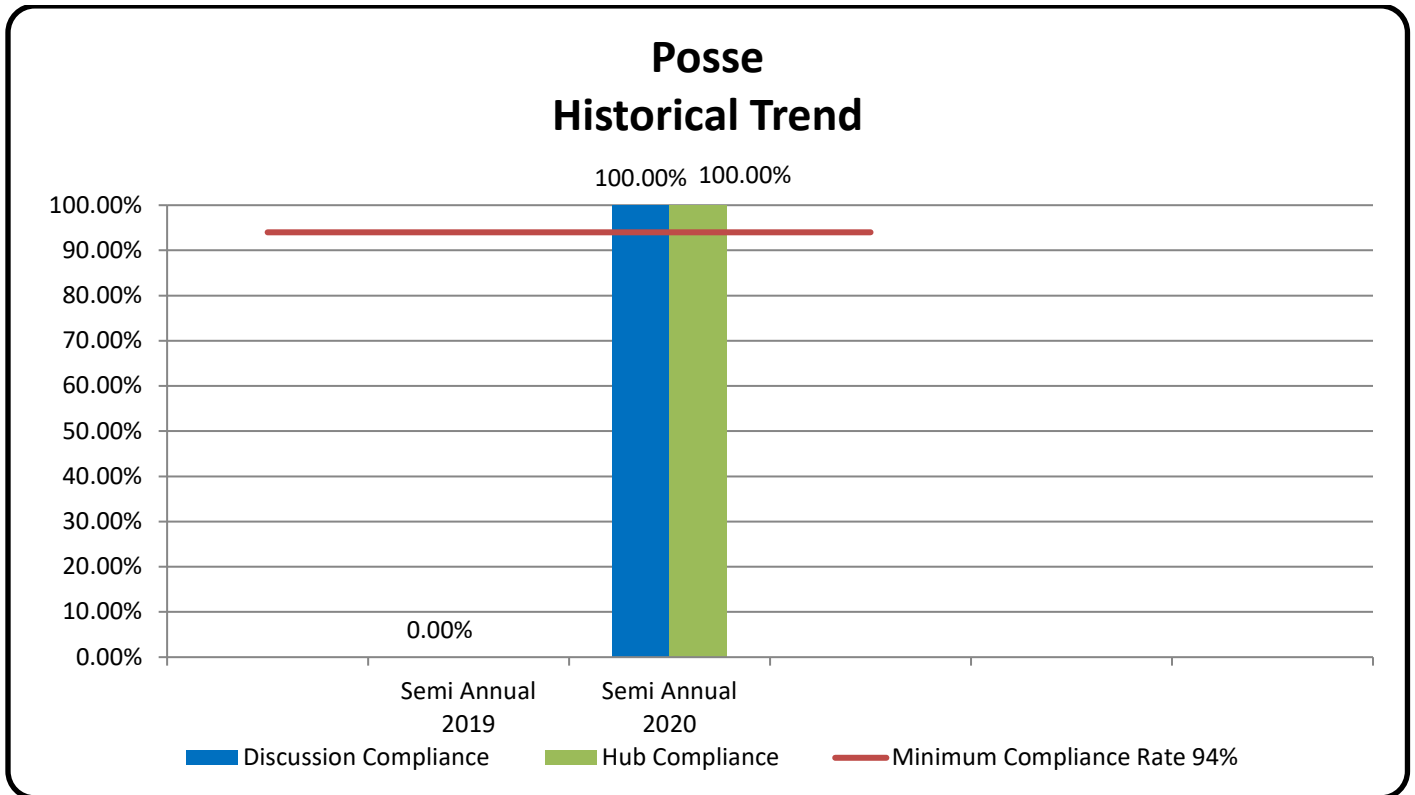
Below is the historical comparison of compliance by Civilian personnel with the requirements of CP-8 to unequivocally and consistently reinforce that biased-based profiling and/or discriminatory policing are unacceptable.



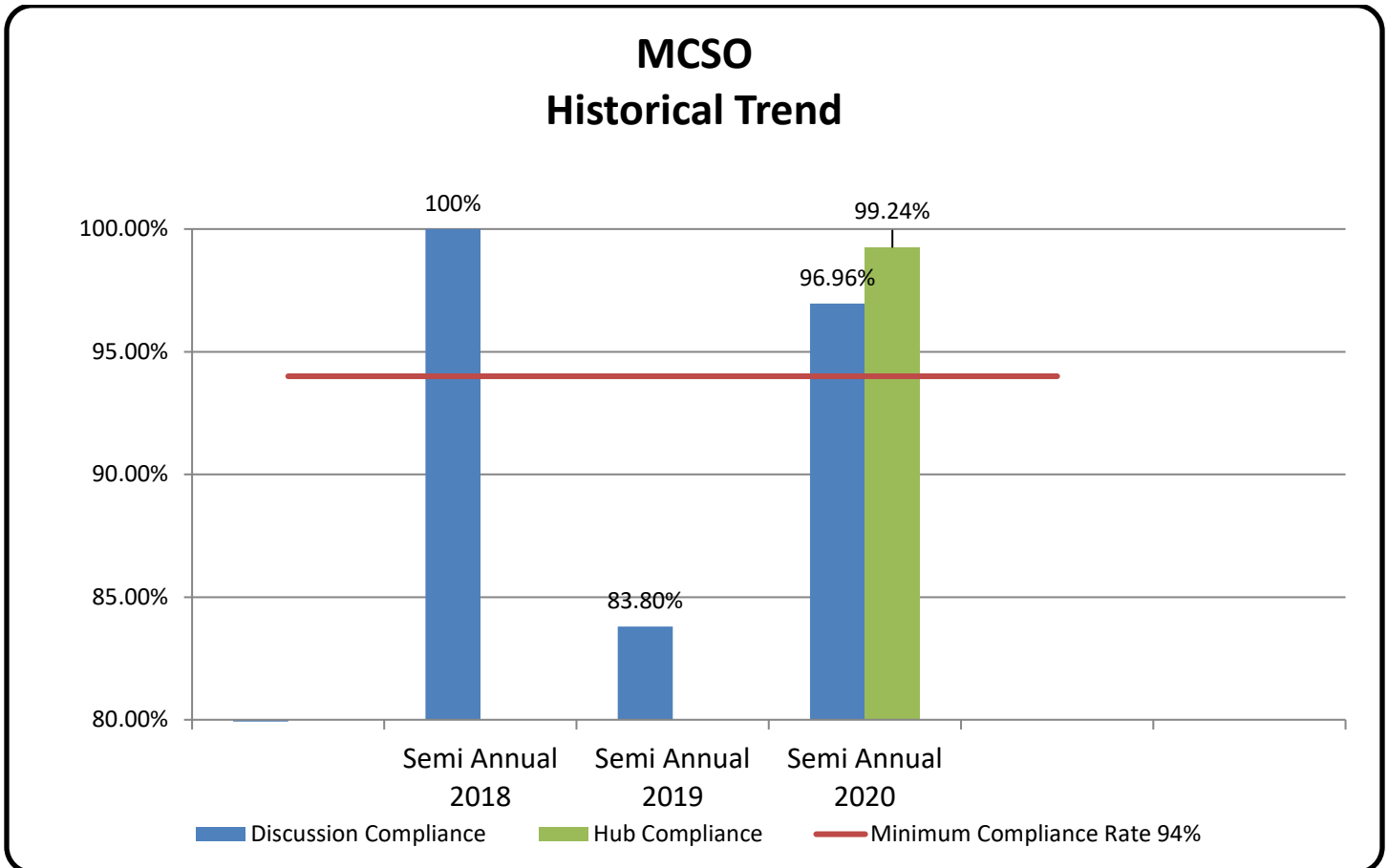
Below is the historical comparison of compliance by Reserve personnel with the requirements of CP-8 to unequivocally and consistently reinforce that biased-based profiling and/or discriminatory policing are unacceptable.



Below is the historical comparison of compliance by Posse personnel with the requirements of CP-8 to unequivocally and consistently reinforce that biased-based profiling and/or discriminatory policing are unacceptable.



Below is the historical comparison of compliance by Sworn, Detention, Civilian, Reserve, and Posse personnel with the requirements of CP-8 to unequivocally and consistently reinforce that biased-based profiling and/or discriminatory policing are unacceptable.



The following Deficiencies were identified during the inspection process:**Sworn (1 BIO Action Form):**

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
District 3	Deputy	Sergeant	Captain
Deficiency			
No entry found documenting the discussion of the prohibition against Biased Based Policing for the first six months of 2020 (Jan-Jun) as required by Admin Broadcast 20-47.			

Detention (1 BIO Action Form):

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
4 th Ave Jail	Officer	Sergeant	Captain
Deficiency			
No entry found documenting the discussion of the prohibition against Biased Based Policing for the first six months of 2020 (Jan-Jun) as required by Admin Broadcast 20-47.			
Inspector Note: Responsible employee has retired so no BAF is required.			

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
4 th Ave Jail	Officer	Sergeant	Captain
Deficiency			
No entry found documenting the discussion of the prohibition against Biased Based Policing for the first six months of 2020 (Jan-Jun) as required by Admin Broadcast 20-47.			
Inspector Note: Responsible employee has retired so no BAF is required.			

District/Division	Employee Inspected	Current Supervisor	Current Commander
1600 Facility	Officer	Sergeant	Captain
Deficiency			
No entry found through TheHub that employee has taken the mandatory CP-8 training as required by Admin Broadcast 20-47.			

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
1600 Facility	Officer	Sergeant	Captain
Deficiency			
No entry found documenting the discussion of the prohibition against Biased Based Policing for the first six months of 2020 (Jan-Jun) as required by Admin Broadcast 20-47.			

Civilian (2 BIO Action Forms):

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
Operations Command	Employee	Supervisor	Commander
Deficiency			
No entry found documenting the discussion of the prohibition against Biased Based Policing for the first six months of 2020 (Jan-Jun) as required by Admin Broadcast 20-47.			

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
Telecommunication Tech	Employee	Supervisor	Commander
Deficiency			
No entry found documenting the discussion of the prohibition against Biased Based Policing for the first six months of 2020 (Jan-Jun) as required by Admin Broadcast 20-47.			

Reserve (3 BIO Action Forms):

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
District 3	Deputy	Sergeant	Captain
Deficiency			
No entry found documenting the discussion of the prohibition against Biased Based Policing for the first six months of 2020 (Jan-Jun) as required by Admin Broadcast 20-47.			

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
District 3	Deputy	Sergeant	Captain
Deficiency			
No entry found documenting the discussion of the prohibition against Biased Based Policing for the first six months of 2020 (Jan-Jun) as required by Admin Broadcast 20-47.			

District/Division	Employee Inspected	Current Supervisor	Current Commander
Lake Patrol	Deputy	Sergeant	Captain
Deficiency			
No entry found through TheHub that employee has taken the mandatory CP-8 training as required by Admin Broadcast 20-47.			

Action Required:

With the resulting **99.24%** Hub Compliance and **96.96%** Discussion Compliance for *Inspection BI2020-0097*, a total of **7** BIO Action Forms are required from the affected divisions. **The forms shall be completed utilizing Blue Team.**

Notes:

All supporting documentation (working papers) is included in the inspection file number *BI2020-0097* and contained within IA Pro.

Date Inspection Started: July 16, 2020
 Date Completed: September 30, 2020
 Timeframe Inspected: January 1 to June 30, 2020
 Assigned Inspector: Maria De La Cruz B4608

I have reviewed this inspection report.

Lt. Todd Brice

9-30-2020

Lt. Todd Brice S1767
 Commander, Audits & Inspections Unit
 Bureau of Internal Oversight

Date