

MARICOPA COUNTY SHERIFF'S OFFICE

Bureau of Internal Oversight
Audits and Inspections Unit



Civilian Supervisor Note Inspection November 2020

Inspection Report# BI2020-0140

The Audits and Inspections Unit (AIU) of the Bureau of Internal Oversight (BIO) will conduct Blue Team Supervisor Note entry inspections on a monthly basis. The purpose of this inspection is to ensure compliance with Office Policies and to promote proper supervision. To achieve this, inspectors will select for review the Supervisor Note entries for 35 randomly selected civilian employees for the month being inspected. To ensure consistent inspections, the Supervisor Note Inspection Matrix developed by the AIU will be utilized.

Compliance Objectives:

Utilize the Supervisor Note Inspection Matrix, review each selected employee’s EIS information to ensure they received the following during November 2020:

- Ensure the supervisor completed one Supervisor Note entry
- Ensure the supervisor completed one performance-based entry
- Ensure the supervisor conducted a review of the employee’s EIS information

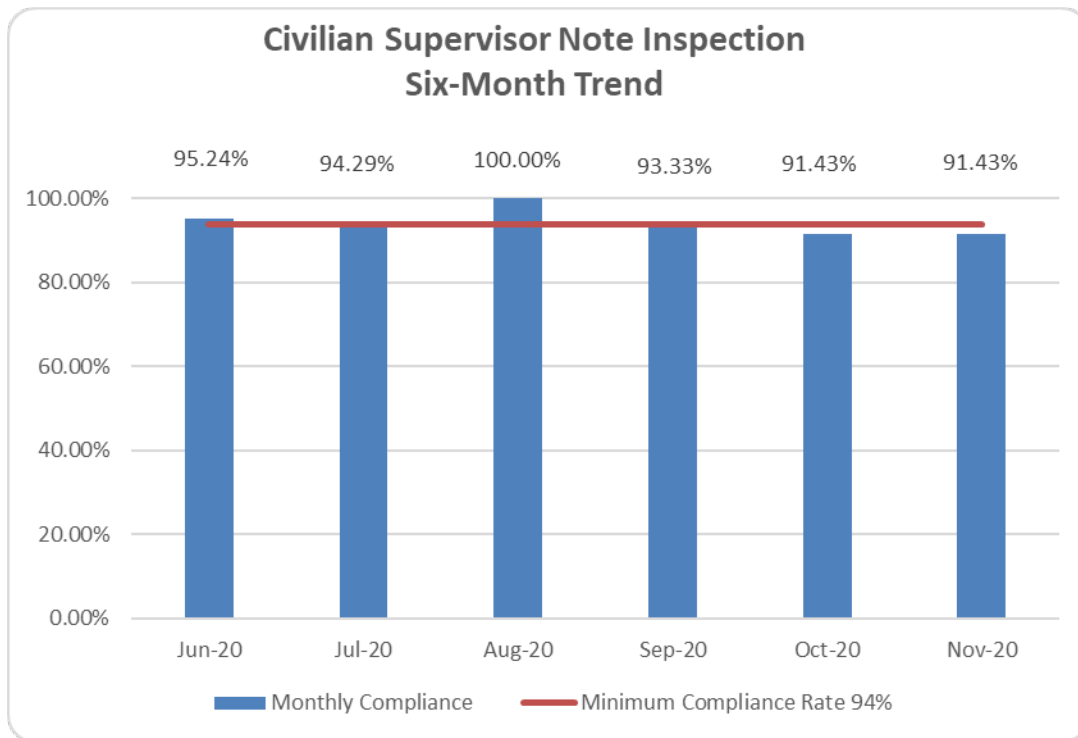
Criteria:

MCSO Policy GB-2, *Command Responsibility*

Conditions:

A review of the IAPro records revealed that, of the 35 employees’ records reviewed for Supervisor Note entries submitted during the month of November, 32 employees received entries that contained the required elements of this inspection and were in compliance with MCSO Policy GB-2, *Command Responsibility*.

MCSO achieved a compliance rate of 91.43% in the Civilian Supervisor Note inspection for November 2020, as illustrated in the graph below:



Results of the Review of Employee Supervisor Note entries:

Inspection Element	Not In Compliance	In Compliance	Total Inspected	Compliance Rate
Employee Received at least one Supervisor Note during the month	3	32	35	91.43%
Supervisor Note entry is of sufficient quality to facilitate the preparation of an accurate and detailed performance review and reflects the employee’s positive traits and accomplishments and any observed shortcomings	3	32	35	91.43%
Once per month, supervisors review non-sworn subordinates’ EIS information for the purpose of identifying and responding to any conduct patterns or concerns	3	32	35	91.43%
Overall Compliance with inspection requirements	9	96	105	91.43%

The following deficiencies were identified during the inspection process.

Community Outreach Division (1 BIO Action Form)

District/Division	Employee Notes Inspected	Responsible Supervisor	Current Commander
Community Outreach	Civilian	Sergeant	Manager
Deficiency			
-Minimum requirement for one Supervisor Note entry is not met. Policy GB-2.7.B.1 -Employee Performance is not documented. Policy GB-2.7.B.1 -Review of Employee’s EIS information not documented. Policy GB-2.7.B.4			

Custodial Services Division (1 BIO Action Form)

District/Division	Employee Notes Inspected	Responsible Supervisor	Current Commander
Custodial Services	Civilian	Supervisor	Manager
Deficiency			
-Minimum requirement for one Supervisor Note entry is not met. Policy GB-2.7.B.1 -Employee Performance is not documented. Policy GB-2.7.B.1 -Review of Employee’s EIS information not documented. Policy GB-2.7.B.4 Inspectors Note: <ul style="list-style-type: none"> The supervisor has one (1) prior BAF in the last 12 months from the Civilian Supervisor Note Inspection. BAF 2020-0130 			

