

MARICOPA COUNTY SHERIFF'S OFFICE
Supervisor Note (Civilian) Inspection



Audits and Inspections Unit
Bureau of Internal Oversight
Inspection Report
July 10, 2017
Inspection BI2017-0078

MARICOPA COUNTY SHERIFF'S OFFICE

Memorandum



To: Captain B. Roska S0878
Commander
Bureau of Internal Oversight

From: Sergeant M. Rodriguez A9047
Audits and Inspections Unit
Bureau of Internal Oversight

Subject: Summary of Findings Report
Civilian Employees, June 2017
Supervisor Note Inspection BI2017-0078

Date: 07/10/17

The Audits and Inspections Unit (AIU), of the Bureau of Internal Oversight (BIO), will conduct Blue Team Supervisor Note entry inspections on an ongoing basis. The purpose of the 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.

Matrix Procedures:

Utilize the *Supervisor Note Inspection Matrix* to ensure that each randomly selected employee received one Supervisor Note entry during the period being inspected and that the Supervisor Note was of sufficient quality to document the employee's work performance (reflects the employee's positive traits; accomplishments; any observed shortcomings; and can be used to facilitate the preparation of an accurate and detailed performance review), and that the selected employees' EIS information was reviewed.

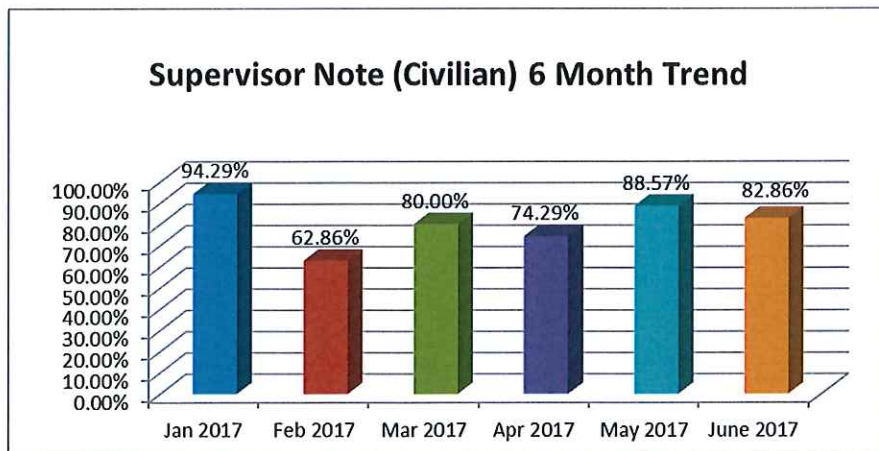
Criteria:

MCSO Policy GB-2, *Command Responsibility*

Conditions:

The inspection found that 29 of the 35 employees, or **82.86%**, had the required monthly Supervisor Note entries in compliance with MCSO Policy GB-2, *Command Responsibility*.

A historical comparison of the last six months of Blue Team data indicates that the requirement that supervisors of non-sworn employees document the review the employees' EIS Information has had a direct impact with the results of this inspection. During this inspection, five of the six noncompliant entries were due to the failure to document the review of the EIS information in the Supervisory Note entry made by the supervisor.



The following deficiencies in the employees' Supervisor Note entries were identified:

Employee Notes Inspected	Employee's Supervisor	Division	Division Commander	Potential Deficiency
Civilian Employee	Lgl Sup Supv	5132-ANCILLARY SERVICES	Det SP Pr Mgr	Supervisor Note entry made in June does not document review of EIS Information
Civilian Employee	Sergeant	5062-SPECIAL INVESTIGATIONS DIV	Captain	Supervisor Note entry made in June does not document review of EIS Information
Civilian Employee	Lgl Sup Supv	5132-ANCILLARY SERVICES	Det SP Pr Mgr	Supervisor Note entry made in June does not document review of EIS Information
Civilian Employee	Sergeant	5041-DISTRICT I	Captain	Supervisor Note entry made in June does not document review of EIS Information
Civilian Employee	Sergeant	5041-DISTRICT I	Captain	Supervisor Note entry made in June does not document review of EIS Information
Civilian Employee	Emer Disp Spv	5082-COMMUNICATIONS DIVISION	Comm Div Mgr	No Supervisor Note entry made in June

PLEASE NOTE: *The Supervisory Note Inspections represents a monthly snapshot in time and any deficiencies noted are the responsibility of the Supervisor and the Chain of Command at the time the entry was made. Any inaccuracies in command structure due to transfers or other changes are outside the control of the AIU.*

Recommendations:

It is recommended that Management continue to provide on-site mentorship to supervisors regarding the importance of ensuring that Supervisory Note entries are used to document a specific employee's performance and should be of sufficient quality as to give a true assessment of the employee's performance during a particular period, as required by MCSO Policy GB-2, *Command Responsibility*, Paragraph 7.B and its subparagraphs. To accomplish this goal, the Supervisory Note entries need to specifically document the following requirements:

- The Employee's work performance during the last 30 day period.
- Once per month, supervisor's review of non-sworn subordinates' EIS information for the purpose of identifying and responding to any conduct patterns or concerns.
- Maintain a written record of the performance of each employee in the EIS Blue Team Supervisor Notes application. The record shall reflect the employee's positive traits and accomplishments and any observed shortcomings.
- Supervisor Note entries shall be of sufficient quality and frequency to facilitate the preparation of an accurate and detailed performance review, but **at a minimum, one entry shall be completed every month.**

Action Required:

With the resulting **82.86%** compliance for *Inspection BI2017-0078*, a total of **Six** BIO Action Forms are requested from the affected divisions. **The forms shall be completed utilizing Blue Team.** It is permissible to complete one BIO Action Form for a supervisor covering multiple employee entries identified in this inspection.

Notes:

All supporting documentation (working papers) is included in the inspection file number *BI2017-0078* and contained within IA Pro.

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Inspection focus: Supervisor Note (Civilian)

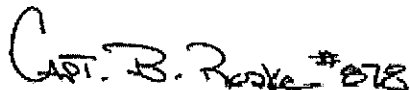
Date Inspection Started: July 3, 2017

Date Completed: July 10, 2017

Timeframe Inspected: June 1-30, 2017

Assigned Inspectors: Sgt. M. Rodriguez A9047

I have reviewed this inspection report.

 CAPT. B. Roska #078

Captain Barry Roska
Division Commander
Bureau of Internal Oversight

07/10/17

Date

 R. Skinner #098

Deputy Chief Russ Skinner
Bureau Commander
Bureau of Internal Oversight

07/10/17

Date