

MARICOPA COUNTY SHERIFF'S OFFICE

Bureau of Internal Oversight

Audits and Inspections Unit



2nd Qtr. 2018 Bias-Free Policing (Detention) Inspection

Inspection Report# BI2018-0042

The Audits and Inspections Unit (AIU) of the Bureau of Internal Oversight (BIO) will conduct inspections on a quarterly basis of the Supervisor and Briefing Note entries to ensure that reinforcement of Bias-Free Policing is being conducted. 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, will select 35 Detention personnel for 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.

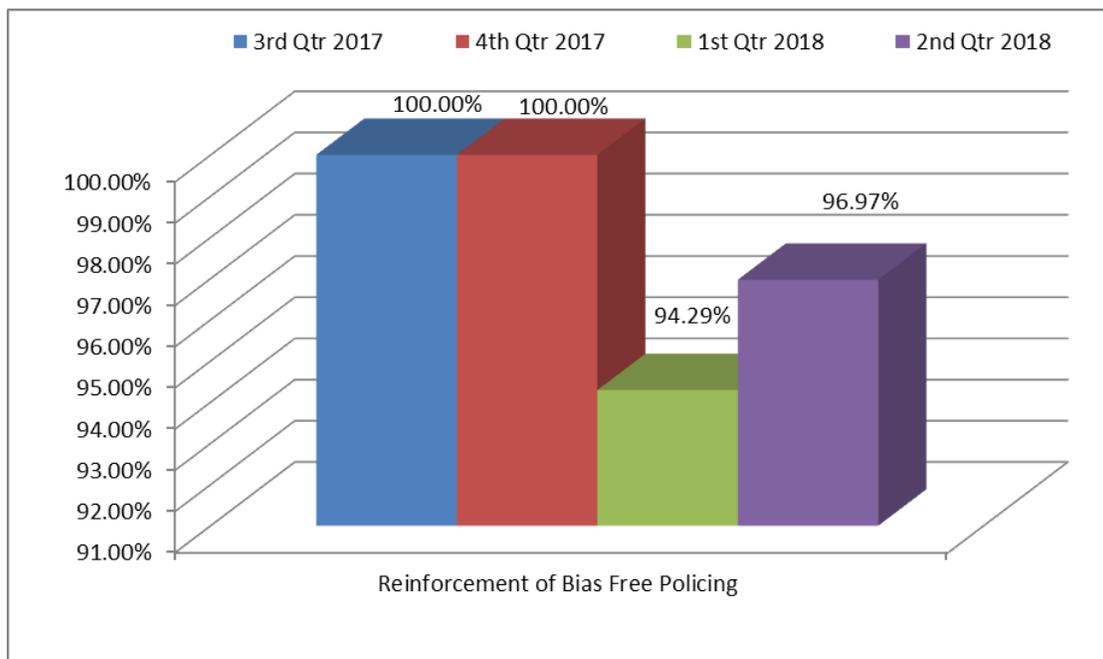
Criteria:

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

Conditions:

During May 2018, the Monitor Team provided a sample of 35 randomly selected Detention Personnel names to be used for this inspection. Of the 35 names provided, two employees were on authorized absence during the entire inspection period. This report consists of the results for the 33 remaining employees. The inspection found that **32 of the 33 available** employees, or **96.97%**, had the required quarterly entry and were in compliance with MCSO Policy CP-8.

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



The following deficiencies were observed during the inspection:

Employee Notes Inspected	Supervisor	Division Commander	Division	Deficiency
Officer	Sergeant	Manager	5135-CENTRAL SVCS - FOOD SVCS	Entries for the quarter lack documentation of reinforcement that discriminatory policing is unacceptable

PLEASE NOTE: Any inaccuracies in command structure due to transfers or other changes are outside the control of the Audits and Inspections Unit.

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. *This requirement is accomplished through a discussion or conversation with the subordinate to unequivocally and consistently reinforce 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 **96.97%** compliance for *Inspection BI2018-0042*, a total of **1** BIO Action Form is requested from the affected division. **The form shall be completed utilizing Blue Team.**

Notes:

All supporting documentation (working papers) is included in the inspection file number *BI2018-0042* and contained within IA Pro.

Date Inspection Started: April 2, 2018
Date Completed: July 18, 2018
Timeframe Inspected: April 1 to June 30, 2018
Assigned Inspector(s): Sgt. M. Rodriguez A9047

I have reviewed this inspection report.

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

07/18/2018
Date