

**MARICOPA COUNTY SHERIFF'S OFFICE**  
**Reinforcement of Bias Free Policing**  
**(Detention) Quarterly Inspection**



**Audits and Inspections Unit**  
**Bureau of Internal Oversight**  
**Inspection Report**  
**1<sup>st</sup> Quarter 2017**  
**April 27, 2017**  
**Inspection BI2017-0014**

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# MARICOPA COUNTY SHERIFF'S OFFICE

*Memorandum*



Paul Penzone, Sheriff

**To:** Lt. R. Morris S1014  
Audits and Inspections Unit Commander  
Bureau of Internal Oversight

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

**Subject:** Summary of Findings Report  
Detention Personnel 1<sup>st</sup> Quarter 2017  
Bias Free Policing Brief  
Inspection BI2017-0014

**Date:** 04/27/2017

The Audits and Inspections Unit (AIU), of the Sheriff's Office Bureau of Internal Oversight (BIO), will conduct Reinforcement of Bias Free Policing entry inspections on an ongoing basis. The purpose for the inspection is compliance with Office Policies, promote proper supervision, and support compliance with the Melendres Order. To achieve this, the Monitor Team, through the Court Implementation Division, will select for review the Supervisor Notes and Briefing Notes entries for 35 Detention Personnel on the first month of the quarter being inspected. To ensure consistent inspections, the *Bias Free Policing Brief Inspection Matrix* developed by the AIU will be utilized.

**Matrix Procedures:**

Utilize the Bias Free Policing Brief 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.

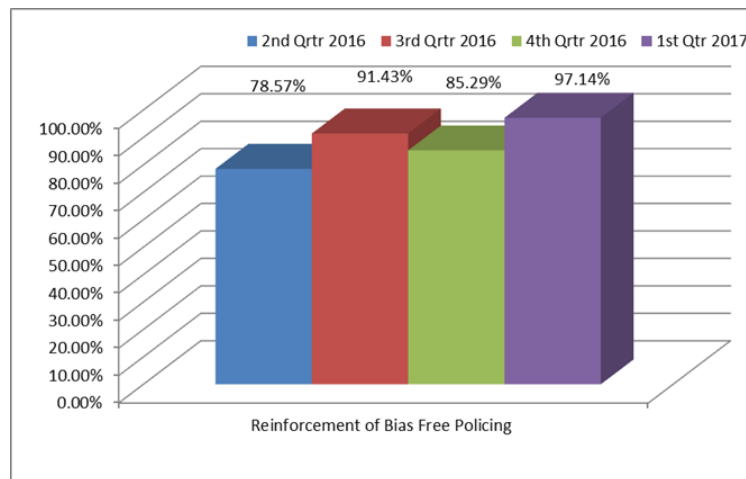
**Criteria:**

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

**Conditions:**

In February 2017, the Monitor Team provided a selected sample of 35 Detention Personnel. The inspection found that **34 of the 35** selected employees, or **97.14%**, had the required quarterly entry and were in compliance with MCSO Policy CP-8.

Results of this inspection indicate that the overall compliance with MCSO Policy CP-8 by detention supervisors is inconsistent but appears to be improving.



The following employees' Bias Free Policing entries were deficient:

Employee's Notes Inspected	Supervisor	Division Commander	Division	Potential Deficiency
Officer	Detn Ofcr Sgt	Captain	5123-Durango Jail	No Bias Free Policing Brief entry made during the 1st Quarter 2017

**PLEASE NOTE:** Any inaccuracies in command structure due to transfers or other changes are outside the control of the Bureau of Internal Oversight.

**Recommendations:**

It is recommended that Management continue to provide on-site mentorship to supervisors *at all levels* in 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 unequivocal 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 **97.14%** compliance for *Inspection BI2017-0014*, a total of **One** BIO Action Form is requested from the affected division. **The form shall be completed by the affected division utilizing Blue Team.**

**Notes:**

All supporting documentation (working papers) is included in the inspection file number *BI2016-0014* and contained in IA Pro.

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**Audits and Inspections Unit**  
**Bureau of Internal Oversight**  
**BI2017-0014**

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**Inspection focus:** **Reinforcement of Bias Free Policing (Detention)**

**Date Inspection Started:** **April 3, 2017**

**Date Completed:** **April 26, 2017**

**Timeframe Inspected:** **1<sup>st</sup> Quarter 2017 (January/February/March)**

**Assigned Inspectors:** **Sgt. M. Rodriguez A9047**

I have reviewed this inspection report.



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Captain Barry Roska  
Division Commander  
Bureau of Internal Oversight

04/27/17

Date



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Deputy Chief Russ Skinner  
Bureau Commander  
Bureau of Internal Oversight

04/27/17

Date

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