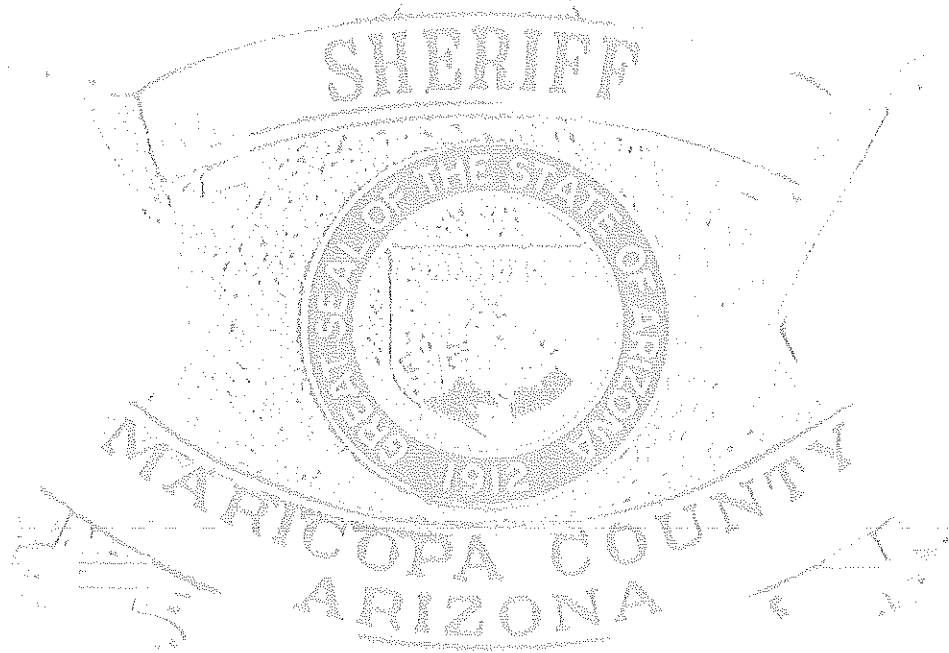


MARICOPA COUNTY SHERIFF'S OFFICE
Reinforcement of Bias Free Policing
(Detention) Quarterly Inspection



Audits and Inspections Unit
Bureau of Internal Oversight
Inspection Report
2nd Quarter 2017
July 12, 2017
Inspection BI2017-0054

MARICOPA COUNTY SHERIFF'S OFFICE

Memorandum



Paul Penzone, Sheriff

To: Captain B. Roska S0878
 Division 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 2nd Quarter 2017
 Bias Free Policing Brief
 Inspection BI2017-0054

Date: 07/12/2017

The Audits and Inspections Unit (AIU), of the Sheriff's Office Bureau of Internal Oversight (BIO), will conduct inspections on a regular basis of the Supervisor and Briefing Note entries to ensure that reinforcement of Bias Free Policing is being conducted. The purpose of the 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 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.

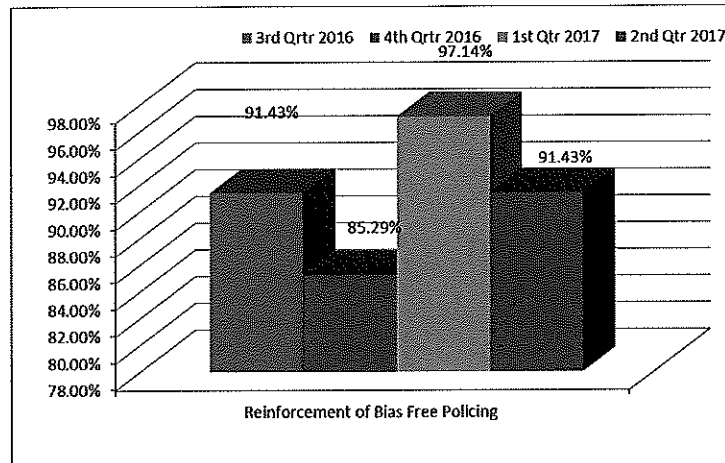
Criteria:

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

Conditions:

In May 2017, the Monitor Team provided a selected sample of 35 Detention Personnel. The inspection found that **32 of the 35** selected employees, or **91.43%**, 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 has been in the 90 percentile in three of the last four quarters.



The following employees' Bias Free Policing entries were deficient:

Employee's Notes Inspected	Supervisor	Division Commander	Division	Potential Deficiency
Lieutenant	Dep CIO	Deputy Chief	5030-Technology Bureau	No Bias Free Policing Brief entry made during the 2nd Quarter 2017
Officer	Detn Ofcr Sgt	Detn Ofcr Captain	5073-Training Division	No Bias Free Policing Brief entry made during the 2nd Quarter 2017
Officer	Detn Ofcr Sgt	Detn Ofcr Captain	5131-Lower Buckeye Jail	No Bias Free Policing Brief entry made during the 2nd Quarter 2017

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 **91.43%** compliance for *Inspection BI2017-0054*, a total of **Three** BIO Action Form is requested from the affected divisions. **The forms shall be completed by the affected division utilizing Blue Team.**

Notes:

All supporting documentation (working papers) is included in the inspection file number *BI2016-0054* and contained within IA Pro.

MARICOPA COUNTY SHERIFF'S OFFICE
Audits and Inspections Unit
Bureau of Internal Oversight
BI2017-0054

Inspection focus: Reinforcement of Bias Free Policing (Detention)

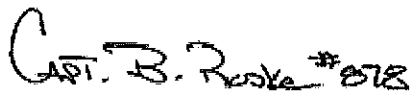
Date Inspection Started: July 3, 2017

Date Completed: July 12, 2017

Timeframe Inspected: 2nd Quarter 2017 (April/May/June)

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

07/12/17

Date

 R. Skinner #398

Deputy Chief Russ Skinner
Bureau Commander
Bureau of Internal Oversight

07/12/17

Date
