

MARICOPA COUNTY SHERIFF'S OFFICE

Bureau of Internal Oversight
Audits and Inspections Unit



June 2025 Misconduct Investigations Inspection Report

Inspection # BI2025-0109

The Bureau of Internal Oversight's (BIO) Audits and Inspections Unit (AIU) will conduct Misconduct Investigations inspections monthly. 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 a sample of the Misconduct Investigations that were completed during the month being analyzed. To ensure consistent inspections, the *Misconduct Investigation Matrix* developed by the AIU will be utilized.

Compliance Objectives:

The compliance objectives for this inspection are contained within each of the included tables.

Criteria:

MCSO Policy GH-2, *Internal Investigations*¹

MCSO Policy GH-4, *Bureau of Internal Oversight*

Conditions:

A review of the IAPro records revealed that a total of 79 administrative misconduct investigations were closed during the month of June 2025. A randomly selected proportionate sample, consisting of 20 investigations, was selected by the AIU for inspection. Of the sample selected for inspection, 5 investigations were completed by *Sworn Supervisors* assigned to the Divisions/Districts, 5 investigations were completed by *Sworn Supervisors* assigned to the Professional Standards Bureau (PSB), 5 investigations were completed by *Detention Supervisors* assigned to the PSB, and 5 investigations were completed by *Civilian Investigators* assigned to the PSB.

¹ For all administrative investigations initiated after July 1st, 2024, the; investigation plan, division review timeframes and PSB commander timeframes will be inspected to coincide with current GH-2 Internal Investigation office policy.

Inspection results for the 5 Misconduct Investigations conducted by Sworn Supervisors at the Division/District

Compliance Objectives	Total Inspected	Not Applicable	In Compliance	Not in Compliance	Compliance Rate
Did the PSB complete and upload the Prior Work History Report within 5 business days of the complaint being filed?	5	2	3	0	100%
Did the PSB provide a written update to the complainant that included the IA number and name of the assigned investigator within 7 days?	5	1	4	0	100%
Was the Investigative Plan completed and approved by the Division Commander within 7 calendar days of the case assignment to the investigator?	5	1	3	1	75%
For cases assigned to the PSB or outsourced by the PSB, was the investigation completed within 85 calendar days?	5	5	0	0	N/A
For cases assigned outside of the PSB, was the investigation completed within 60 calendar days?	5	1	4	0	100%
For cases transferred between the PSB and outside divisions during the investigation, was the investigation completed within 85 calendar days?	5	5	0	0	N/A
If applicable, was the Request for Investigative Extension routed to the PSB Commander through the chain of command 10 calendar days prior to the assigned due date?	5	5	0	0	N/A
For division assigned cases, did the chain of command have up to 10 calendar days within the 60 calendar days to complete their review?	5	2	3	0	100%
For division assigned cases, did the chain of command complete the review of the investigation within the allotted 10 calendar days?	5	2	3	0	100%
For PSB assigned cases, did the PSB Commander have up to 10 calendar days within the 85 calendar days to complete their review?	5	5	0	0	N/A
For PSB assigned cases, did the PSB Commander complete the review of the investigation within the allotted 10 calendar days?	5	5	0	0	N/A
For cases that exceeded 180 calendar days to complete, did the PSB provide a copy of the 180-Day Notice signed by the PSB Commander prior to 180 days?	5	3	2	0	100%
Overall Compliance	60	37	22	1	95.65%

Inspection results for the 5 Misconduct Investigations conducted by Sworn Supervisors at the PSB

Compliance Objectives	Total Inspected	Not Applicable	In Compliance	Not in Compliance	Compliance Rate
Did the PSB complete and upload the Prior Work History Report within 5 business days of the complaint being filed?	5	1	4	0	100%
Did the PSB provide a written update to the complainant that included the IA number and name of the assigned investigator within 7 days?	5	0	5	0	100%
Was the Investigative Plan completed and approved by the Division Commander within 7 calendar days of the case assignment to the investigator?	5	2	3	0	100%
For cases assigned to the PSB or outsourced by the PSB, was the investigation completed within 85 calendar days?	5	3	2	0	100%
For cases assigned outside of the PSB, was the investigation completed within 60 calendar days?	5	5	0	0	N/A
For cases transferred between the PSB and outside divisions during the investigation, was the investigation completed within 85 calendar days?	5	5	0	0	N/A
If applicable, was the Request for Investigative Extension routed to the PSB Commander through the chain of command 10 calendar days prior to the assigned due date?	5	5	0	0	N/A
For division assigned cases, did the chain of command have up to 10 calendar days within the 60 calendar days to complete their review?	5	5	0	0	N/A
For division assigned cases, did the chain of command complete the review of the investigation within the allotted 10 calendar days?	5	5	0	0	N/A
For PSB assigned cases, did the PSB Commander have up to 10 calendar days within the 85 calendar days to complete their review?	5	4	1	0	100%
For PSB assigned cases, did the PSB Commander complete the review of the investigation within the allotted 10 calendar days?	5	4	1	0	100%
For cases that exceeded 180 calendar days to complete, did the PSB provide a copy of the 180-Day Notice signed by the PSB Commander prior to 180 days?	5	3	2	0	100%
Overall Compliance	60	42	18	0	100%

Inspection results for the 5 Misconduct Investigations conducted by Detention Supervisors at the PSB.

Compliance Objectives	Total Inspected	Not Applicable	In Compliance	Not in Compliance	Compliance Rate
Did the PSB complete and upload the Prior Work History Report within 5 business days of the complaint being filed?	5	2	3	0	100%
Did the PSB provide a written update to the complainant that included the IA number and name of the assigned investigator within 7 days?	5	0	5	0	100%
Was the Investigative Plan completed and approved by the Division Commander within 7 calendar days of the case assignment to the investigator?	5	3	2	0	100%
For cases assigned to the PSB or outsourced by the PSB, was the investigation completed within 85 calendar days?	5	4	1	0	100%
For cases assigned outside of the PSB, was the investigation completed within 60 calendar days?	5	5	0	0	N/A
For cases transferred between the PSB and outside divisions during the investigation, was the investigation completed within 85 calendar days?	5	5	0	0	N/A
If applicable, was the Request for Investigative Extension routed to the PSB Commander through the chain of command 10 calendar days prior to the assigned due date?	5	5	0	0	N/A
For division assigned cases, did the chain of command have up to 10 calendar days within the 60 calendar days to complete their review?	5	5	0	0	N/A
For division assigned cases, did the chain of command complete the review of the investigation within the allotted 10 calendar days?	5	5	0	0	N/A
For PSB assigned cases, did the PSB Commander have up to 10 calendar days within the 85 calendar days to complete their review?	5	5	0	0	N/A
For PSB assigned cases, did the PSB Commander complete the review of the investigation within the allotted 10 calendar days?	5	5	0	0	N/A
For cases that exceeded 180 calendar days to complete, did the PSB provide a copy of the 180-Day Notice signed by the PSB Commander prior to 180 days?	5	2	3	0	100%
Overall Compliance	60	46	14	0	100%

Inspection results for the 5 Misconduct Investigations conducted by Civilian Investigators at the PSB

Compliance Objectives	Total Inspected	Not Applicable	In Compliance	Not in Compliance	Compliance Rate
Did the PSB complete and upload the Prior Work History Report within 5 business days of the complaint being filed?	5	2	3	0	100%
Did the PSB provide a written update to the complainant that included the IA number and name of the assigned investigator within 7 days?	5	0	5	0	100%
Was the Investigative Plan completed and approved by the Division Commander within 7 calendar days of the case assignment to the investigator?	5	2	3	0	100%
For cases assigned to the PSB or outsourced by the PSB, was the investigation completed within 85 calendar days?	5	1	4	0	100%
For cases assigned outside of the PSB, was the investigation completed within 60 calendar days?	5	5	0	0	N/A
For cases transferred between the PSB and outside divisions during the investigation, was the investigation completed within 85 calendar days?	5	5	0	0	N/A
If applicable, was the Request for Investigative Extension routed to the PSB Commander through the chain of command 10 calendar days prior to the assigned due date?	5	5	0	0	N/A
For division assigned cases, did the chain of command have up to 10 calendar days within the 60 calendar days to complete their review?	5	5	0	0	N/A
For division assigned cases, did the chain of command complete the review of the investigation within the allotted 10 calendar days?	5	5	0	0	N/A
For PSB assigned cases, did the PSB Commander have up to 10 calendar days within the 85 calendar days to complete their review?	5	3	2	0	100%
For PSB assigned cases, did the PSB Commander complete the review of the investigation within the allotted 10 calendar days?	5	3	2	0	100%
For cases that exceeded 180 calendar days to complete, did the PSB provide a copy of the 180-Day Notice signed by the PSB Commander prior to 180 days?	5	2	3	0	100%
Overall Compliance	60	38	22	0	100%

Overall Irregularity Trends for Misconduct Investigations

Irregularity Trends	Total Inspected	PSB	Non-PSB	Conformity Rate
Determine if complaint notification procedures were followed.	20	15	5	100%
Verify complaint was assigned a unique identifier.	20	15	5	100%
Verify investigation assignment protocols were followed, such as serious or criminal misconduct being investigated outside of the Professional Standards Bureau.	20	15	5	100%
Verify deadlines were met.	20	15	5	50%
Verify investigator who conducted the investigation received required misconduct investigation training.	20	15	5	100%
Determine if an investigation was conducted by an employee with a history of multiple sustained misconduct allegations, or one sustained allegation of a Category 6 offense from MCSO's disciplinary matrices.	20	15	5	100%
Determine if an investigation was conducted by an employee who was named as a principal or witness in any investigation of the underlying incident.	20	15	5	100%
Determine if an investigation was conducted of a superior Officer within the internal affairs investigator's chain of command.	20	15	5	100%
Determine if interviews were audio and video recorded.	20	15	5	100%
Determine if the investigative report was reviewed by the appropriate personnel.	20	15	5	100%
Determine if an employee was promoted or received a salary increase while named as a principal in an ongoing misconduct investigation absent the required written justification.	20	15	5	N/A
Determine if a final finding was reached on a misconduct allegation.	20	15	5	100%
Determine if an employee's disciplinary history was documented.	20	15	5	100%
Determine if an explanation was provided for any discipline imposed inconsistently with the disciplinary matrix.	20	15	5	N/A
Overall Trends	280	220	60	95.58%

Compliance Deficiencies

The following deficiency was identified during the inspection and **A BIO Action Forms** is requested.

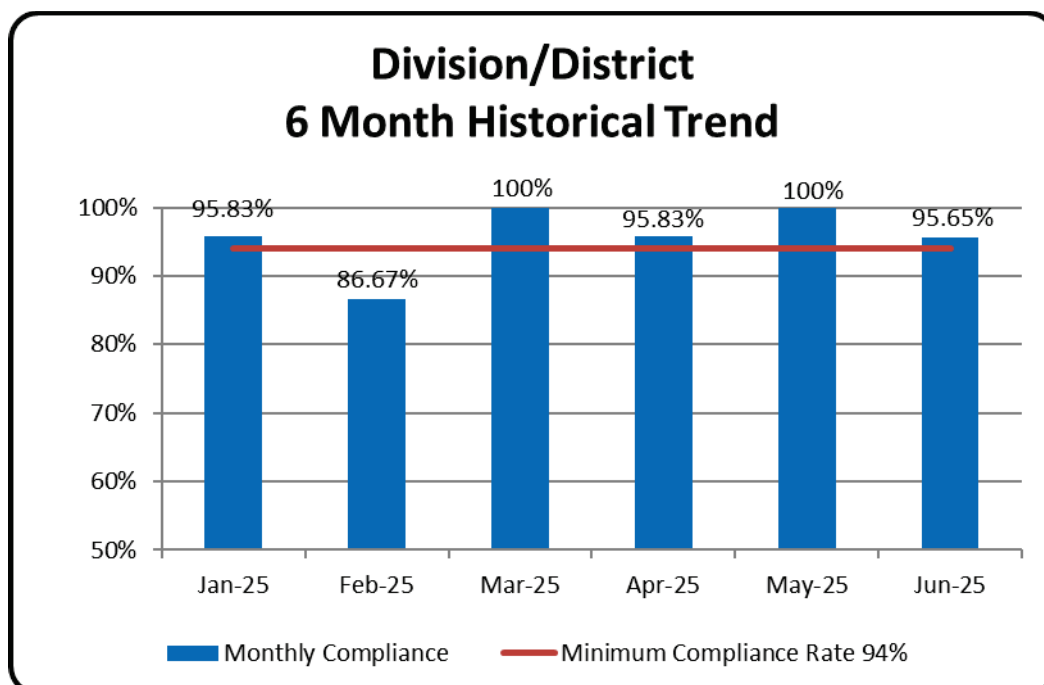
Division	IA Number	Responsible Employee	Current Supervisor	Current Commander
D II	IA2025-0188	Sergeant	Lieutenant	Captain
Deficiency				
1. <u>Was the Investigative Plan completed and approved by the Division Commander within 7 calendar days of the case assignment to the investigator?</u> IAPro records appear to indicate that the required <i>Investigative Plan</i> was not completed and approved within the required 7 calendar days. Reference: MCSO Policy GH-2, Paragraph 6.A.1.a				

Unless stated above, there are no prior BIO Action Forms similar in nature or supervisor notes addressing the identified deficiency.

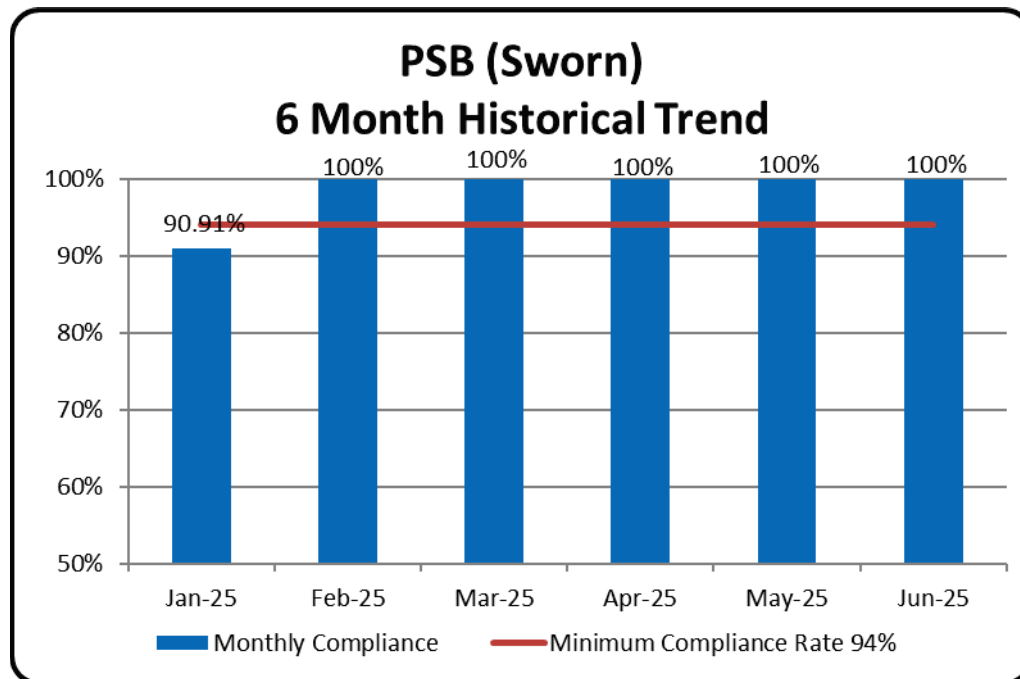
Compliance for June 2025:

Compliance Rate by Identified Personnel	Compliance Rate
Sworn Personnel at the Division/District Level	95.65%
Sworn Personnel at the Professional Standards Bureau	100%
Detention Personnel at the Professional Standards Bureau	100%
Civilian Investigators at the Professional Standards Bureau	100%
Overall Compliance for the June Misconduct Investigations	98.70%

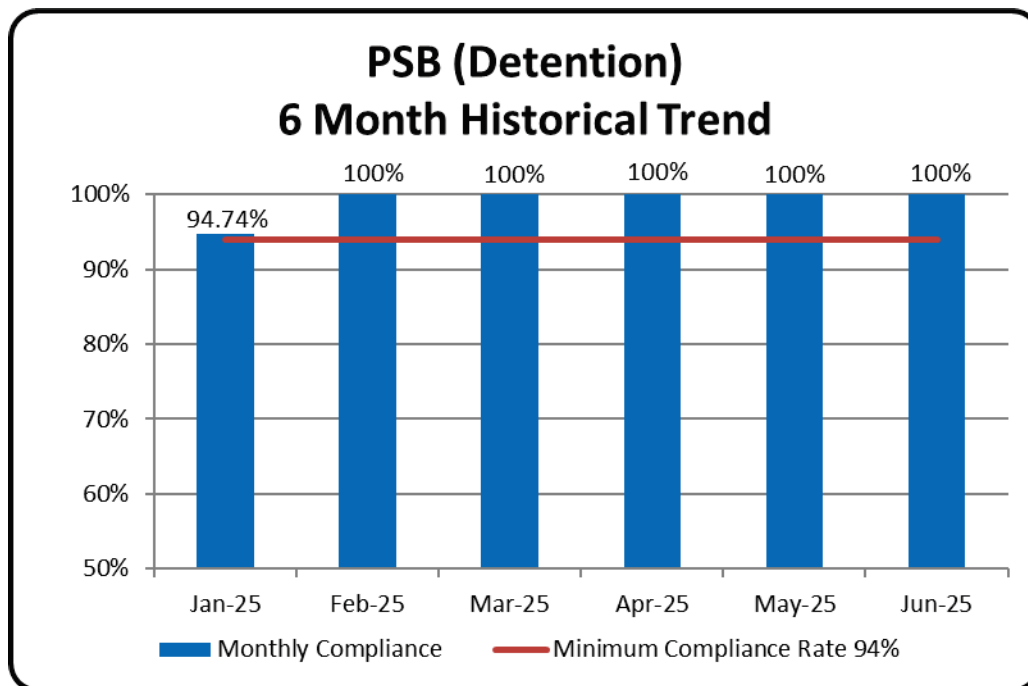
Below is the historical comparison of compliance for Misconduct Investigations conducted by sworn supervisors at the Districts/Divisions:



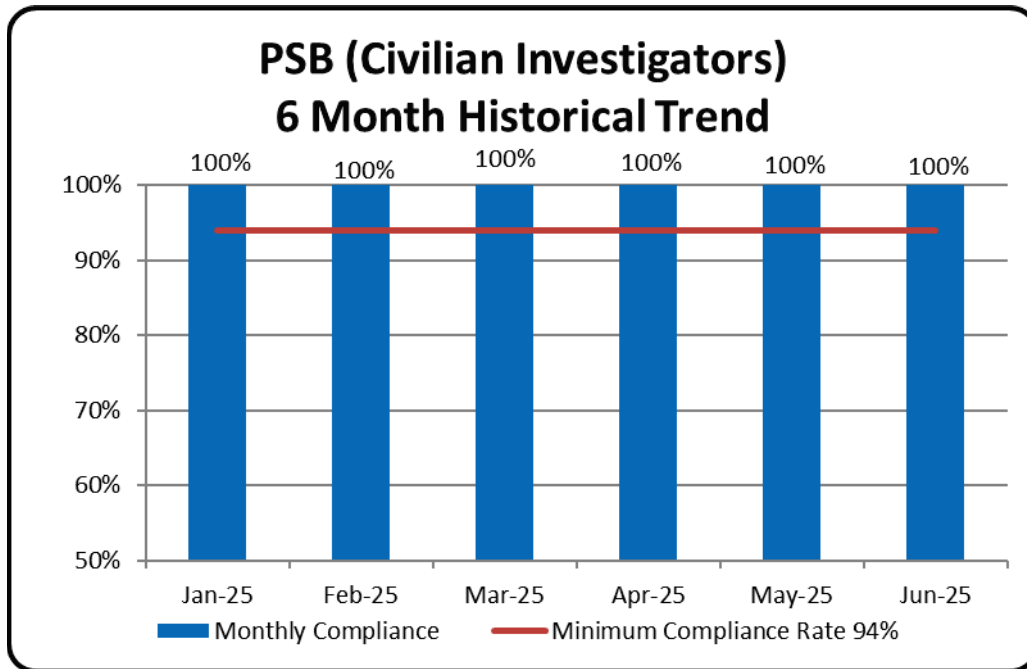
Below is the historical comparison of compliance for Misconduct Investigations conducted by sworn personnel at the Professional Standards Bureau:



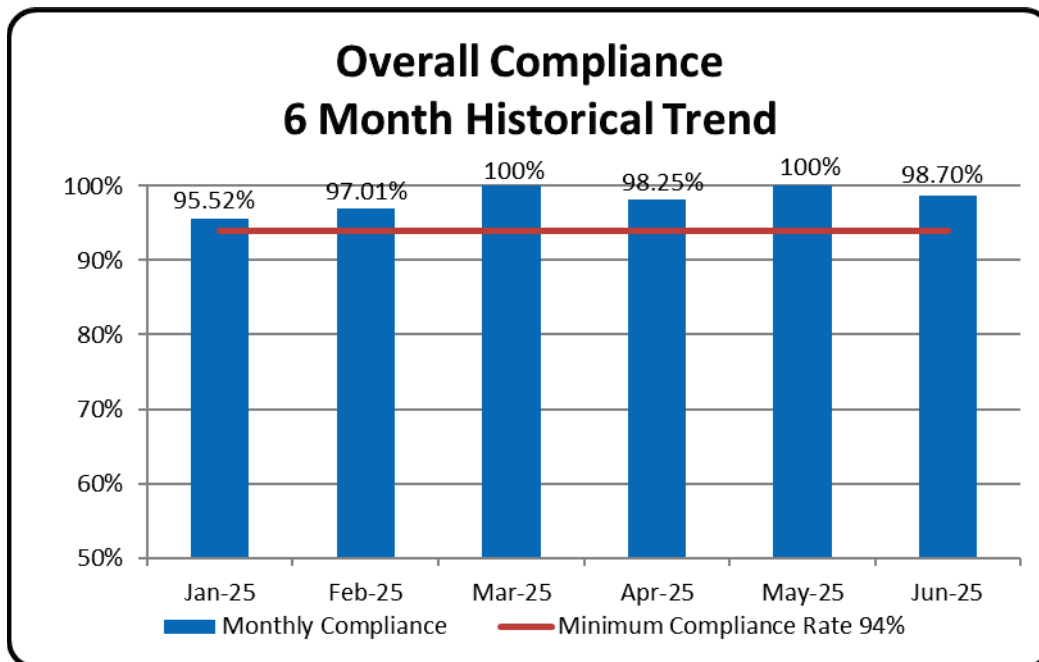
Below is the historical comparison of compliance for Misconduct Investigations conducted by detention personnel at the Professional Standards Bureau:



Below is the historical comparison of compliance for Misconduct Investigations conducted by civilian investigators at the Professional Standards Bureau:



Below is the historical comparison of compliance for the Misconduct Investigations inspected by the MCSO:



Action Required:

Inspection *BI2025-0109* resulted in **98.70%** compliance with **One** BIO Action Form requested from the affected division.

Notes:

Supporting documentation (work papers) is included in the inspection file number *BI2025-0109* and contained within IA Pro.

Date Inspection Started: July 28, 2025
Date Completed: August 13, 2025
Timeframe Inspected: June 1 to June 30, 2025
Assigned Inspector: Specialized Sr. Auditor M. Rodríguez A9047

I have reviewed this inspection report.

Lt Andrew Rankin S1839

09/04/2025

Lieutenant A. Rankin S1839
Commander, Audits and Inspection Unit
Bureau of Internal Oversight

Date