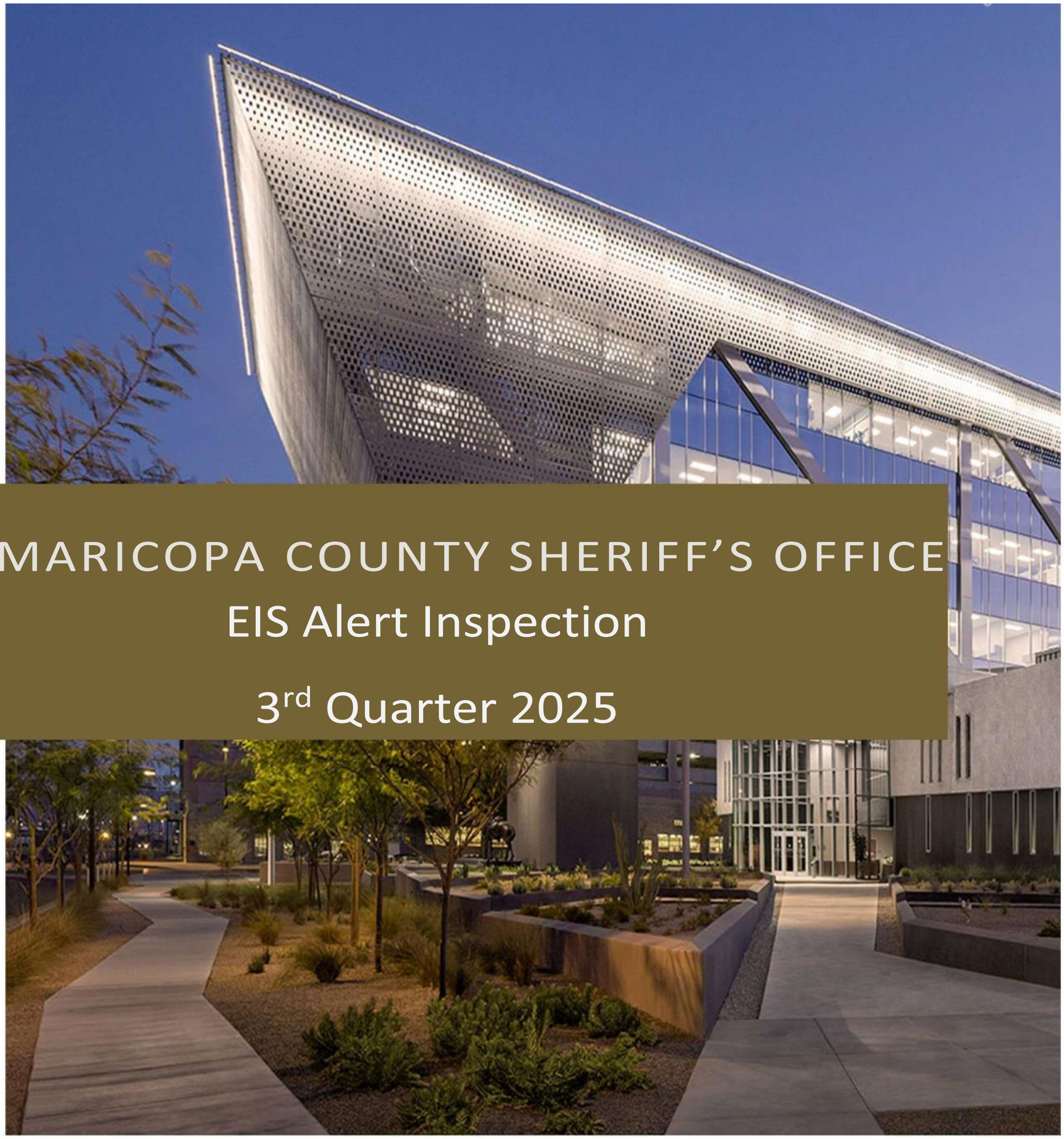


MARICOPA COUNTY SHERIFF'S OFFICE

EIS Alert Inspection

3rd Quarter 2025

Report # BI2025-0139

The Bureau of Internal Oversight (BIO), Audits and Inspections Unit (AIU) will conduct inspections of the Early Identification System (EIS) Alerts on a quarterly basis. The purpose of the inspection is to ensure compliance with Office Policies and to promote proper supervision. To achieve this, the Court Monitor Team, through the Court Implementation Division, selected a sample of 45 EIS Alerts (or all if less than 45) closed/completed during the quarters being inspected. These selected alerts will be provided to the AIU. To ensure consistent inspections, the *EIS Alerts Inspection Matrix* developed by the AIU will be utilized to inspect the provided sample.

Matrix Procedure:

Utilize the *EIS Alerts Inspection Matrix* to ensure that the selected EIS Alerts are returned to the Early Intervention Unit (EIU) in the required timeframe.

Criteria:

MCSO Policy GB-2, *Command Responsibility*
MCSO Policy GH-5, *Early Identification System* (EIS)

Conditions:

A random selection of no more than 15 closed EIS Alert cases selected by the Court Monitor Team, for the months of July, August and September was utilized. For the 3rd quarter of 2025 there were a total of 10 EIS Alert cases inspected. 100% of the EIS Alert cases were inspected. A review of the IAPro Early Identification case management system was conducted for each of the EIS Alerts in the provided sample.

The inspection results for 10 EIS Alerts completed/closed during the 3rd quarter of 2025:

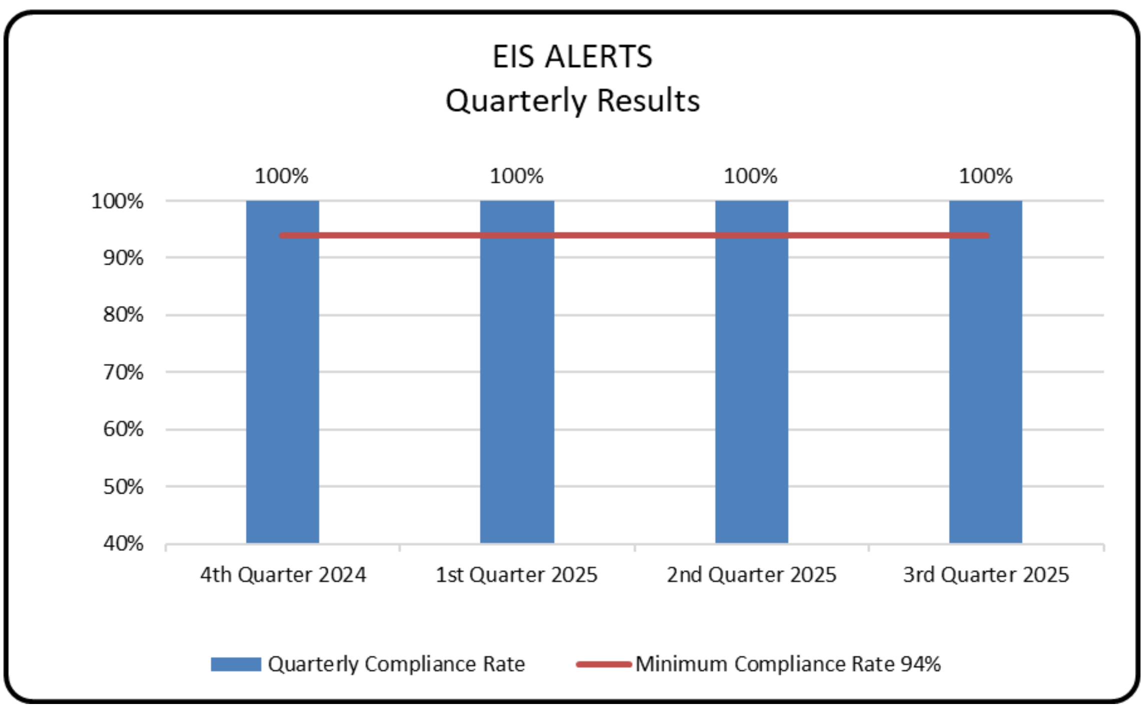
Inspection Element	Not In Compliance	In Compliance	Total Inspected	Compliance Rate
Alert addressed, closed, and returned to EIU within 30 calendar days as required by policy	0	10	10	100%
For Alerts not completed within 30 days, determine if an extension was requested and granted by EIU & submitted within 30 days of the new due date	0	0	0	100%
Compliance for EIS Alerts completed/Closed during 3rd Quarter of 2025	0	10	10	100%

The following table describes approved actions taken by the supervisor and if an administrative investigation is indicated:

EA Number	Alert Number	Interventions Initiated by Command	Administrative Investigation in Progress
EA2025-0006	Alert2025-0006	No Further Action	Yes
EA2025-0010	Alert2025-0010	No Further Action	Yes
EA2025-0012	Alert2025-0012	No Further Action	No
EA2025-0011	Alert2025-0011	Meeting with Supervisor	Yes
EA2025-0013	Alert2025-0013	Training	No
EA2025-0014	Alert2025-0014	Meeting with Supervisor	No
EA2025-0015	Alert2025-0015	Training Meeting with Supervisor	No
EA2025-0017	Alert2025-0016	Meeting with Supervisor	Yes
EA2025-0016	Alert2025-0017	Meeting with Supervisor	Yes
EA2025-0019	Alert2025-0019	Meeting with Supervisor	No

Results:

- 100% or 10 out of 10 EIS Alerts had no deficiencies (10 ÷ 10 = 100%).
- The overall result has remained the same in compliance from the 3rd Quarter 2025 inspection.



4th Quarter 2024 Supervisory Interventions

AIU inspects EIS Alerts to assess the effectiveness of supervisory interventions in preventing similar alerts from reoccurring. The inspection analyzes IAPRO data of employees who received an EIS alert and had an approved supervisory intervention completed during a quarter and examines the subsequent six months to identify any reoccurring alerts for these employees.

Purpose

The purpose of evaluating supervisory interventions is to assess their effectiveness. Inspectors examine employees who experienced reoccurring alerts within six months after a supervisory intervention for the same threshold. For employees with reoccurring alerts, the analysis includes reviewing EIS alert types, dispositions/interventions, supervisor follow-up, changes or trends noted from previous quarterly inspections, and trends observed across units or divisions.

Analysis

In the 4th quarter of 2024, there were thirteen (13) EIS Alerts that underwent completed supervisory interventions. The chart and table below offer a detailed breakdown of these EIS Alerts by alert type and the interventions chosen by supervisors.

Figure 1. Alert Types for the 4th Quarter of 2024

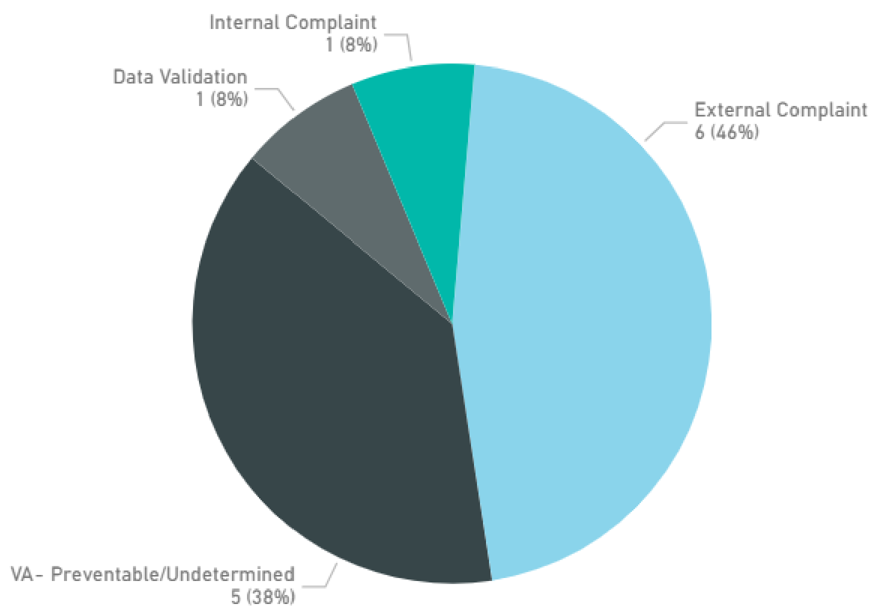


Table 1. Intervention Types by Alert for the 4th Quarter of 2024

ALERT TYPE	Meet w/ Supervisor	No Further Action	Sup Ride/Workalong	Total
External Complaint	2	3	1	6
VA- Preventable/Undetermined	4	1		5
Data Validation	1			1
Internal Complaint	1			1
Total	**8**	**4**	**1**	**13**

During the 1st and the 2nd quarter of 2025 fifteen (15) EIS alerts were generated and forwarded to supervisors. To investigate the occurrence of reoccurring EIS alerts for the same threshold, the list of employees triggering these alerts was compared with data from the 4th quarter of 2024. The comparison showed that only one (1) out of fifteen (15) EIS Alerts was identified as reoccurring alert.

The chart and table below provide an overview of interventions selected by supervisors for reoccurring EIS Alerts broken down by alert type.

Results

The table below presents the initial intervention applied by supervisors for employees experiencing reoccurring alerts for the same issue(s), the type of reoccurring alert, and whether there was supervisor documentation in Blue Team.

Table 2. Alerts Reoccurring for the same Thresholds – 4th Quarter of 2024

Original EA Alert #	Division	Initial Type of Alert	Initial Intervention	2nd EA Alert #	2nd Type of Alert	2nd Intervention	Supervisor Blue Team Documentation
EA2024-0059	5042-District II	Preventable/Undetermined (Allegation)	Meeting With Supervisor	EA2025-0013	Preventable/Undetermined (Allegation)	Training	Yes
EA2024-0059*	5042-District II	Preventable/Undetermined (Allegation)	Meeting With Supervisor	EA2025-0003	External Complaint (Incident)	No Further Action	

*EA2024-0059 appears in the table twice due to having a reoccurring alert for the same threshold and an additional alert for a different threshold in the 1st and 2nd quarters of 2025.

During the review period, there was one (1) alert reoccurring for the same threshold that caused: one (1) "Preventable/Undetermined" alert. Both reoccurring alerts had different interventions during initial and second interventions. Both reoccurring alerts were allegation alerts for the employee involved. Supervisors used “Meeting with Supervisor” as an initial intervention; meanwhile “Training” was used for the second reoccurred alert. It should be noted that the intervention was escalated for the reoccurring alert. Another alert shown in Table 2 above is an alert that occurred in a new threshold. The initial alert was an allegation-type alert for External Complaints, while the second alert, which occurred within six months of the first alert, was an incident-type one.

An additional analysis was conducted to determine if any interventions or follow-ups were documented by supervisors in the EIS Supervisor Notes for the employees involved. While not mandatory, EIS Supervisor Notes documentation helps track progress or issues between interventions. The results are detailed in Table 2 above, titled “Supervisor Blue Team Documentation.” A “Yes” in this column indicates that a supervisor note was logged for the employee following an intervention, with information related to the EIS Alert. In this quarter, the affected employee had Supervisor Notes entered, indicating a review of the reoccurring EIS Alert and ongoing monitoring or investigation related to the alerts.

Overall, during the 4th quarter of 2024, interventions for EIS Alerts showed a success rate of 93.33 percent (14/15), with one reoccurring alert for the same threshold within the subsequent 6-month period. This was unchanged from the previous quarterly review, where 93.33 percent (14/15) of interventions were successful.

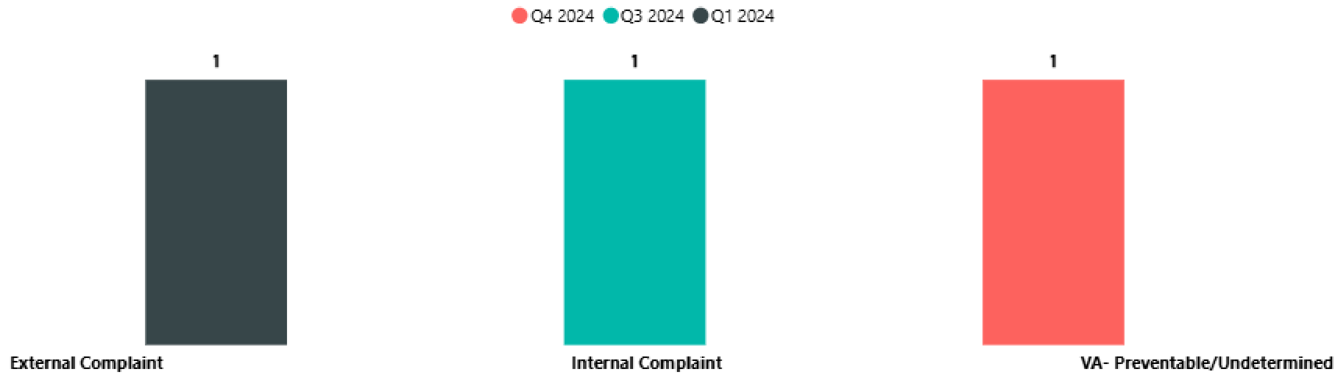
Trends

Analysis of completed interventions associated with reoccurring alerts throughout the four quarters of 2024 showed that supervisors most frequently implemented “Meeting with Supervisor” and “Multiple Interventions.” A review of the reoccurring EIS alert data for the year 2024 showed that “Internal Complaints,” “External Complaints,” and “V-Preventable/Undetermined” were the most frequently occurring alerts throughout the quarters. It should be noted that the 2nd quarter of 2024 had no reoccurring alerts.

Figure 2. Percentage Reoccurring Alert Intervention by Quarters

A comparison of the reasons behind reoccurring alerts for interventions completed quarterly in 2024 showed that “External Complaints” occurred in the 1st quarter, “Internal Complaints” in the 3rd quarter, and “VA-Preventable/Undetermined” in the 4th quarter. It is important to note that percentages may vary significantly between quarters due to fluctuations in the overall number of reoccurring alerts. Figure 3 below provides an overview of the thresholds that initially triggered alerts in the 4th quarter of 2024, which subsequently resulted in at least a second EIS alert.

Figure 3. Reoccurring Alert Types by Quarter



Conclusion and Recommendations

Overall, the analysis conducted during this review indicated a steady rate of reoccurring alerts and a success rate of 93.33% for interventions. AIU observed that the alerts reoccurring for different thresholds were not closed with the same intervention as the initial one. Instead, the reoccurring alerts received a higher level of intervention for the second occurrence. AIU further noted that supervisors opted for escalated interventions when there were any types of reoccurring alert. Therefore, AIU recommends that supervisors continue to explore alternative or elevated interventions when employees have a second alert for the same threshold.

Action Required:

With the resulting 100% compliance for Inspection BI2025-0139, a total of 0 BIO Action Forms are required.

Notes:

All supporting documentation is included in the inspection file number *BI2025-0139* and contained within IA Pro.

Date Inspection Started:	July 26th, 2025
Date Completed:	October 15th, 2025
Timeframe Inspected:	July, August, and September 2025
Assigned Inspector:	Internal Auditor Senior Specialized Kateryna A. Ellis B4299

I have reviewed this inspection report.

Lt Andrew Rankin S1839 10/16/2025

Lieutenant A. Rankin S1839 Date
Commander, Audits & Inspections Unit
Bureau of Internal Oversight