

MARICOPA COUNTY SHERIFF'S OFFICE

Bureau of Internal Oversight

Audits and Inspections Unit



March 2023 CPP Implicit Bias Roll Call Briefing Inspection Report

Inspection # BI2023-0044

The Bureau of Internal Oversight’s (BIO) Audits and Inspections Unit (AIU) conducted a briefing note inspection for the Constitutional Policing Plan (CPP) to ensure that CPP Roll Call briefings are being conducted. The purpose of the inspection is to ensure compliance with Office policies and to promote proper supervision. To achieve this, a random sample of Sworn, Reserve and DSA personnel was chosen by the AIU inspector. To ensure consistent inspections, the *Constitutional Policing Plan Briefing Inspection 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 Administrative Broadcast 2023-09
- MCSO Administrative Broadcast 2023-16
- Paragraph 70 of the First Supplemental Court Order

Conditions:

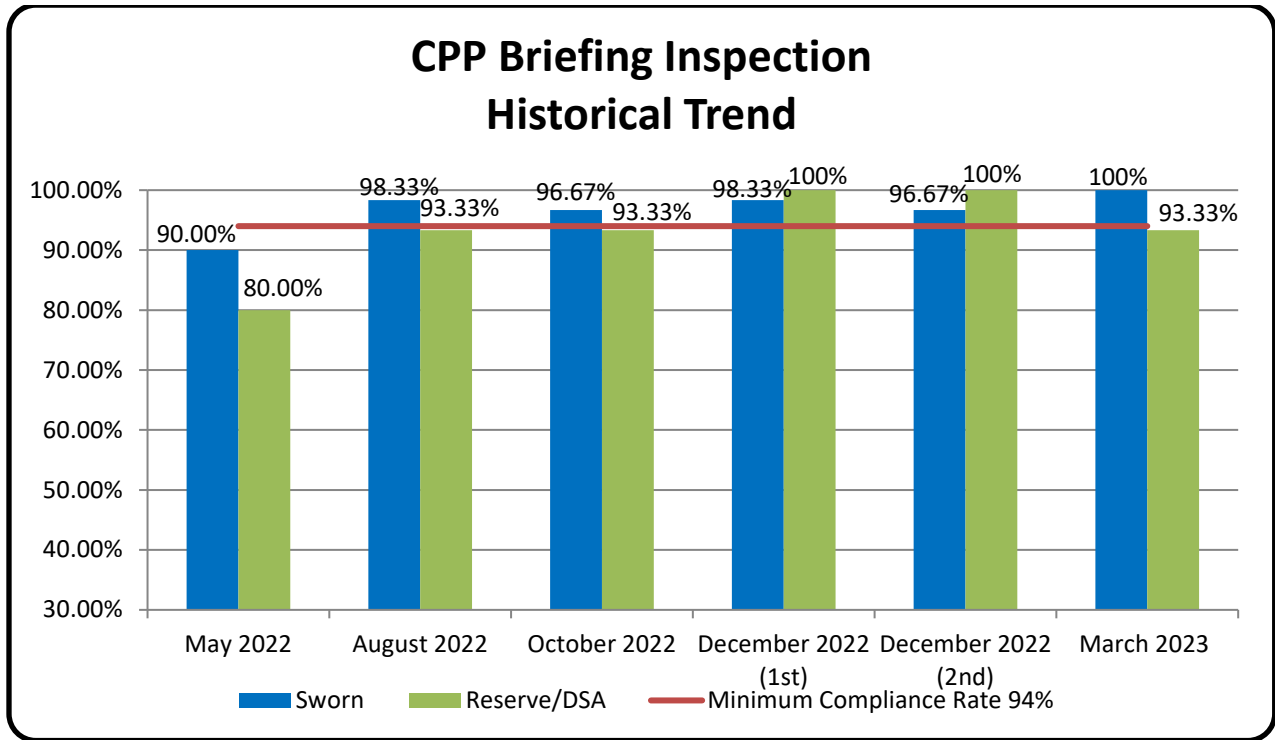
MCSO Administrative Broadcast 2023-09 and 2023-16 requires Sworn, Reserve and DSA personnel to view the CPP video “Implicit Bias Roll Call Briefing attestations” through TheHUB. The briefing discussion and video to be documented by the supervisor through TheHUB no later than March 15, 2023.

A random sample that consisted of **75** total law enforcement employees was obtained by AIU. The sample contained **60** Sworn personnel and **15** Reserve and DSA personnel. This inspection will be based on the requirement outlined in MCSO Administrative Broadcast 2023-09 and 2023-16 in support of paragraph 70 of the first supplemental court order. The inspection found that **98.67%** of inspected employees were in compliance with the MCSO Administrative Broadcast 2023-09 and 2023-16.

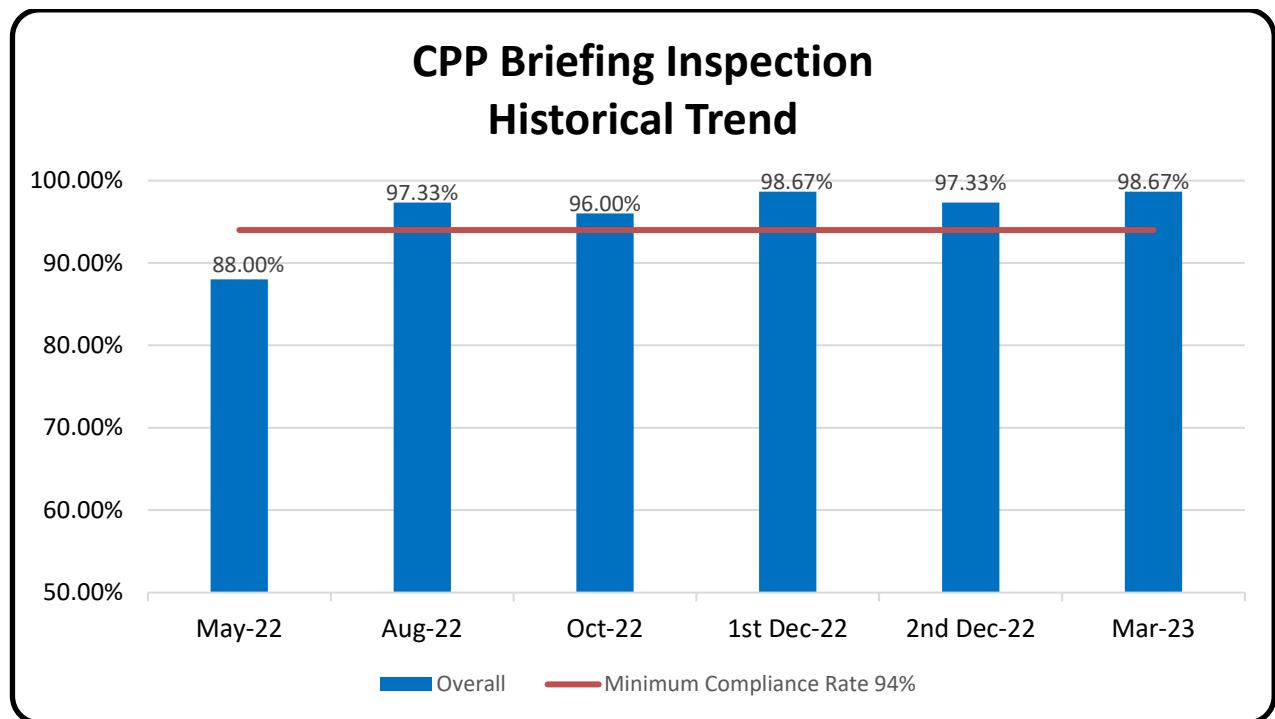
Inspection results for the selected personnel sample.

| Compliance Objective | Not In Compliance | In Compliance | Total Inspected | Compliance Rate |
|--|-------------------|---------------|-----------------|-----------------|
| Sworn - Personnel viewed a CPP video “Overcome Stereotypes” by March 15, 2023. The supervisor briefing discussed and documented through TheHUB regarding compliance with the briefing for the employees. | 0 | 60 | 60 | 100.00% |
| Reserve and DSA – Personnel viewed a CPP video “Overcome Stereotypes” by March 15, 2023. The supervisor briefing discussed and documented through TheHUB regarding compliance with the briefing for the employees. | 1 | 14 | 15 | 93.33% |
| Overall Compliance | 1 | 74 | 75 | 98.67% |

Below is the historical comparison of compliance by Sworn and Reserve/DSA personnel for the CPP Briefing inspection.



Below is the historical comparison of total compliance for the CPP briefing inspection.



District 2 (1 BIO Action Form):

Compliance Deficiency

| District/Division | Employee | Current Supervisor | Current Commander |
|---|----------|--------------------|-------------------|
| District 2 | DSA | Sergeant | Captain |
| Deficiency | | | |
| -Employee did not complete attestation through The Hub as required by March 15, 2023. | | | |

Action Required:

With the resulting **98.67%** compliance for *Inspection BI2023-0044*, 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) are included in the inspection file number *BI2023-0044* and contained within IA Pro.

Date Inspection Started: March 20, 2023
 Date Completed: April 3, 2023
 Timeframe Inspected: February 1, 2023, to March 15, 2023
 Assigned Inspector: Sgt. R. T. Bierwalter S1263/Kimberly Herrera B3666

I have reviewed this inspection report.

Capt. Dominick Reaulo
 Captain Dominick Reaulo S1678
 Division Commander
 Bureau of Internal Oversight

5/8/2023
 Date