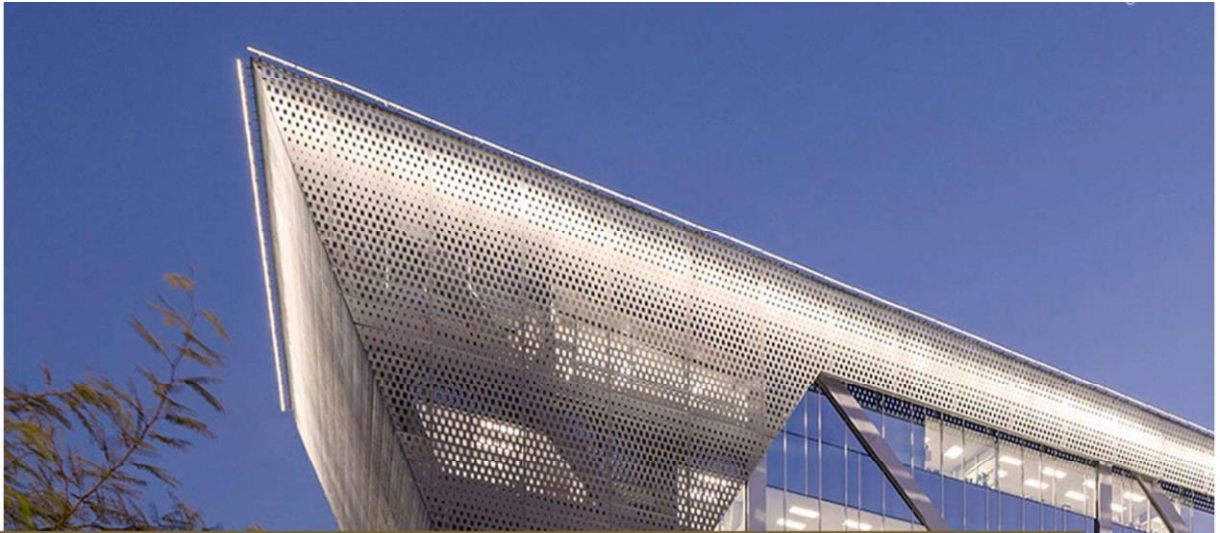




MARICOPA COUNTY SHERIFF'S
Civilian Supervisor Note Inspection
September 2025



Report # BI2025-0126

The Audits and Inspections Unit (AIU) of the Bureau of Internal Oversight (BIO) will conduct Blue Team Supervisor Note entry inspection monthly. The purpose of this inspection is to ensure compliance with Office Policies and to promote proper supervision. To achieve this, inspectors will select for review the Supervisor Note entries for 35 randomly selected civilian employees for the month being inspected. To ensure consistent inspections, the Supervisor Note Inspection Matrix developed by the AIU will be utilized.

Compliance Objectives:

Utilize the Supervisor Note Inspection Matrix, review each selected employee's EIS information to ensure they received the following during September 2025:

- Ensure the supervisor completed one Supervisor Note entry
- Ensure the supervisor completed one performance-based entry
- Ensure the supervisor conducted a review of the employee's EIS information

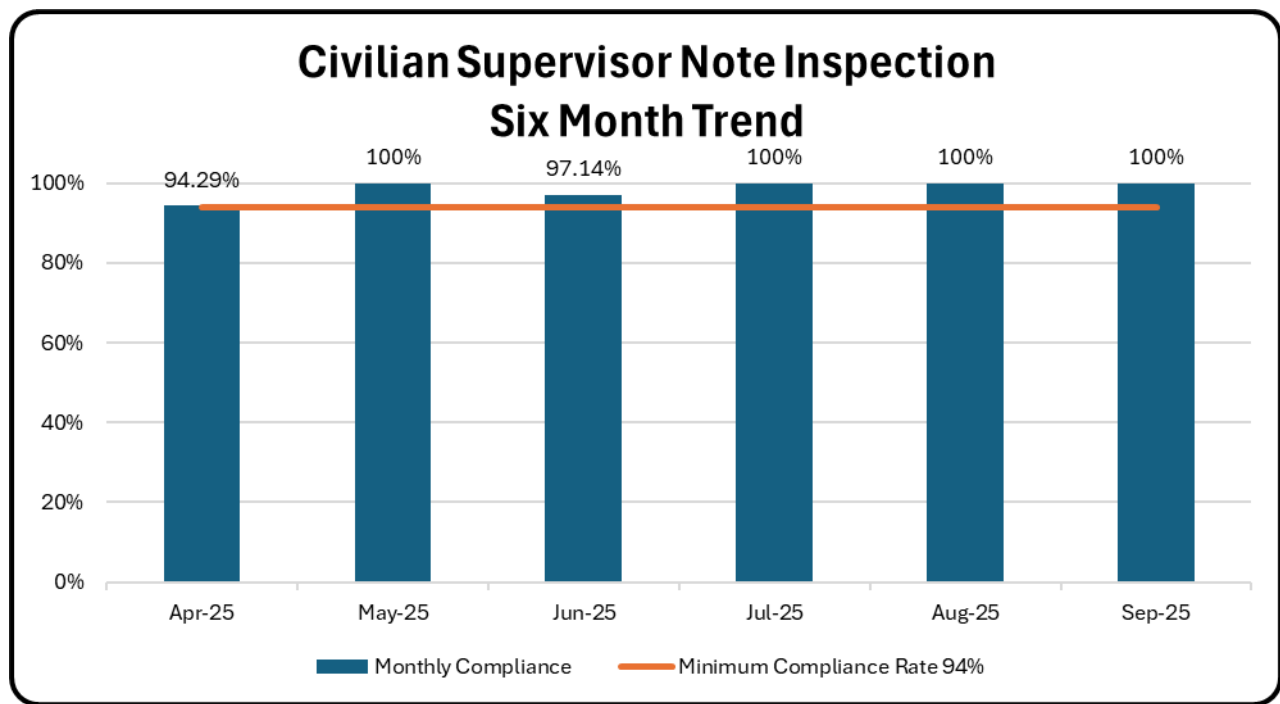
Criteria:

MCSO Policy GB-2, *Command Responsibility*

Conditions:

A review of the IAPro records revealed that, of the 35 employees' records reviewed for Supervisor Note entries submitted during the month of September, 35 employees received entries that contained the required elements of this inspection and were in compliance with MCSO Policy GB-2, *Command Responsibility*.

MCSO achieved a compliance rate of **100%** in the Civilian Supervisor Note inspection for September 2025, as illustrated in the graph below:



Results of the Review of Employee Supervisor Note entries:

Inspection Element	Not In Compliance	In Compliance	Total Inspected	Compliance Rate
Once per month, supervisors review non-sworn subordinates' EIS information for the purpose of identifying and responding to any conduct patterns or concerns	0	35	35	100%
Employee Received at least one Supervisor Note during the month	0	35	35	100%
Supervisor Note entry is of sufficient quality to facilitate the preparation of an accurate and detailed performance review and reflects the employee's positive traits and accomplishments and any observed shortcomings	0	35	35	100%
Overall Compliance with inspection requirements	0	105	105	100%

Action Required:

With the resulting 100% compliance for Inspection BI2025-0126, no BIO Action Forms are required. The form shall be completed utilizing Blue Team.

Notes:

All supporting documentation (working papers) is included in the inspection file and contained within IAPro.

Date Inspection Started: October 05, 2025
Date Completed: October 15, 2025
Timeframe Inspected: September 01-30, 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 and Inspections Unit
Bureau of Internal Oversight