

MARICOPA COUNTY SHERIFF'S OFFICE

Bureau of Internal Oversight

Audits and Inspections Unit



2022 Semi-Annual Bias-Free Policing Inspection Report

Inspection # BI2022-0190

The Bureau of Internal Oversight's (BIO) Audits and Inspections Unit (AIU) will conduct inspections on a semi-annual basis to ensure that reinforcement of Bias-Free Policing is being conducted. The purpose of the inspection is to ensure compliance with Office policies and to promote proper supervision. To ensure consistent inspections, the *Semi-annual Bias-Free Policing 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 CP-8, *Preventing Racial and Other Bias-Based Profiling*
- MCSO Policy GA-1, *Development of Written Orders*
- MCSO Policy GB-2, *Command Responsibility*
- MCSO *The Briefing Board*, Number 22-55 dated October 12, 2022

Conditions:

Critical Policy CP-8 requires that within the last six months of the calendar year, all employees, reserve deputies, and posse members successfully complete their annual review and acknowledgement of this Office Policy, upon Office distribution through *The Briefing Board* announcement. In Addition, employees are required to view a video from the Sheriff or designee which will reinforce that racial and bias-based profiling and/or discriminatory policing are unacceptable. Employees, reserve deputies, and posse members shall complete acknowledgment through TheHUB Learning and Management System.

The Training Division reported that there was a total of **3,146** Office employees and volunteers at the time of this requirement. The CP-8 inspections are performed semi-annually to ensure that reinforcement of Bias-Free Policing is being conducted in accordance with CP-8 and *The Briefing Board 22-55 (TBB 22-55)*. Records provided by the Training Division reported that **3,026** employees and volunteers had timely completed the requirements of *TBB 22-55*. Of the **120** personnel that did not comply with the policy requirements, it was determined that **76** employees were on authorized extended leave that had a direct impact on the employee's ability to timely complete the required training and **18** employees ended their employment prior to December 31, 2022. The overall Office wide compliance was **99.17%**, with **26** personnel identified as not being compliant with the requirements of *The Briefing Board 22-55*; Office Policies CP-8, *Preventing Racial and Other Biased-Based Profiling*; GA-1, *Development of Written Orders*; and GB-2, *Command Responsibility*.

Inspection results for the selected Sworn personnel sample.

Compliance Objective	Total Inspected	In Compliance/on Leave/Employment Ended	Not In Compliance	Compliance Rate
Employee timely acknowledged through <i>TheHub</i> Learning and Management System required training on racial and bias-based profiling and/or discriminatory policing by December 31, 2022.	597	595	2	99.66%
Overall Compliance for Sworn personnel	597	595	2	99.66%

Inspection results for the selected Detention personnel sample.

Compliance Objective	Total Inspected	In Compliance/on Leave/Employment Ended	Not In Compliance	Compliance Rate
Employee timely acknowledged through <i>TheHub</i> Learning and Management System required training on racial and bias-based profiling and/or discriminatory policing by December 31, 2022.	1561	1561	0	100%
Overall Compliance for Detention personnel	1561	1561	0	100%

Inspection results for the selected Civilian personnel sample.

Compliance Objective	Total Inspected	In Compliance/on Leave/Employment Ended	Not In Compliance	Compliance Rate
Employee timely acknowledged through <i>TheHub</i> Learning and Management System required training on racial and bias-based profiling and/or discriminatory policing by December 31, 2022.	788	775	13	98.35%
Overall Compliance for Civilian personnel	788	775	13	98.35%

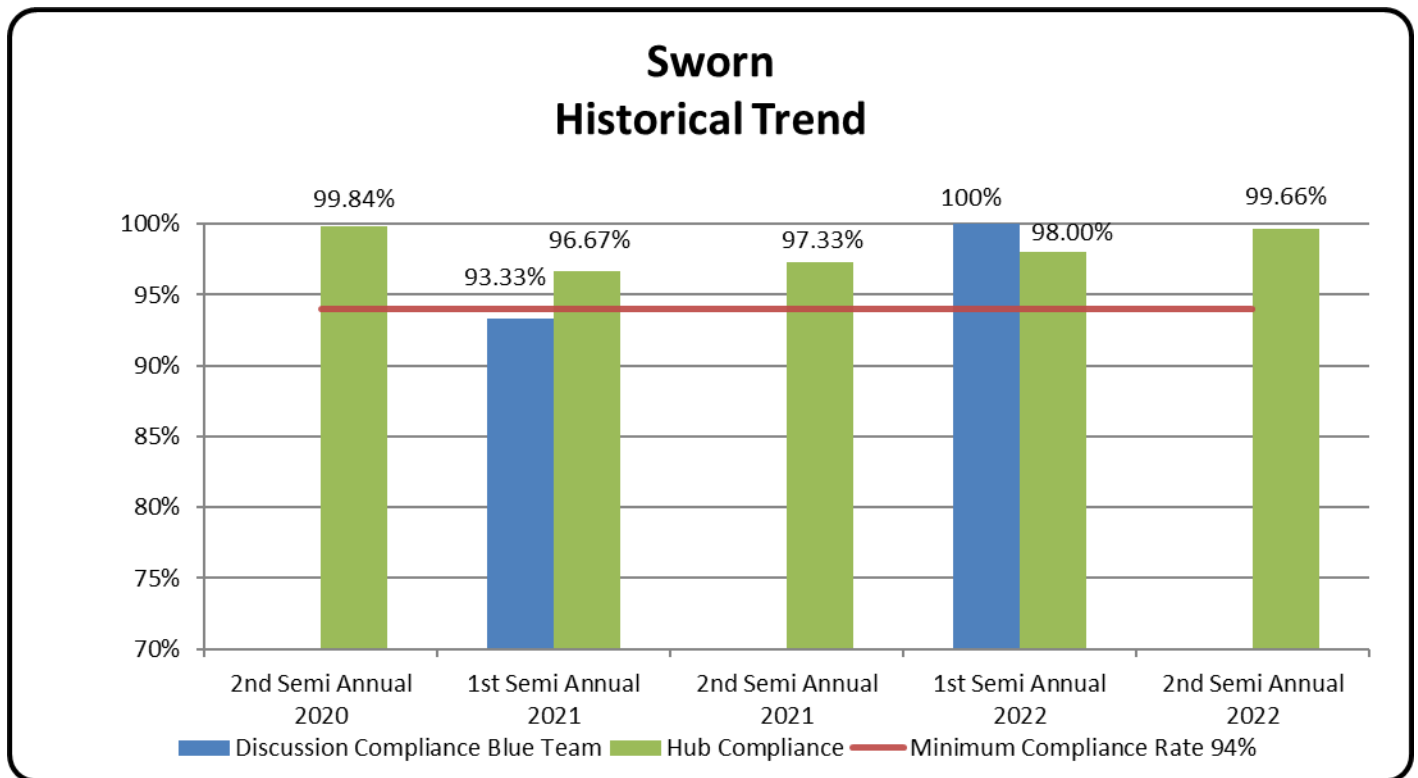
Inspection results for the selected Reserve personnel sample.

Compliance Objective	Total Inspected	In Compliance/on Leave/Employment Ended	Not In Compliance	Compliance Rate
Employee timely acknowledged through <i>TheHub</i> Learning and Management System required training on racial and bias-based profiling and/or discriminatory policing by December 31, 2022.	40	40	0	100%
Overall Compliance for Reserve personnel	40	40	0	100%

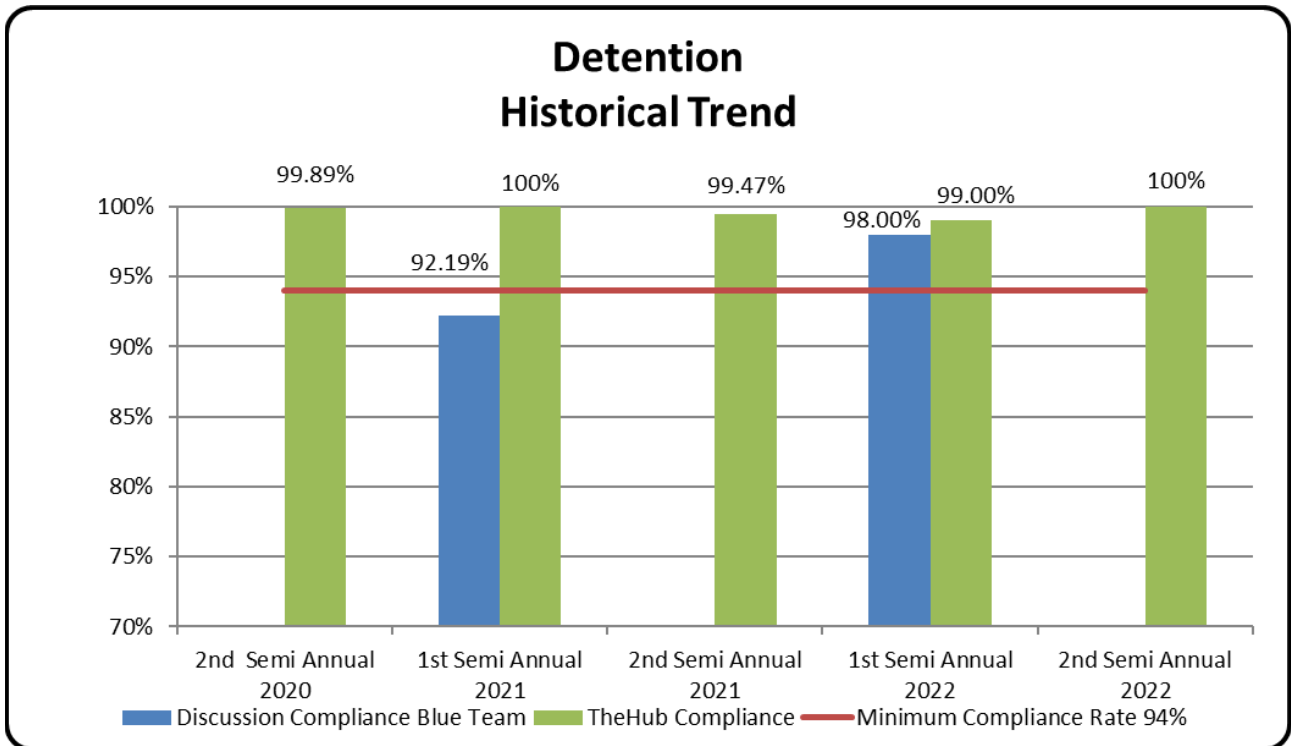
Inspection results for the selected Posse personnel sample.

Compliance Objective	Total Inspected	In Compliance/on Leave/Employment Ended	Not In Compliance	Compliance Rate
Employee timely acknowledged through <i>TheHub</i> Learning and Management System required training on racial and bias-based profiling and/or discriminatory policing by December 31, 2022.	160	149	11	93.13%
Overall Compliance for Posse personnel	160	149	11	93.13%

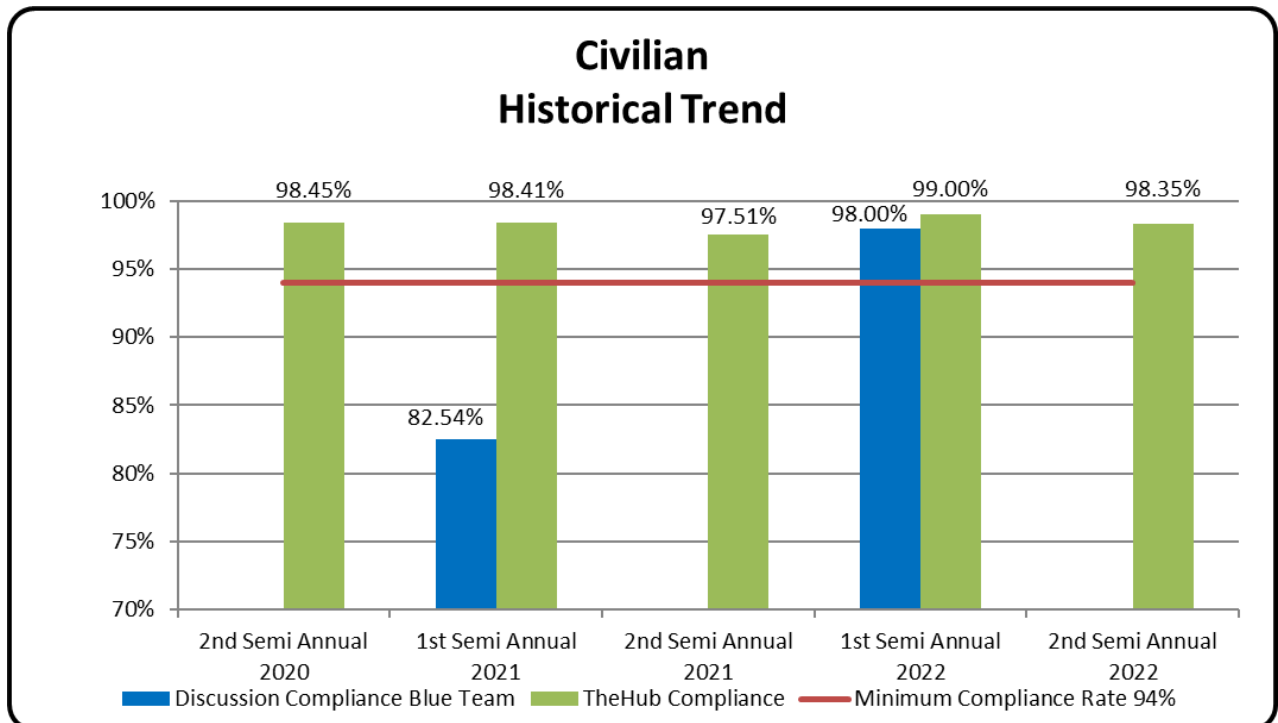
Below is the historical comparison of compliance by Sworn personnel with the requirements of CP-8 to unequivocally and consistently reinforce that biased-based profiling and/or discriminatory policing are unacceptable.



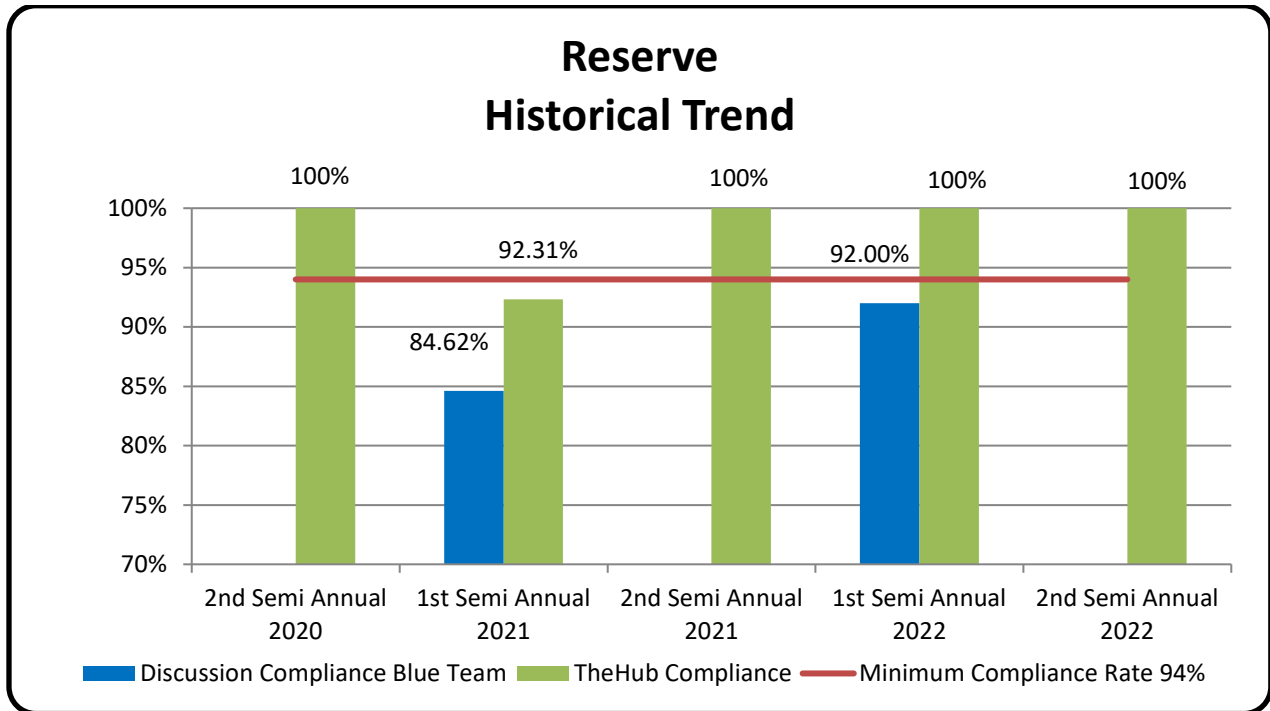
Below is the historical comparison of compliance by Detention personnel with the requirements of CP-8 to unequivocally and consistently reinforce that biased-based profiling and/or discriminatory policing are unacceptable.



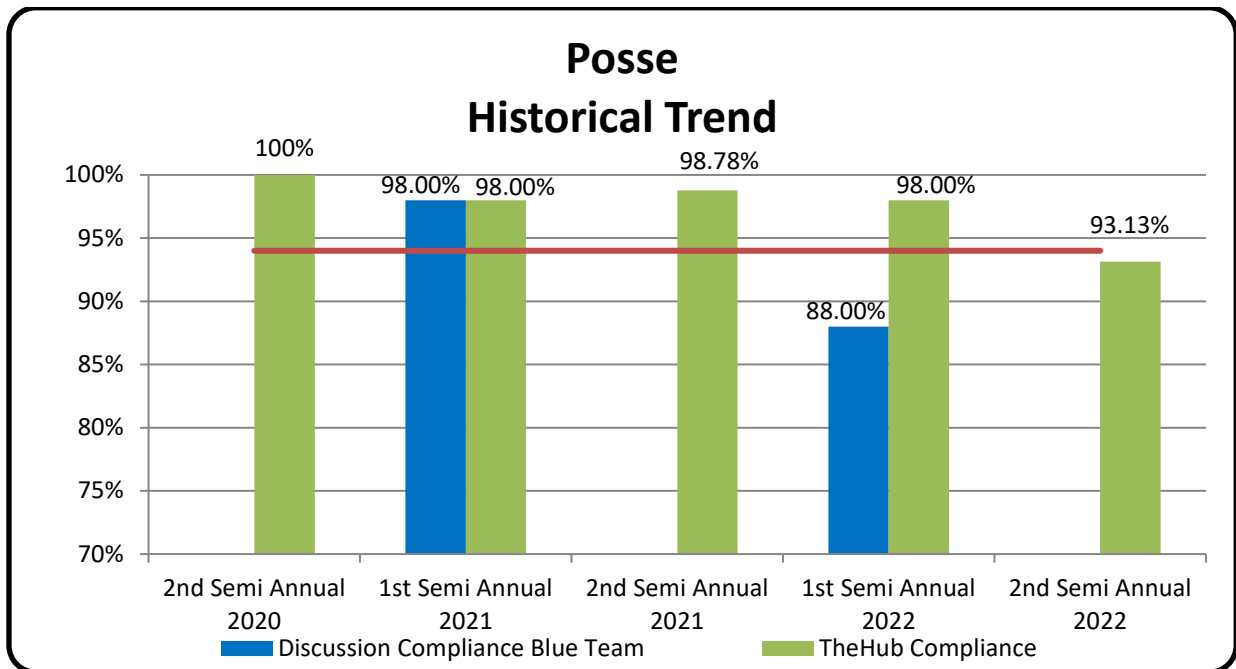
Below is the historical comparison of compliance by Civilian personnel with the requirements of CP-8 to unequivocally and consistently reinforce that biased-based profiling and/or discriminatory policing are unacceptable.



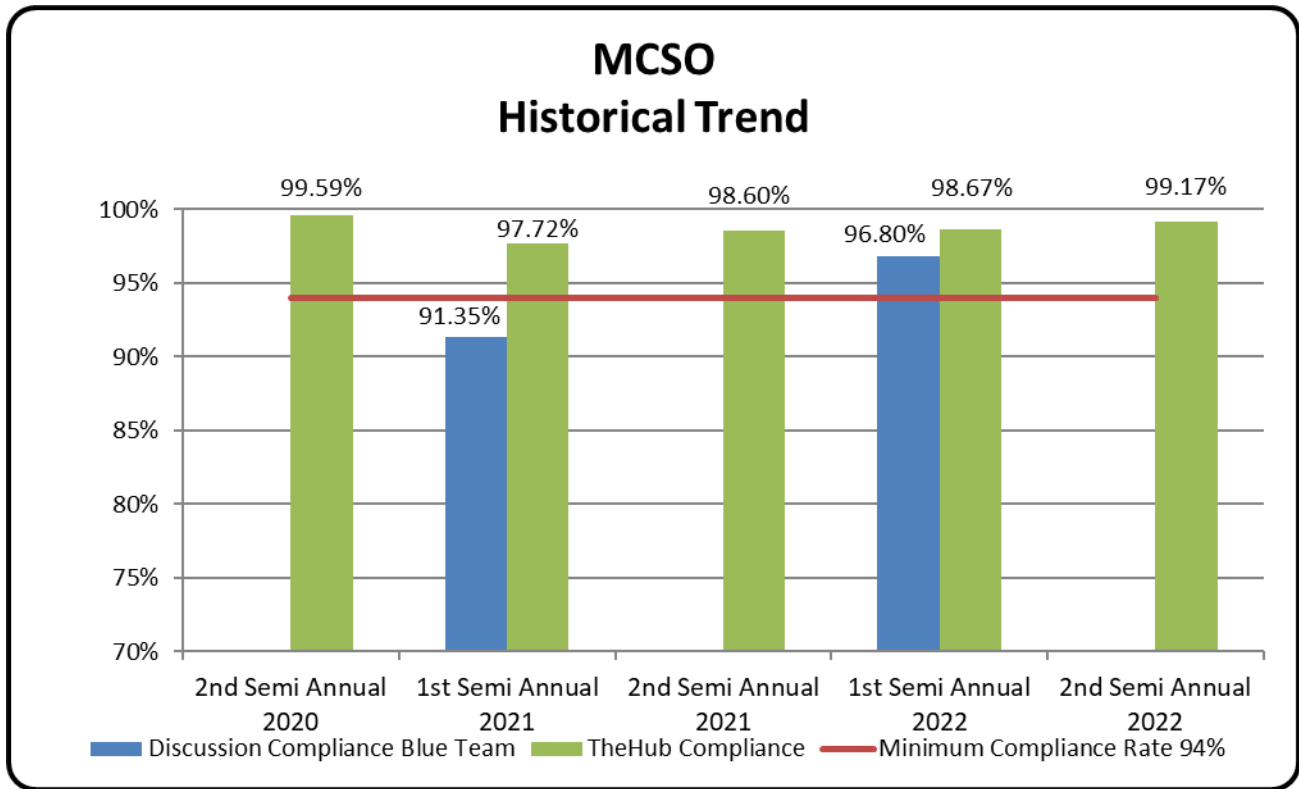
Below is the historical comparison of compliance by Reserve personnel with the requirements of CP-8 to unequivocally and consistently reinforce that biased-based profiling and/or discriminatory policing are unacceptable.



Below is the historical comparison of compliance by Posse personnel with the requirements of CP-8 to unequivocally and consistently reinforce that biased-based profiling and/or discriminatory policing are unacceptable.



Below is the historical comparison of compliance by Sworn, Detention, Civilian, Reserve, and Posse personnel with the requirements of CP-8 to unequivocally and consistently reinforce that biased-based profiling and/or discriminatory policing are unacceptable.



The following Deficiencies were identified during the inspection process:

Sworn (2 BIO Action Forms):

District/Division	Employee Inspected	Current Supervisor	Current Commander
District 3	Deputy	Sergeant	Captain
Deficiency			
Employee did not complete the CP-8, <i>Preventing Racial and Other Bias-Based Profiling</i> , TheHUB training before December 31, 2022, as required by the policy and <i>The Briefing Board 22-55</i> .			
District/Division	Employee Inspected	Current Supervisor	Current Commander
District 2	Deputy	Sergeant	Captain
Deficiency			
Employee did not complete the CP-8, <i>Preventing Racial and Other Bias-Based Profiling</i> , TheHUB training before December 31, 2022, as required by the policy and <i>The Briefing Board 22-55</i> .			

Civilian (13 BIO Action Forms):

District/Division	Employee Inspected	Current Supervisor	Current Commander
Technology Bureau	CIO	Chief	Chief
Technology Bureau	IT Specialist	Sr/Lead	CIO
Technology Bureau	IT Specialist	Sr/Lead	CIO
Technology Bureau	IT Specialist	Sr/Lead	CIO

Deficiency

Employees did not complete the CP-8, *Preventing Racial and Other Bias-Based Profiling*, TheHUB training before December 31, 2022, as required by the policy and *The Briefing Board 22-55*.

District/Division	Employee Inspected	Current Supervisor	Current Commander
Professional Standards Bureau	Mgmt. Analyst	Supervisor	Captain
Professional Standards Bureau	Adm. Assistant	Supervisor	Captain

Deficiency

Employees did not complete the CP-8, *Preventing Racial and Other Bias-Based Profiling*, TheHUB training before December 31, 2022, as required by the policy and *The Briefing Board 22-55*.

District/Division	Employee Inspected	Current Supervisor	Current Commander
Fleet Management	Flt. Prg. Sup	CFO	CFO

Deficiency

Employee did not complete the CP-8, *Preventing Racial and Other Bias-Based Profiling*, TheHUB training before December 31, 2022, as required by the policy and *The Briefing Board 22-55*.

District/Division	Employee Inspected	Current Supervisor	Current Commander
Inmate Classification	Class Specialist	Class Supervisor	Class Manager

Deficiency

Employee did not complete the CP-8, *Preventing Racial and Other Bias-Based Profiling*, TheHUB training before December 31, 2022, as required by the policy and *The Briefing Board 22-55*.

District/Division	Employee Inspected	Current Supervisor	Current Commander
Watkins Jail	DO Trainee	Lieutenant	Captain
Deficiency			
Employee did not complete the CP-8, <i>Preventing Racial and Other Bias-Based Profiling</i> , TheHUB training before December 31, 2022, as required by the policy and <i>The Briefing Board 22-55</i> .			

District/Division	Employee Inspected	Current Supervisor	Current Commander
Operations Command	Media Dir.	Director	Director
Operations Command	Specialist	Manager	Director
Operations Command	Exec Assistant	Chief Deputy	Chief Deputy
Deficiency			
Employees did not complete the CP-8, <i>Preventing Racial and Other Bias-Based Profiling</i> , TheHUB training before December 31, 2022, as required by the policy and <i>The Briefing Board 22-55</i> .			

District/Division	Employee Inspected	Current Supervisor	Current Commander
Training Division	Admin Specialist	BWC Supervisor	Captain
Deficiency			
Employees did not complete the CP-8, <i>Preventing Racial and Other Bias-Based Profiling</i> , TheHUB training before December 31, 2022, as required by the policy and <i>The Briefing Board 22-55</i> .			

Posse (11**):

District/Division	Employee Inspected	Current Supervisor	Current Commander
Enforcement Support	Posse Volunteers	Sergeant	Captain
Deficiency			
The following Posse Volunteers did not complete the CP-8, <i>Preventing Racial and Other Bias-Based Profiling</i> , TheHUB training before December 31, 2022, as required by the policy and <i>The Briefing Board 22-55</i> .			

****Note:** BAFs *are not required* as Posse members are volunteers and not compensated employees.

Action Required:

With the resulting **99.17%** overall compliance for *Inspection BI2022-0190*, a total of **15** BIO Action Forms are requested from the affected divisions. **The forms shall be completed utilizing Blue Team.**

Notes:

All supporting documentation (working papers) is included in the inspection file number *BI2022-0190* and contained within IA Pro.

Date Inspection Started: January 3, 2023
Date Completed: January 12, 2023
Timeframe Inspected: October 12 to December 31, 2022
Assigned Inspector: Sr. Auditor M. Rodriguez A9047

I have reviewed this inspection report.

Lt. Brian Arthur 1/31/2023

Lt. T. B. Arthur S1806 Date

Commander; Audits and Inspections Unit
Bureau of Internal Oversight