

MARICOPA COUNTY SHERIFF'S OFFICE

Bureau of Internal Oversight
Audits and Inspections Unit



July 2025 Misconduct Investigations Inspection Report

Inspection # BI2025-0123

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 105 administrative misconduct investigations were closed during the month of July 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	1	3	1	75.00%
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	4	0	100%
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	2	3	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	3	2	0	100%
For division assigned cases, did the chain of command complete the review of the investigation within the allotted 10 calendar days?	5	3	2	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	5	0	0	N/A
Overall Compliance	60	41	18	1	94.74%

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	3	2	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	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	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	2	3	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	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	1	4	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	5	0	0	N/A
Overall Compliance	60	43	17	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	1	2	33.33%
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	2	3	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	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	47	11	2	84.62%

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	60%
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	96.43%

Compliance Deficiencies

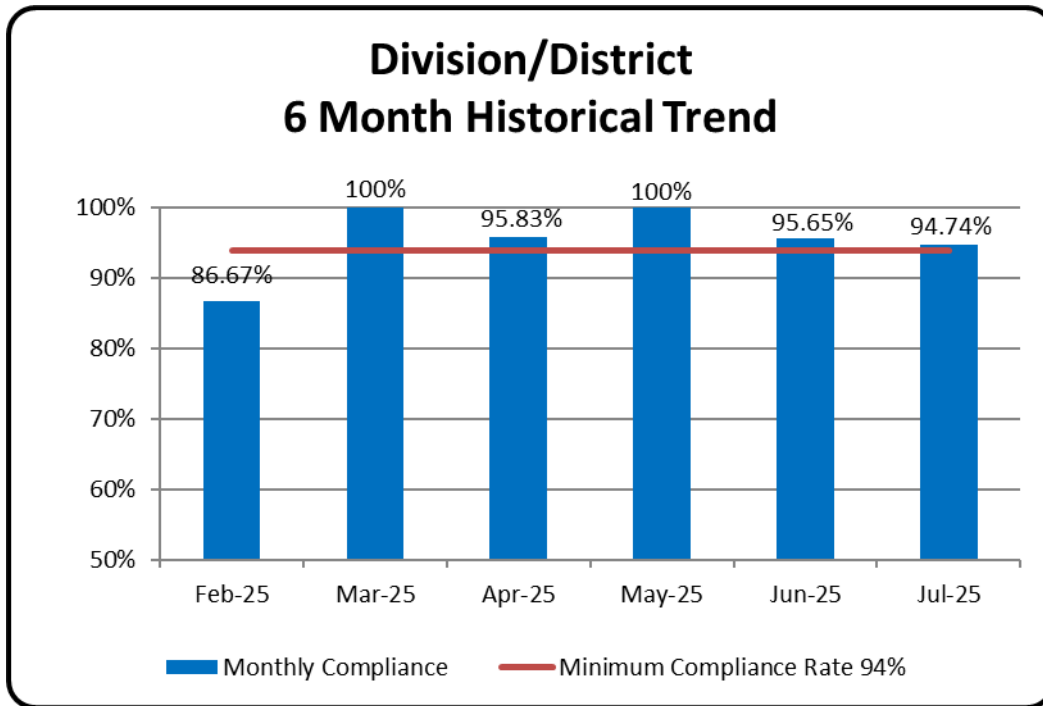
The following deficiencies were identified during the inspection; however, no single individual(s) could be identified during the inspection process to whom the deficiencies could be attributed. Therefore, **NO BIO Action Forms are requested.**

Division	IA Number	Responsible Employee	Current Supervisor	Current Commander
D III*	IA2025-0101	Undetermined	Undetermined	Captain
Deficiency				
1. <u>Did the PSB complete and upload the Prior Work History Report (WHR) within 5 business days of the complaint being filed?</u> IAPro records appear to indicate that the PSB did not complete and upload the Prior Work History Report (WHR) within 5 business days of the complaint being filed. Reference: MCSO Policy GH-2, Paragraph 6.A.6.a *Although the deficiency was identified in a Division Investigated case, this particular task is administratively performed by personnel within the PSB.				
Division	IA Number	Responsible Employee	Current Supervisor	Current Commander
PSB	IA2025-0092	Undetermined	Undetermined	Captain
PSB	IA2025-0093	Undetermined	Undetermined	Captain
Deficiency				
1. <u>Did the PSB complete and upload the Prior Work History Report (WHR) within 5 business days of the complaint being filed?</u> IAPro records appear to indicate that the PSB did not complete and upload the Prior Work History Report (WHR) within 5 business days of the complaint being filed. Reference: MCSO Policy GH-2, Paragraph 6.A.6.a.				

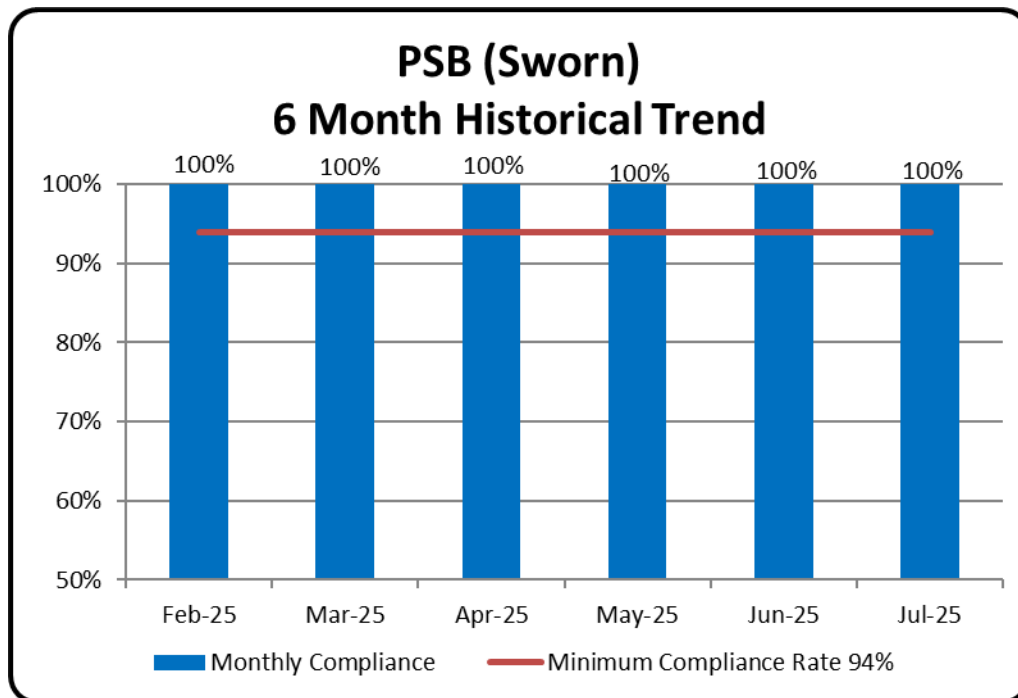
Compliance for July 2025:

Compliance Rate by Identified Personnel	Compliance Rate
Sworn Personnel at the Division/District Level	94.74%
Sworn Personnel at the Professional Standards Bureau	100%
Detention Personnel at the Professional Standards Bureau	100%
Civilian Investigators at the Professional Standards Bureau	84.62%
Overall Compliance for the July Misconduct Investigations	95.52%

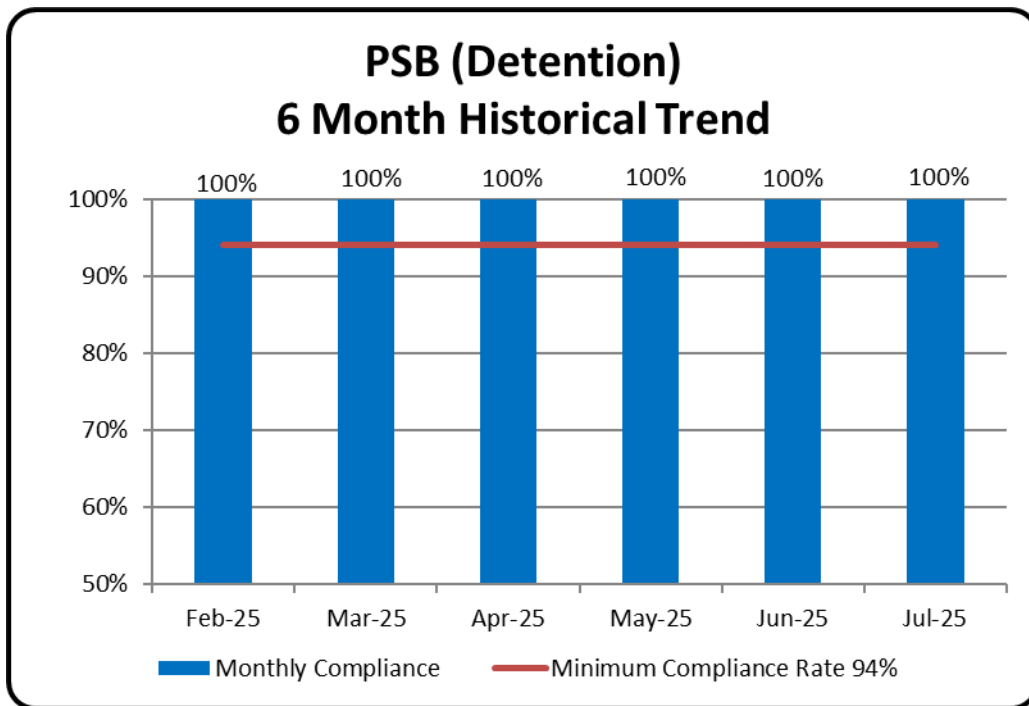
Below is the historical comparison of compliance for Misconduct Investigations conducted by sworn supervisors at the Districts/Divisions:



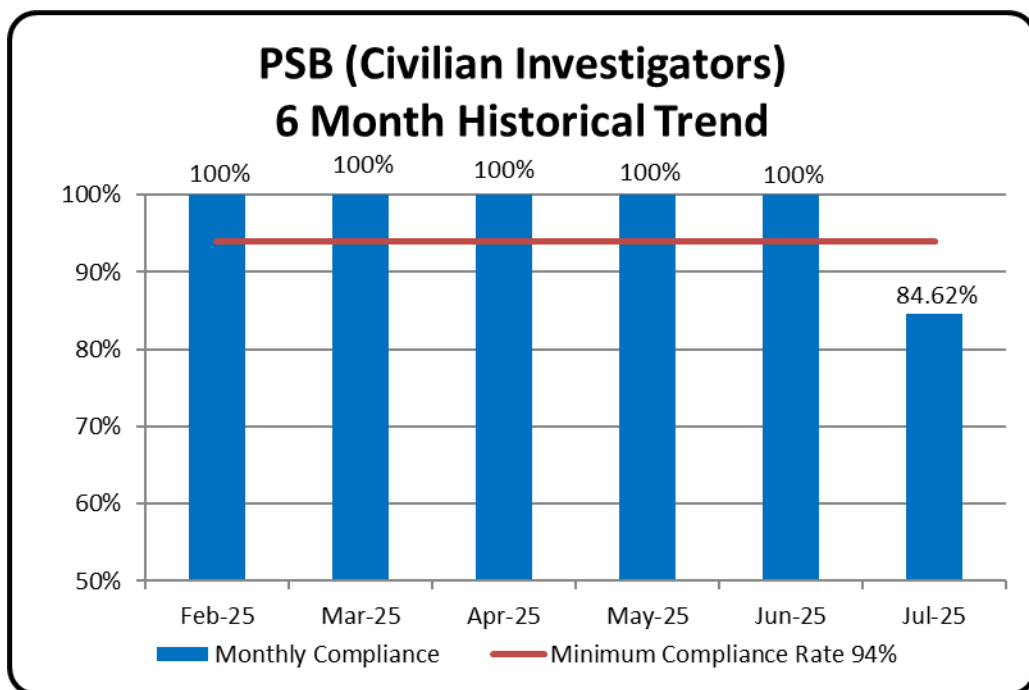
Below is the historical comparison of compliance for Misconduct Investigations conducted by sworn personnel at the Professional Standards Bureau:



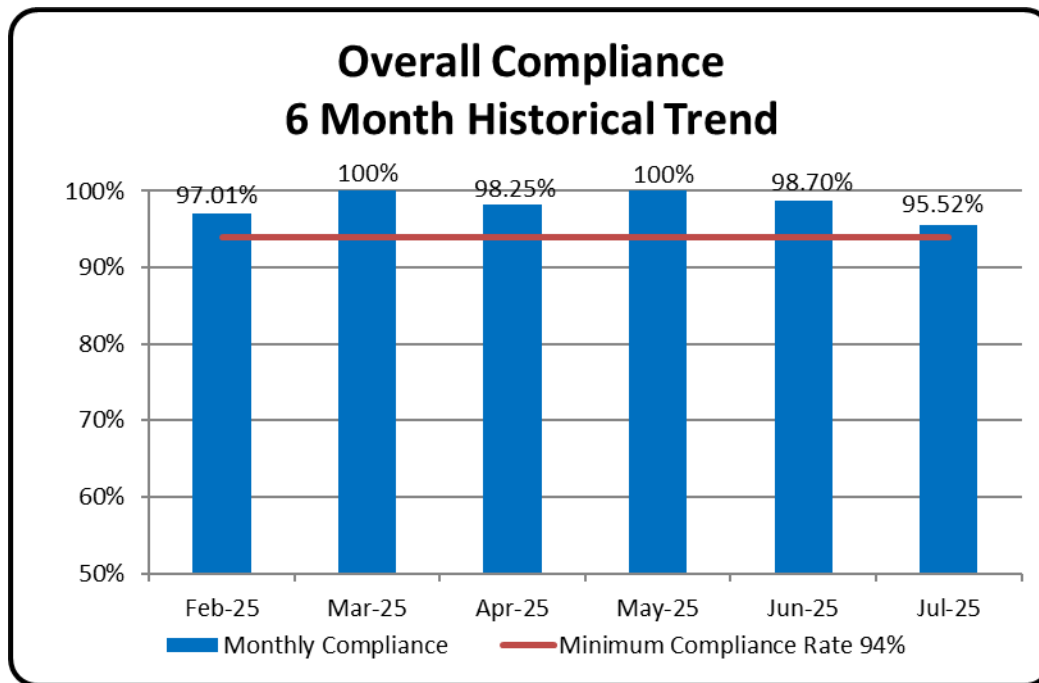
Below is the historical comparison of compliance for Misconduct Investigations conducted by detention personnel at the Professional Standards Bureau:



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 *BI2025-0123* resulted in **95.52%** compliance; however, as stated above, **No BIO Action Forms are requested.**

Notes:

Supporting documentation (work papers) is included in the inspection file number *BI2025-0123* and contained within IA Pro.

Date Inspection Started: August 18, 2025
Date Completed: September 11, 2025
Timeframe Inspected: July 1 to July 31, 2025
Assigned Inspector: Specialized Sr. Auditor M. Rodríguez A9047

I have reviewed this inspection report.

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

10/15/2025
Date