

MARICOPA COUNTY SHERIFF'S OFFICE
Bureau of Internal Oversight
Audits and Inspections Unit



**September 2023 CPP Captain's Meeting Cultural
Competency Briefing**
Inspection # BI2023-0148

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 2023-68
- MCSO Administrative Broadcast 2023-72
- Paragraph 70 of the First Supplemental Court Order

Conditions:

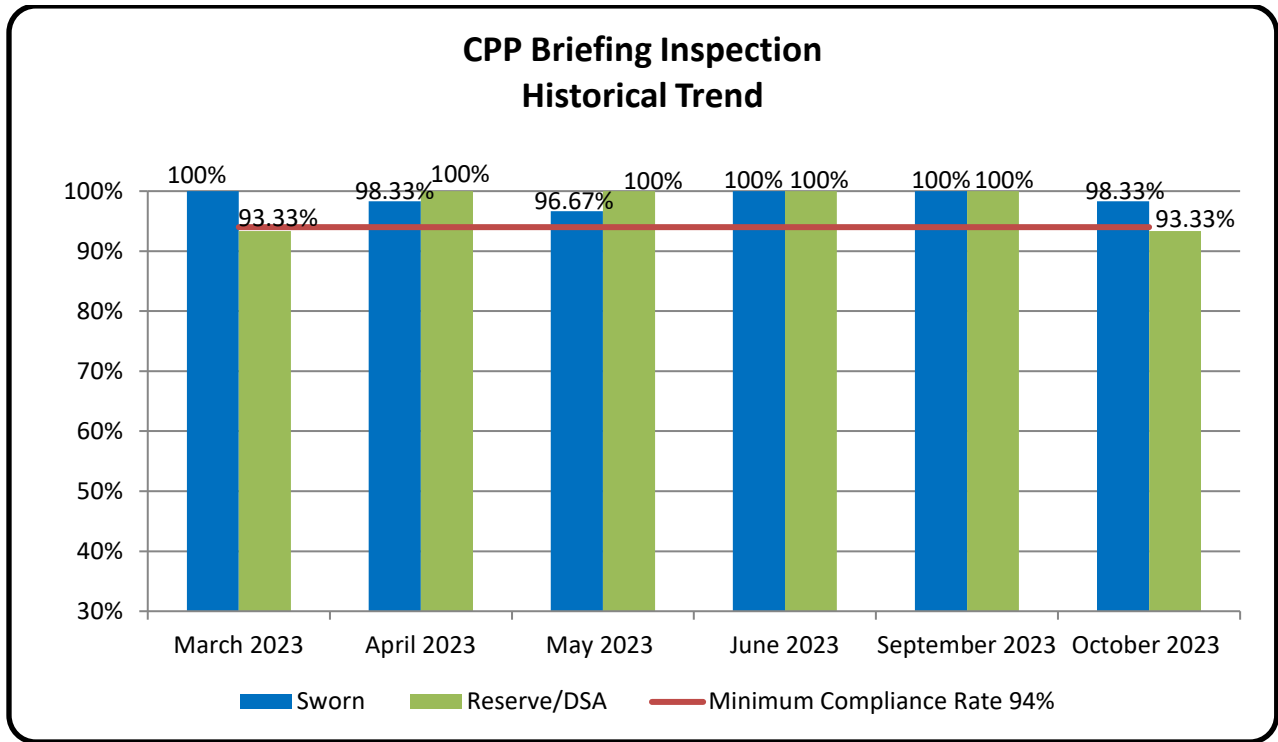
MCSO Administrative Broadcast 2023-68 and 2023-72 requires Sworn, Reserve and DSA personnel to view the CPP video “Implicit Bias Roll Call Briefing attestations” through TheHUB. The briefing discussion and video to be documented by the supervisor through TheHUB no later than October 15, 2023.

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 2023-68 and 2023-72 in support of paragraph 70 of the first supplemental court order. The inspection found that 97.33% of inspected employees were in compliance with the MCSO Administrative Broadcast 2023-68 and 2023-72.

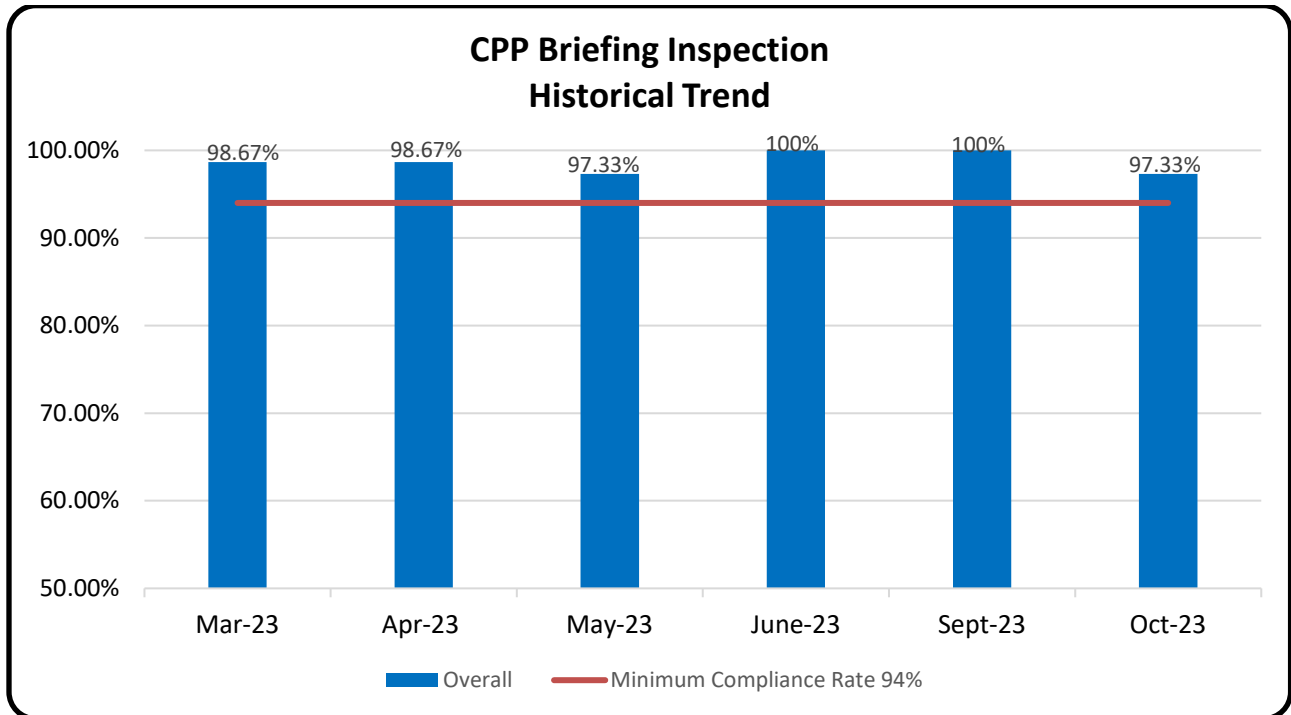
Inspection results for the selected personnel sample.

Compliance Objective	Not In Compliance	In Compliance	Total Inspected	Compliance Rate
Sworn - Personnel viewed a CPP video “Captain’s Meeting Cultural Competency Briefing” by October 15, 2023. The supervisor briefing discussed and documented through TheHUB regarding compliance with the briefing for the employees.	1	59	60	98.33%
Reserve and DSA – Personnel viewed a CPP video “Captain’s Meeting Cultural Competency Briefing” by October 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	73	75	97.33%

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 1 (1 BIO Action Form):

Compliance Deficiency

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
District 1	Sergeant	Lieutenant	Captain
Deficiency			
1. Attestation through The HUB was not completed by October 15, 2023, as required.			

Lake Division (1 BIO Action Form):

Compliance Deficiency

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
Lake Division	Reservist	Sergeant	Captain
Deficiency			
1. Attestation through The HUB was not completed by October 15, 2023, as required.			

Action Required:

With the resulting 97.33% compliance for Inspection BI2023-0148, a total of 2 BIO Action Forms are requested from the affected division. The form shall be completed utilizing Blue Team.

Notes:

All supporting documentation (working papers) is included in the inspection file number BI2023-0148 and contained within IA Pro.

Date Inspection Started: October 30, 2023
Date Completed: November 14, 2023
Timeframe Inspected: September 1, 2023, to October 15, 2023
Assigned Inspector: Sgt. R. T. Bierwalter S1263/Kimberly Herrera B3666

I have reviewed this inspection report.

Lt. Brian Arthur S1806
Lieutenant. T. Brian Arthur S1806
Commander, Audits & Inspections Unit
Bureau of Internal Oversight

12/12/23
Date