

# MARICOPA COUNTY SHERIFF'S OFFICE

Bureau of Internal Oversight

Audits and Inspections Unit



**Body Worn Camera Audit**

Report # A2024-0002

## **Introduction**

On June 18, 2024, the Bureau of Internal Oversight, Audit and Inspections Unit (AIU) received a request for an audit of the Maricopa County Sheriff's Office (MCSO) Body Worn Camera Program from the command staff.

## **Procedures**

AIU formulated a plan that allowed the team to focus its resources and create an organized approach to conducting the audit. AIU obtained an inventory listing of all body-worn cameras as of July 17, 2024, and a listing of all Evidence.com accounts; to determine the true number of cameras currently in use at MCSO and which deputies and divisions they are assigned to.

## **Criteria**

MCSO Policy GJ-35, *Body Worn Cameras effective date 5/19/23*

Body-Worn Camera Program Operational Manual effective 12/22/16, there is a draft update version but as of the completion of the audit, it has not been completed.

## **General Objectives**

To determine if MCSO has adequate controls to ensure:

- The agency's Body Worn Camera (BWC) inventory has been adequately recorded and safeguarded.
- The agency's new BWCs are being distributed adequately
- The agency is properly setting up Axon accounts for all issued BWCs and has an adequate number of accounts
- The agency's BWC policy is adequate and up-to-date.

## **Scope**

The Bureau of Internal Oversight (BIO) conducted a procedural audit of the Body Worn Camera program. The audit period was determined by the audit tests performed. In general, our work covered activities from January 1, 2024 to July 31, 2024.

## **Methodology**

The audit included a reconciliation of MCSO Body Worn Camera records, Evidence.com, and an inquiry of division personnel on the use of the cameras. We utilized several methodologies to achieve the stated objectives. These evidence-gathering techniques included, but were not limited to, the following:

- Collecting information and documentation
- Conducting interviews with appropriate MCSO employees
- Reviewing electronic and paper records
- Reviewing internal manuals and procedures
- Performing selected in-depth analyses of events and other procedures, and
- Final analysis and evaluation of the observations

**MCSO Body Worn Camera Assigned Inventory**

Per MCSO Policy GJ-35, the Program Administrator from the Training Division is responsible for maintaining a record of the Body Worn Camera (BWC) inventory. The BWC inventory is maintained within AXON and can be accessed through Evidence.com. On July 19, 2024, AIU obtained a current listing of all assigned BWCs.

<b>Axon 3 BWC</b>	<b>Axon 2 BWC</b>	<b>Axon Flex BWC</b>	<b>Total BWCs</b>
833	467	78	1,378

Per the BWC unit, the Axon 2 BWCs and Axon Flex BWCs are no longer being supported. Any video recorded on one of these cameras would have to be downloaded at training or the Professional Standards Bureau (PSB). Therefore, the AIU audit will focus on the Axon 3 BWC inventory.

The BWC unit has chosen to leave Axon 2 BWCs and Axon Flex BWCs as Assigned in inventory so that if at a later date, the camera is requested by PSB or another division within MCSO for investigation purposes they can locate the camera within the inventory listing.

**Reconciliation Process**

AIU contacted the MCSO Human Resources unit to obtain a payroll roster for June 30, 2024, and the June rosters for both posse and reserve personnel to verify the accuracy of the BWC listing. AIU’s reconciliation found the following:

<b>Axon 3 BWCs matched to current MCSO employees</b>	<b>Axon 2 BWCs matched to current MCSO employees (only assigned an Axon 2)</b>	<b>Total assigned BWCs reconciled to rosters</b>
820	49	869

Our reconciliation also determined that 45 current MCSO employees at the time of the audit were assigned Axon 2 BWCs only, four of whom were assigned two Axon 2 BWCs. These employees are assigned to non-patrol divisions.

Our reconciliation of Axon 3 BWCs to the June 30, 2024 payroll register determined that 13 Axon 3 BWCs still show assigned to MCSO employees who are no longer employed by MCSO or are not on the current June rosters for posse and reserve deputies. If you add the 13 Axon 3 BWCs to the 820 Axon 3 BWCs included in the above table you will come to the total current inventory of 833 Axon 3 BWCs.

We then reconciled the total number of issued BWCs to MCSO employee classifications:

<b>MCSO employment classification</b>	<b># of employees</b>	<b>Issued Axon 3 BWCs</b>	<b>Issued Axon 2 BWCs</b>	<b>Total # of issued BWCs</b>
Sworn employees	558	708	38	746
Deputy Service Aids	15	16	0	16
Detention employees	10	2	9	11
Civilian employees	2	2	0	2
Reserve deputies	47	52	0	52
Posse	38	40	2	42
<b>Total</b>	<b>670</b>	<b>820</b>	<b>49</b>	<b>869</b>

Per the Body-Worn Camera Procedures Manual, all individual deputies and supervisors are to be issued one BWC and accessory kit after completing the approved body-worn camera training. The Program Administrator or designee shall assign a second BWC and an accessory kit to individual deputies and supervisors assigned to the Lake Patrol Division. We reviewed inventory records to determine how many BWCs are assigned to each MCSO employee, including reserve and posse, and found the following:

# of cameras assigned per inventory	# of employees
1 camera	490
2 cameras	167
3 cameras	10
4 cameras	2
6 cameras	1
Total	670

The reconciliation showed that at the time of the audit, there were 13 employees assigned more than two cameras. The BWC unit also should ensure that deputies are only issued the number of cameras per policy and if additional cameras need to be issued then a revision to the policy may need to be made.

Since the start of the audit, the BWC unit has started compiling a monthly inventory report for the assigned Axon 3 BWCs and comparing it to MCSO payroll data. This analysis shows the unit who has been issued cameras and the number of cameras that individual has per the system. This analysis will help the unit to better track the number of cameras assigned to each employee.

### **Unassigned Inventory**

On August 8, 2024, we ran an inventory report from Evidence.com of all BWCs labeled in stock. Our analysis found the following:

In stock Inventory	Total # of Cameras
In stock cameras *	131
District and division spares	4
Posse spares	5
<b>Total In Stock Inventory</b>	<b>140</b>

\* 115 of the Axon 3 BWCs are labeled AB3 inventory

The current unassigned inventory list shows 717 Axon 2 BWCs and Axon Flex BWCs that the unit currently has. These cameras are to be returned to Axon for destruction.

Since the start of the audit, the BWC unit has created an inventory in and out form to help track the cameras that are coming in and out of the unit. The AB3 inventory label identifies the Axon 3 BWCs that are currently located at training, to be assigned to new deputies as they complete training. In the future, the unit is also planning to implement BWC site audits to account for the cameras in the field.

**Axon Evidence.com accounts**

The BWC program administrator is responsible for creating an Evidence.com account for anyone assigned a BWC so that all videos and photos captured by the camera can be uploaded to the account for storage and review. The administrator will also set up Evidence accounts for other MCSO employees who need to only view videos as a function of their job. When an employee leaves MCSO the administrator is also responsible for deactivating their accounts.

The summary below is the number of evidence.com accounts and status:

Account status	# of Accounts	# of assigned BWCs
<b>Accounts with BWC assigned</b>		
Active	631	825
Password reset	21	24
Invited	22	25
Inactive	7	8
Total Accounts with assigned BWCs	681	882
<b>Accounts without BWC assigned</b>		
Active	147	
Password reset	2	
Invited	31	
Inactive	756	
Total Accounts without BWCs	936	
<b>Total accounts</b>	<b>1,617</b>	<b>882</b>

The above-assigned BWCs include the 13 cameras assigned to former employees.

In 2024, 84 new accounts were created for MCSO employees and Evidence shows that 49 BWCs were assigned to employees. Per training, anyone issued a BWC for the first time must attend the required training. Our audit found the following:

Employee classification	# accounts	attended the training course	# of assigned BWC
DSA	9	2	7
Sworn	31	21	25
Posse	21		17
Detention	1		
Civilian	22		
Total	84	22	49

**Patrol Districts BWC needs**

As part of our audit, we inquired with all patrol districts regarding any concerns with their BWCs. Each district reported that the primary issue was the battery life of the Axon 3 BWCs, which currently does not last for the duration of an entire shift. Axon has stated that the battery in the Axon 3 should last for 12 hours, although it is acknowledged that

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temperature fluctuations can impact battery performance. Due to this limitation, districts have been compelled to utilize spare cameras to ensure deputies have a functioning BWC for their full shifts.

Per MCSO's contract with Axon, the Axon 4 BWCs are to be rolled out in the near future. The Axon 4 BWCs battery life is stated to last 13 hours and the cameras are also fast charging.

### **Current Axon Contract analysis**

AIU reviewed the current contract with AXON for both the body-worn cameras and evidence.com. Reviewing the language of the contract it appears that when the refresh of the deputy's current cameras occurs, MCSO will have enough cameras to issue one camera per sworn deputy. This will leave an inventory of approximately 350 BWCs, which would need to cover any deputies that need an additional camera, reserve deputies, posse, and all new hires. The BWC unit will need to determine if there are enough cameras or if additional cameras will need to be purchased.

If the posse continues to grow as expected and a BWC is assigned to each member this will create an inventory issue. MCSO may want to see if a separate contract for BWCs for the posse members would be possible.

### **BWC policy and procedures**

The Body-worn cameras and the Body-worn camera unit are covered by MCSO Policy GJ-35, *Body Worn Cameras*, AIU reviewed the current policy for eight other law enforcement agencies and found that our policy is in line with other agencies. AIU did find that some of the other agencies have included additional definitions and their policies outline all procedures for body-worn camera usage, such as use of force and supervisor responsibility within one policy. MCSO has chosen to outline these BWC requirements in multiple MCSO policies, such as GB-2, *Command Responsibility*.

The Body Worn Camera Program Operational Manual was last issued in 2016 and it is written more as a user manual, which the deputies may find very helpful. The BWC unit is currently working on an updated Body-Worn Camera Program Operational Manual, AIU found that it is well written and once completed will assist the BWC users. This document outlines the user's responsibilities well. Hopefully, the BWC unit will be able to complete the manual and disseminate it to the users soon. During our review, AIU noted a few of the definitions in the manual are not the same as the definitions in the Body Worn Camera policy. The unit may also want to add to the manual a procedure for what to do when the camera's battery life starts becoming an issue, does the deputy just receive an additional BWC or should the camera be tested to ensure it is not an underlying issue causing the battery to die quickly.

### **Recommendations**

- A. The Body-worn camera unit should work with Axon to determine if an additional device status can be created and utilized to show who the camera was assigned to last but also show that the camera has been returned to the unit and is awaiting destruction.
- B. The Body-worn camera unit should conduct a physical inventory and reconciliation of all returned cameras.
- C. Employees who still have Axon 2 BWCs should be contacted and asked to return the camera and be issued an Axon 3 BWC.
- D. The body-worn camera unit should work with employees to ensure they only have the required number of cameras.
- E. The body-worn camera unit should complete the revisions to the Program Operational Manual and publish it.
- F. The body-worn camera unit should work with procurement to determine if a contract for the purchase of a posse-issued camera is possible.

**Note:** Appendixes with detailed listings are available upon request.

**Conclusion:**

All involved parties reviewed the report and recommendations on March 06, 2025, and found that the report met the identified objectives.

Date Started: July 12, 2024  
Date Completed: January 06, 2025  
Assigned Auditors: Internal Audit Supervisor Specialized Ronda Jamieson B3178

I have reviewed this inspection report.

*Lt Andrew Rankin S1839*      04/09/2025  
Lieutenant A. Rankin S1839      Date  
Commander, Audits & Inspections Unit  
Bureau of Internal Oversight