MARICOPA COUNTY SHERIFF'S OFFICE

Bureau of Internal Oversight

Audits and Inspections Unit

2nd Quarter of 2025 EIS Alert Inspection

Inspection # BI2025-0088

The Bureau of Internal Oversight (BIO), Audits and Inspections Unit (AIU) will conduct inspections of the Early Identification System (EIS) Alerts on a quarterly basis. The purpose of the inspection is to ensure compliance with Office Policies and to promote proper supervision. To achieve this, the Court Monitor Team, through the Court Implementation Division, selected a sample of 45 EIS Alerts (or all if less than 45) closed/completed during the quarters being inspected. These selected alerts will be provided to the AIU. To ensure consistent inspections, the *EIS Alerts Inspection Matrix* developed by the AIU will be utilized to inspect the provided sample.

Matrix Procedure:

Utilize the *EIS Alerts Inspection Matrix* to ensure that the selected EIS Alerts are returned to the Early Intervention Unit (EIU) in the required timeframe.

Criteria:

MCSO Policy GB-2, *Command Responsibility*
MCSO Policy GH-5, *Early Identification System* (EIS)

Conditions:

A random selection of no more than 15 closed EIS Alert cases selected by the Court Monitor Team, for the months of April, May and June was utilized. For the 2nd quarter of 2025 there were a total of 7 EIS Alert cases inspected. 100% of the EIS Alert cases were inspected. A review of the IAPro Early Identification case management system was conducted for each of the EIS Alerts in the provided sample.

The inspection results for 7 EIS Alerts completed/closed during the 2nd quarter of 2025:

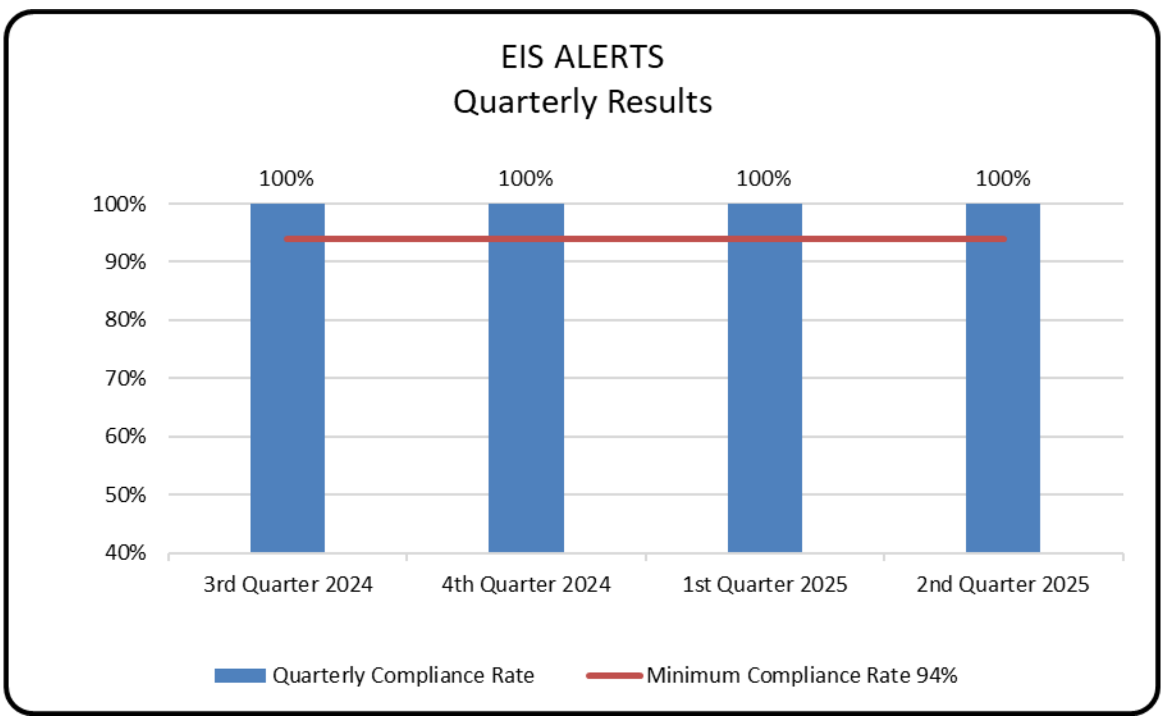
Inspection Element	Not In Compliance	In Compliance	Total Inspected	Compliance Rate
Alert addressed, closed, and returned to EIU within 30 calendar days as required by policy	0	7	7	100%
For Alerts not completed within 30 days, determine if an extension was requested and granted by EIU & submitted within 30 days of the new due date	0	0	0	100%
Compliance for EIS Alerts completed/Closed during 2nd Quarter of 2025	0	7	7	100%

The following table describes approved actions taken by the supervisor and if an administrative investigation is indicated:

EA Number	Alert Number	Interventions Initiated by Command	Administrative Investigation in Progress
EA2024-0061	Alert2024-0061	Multiple Interventions	Yes
EA2025-0003	Alert2025-0003	No Further Action	Yes
EA2025-0004	Alert2025-0004	Meeting with Supervisor	Yes
EA2025-0005	Alert2025-0005	Meeting with Supervisor	Yes
EA2025-0007	Alert2025-0007	Meeting with Supervisor	No
EA2025-0008	Alert2025-0008	Meeting with Supervisor	Yes
EA2025-0009	Alert2025-0009	Meeting with Supervisor	Yes

Results:

- 100% or 7 out of 7 EIS Alerts had no deficiencies (7 ÷ 7 = 100%).
- The overall result has remained the same in compliance from the 2nd Quarter 2025 inspection.



3rd Quarter 2024 Supervisory Interventions

AIU inspects EIS Alerts to assess the effectiveness of supervisory interventions in preventing similar alerts from reoccurring. The inspection analyzes IAPRO data of employees who received an EIS alert and had an approved supervisory intervention completed during a quarter and examines the subsequent six months to identify any reoccurring alerts for these employees.

Purpose

The purpose of evaluating supervisory interventions is to assess their effectiveness. Inspectors examine employees who experienced reoccurring alerts within six months after a supervisory intervention for the same threshold. For employees with reoccurring alerts, the analysis includes reviewing EIS alert types, dispositions/interventions, supervisor follow-up, changes or trends noted from previous quarterly inspections, and trends observed across units or divisions.

Analysis

In the 3rd quarter of 2024, there were thirteen (13) EIS Alerts that underwent completed supervisory interventions. The chart and table below offer a detailed breakdown of these EIS Alerts by alert type and the interventions chosen by supervisors.

Figure 1. Alert Types for the 3rd Quarter of 2024

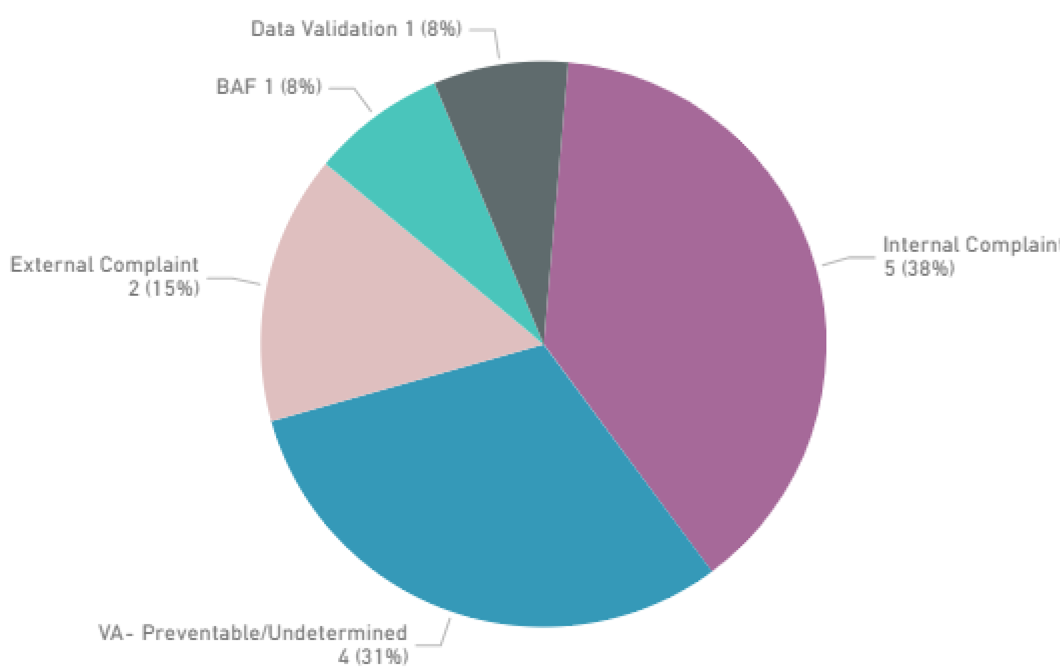


Table 1. Intervention Types by Alert for the 3rd Quarter of 2024

ALERT TYPE	Multiple Interv.	Squad Briefing	Meet w/ Supervisor	No Further Action	Referral to PSB	Training	Total
Internal Complaint	1		2		2		5
VA- Preventable/Undetermined			1	2		1	4
External Complaint				2			2
BAF				1			1
Data Validation		1					1
Total	1	1	3	5	2	1	13

During the 4th quarter of 2024 and the 1st quarter of 2025 fifteen (15) EIS alerts were generated and forwarded to supervisors. To investigate the occurrence of reoccurring EIS alerts for the same threshold, the list of employees triggering these alerts was compared with data from the 3rd quarter of 2024. The comparison showed that only one (1) out of fifteen (15) EIS Alerts was identified as reoccurring alert.

The chart and table below provide an overview of interventions selected by supervisors for reoccurring EIS Alerts broken down by alert type.

Results

The table below presents the initial intervention applied by supervisors for employees experiencing reoccurring alerts for the same issue(s), the type of reoccurring alert, and whether there was supervisor documentation in Blue Team.

Table 3. Alerts Reoccurring for the same Thresholds – 3rd Quarter of 2024

Original EA Alert #	Division	Initial Type of Alert	Initial Intervention	2nd EA Alert #	2nd Type of Alert	2nd Intervention	Supervisor Blue Team Documentation
EA2024-0040	5144-Inmate Classification	Internal Complaint (Incident)	Multiple Interventions	EA2024-0061	Internal Complaint (Incident)	Multiple Interventions	Yes

During the review period, there was one (1) alert reoccurring for the same threshold that caused: one (1) "Internal Complaint". Both reoccurring alerts had multiple interventions during initial and second interventions. Both reoccurring alerts were incident alerts for the employee involved and were initiated by the different thresholds. Supervisors used “Meeting with Supervisor”, “Training”, and “Supervisory Evaluation Period (30, 60, or 90-day period)” as an initial intervention; meanwhile “Employee Services”, “Training”, and "Meeting with Commander" were used for the second reoccurred alert. It should be noted that the intervention was escalated for the reoccurring alert.

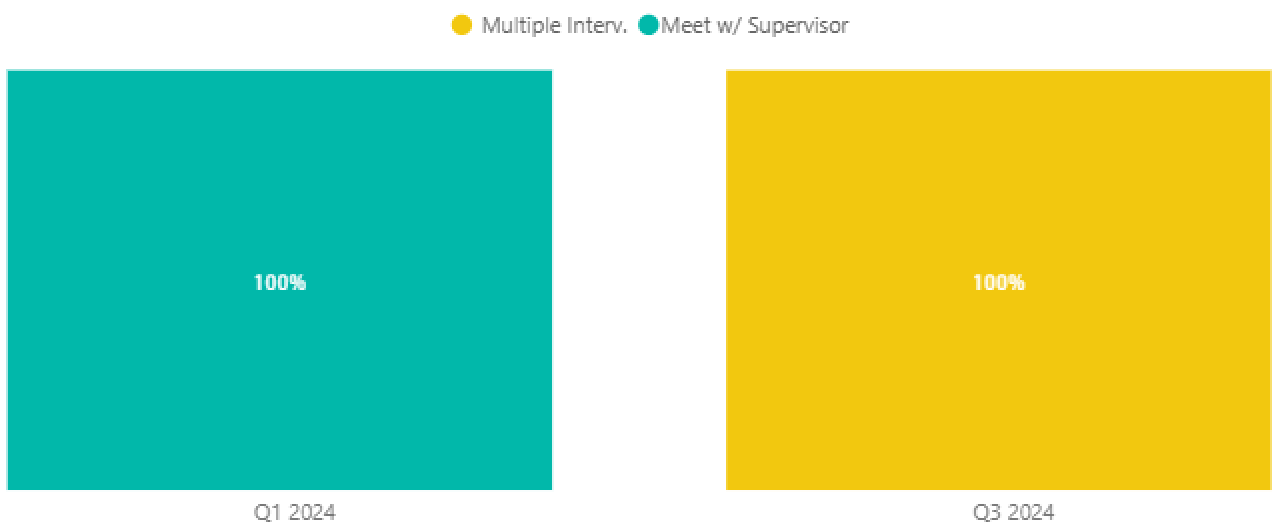
An additional analysis was conducted to determine if any interventions or follow-ups were documented by supervisors in the EIS Supervisor Notes for the employees involved. While not mandatory, EIS Supervisor Notes documentation helps track progress or issues between interventions. The results are detailed in Table 3 above, titled “Supervisor Blue Team Documentation.” A “Yes” in this column indicates that a supervisor note was logged for the employee following an intervention, with information related to the EIS Alert. In this quarter, the affected employee had Supervisor Notes entered, indicating a review of the EIS Alert and ongoing monitoring or investigation related to the alerts.

Overall, during the 3rd quarter of 2024, interventions for EIS Alerts showed a success rate of 93.33 percent (14/15), with one reoccurring alert for the same threshold within the subsequent 6-month period. This marks a decline from the previous quarterly review, where 100 percent (18/18) of interventions were successful.

Trends

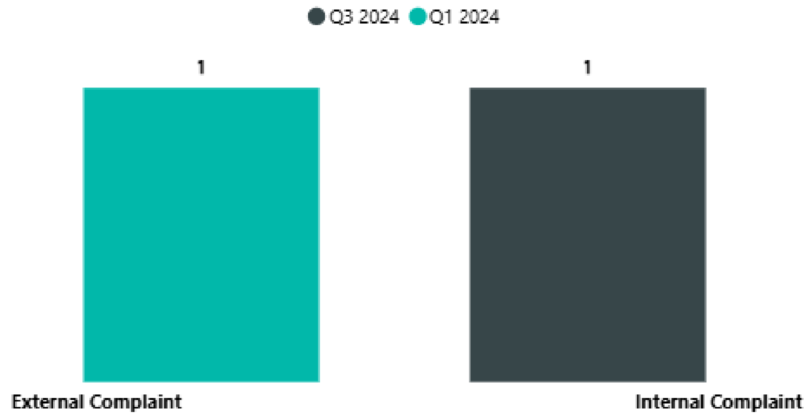
Comparing data for completed interventions resulting in reoccurring alerts for the last quarters of 2023 and the first three quarters of 2024 revealed that “Meeting with Supervisor” and “Multiple Interventions” (each 100%) were the most utilized as interventions by supervisors. Comparing the reoccurring EIS alert data for the last quarters of 2023 and the first three quarters of 2024 showed “Internal Complaints” (50%) and “External Complaints” (50%) were the most reoccurring alerts, while the “BAF” and “V-Preventable/Undetermined” did not reoccur during these quarters. It should be noted, the 4th quarter of 2023 and the 2nd quarter of 2024 had no reoccurring alerts.

Figure 3. Percentage Reoccurring Alert Intervention by Quarters



Comparing the reasons behind reoccurring alerts for interventions completed in the last quarters of 2023 and the first three quarters of 2024 showed that occurrences of "External Complaints" was noted in the 1st quarter of 2024 and “Internal Complaint” had occurred in the 3rd quarter of 2024. The reoccurrence of “BAF” alerts experienced a consistent decrease since the 3rd quarters of 2023. It is important to note that percentages can vary significantly between quarters due to fluctuations in the overall number of reoccurring alerts. Figure 4 below provides an overview of the thresholds that initially triggered alerts in the 3rd quarter of 2024, subsequently resulting in at least a second EIS alert.

Figure 4. Reoccurring Alert Types by Quarter



Conclusion and Recommendations

Overall, the analysis conducted during this review revealed a decrease in the frequency of reoccurring alerts and a success rate of 93.33% for interventions. AIU observed that the alerts reoccurring for different thresholds were not closed with the same intervention as the initial one. Instead, the reoccurring alerts received a higher level of intervention for the second occurrence. AIU further noted that supervisors opted for escalated interventions when there were any types of reoccurring alert. Therefore, AIU recommends that supervisors continue to explore alternative or elevated interventions when employees have a second alert for the same threshold.

Action Required:

With the resulting 100% compliance for Inspection BI2025-0088, a total of 0 BIO Action Forms are required.

Notes:

All supporting documentation is included in the inspection file number *BI2025-0088* and contained within IA Pro.

Date Inspection Started:	April 26th, 2025
Date Completed:	July 15th, 2025
Timeframe Inspected:	April, May, and June 2025
Assigned Inspector:	Sr. Internal Auditor Kateryna A. Ellis B4299

I have reviewed this inspection report.

Lt Andrew Rankin S1839 07/17/2025

Lieutenant A. Rankin S1839 Date
Commander, Audits & Inspections Unit
Bureau of Internal Oversight