

MARICOPA COUNTY SHERIFF'S OFFICE

Bureau of Internal Oversight

Audits and Inspections Unit



2023 Semi-Annual Bias-Free Policing Inspection Report

Inspection # BI2023-0187

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 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 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* 23-35 and MCSO Administrative Broadcasts Number 23-83

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 by completed Training Courses **CUR04008S**, **SPT26008S**, and **CP8PREVENTINGGRACIALOTHER**, by the due date of 31 December 2023.

The Training Division reported that there were a total of **2964** 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, MCSO *The Briefing Board* 23.65 and MCSO Administrative Broadcast 23-83. Records provided by the Training Division reported that **2920** employees and volunteers had timely completed the requirements. Of the **44** personnel that did not comply with the policy requirements, it was determined that **31** employees were on authorized extended leave that had a direct impact on the employee's ability to timely complete the required training and **5** employees/volunteers have since ended their employment with MCSO. The overall Office wide compliance was **99.73%**, with **8** personnel identified as not being compliant with the requirements of *The Briefing Board* 23-35; MCSO Administrative Broadcast 23-83; and 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 Sworn personnel.

Compliance Objective	Total Inspected	In Compliance, Resigned, or on Authorized Extended Leave	Not In Compliance	Compliance Rate
Employees completed the Training Class, Code; CP8PREVENTINGGRACIALOTHER , CUR04008S , and SPT26008S in TheHUB before the December 31, 2023, deadline.	558	557	1	99.82%
Overall Compliance for Sworn personnel	558	557	1	99.82%

Inspection results for Detention personnel.

Compliance Objective	Total Inspected	In Compliance, Resigned, or on Authorized Extended Leave	Not In Compliance	Compliance Rate
Employees completed the Training Class, Code; CP8PREVENTINGRACIALOTHER, CUR04008S, and SPT26008S in TheHUB before the December 31, 2023, deadline.	1410	1409	1	99.93%
Overall Compliance for Detention personnel	1410	1409	1	99.93%

Inspection results for Civilian personnel.

Compliance Objective	Total Inspected	In Compliance, Resigned, or on Authorized Extended Leave	Not In Compliance	Compliance Rate
Employees completed the Training Class, Code; CP8PREVENTINGRACIALOTHER, CUR04008S, and SPT26008S in TheHUB before the December 31, 2023, deadline.	798	797	1	99.87%
Overall Compliance for Civilian personnel	798	797	1	99.87%

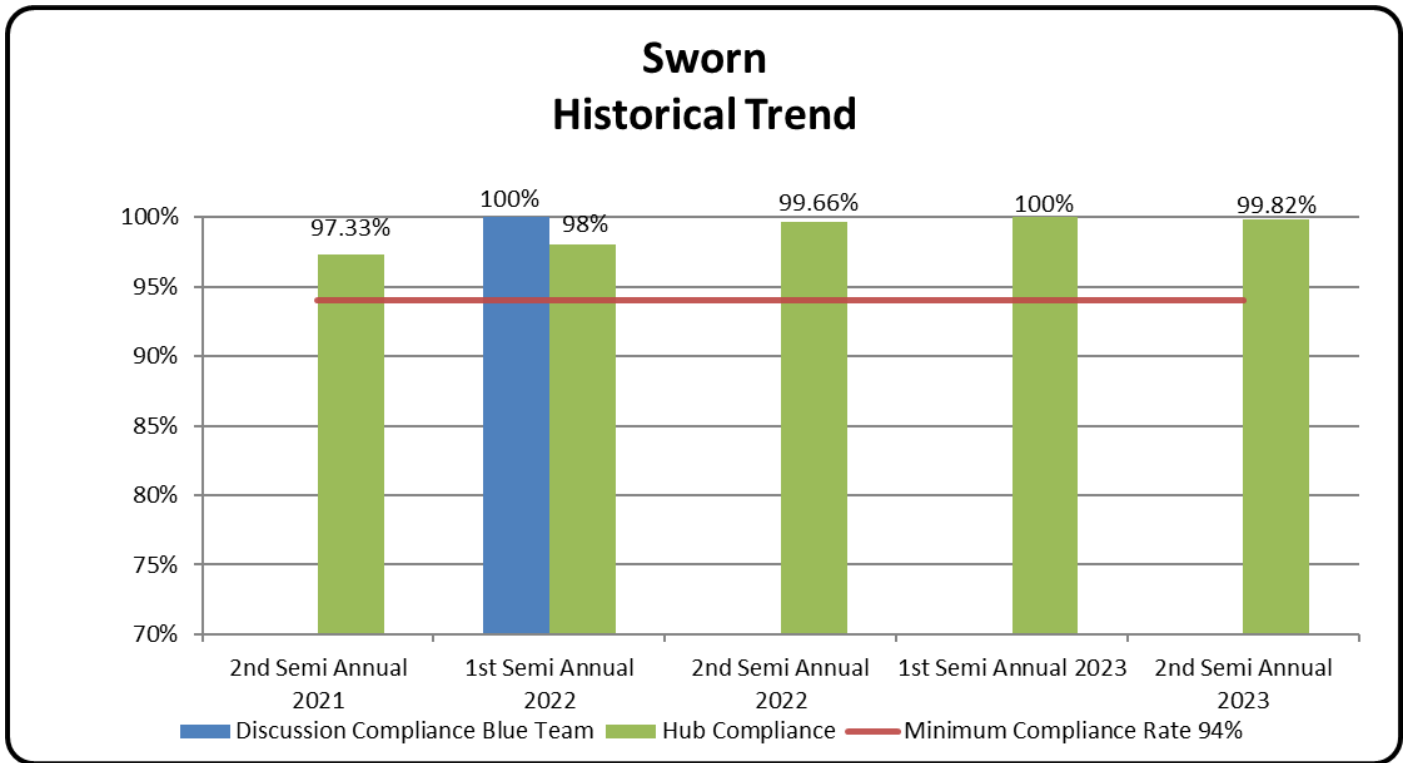
Inspection results for Reserve personnel.

Compliance Objective	Total Inspected	In Compliance, Resigned, or on Authorized Extended Leave	Not In Compliance	Compliance Rate
Employees completed the Training Class, Code; CP8PREVENTINGRACIALOTHER, CUR04008S, and SPT26008S in TheHUB before the December 31, 2023, deadline.	48	48	0	100%
Overall Compliance for Reserve personnel	48	48	0	100%

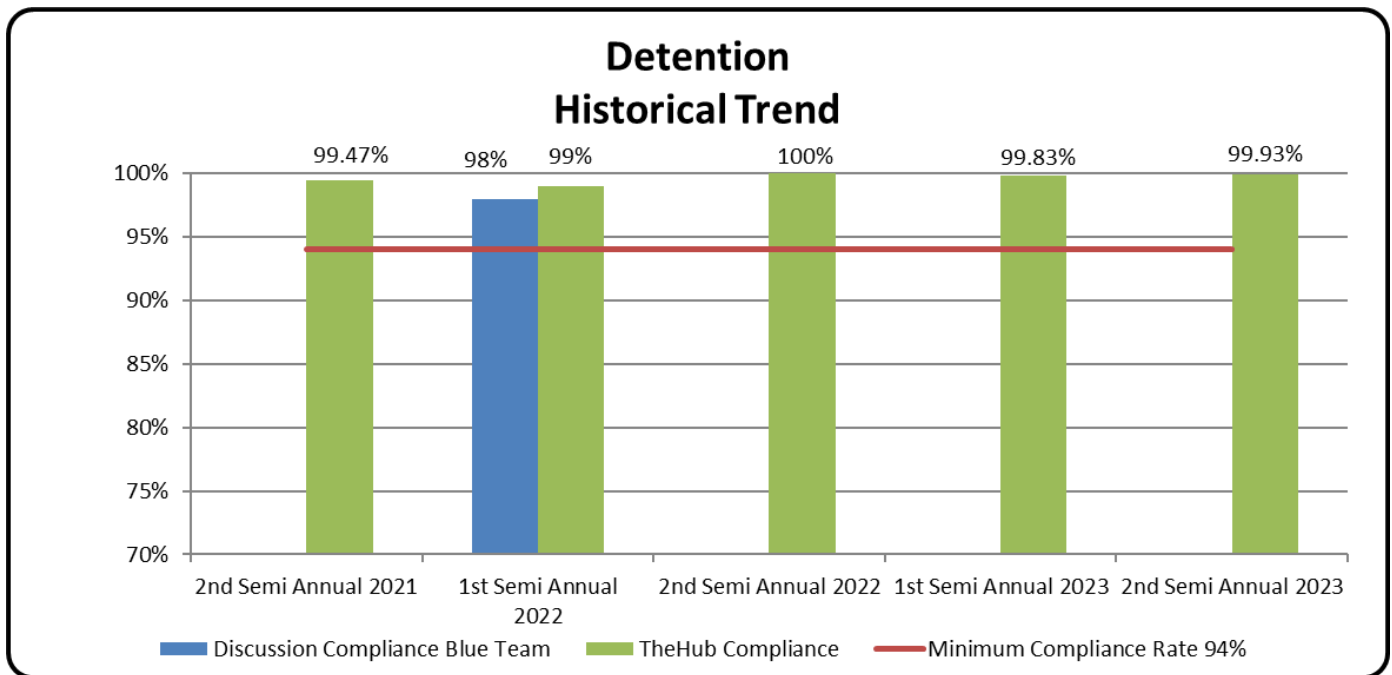
Inspection results for Posse personnel.

Compliance Objective	Total Inspected	In Compliance, Resigned, or on Authorized Extended Leave	Not In Compliance	Compliance Rate
Employees completed the Training Class, Code; CP8PREVENTINGRACIALOTHER, CUR04008S, and SPT26008S in TheHUB before the December 31, 2023, deadline.	150	145	5	96.67%
Overall Compliance for Posse personnel	150	145	5	96.67%

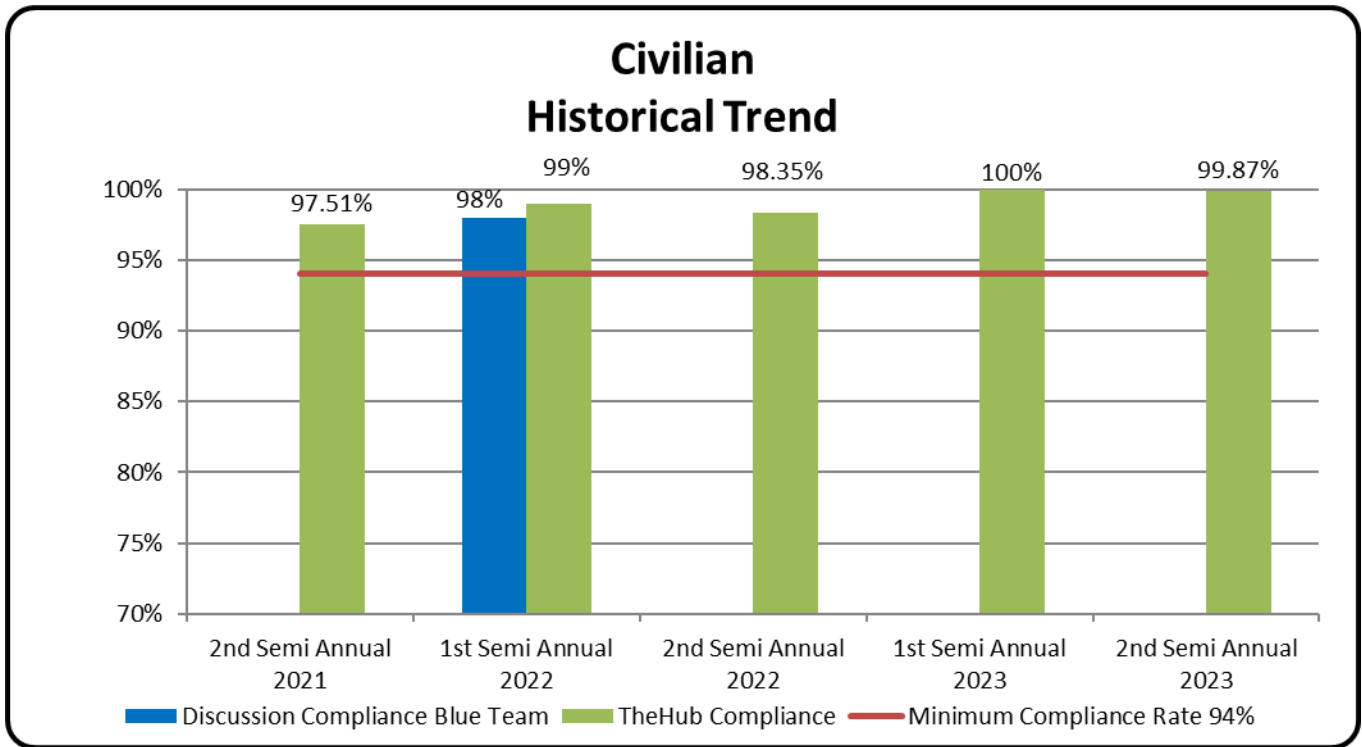
Below is the historical comparison of compliance by Sworn personnel with the requirements of CP-8 to unequivocally and consistently reinforce that biased-based profiling and/or discriminatory policing are unacceptable.



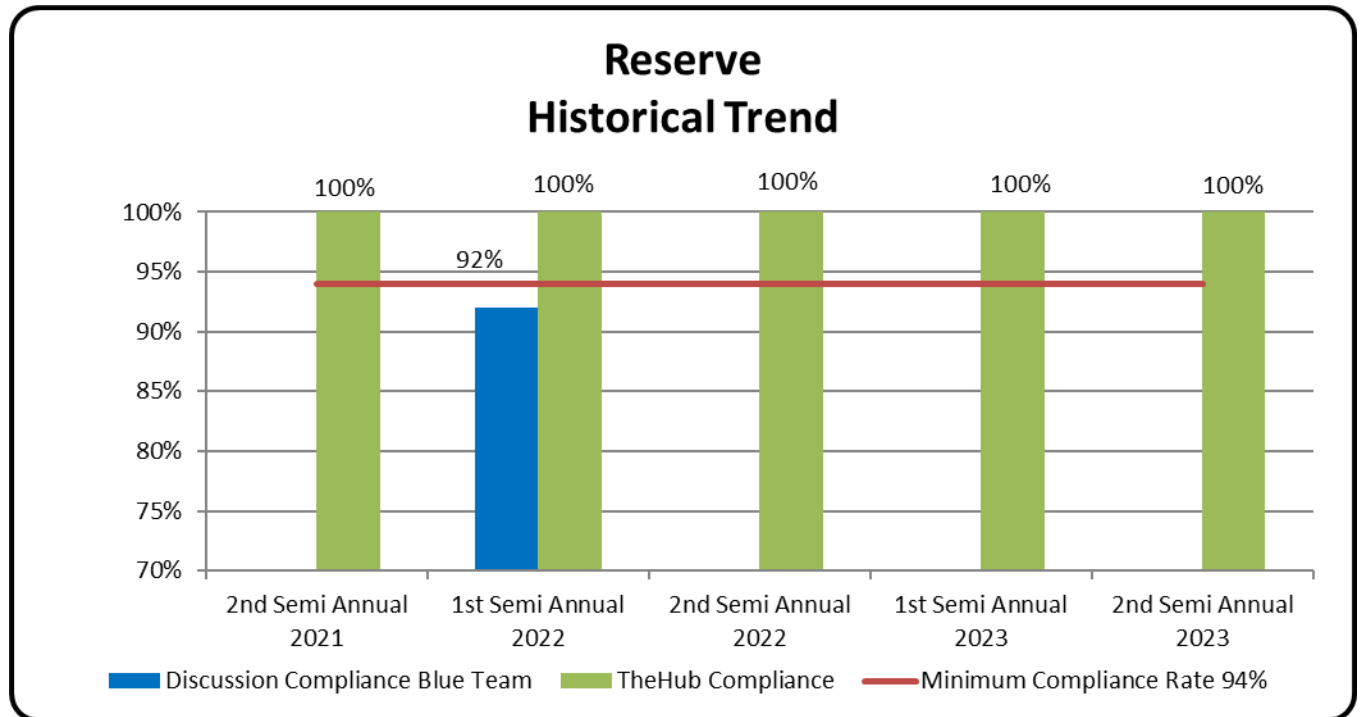
Below is the historical comparison of compliance by Detention personnel with the requirements of CP-8 to unequivocally and consistently reinforce that biased-based profiling and/or discriminatory policing are unacceptable.



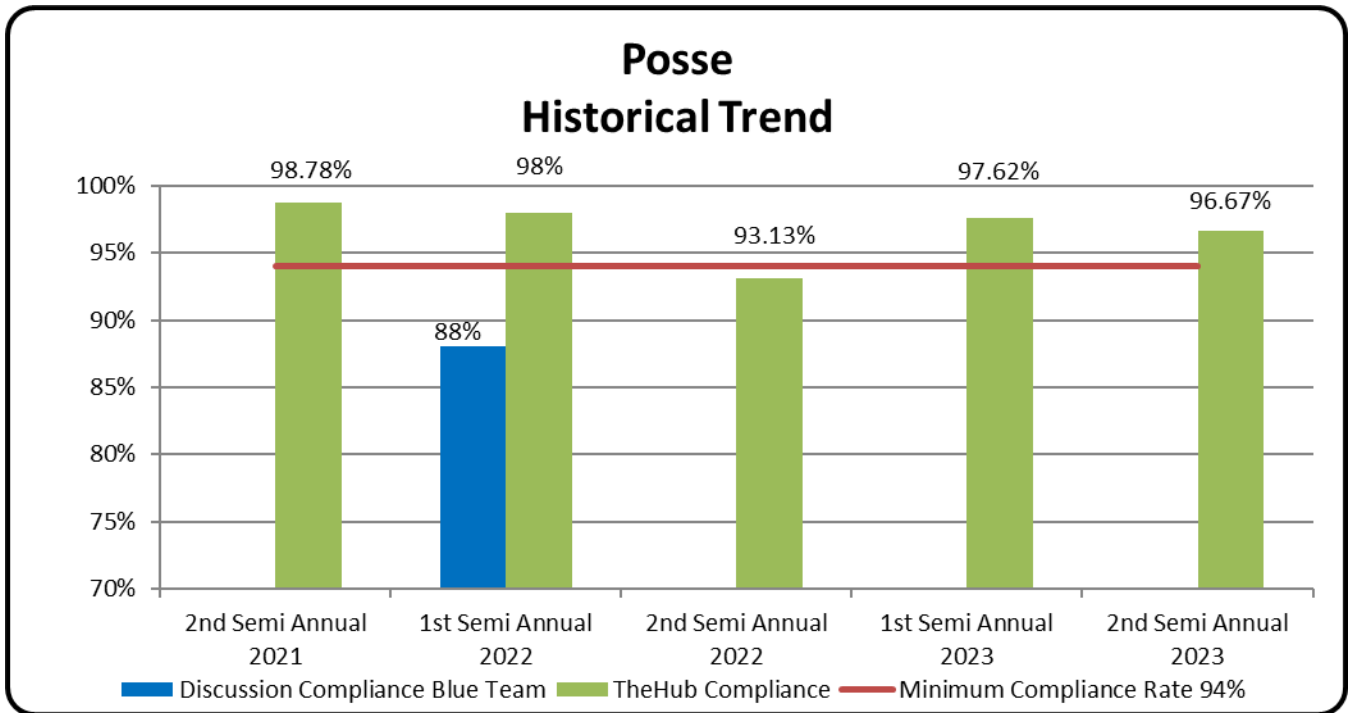
Below is the historical comparison of compliance by Civilian personnel with the requirements of CP-8 to unequivocally and consistently reinforce that biased-based profiling and/or discriminatory policing are unacceptable.



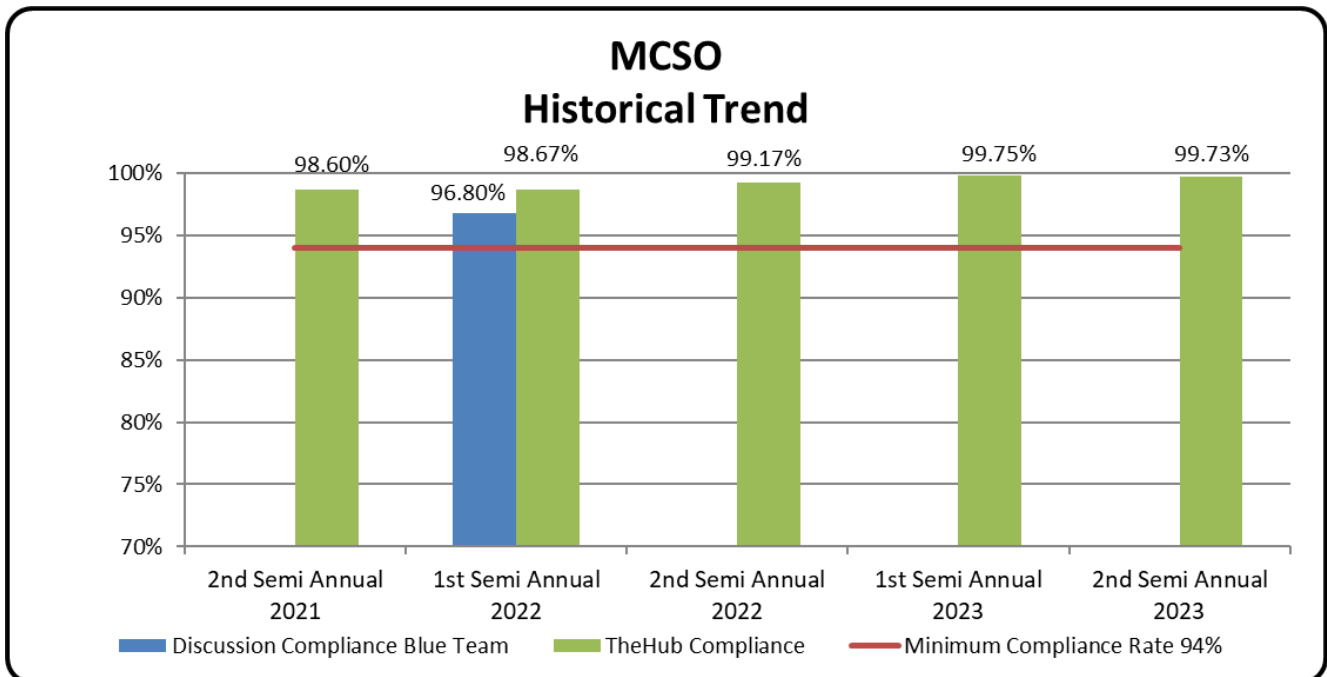
Below is the historical comparison of compliance by Reserve personnel with the requirements of CP-8 to unequivocally and consistently reinforce that biased-based profiling and/or discriminatory policing are unacceptable.



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 (1 BIO Action Form):

Compliance Deficiency

District/Division	Employee Inspected	Current Supervisor	Current Commander
District II	Deputy	Sergeant	Captain
Deficiency			
1. Training records indicate that the Employee did not complete all the CP-8 related Training in TheHUB before the December 31, 2023, deadline as required.			

Detention (1 BIO Action Form):

Compliance Deficiency

District/Division	Employee Inspected	Current Supervisor	Current Commander
Lower Buckeye Jail	Officer	Sergeant	Captain
Deficiency			
1. Training records indicate that the Employee did not complete all the CP-8 related Training in TheHUB before the December 31, 2023, deadline as required.			

Civilian (1 BIO Action Form):

Compliance Deficiency

District/Division	Employee Inspected	Current Supervisor	Current Commander
Operation Command	Com Ofc/Gov Liaison	Sergeant	PA & Med Director
Deficiency			
1. Training records indicate that the Employee did not complete all the CP-8 related Training in TheHUB before the December 31, 2023, deadline as required.			

Posse (No BIO Action Forms):

Compliance Deficiency

District/Division	Volunteer Inspected	Current Supervisor	Current Commander
Enforcement Support	Posse	Deputy	Captain
Enforcement Support	Posse	Deputy	Captain
Enforcement Support	Posse	Deputy	Captain
Enforcement Support	Posse	Deputy	Captain
Enforcement Support	Posse	Deputy	Captain
Deficiency			
1. Training records indicate that these Inspected Employees/Volunteers did not complete all the CP-8 related Training in TheHUB before the December 31, 2023, deadline as required.			
Note: BAFs are <i>not required</i> as Posse members are volunteers and not compensated employees.			

Unless noted in the deficiency tables above, there are no other prior BIO Action Forms similar in nature addressing the identified deficiency.

Action Required:

With the resulting 99.73% Hub Compliance for *Inspection BI2023-0187*, a total of 3 BIO Action Forms are required from the affected division. **The forms shall be completed utilizing Blue Team.**

Notes:

All supporting documentation (working papers) is included in the inspection file number *BI2023-0187* and contained within IA Pro.

Date Inspection Started: January 1, 2024
 Date Completed: February 29, 2024
 Timeframe Inspected: October 2 to December 31, 2023
 Assigned Inspector: Sr. Auditor M. Rodriguez A9047

I have reviewed this inspection report.

Lt. Brian Arthur S1806

3/20/2024

Lt. T. Brian Arthur S1806

Date

Commander, Audits and Inspections Unit

Bureau of Internal Oversight