

MARICOPA COUNTY SHERIFF'S OFFICE

Bureau of Internal Oversight

Audits and Inspections Unit



July 2020 Constitutional Policing Plan Briefing Inspection Report

Inspection # BI2020-0125

The Bureau of Internal Oversight's (BIO) Audits and Inspections Unit (AIU) conducted a one-time inspection of briefing notes 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 employees and reserve employees 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 Number 20-54
- Paragraph 70 of the First Supplemental Court Order

Conditions:

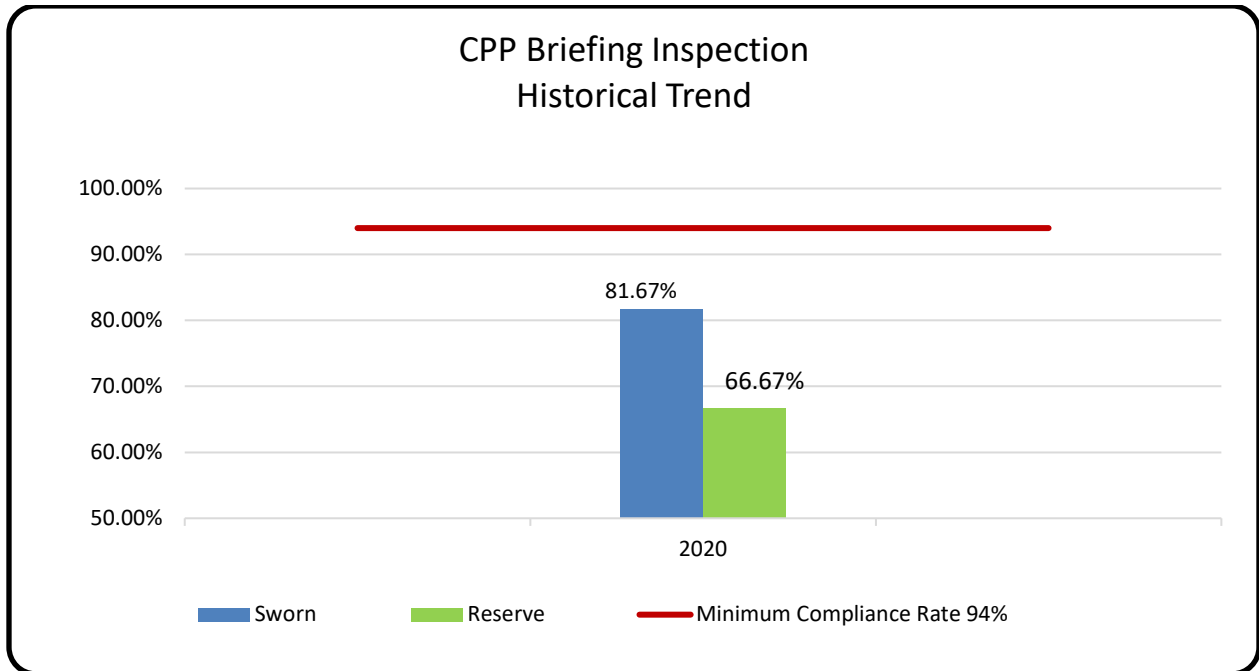
Administrative Broadcast 20-54 requires that all supervisors who supervise sworn personnel engage in a discussion based on the selected Implicit Bias Roll Call Briefing video. The supervisors are required to complete an associated Blue Team Briefing Note regarding their discussion with their sworn subordinates no later than August 3, 2020.

A random sample that consisted of **75** total law enforcement employees was obtained by AIU. The sample contained **60** Sworn personnel and **15** Reserve personnel. This inspection will be based on the requirement outlined in Administrative Broadcast 20-54 in support of paragraph 70 of the first supplemental court order. The inspection found that **78.67%** of inspected employees were in compliance with the MCSO Administrative Broadcast Number 20-54.

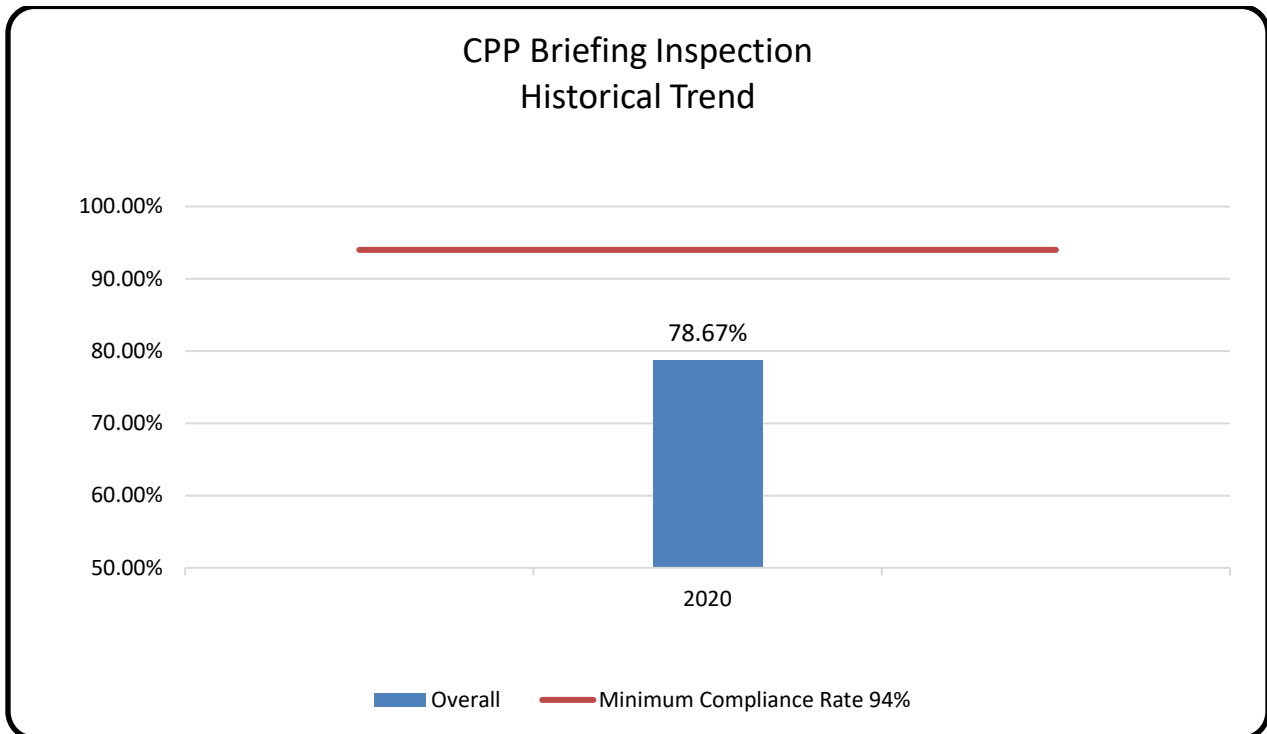
Inspection results for the selected personnel sample.

Compliance Objective	Not In Compliance	In Compliance	Total Inspected	Compliance Rate
Sworn - Employees received a documented Blue Team entry on or before Aug 3, 2020, documenting a discussion of the CPP roll call briefing.	11	49	60	81.67%
Reserve - Employees received a documented Blue Team entry on or before Aug 3, 2020, documenting a discussion documenting a discussion of the CPP roll call briefing.	5	10	15	66.67%
Overall Compliance	16	59	75	78.67%

Below is the historical comparison of compliance by Sworn and Reserve personnel for the CPP Briefing inspection.



Below is the historical comparison of total compliance for the CPP briefing inspection.



The following Deficiencies were identified during the inspection process:

District 2:

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
District 2	Deputy	Sergeant	Captain
Deficiency			
No entry found documenting the discussion of CPP Roll Call Briefing as required by Admin Broadcast 20-54.			

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
District 2	Deputy	Sergeant	Captain
Deficiency			
No entry found documenting the discussion of CPP Roll Call Briefing as required by Admin Broadcast 20-54.			

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
District 2	Deputy	Sergeant	Captain
Deficiency			
No entry found documenting the discussion of CPP Roll Call Briefing as required by Admin Broadcast 20-54.			

District 3:

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
District 3	Deputy	Sergeant	Captain
Deficiency			
No entry found documenting the discussion of CPP Roll Call Briefing as required by Admin Broadcast 20-54.			

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
District 3	Deputy	Sergeant	Captain
Deficiency			
No entry found documenting the discussion of CPP Roll Call Briefing as required by Admin Broadcast 20-54.			

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
District 3	Deputy	Sergeant	Captain
Deficiency			
No entry found documenting the discussion of CPP Roll Call Briefing as required by Admin Broadcast 20-54.			

District 7:

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
District 7	Deputy	Sergeant	Captain
Deficiency			
No entry found documenting the discussion of CPP Roll Call Briefing as required by Admin Broadcast 20-54.			

Intelligence Division:

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
Intel	Deputy	Sergeant	Captain
Deficiency			
No entry found documenting the discussion of CPP Roll Call Briefing as required by Admin Broadcast 20-54.			

Judicial Enforcement:

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
Judicial Enforcement	Deputy	Sergeant	Captain
Deficiency			
No entry found documenting the discussion of CPP Roll Call Briefing as required by Admin Broadcast 20-54.			

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
Judicial Enforcement	Deputy	Sergeant	Captain
Deficiency			
No entry found documenting the discussion of CPP Roll Call Briefing as required by Admin Broadcast 20-54.			

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
Judicial Enforcement	Deputy	Sergeant	Captain
Deficiency			
No entry found documenting the discussion of CPP Roll Call Briefing as required by Admin Broadcast 20-54.			

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
Judicial Enforcement	Deputy	Sergeant	Captain
Deficiency			
No entry found documenting the discussion of CPP Roll Call Briefing as required by Admin Broadcast 20-54.			

Court Security:

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
Court Security	Deputy	Sergeant	Captain
Deficiency			
Entry documenting the discussion of CPP Roll Call Briefing as required by Admin Broadcast 20-54 was after the deadline of 8/3/2020.			
Inspector Note: Entry was made on 8/5/2020			

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
Court Security	Deputy	Sergeant	Captain
Deficiency			
Entry documenting the discussion of CPP Roll Call Briefing as required by Admin Broadcast 20-54 was after the deadline of 8/3/2020.			
Inspector Note: Entry was made on 8/5/2020			

Operations Command:

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
Operations Command	Sergeant	Director	Sheriff
Deficiency			
No entry found documenting the discussion of CPP Roll Call Briefing as required by Admin Broadcast 20-54.			

Bureau of Internal Oversight:

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
BIO	Deputy	Lieutenant	Captain
Deficiency			
No entry found documenting the discussion of CPP Roll Call Briefing as required by Admin Broadcast 20-54.			

No Action Required:

This is the first inspection that has been completed for the Constitutional Policing Plan Roll Call Briefings. This inspection will be reoccurring and conducted after each Constitutional Policing Plan Role Call Briefing is released. The next Role Call Briefing will require Bio Action Forms for any deficiencies found.

Notes:

All supporting documentation (working papers) is included in the inspection file number *BI2020-0125* and contained within IA Pro.

Date Inspection Started: September 8, 2020
 Date Completed: October 1, 2020
 Timeframe Inspected: July 6 to Aug 3, 2020
 Assigned Inspector: Sgt. Rob Levy S1881

I have reviewed this inspection report.

Lt. Todd Brice
 Lt. Todd Brice S1767
 Commander, Audits & Inspections Unit
 Bureau of Internal Oversight

10-6-2020
 Date