

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



Nov. 2024 Misconduct Investigations Inspection Report
Inspection # BI2024-0187

The Bureau of Internal Oversight's (BIO) Audits and Inspections Unit (AIU) will conduct Misconduct Investigations inspections monthly. The purpose of the inspection is to ensure compliance with Office policies and to promote proper supervision. To achieve this, inspectors will select for review a sample of the Misconduct Investigations that were completed during the month being analyzed. To ensure consistent inspections, the *Misconduct Investigation 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 GH-2, *Internal Investigations*¹

MCSO Policy GH-4, *Bureau of Internal Oversight*

Conditions:

A review of the IAPro records revealed that a total of **103** administrative misconduct investigations were closed during the month of November 2024. A randomly selected proportionate sample, consisting of 20 investigations, was selected by the AIU for inspection. Of the sample selected for inspection, 3 investigations were completed by *Sworn Supervisors* assigned to the Divisions/Districts, 5 investigations were completed by *Sworn Supervisors* assigned to the Professional Standards Bureau (PSB), 6 investigations were completed by *Detention Supervisors* assigned to the PSB, and 6 investigations were completed by *Civilian Investigators* assigned to the PSB.

¹ For all administrative investigations initiated after July 1st, 2024, the; investigation plan, division review timeframes and PSB commander timeframes will be inspected to coincide with current GH-2 Internal Investigation office policy.

Inspection results for the 4 Misconduct Investigations conducted by Sworn Supervisors at the Division/District

Compliance Objectives	Total Inspected	Not Applicable	In Compliance	Not in Compliance	Compliance Rate
Did the PSB complete and upload the Prior Work History Report within 5 business days of the complaint being filed?	3	0	3	0	100%
Did the PSB provide a written update to the complainant that included the IA number and name of the assigned investigator within 7 days?	3	0	3	0	100%
Was the Investigative Plan completed and approved by the Division Commander within 7 calendar days of the case assignment to the investigator?	3	3	0	0	N/A
For cases assigned to the PSB or outsourced by the PSB, was the investigation completed within 85 calendar days?	3	3	0	0	N/A
For cases assigned outside of the PSB, was the investigation completed within 60 calendar days?	3	0	3	0	100%
For cases transferred between the PSB and outside divisions during the investigation, was the investigation completed within 85 calendar days?	3	3	0	0	N/A
If applicable, was the Request for Investigative Extension routed to the PSB Commander through the chain of command 10 calendar days prior to the assigned due date?	3	3	0	0	N/A
For division assigned cases, did the chain of command have up to 10 calendar days within the 60 calendar days to complete their review?	3	3	0	0	N/A
For division assigned cases, did the chain of command complete the review of the investigation within the allotted 10 calendar days?	3	3	0	0	N/A
For PSB assigned cases, did the PSB Commander have up to 10 calendar days within the 85 calendar days to complete their review?	3	3	0	0	N/A
For PSB assigned cases, did the PSB Commander complete the review of the investigation within the allotted 10 calendar days?	3	3	0	0	N/A
For cases that exceeded 180 calendar days to complete, did the PSB provide a copy of the 180-Day Notice signed by the PSB Commander prior to 180 days?	3	1	2	0	100%
Overall Compliance	36	25	11	0	100%

Inspection results for the 5 Misconduct Investigations conducted by Sworn Supervisors at the PSB

Compliance Objectives	Total Inspected	Not Applicable	In Compliance	Not in Compliance	Compliance Rate
Did the PSB complete and upload the Prior Work History Report within 5 business days of the complaint being filed?	5	4	1	0	100%
Did the PSB provide a written update to the complainant that included the IA number and name of the assigned investigator within 7 days?	5	3	2	0	100%
Was the Investigative Plan completed and approved by the Division Commander within 7 calendar days of the case assignment to the investigator?	5	5	0	0	N/A
For cases assigned to the PSB or outsourced by the PSB, was the investigation completed within 85 calendar days?	5	0	2	3	40.00%
For cases assigned outside of the PSB, was the investigation completed within 60 calendar days?	5	5	0	0	N/A
For cases transferred between the PSB and outside divisions during the investigation, was the investigation completed within 85 calendar days?	5	5	0	0	N/A
If applicable, was the Request for Investigative Extension routed to the PSB Commander through the chain of command 10 calendar days prior to the assigned due date?	5	4	1	0	100%
For division assigned cases, did the chain of command have up to 10 calendar days within the 60 calendar days to complete their review?	5	5	0	0	N/A
For division assigned cases, did the chain of command complete the review of the investigation within the allotted 10 calendar days?	5	5	0	0	N/A
For PSB assigned cases, did the PSB Commander have up to 10 calendar days within the 85 calendar days to complete their review?	5	5	0	0	N/A
For PSB assigned cases, did the PSB Commander complete the review of the investigation within the allotted 10 calendar days?	5	5	0	0	N/A
For cases that exceeded 180 calendar days to complete, did the PSB provide a copy of the 180-Day Notice signed by the PSB Commander prior to 180 days?	5	1	4	0	100%
Overall Compliance	60	47	10	3	76.92%

Inspection results for the 6 Misconduct Investigations conducted by Detention Supervisors at the PSB.

Compliance Objectives	Total Inspected	Not Applicable	In Compliance	Not in Compliance	Compliance Rate
Did the PSB complete and upload the Prior Work History Report within 5 business days of the complaint being filed?	6	3	3	0	100%
Did the PSB provide a written update to the complainant that included the IA number and name of the assigned investigator within 7 days?	6	5	1	0	100%
Was the Investigative Plan completed and approved by the Division Commander within 7 calendar days of the case assignment to the investigator?	6	3	3	0	100%
For cases assigned to the PSB or outsourced by the PSB, was the investigation completed within 85 calendar days?	6	0	3	3	50.00%
For cases assigned outside of the PSB, was the investigation completed within 60 calendar days?	6	6	0	0	N/A
For cases transferred between the PSB and outside divisions during the investigation, was the investigation completed within 85 calendar days?	6	6	0	0	N/A
If applicable, was the Request for Investigative Extension routed to the PSB Commander through the chain of command 10 calendar days prior to the assigned due date?	6	6	0	0	N/A
For division assigned cases, did the chain of command have up to 10 calendar days within the 60 calendar days to complete their review?	6	6	0	0	N/A
For division assigned cases, did the chain of command complete the review of the investigation within the allotted 10 calendar days?	6	6	0	0	N/A
For PSB assigned cases, did the PSB Commander have up to 10 calendar days within the 85 calendar days to complete their review?	6	4	2	0	100%
For PSB assigned cases, did the PSB Commander complete the review of the investigation within the allotted 10 calendar days?	6	3	3	0	100%
For cases that exceeded 180 calendar days to complete, did the PSB provide a copy of the 180-Day Notice signed by the PSB Commander prior to 180 days?	6	3	3	0	100%
Overall Compliance	72	51	18	3	85.71%

Inspection results for the 5 Misconduct Investigations conducted by Civilian Investigators at the PSB

Compliance Objectives	Total Inspected	Not Applicable	In Compliance	Not in Compliance	Compliance Rate
Did the PSB complete and upload the Prior Work History Report within 5 business days of the complaint being filed?	6	5	1	0	100%
Did the PSB provide a written update to the complainant that included the IA number and name of the assigned investigator within 7 days?	6	1	5	0	100%
Was the Investigative Plan completed and approved by the Division Commander within 7 calendar days of the case assignment to the investigator?	6	5	1	0	100%
For cases assigned to the PSB or outsourced by the PSB, was the investigation completed within 85 calendar days?	6	0	5	1	83.33%
For cases assigned outside of the PSB, was the investigation completed within 60 calendar days?	6	6	0	0	N/A
For cases transferred between the PSB and outside divisions during the investigation, was the investigation completed within 85 calendar days?	6	6	0	0	N/A
If applicable, was the Request for Investigative Extension routed to the PSB Commander through the chain of command 10 calendar days prior to the assigned due date?	6	6	0	0	N/A
For division assigned cases, did the chain of command have up to 10 calendar days within the 60 calendar days to complete their review?	6	6	0	0	N/A
For division assigned cases, did the chain of command complete the review of the investigation within the allotted 10 calendar days?	6	6	0	0	N/A
For PSB assigned cases, did the PSB Commander have up to 10 calendar days within the 85 calendar days to complete their review?	6	5	1	0	100%
For PSB assigned cases, did the PSB Commander complete the review of the investigation within the allotted 10 calendar days?	6	5	1	0	100%
For cases that exceeded 180 calendar days to complete, did the PSB provide a copy of the 180-Day Notice signed by the PSB Commander prior to 180 days?	6	3	3	0	100%
Overall Compliance	72	54	17	1	94.44%

Compliance for November 2024:

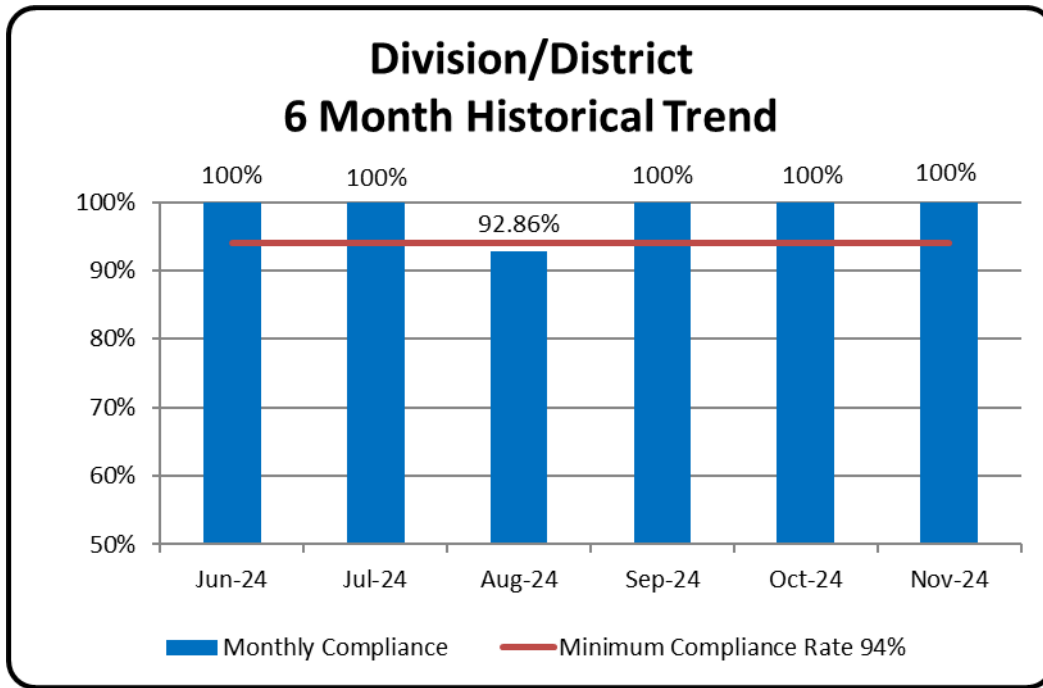
Compliance Rate by Identified Personnel	Compliance Rate
Sworn Personnel at the Division/District Level	100%
Sworn Personnel at the Professional Standards Bureau	76.92%
Detention Personnel at the Professional Standards Bureau	85.71%
Civilian Investigators at the Professional Standards Bureau	94.44%
Overall Compliance for the November Misconduct Investigations	88.89%

Compliance Deficiencies

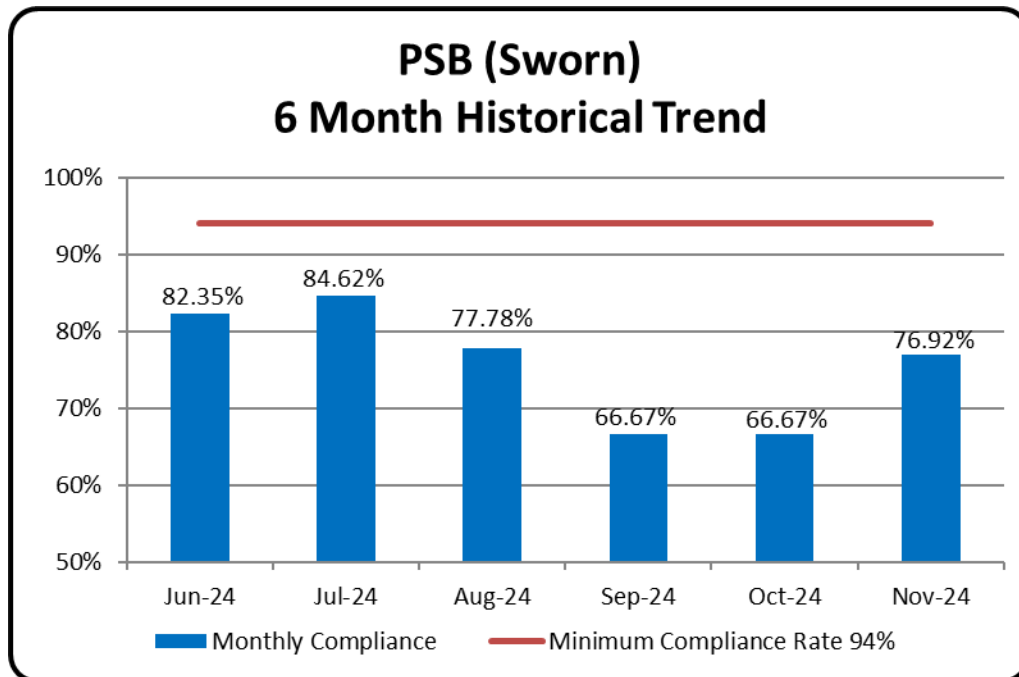
The following deficiencies were identified during the inspection; however, the PSB has already identified this issue and had taken steps to address these deficiencies prior to this inspection. **NO BIO Action forms are requested.**

Division	IA Number	Responsible Employee	Current Supervisor	Current Commander
PSB	IA2024-0316	Civilian Investigator	Lieutenant	Captain
PSB	IA2023-0250	Sergeant	Lieutenant	Captain
PSB	IA2024-0094	Sergeant	Lieutenant	Captain
PSB	IA2024-0350	Sergeant	Lieutenant	Captain
PSB	IA2023-0323	Sergeant	Lieutenant	Captain
PSB	IA2023-0324	Sergeant	Lieutenant	Captain
PSB	IA2023-0368	Sergeant	Lieutenant	Captain
Deficiency				
1. <u>For cases assigned to the PSB or outsourced by the PSB, was the investigation completed within 85 calendar days?</u> IAPro records appear to indicate that the investigative process was not completed by the assigned investigator within the required 85 calendar days. Reference: MCSO Policy GH-2, Paragraph 9.				

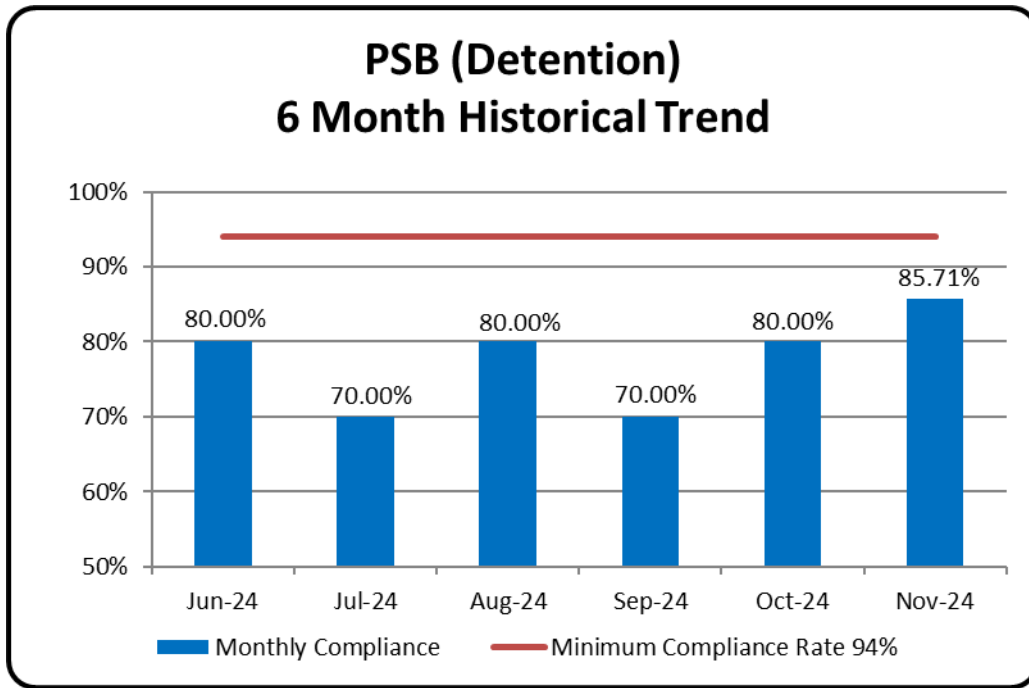
Below is the historical comparison of compliance for Misconduct Investigations conducted by sworn supervisors at the Districts/Divisions:



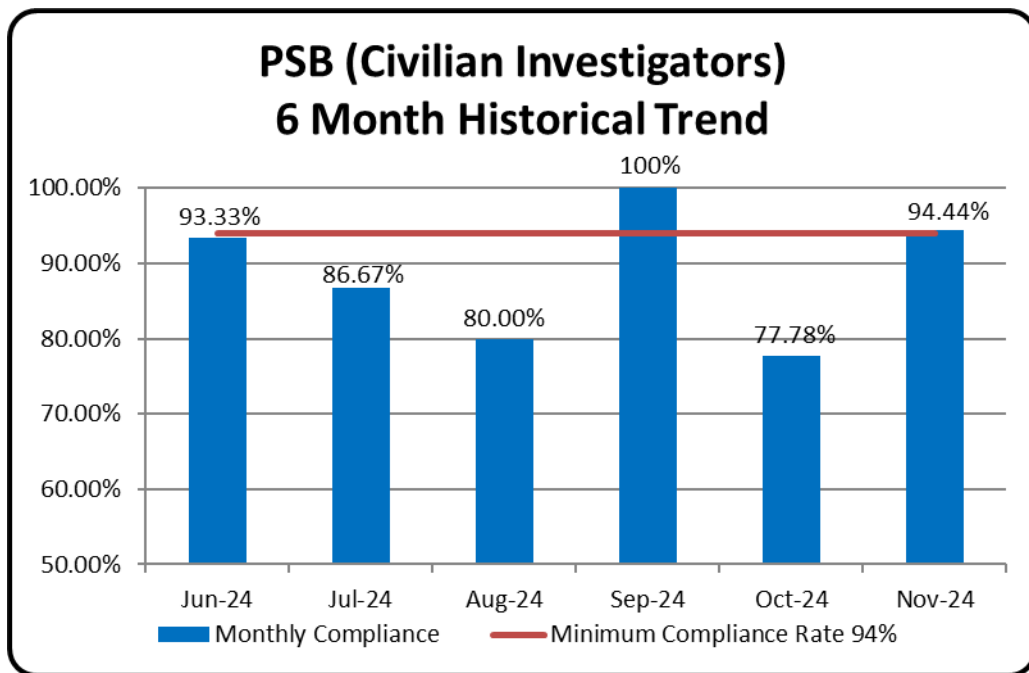
Below is the historical comparison of compliance for Misconduct Investigations conducted by sworn personnel at the Professional Standards Bureau:



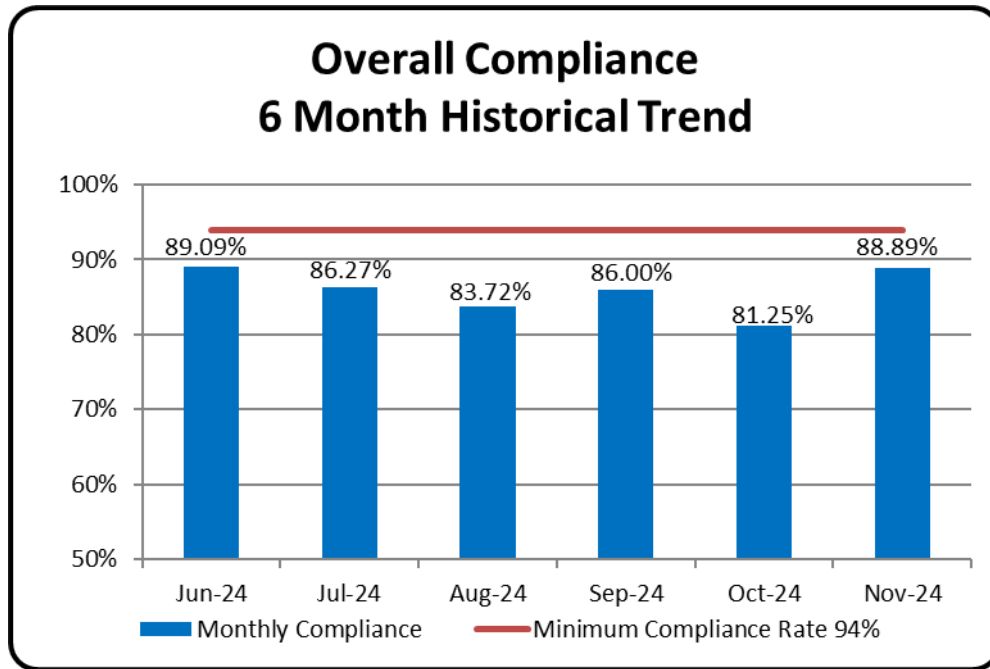
Below is the historical comparison of compliance for Misconduct Investigations conducted by detention personnel at the Professional Standards Bureau:



Below is the historical comparison of compliance for Misconduct Investigations conducted by civilian investigators at the Professional Standards Bureau:



Below is the historical comparison of compliance for the Misconduct Investigations inspected by the MCSO:



Action Required:

Inspection *BI2024-0187* resulted in **88.89%** compliance with **0** BIO Action Forms requested.

Notes:

Supporting documentation (work papers) is included in the inspection file number *BI2024-0187* and contained within IA Pro.

Date Inspection Started: December 23, 2024
 Date Completed: January 8, 2025
 Timeframe Inspected: November 1 to November 30, 2024
 Assigned Inspector: Sr. Auditor M. Rodriguez A9047

I have reviewed this inspection report.

Lt Andrew Rankin S1839 01/29/2025
 Lieutenant A. Rankin S1839 Date
 Commander, Audits and Inspection Unit
 Bureau of Internal Oversight