

# MARICOPA COUNTY SHERIFF'S OFFICE

Bureau of Internal Oversight  
Audits and Inspections Unit



**2023 Semi-Annual Bias-Free Policing Inspection Report**

Inspection # BI2023-0097

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 Administrative Broadcasts Number 23-01, 23-07, and 23-23

### Conditions:

Critical Policy CP-8 requires that within the first six months of the calendar year, 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 and complete acknowledgment through TheHUB Learning and Management System. The Policy also requires that supervisors shall conduct a group or individual discussion with their assigned employees. The supervisors shall use the message in the video, specific to the employee's job classification, to personalize the reinforcement that racial and bias-based profiling and/or discriminatory policing are unacceptable. MCSO Administrative Broadcast 23-01 (and subsequent Broadcasts 23-07 and 23-23) directed that All employees are required to complete Training Course **CUR04001S** and the **Employee Attestation** in TheHUB June 30, 2023.

The Training Division reported that there was a total of 2,434 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 and MCSO Administrative Broadcast 23-01 (and subsequent Broadcasts 23-07 and 23-23). Records provided by the Training Division reported that 2,408 employees and volunteers had timely completed the requirements. Of the 26 personnel that did not comply with the policy requirements, it was determined that 13 employees were on authorized extended leave that had a direct impact on the employee's ability to timely complete the required training and 7 employees ended their employment prior to June 30, 2023. The overall Office wide compliance was 99.75%, with 6 personnel identified as not being compliant with the requirements of MCSO Administrative Broadcast 23-01 (and subsequent Broadcasts 23-07 and 23-23); 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 or on Authorized Extended Leave	Not In Compliance	Compliance Rate
Employees completed the Training Class, Code <b>CUR04001S</b> , and <b>Attestation</b> in TheHUB before the June 30, 2023, deadline.	417	417	0	100%
<b>Overall Compliance for Sworn personnel</b>	<b>417</b>	<b>417</b>	<b>0</b>	<b>100%</b>

**Inspection results for Detention personnel.**

Compliance Objective	Total Inspected	In Compliance or on Authorized Extended Leave	Not In Compliance	Compliance Rate
Employees completed the Training Class, Code <b>CUR04001S</b> , and <b>Attestation</b> in TheHUB before the June 30, 2023, deadline.	1194	1192	2	99.83%
<b>Overall Compliance for Detention personnel</b>	<b>1194</b>	<b>1192</b>	<b>2</b>	<b>99.83%</b>

**Inspection results for Civilian personnel.**

Compliance Objective	Total Inspected	In Compliance or on Authorized Extended Leave	Not In Compliance	Compliance Rate
Employees completed the Training Class, Code <b>CUR04001S</b> , and <b>Attestation</b> in TheHUB before the June 30, 2023, deadline.	616	616	0	100%
<b>Overall Compliance for Civilian personnel</b>	<b>616</b>	<b>616</b>	<b>0</b>	<b>100%</b>

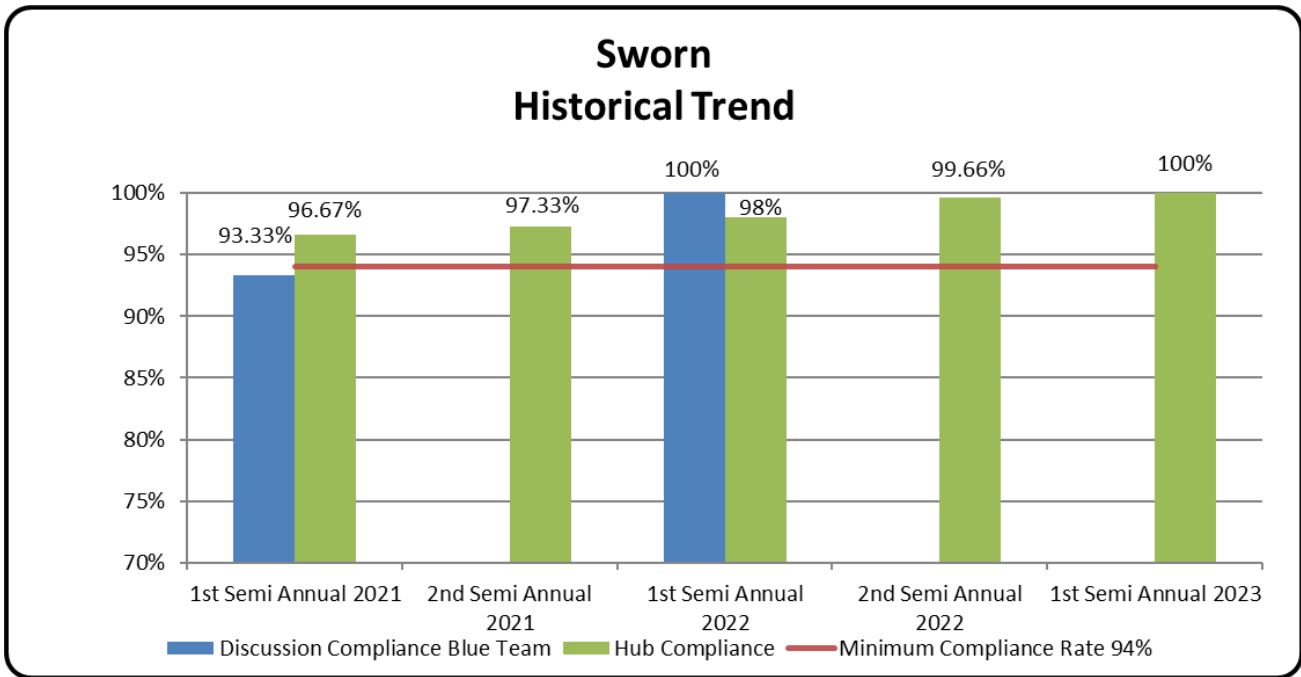
**Inspection results for Reserve personnel.**

Compliance Objective	Total Inspected	In Compliance or on Authorized Extended Leave	Not In Compliance	Compliance Rate
Employees completed the Training Class, Code <b>CUR04001S</b> , and <b>Attestation</b> in TheHUB before the June 30, 2023, deadline.	39	39	0	100%
<b>Overall Compliance for Reserve personnel</b>	<b>39</b>	<b>39</b>	<b>0</b>	<b>100%</b>

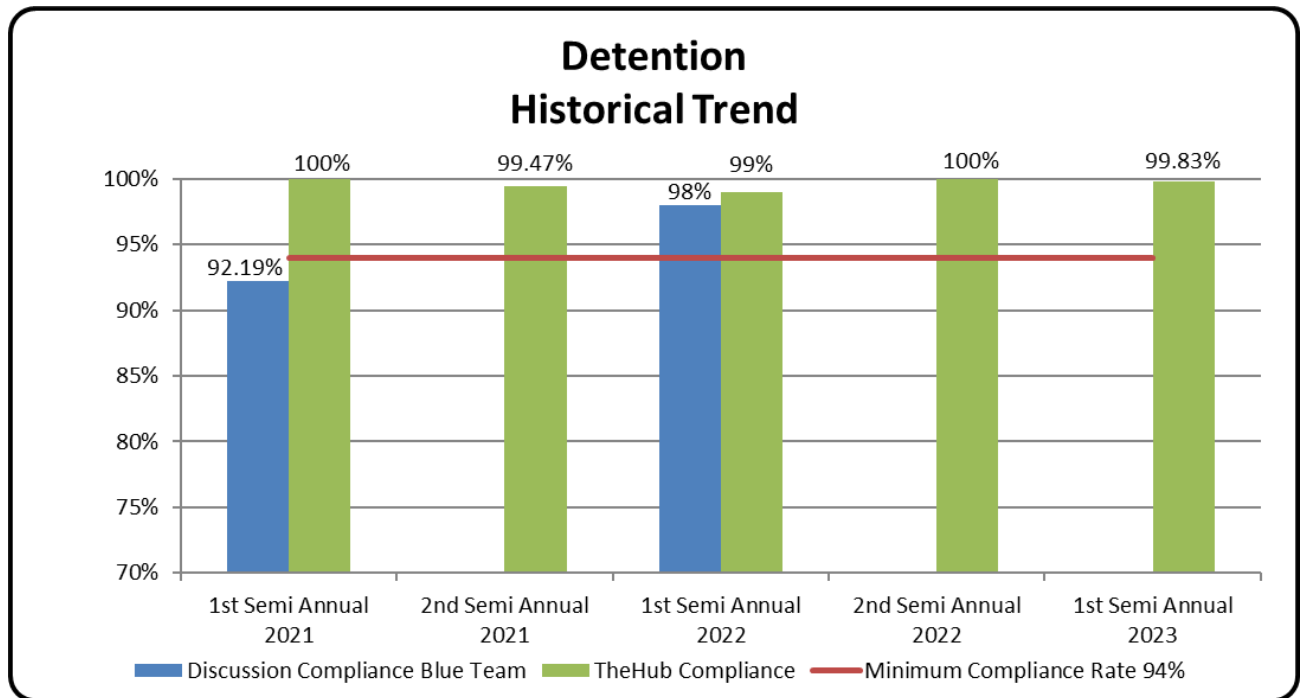
**Inspection results for Posse personnel.**

Compliance Objective	Total Inspected	In Compliance or on Authorized Extended Leave	Not In Compliance	Compliance Rate
Employees completed the Training Class, Code <b>CUR04001S</b> , and <b>Attestation</b> in TheHUB before the June 30, 2023, deadline.	168	164	4	97.62%
<b>Overall Compliance for Posse personnel</b>	<b>168</b>	<b>164</b>	<b>4</b>	<b>97.62%</b>

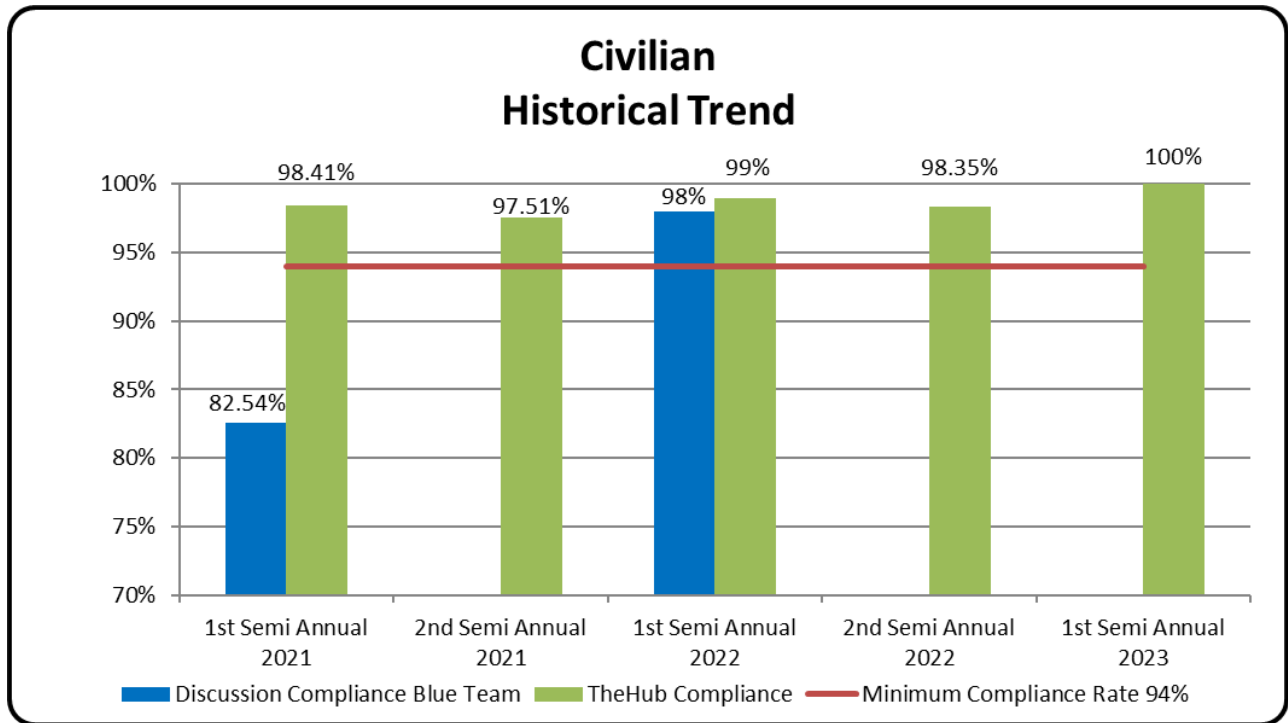
Below is the historical comparison of compliance by Sworn personnel with the requirements of CP-8 to unequivocally and consistently reinforce that biased-based profiling and/or discriminatory policing are unacceptable.



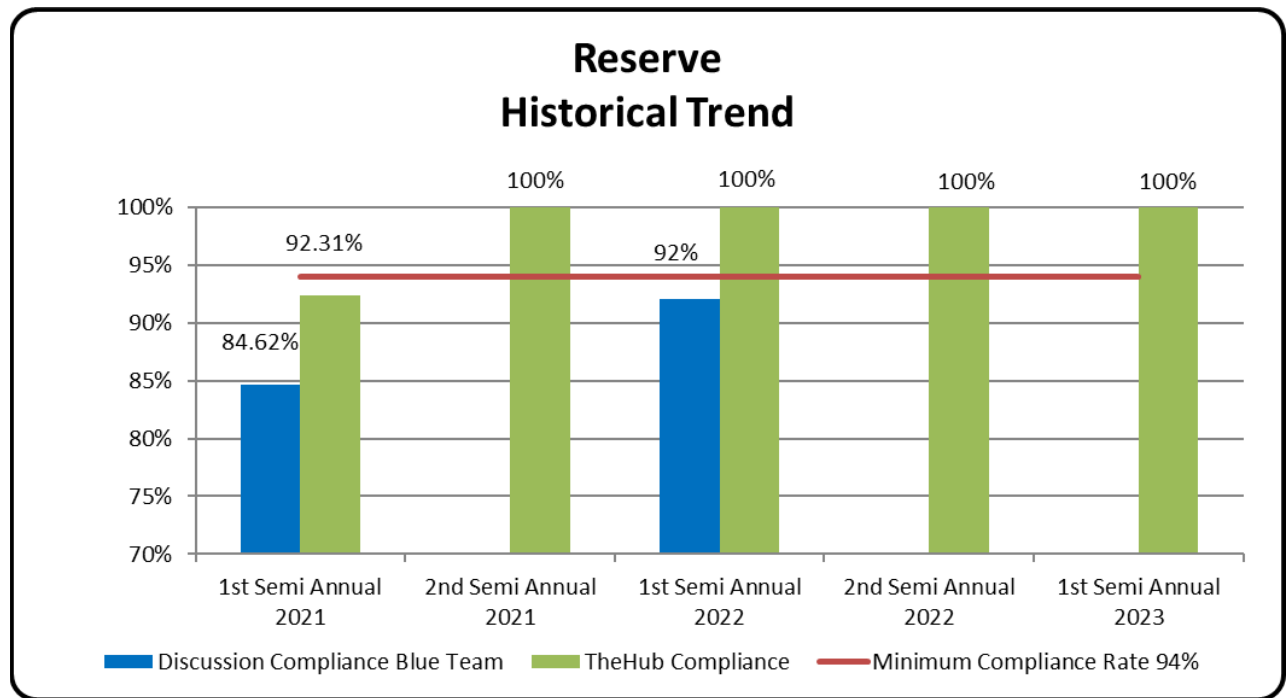
Below is the historical comparison of compliance by Detention personnel with the requirements of CP-8 to unequivocally and consistently reinforce that biased-based profiling and/or discriminatory policing are unacceptable.



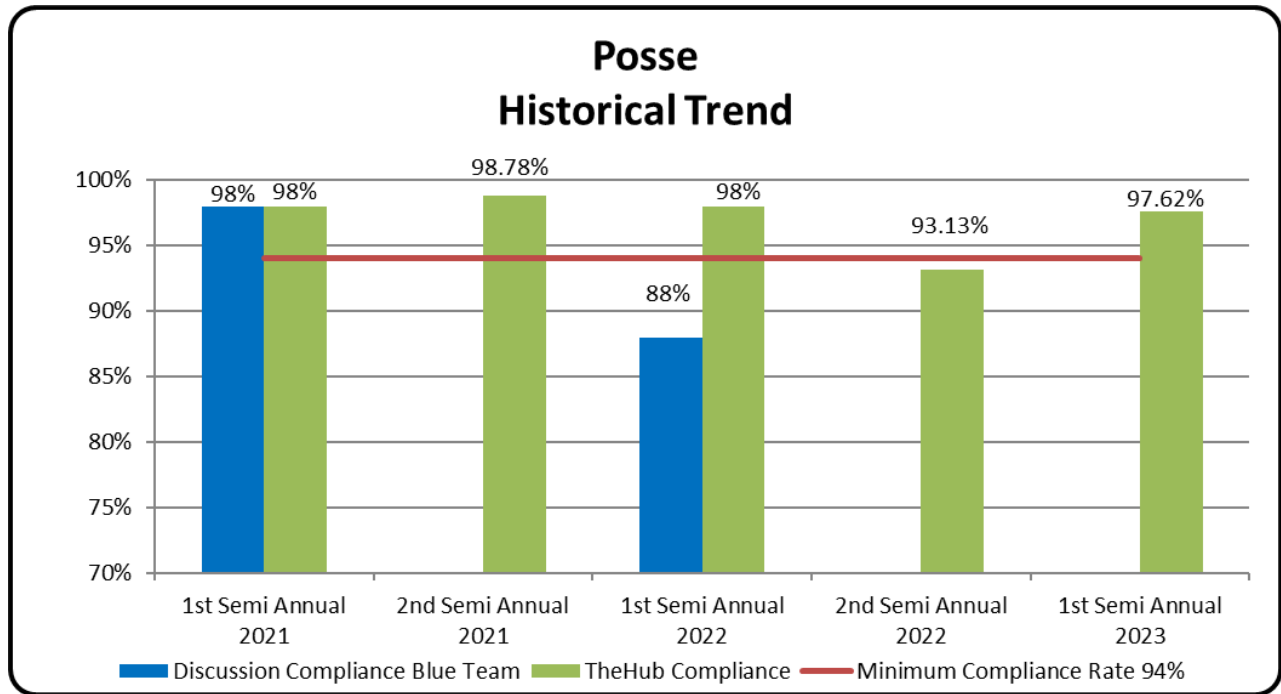
Below is the historical comparison of compliance by Civilian personnel with the requirements of CP-8 to unequivocally and consistently reinforce that biased-based profiling and/or discriminatory policing are unacceptable.



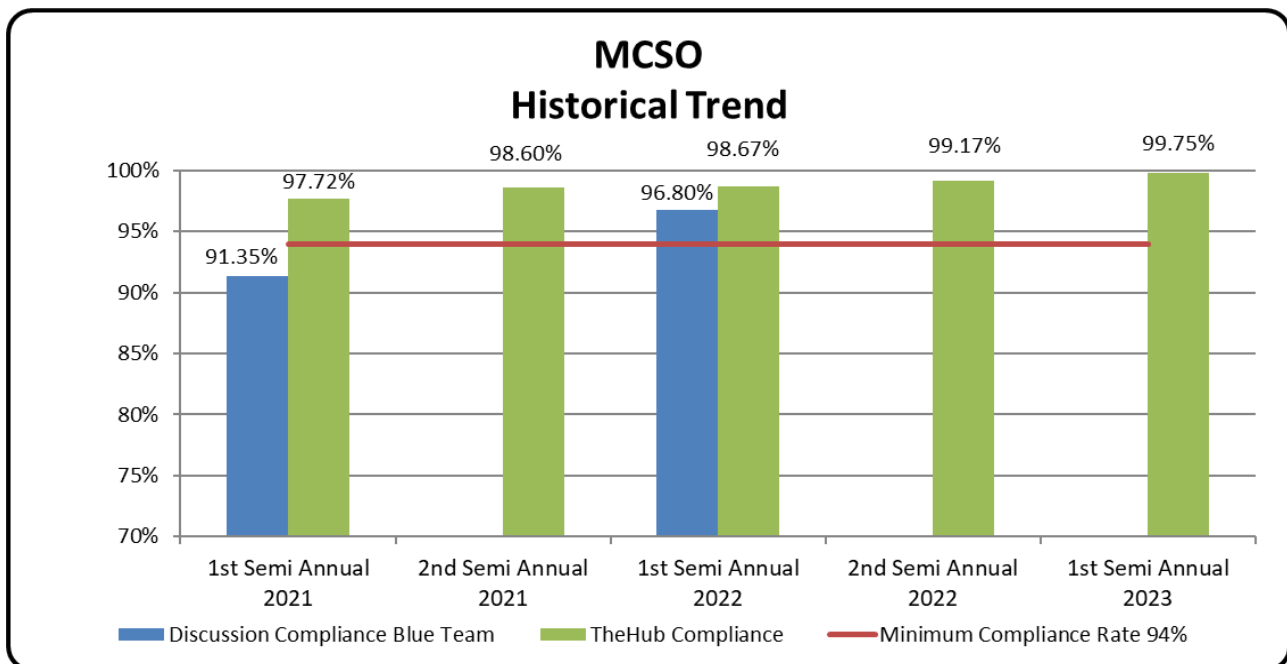
Below is the historical comparison of compliance by Reserve personnel with the requirements of CP-8 to unequivocally and consistently reinforce that biased-based profiling and/or discriminatory policing are unacceptable.



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:

## Detention (2 BIO Action Forms):

### Compliance Deficiencies

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
4 <sup>th</sup> Avenue Jail	Officer	Sergeant	Captain
<b>Deficiency</b>			
1. Employee did not complete the Training Class Code <b>CUR04001S</b> and <b>Employee Attestation</b> in TheHUB before the June 30, 2023, deadline as required by Administrative Broadcast(s) 23-01 (23-07 & 23-23).			
District/Division	Employee Inspected	Responsible Supervisor	Current Commander
4 <sup>th</sup> Avenue Jail	Officer	Sergeant	Captain
<b>Deficiency</b>			
1. Employee did not complete the Training Class Code <b>CUR04001S</b> and <b>Employee Attestation</b> in TheHUB before the June 30, 2023, deadline as required by Administrative Broadcast(s) 23-01 (23-07 & 23-23).			

## Posse (No BIO Action Forms):

### Compliance Deficiencies

District/Division	Volunteer Inspected	Current Supervisor	Current Commander
Enforcement Support	Posse Volunteer	Sergeant	Captain
<b>Deficiency</b>			
1. Employee did not complete the Training Class Code <b>CUR04001S</b> and <b>Employee Attestation</b> in TheHUB before the June 30, 2023, deadline as required by Administrative Broadcast(s) 23-01 (23-07 & 23-23). <b>Note: BAF is not required</b> as Posse members are volunteers and not compensated employees.			
District/Division	Volunteer Inspected	Current Supervisor	Current Commander
Enforcement Support	Posse Volunteer	Sergeant	Captain
<b>Deficiency</b>			
1. Employee did not complete the Training Class Code <b>CUR04001S</b> and <b>Employee Attestation</b> in TheHUB before the June 30, 2023, deadline as required by Administrative Broadcast(s) 23-01 (23-07 & 23-23). <b>Note: BAF is not required</b> as Posse members are volunteers and not compensated employees.			

District/Division	Volunteer Inspected	Current Supervisor	Current Commander
Enforcement Support	Posse Volunteer	Sergeant	Captain
<b>Deficiency</b>			
<p>1. Employee did not complete the Training Class Code <b>CUR04001S</b> and <b>Employee Attestation</b> in TheHUB before the June 30, 2023, deadline as required by Administrative Broadcast(s) 23-01 (23-07 &amp; 23-23).  <b>Note: BAF is not required</b> as Posse members are volunteers and not compensated employees.</p>			
District/Division	Volunteer Inspected	Current Supervisor	Current Commander
Enforcement Support	Posse Volunteer	Sergeant	Captain
<b>Deficiency</b>			
<p>1. Employee did not complete the Training Class Code <b>CUR04001S</b> and <b>Employee Attestation</b> in TheHUB before the June 30, 2023, deadline as required by Administrative Broadcast(s) 23-01 (23-07 &amp; 23-23).  <b>Note: BAF is not required</b> as Posse members are volunteers and not compensated employees.</p>			

**Action Required:**

With the resulting **99.75%** Hub Compliance for *Inspection BI2023-0097*, a total of **2** 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 *BI2023-0097* and contained within IA Pro.

Date Inspection Started: July 3, 2023  
Date Completed: July 18, 2023  
Timeframe Inspected: January 1 to June 30, 2023  
Assigned Inspector: Sr. Auditor M. Rodriguez A9047

I have reviewed this inspection report.

*Lt. Brian Arthur S1806*                      8/10/23

Lt. T. Brian Arthur S1806                      Date

Commander, Audits and Inspections Unit  
Bureau of Internal Oversight