

MARICOPA COUNTY SHERIFF'S OFFICE

Bureau of Internal Oversight

Audits and Inspections Unit



April 2021 Constitutional Policing Plan Briefing Inspection Report

Inspection # BI2021-0056

The Bureau of Internal Oversight’s (BIO) Audits and Inspections Unit (AIU) conducted a briefing note inspection 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 21-29
- Paragraph 70 of the First Supplemental Court Order

Conditions:

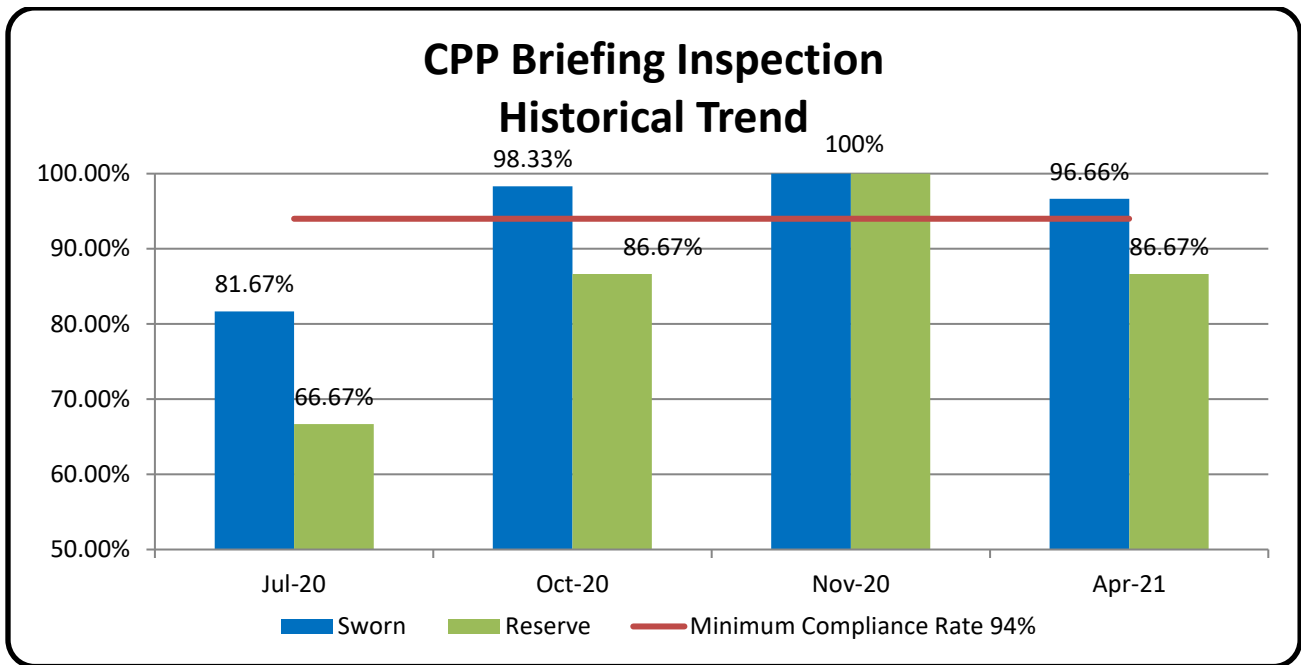
Administrative Broadcast 21-29 requires that all supervisors who supervise sworn personnel engage in a discussion based on the related Implicit Bias Roll Call Briefing video. The supervisors are required to complete an associated Blue Team Briefing Note regarding their discussion with their sworn subordinates no later than April 15, 2021.

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 21-29 in support of paragraph 70 of the first supplemental court order. The inspection found that **94.67%** of inspected employees were in compliance with the MCSO Administrative Broadcast Number 21-29.

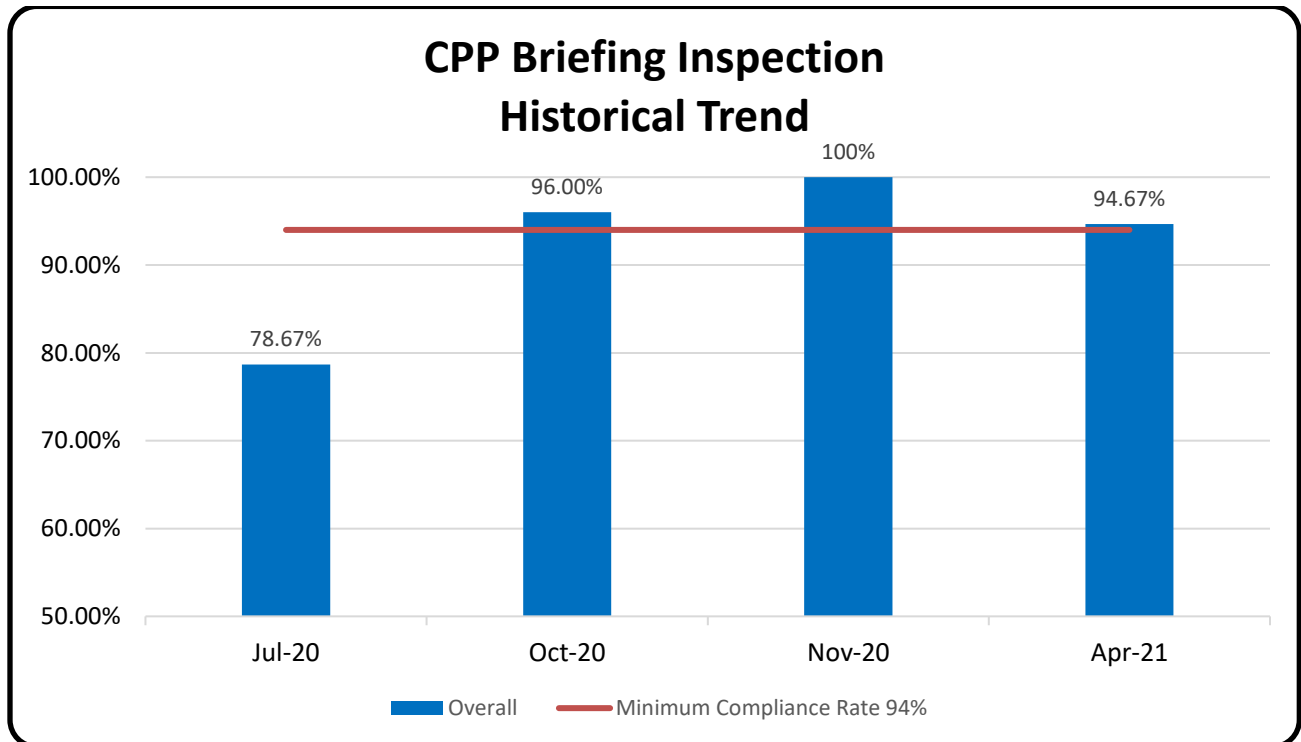
Inspection results for the selected personnel sample.

Compliance Objective	Not In Compliance	In Compliance	Total Inspected	Compliance Rate
Sworn - Employees received a documented Blue Team entry on or before April 15, 2021, documenting a discussion of the CPP roll call briefing.	2	58	60	96.66%
Reserve - Employees received a documented Blue Team entry on or before April 15, 2021, documenting a discussion documenting a discussion of the CPP roll call briefing.	2	13	15	86.67%
Overall Compliance	4	71	75	94.67%

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.



District 3 (1 BIO Action Form):

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
District 3	Reserve	Sergeant	Captain
Deficiency			
-The CPP Roll Call Briefing note was not entered within the time frame as required by Admin Broadcast 21-29.			
Inspector Note: Entry was made on 04/30/21. Entry details the discussion took place beginning of the month.			

Training (1 BIO Action Form):

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
Training	Sergeant*	Sergeant	Captain
Deficiency			
-The CPP Roll Call Briefing note was not entered as required by Admin Broadcast 21-29.			
Inspector Note: Sergeant was under Training Division when Admin Broadcast 21-29 came out. He was promoted on 4/5/21 and is current assigned to District IV. The majority of the time during the Admin Broadcast 21-29 was spent under the Training Division.			

Judicial Enforcement (1 BIO Action Form):

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
Judicial Enforcement	Sergeant	Lieutenant	Captain
Deficiency			
-The CPP Roll Call Briefing note was not entered as required by Admin Broadcast 21-29.			

Aviation Services (1 BIO Action Form):

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
Aviation Services	Reserve	Lieutenant	Captain
Deficiency			
-The CPP Roll Call Briefing note was not entered within the time frame as required by Admin Broadcast 21-29.			
Inspector Note: Entry was made on 04/21/21. Entry details the discussion took place over the month.			

Action Required:

With the resulting **94.67%** compliance for *Inspection BI2021-0056* a total of **4** BIO Action Forms are required from the affected divisions. **The forms shall be completed utilizing Blue Team.**

Notes:

All supporting documentation (working papers) is included in the inspection file number *BI2021-0056* and contained within IA Pro.

Date Inspection Started: May 13, 2021
Date Completed: May 24, 2021
Timeframe Inspected: March 19, 2021, to April 15, 2021
Assigned Inspector: M. De La Cruz B4608

I have reviewed this inspection report.

Lt. Jonathan Halverson S1674

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Commander, Audits & Inspections Unit
Bureau of Internal Oversight

6/21/2021

Date