

# MARICOPA COUNTY SHERIFF'S OFFICE

Bureau of Internal Oversight

Audits and Inspections Unit



**2024 Semi-Annual Bias-Free Policing Inspection Report**

Inspection # BI2024-0188

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 Training Bulletins Number 2024-068 and 2024-080

**Conditions:**

Critical Policy CP-8 requires that within the last six months of the calendar year, supervisors shall ensure that all employees, reserve deputies, and posse members assigned to them successfully complete their annual review and acknowledgement of this Office Policy. In addition, employees will be 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. MCSO Training Bulletins 2024-068 and 2024-080 directed that All employees are required to complete the mandated training by viewing the required video and completing the required acknowledgement (**Course Numbers 2024CP8PREVENTINGRACIALO, CP-8, Preventing Racial and Other Bias-Based Profiling Video** and **CP8PREVENTINGRACIALOTHER CP-8, Preventing Racial and Other Bias-Based Profiling 9-2-24ACK**) in TheHUB by December 31, 2024.

The Training Division reported that there were a total of 2,939 Office employees and volunteers at the time of this requirement. The CP-8 inspections are performed semi-annually to ensure that the reinforcement of Bias-Free Policing is being conducted in accordance with CP-8 and MCSO Training Bulletins 2024-068 and 2024-080. Records provided by the Training Division reported that 2,891 employees and volunteers had timely completed the requirements. Of the 48 personnel that did not comply with the policy requirements, it was determined that 41 employees and volunteers were on authorized extended leave that had a direct impact on their ability to timely complete the required training. The overall Office wide compliance was **99.76%**, with 7 personnel identified as not being compliant with the requirements of MCSO Training Bulletins 2024-068 and 2024-080; 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 TheHUB training, Course Codes <b>2024CP8PREVENTINGRACIALO</b> and <b>CP8PREVENTINGRACIALOTHER</b> , by the December 31, 2024, deadline.	559	557	2	99.64%
<b>Overall Compliance for Sworn personnel</b>	<b>559</b>	<b>557</b>	<b>2</b>	<b>99.64%</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 TheHUB training, Course Codes <b>2024CP8PREVENTINGRACIALO</b> and <b>CP8PREVENTINGRACIALOTHER</b> , by the December 31, 2024, deadline.	1286	1284	2	99.84%
<b>Overall Compliance for Detention personnel</b>	<b>1286</b>	<b>1284</b>	<b>2</b>	<b>99.84%</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 TheHUB training, Course Codes <b>2024CP8PREVENTINGRACIALO</b> and <b>CP8PREVENTINGRACIALOTHER</b> , by the December 31, 2024, deadline.	881	878	3	99.66%
<b>Overall Compliance for Civilian personnel</b>	<b>881</b>	<b>878</b>	<b>3</b>	<b>99.66%</b>

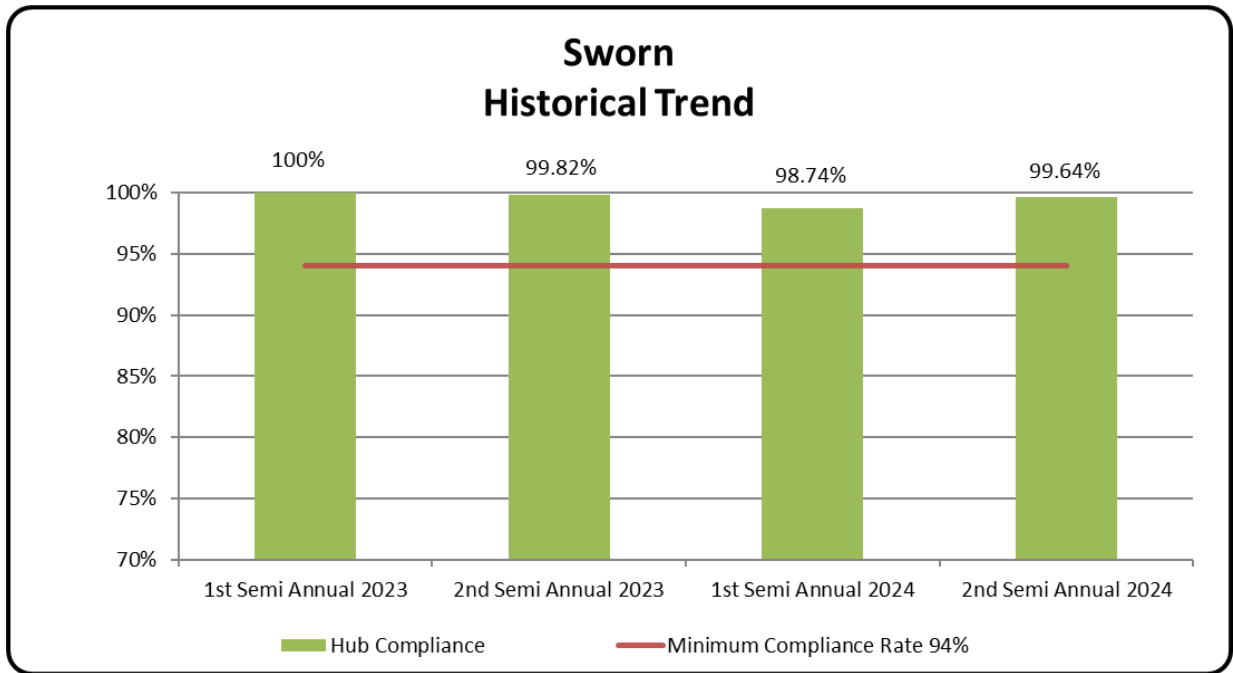
**Inspection results for Reserve personnel.**

Compliance Objective	Total Inspected	In Compliance or on Authorized Extended Leave	Not In Compliance	Compliance Rate
Employees completed the TheHUB training, Course Codes <b>2024CP8PREVENTINGGRACIALO</b> and <b>CP8PREVENTINGGRACIALOTHER</b> , by the December 31, 2024, deadline.	47	47	0	100%
<b>Overall Compliance for Reserve personnel</b>	<b>47</b>	<b>47</b>	<b>0</b>	<b>100%</b>

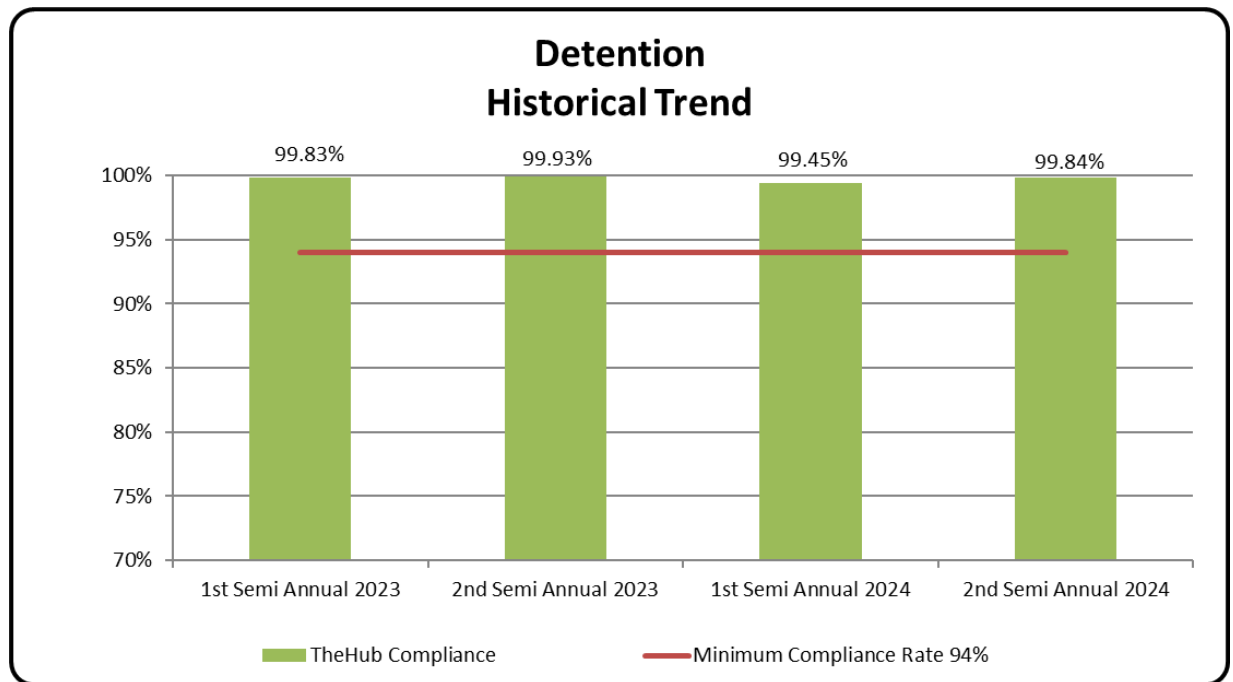
**Inspection results for Posse personnel.**

Compliance Objective	Total Inspected	In Compliance or on Authorized Extended Leave	Not In Compliance	Compliance Rate
Employees completed the TheHUB training, Course Codes <b>2024CP8PREVENTINGGRACIALO</b> and <b>CP8PREVENTINGGRACIALOTHER</b> , by the December 31, 2024, deadline.	166	166	0	100%
<b>Overall Compliance for Posse personnel</b>	<b>166</b>	<b>166</b>	<b>0</b>	<b>100%</b>

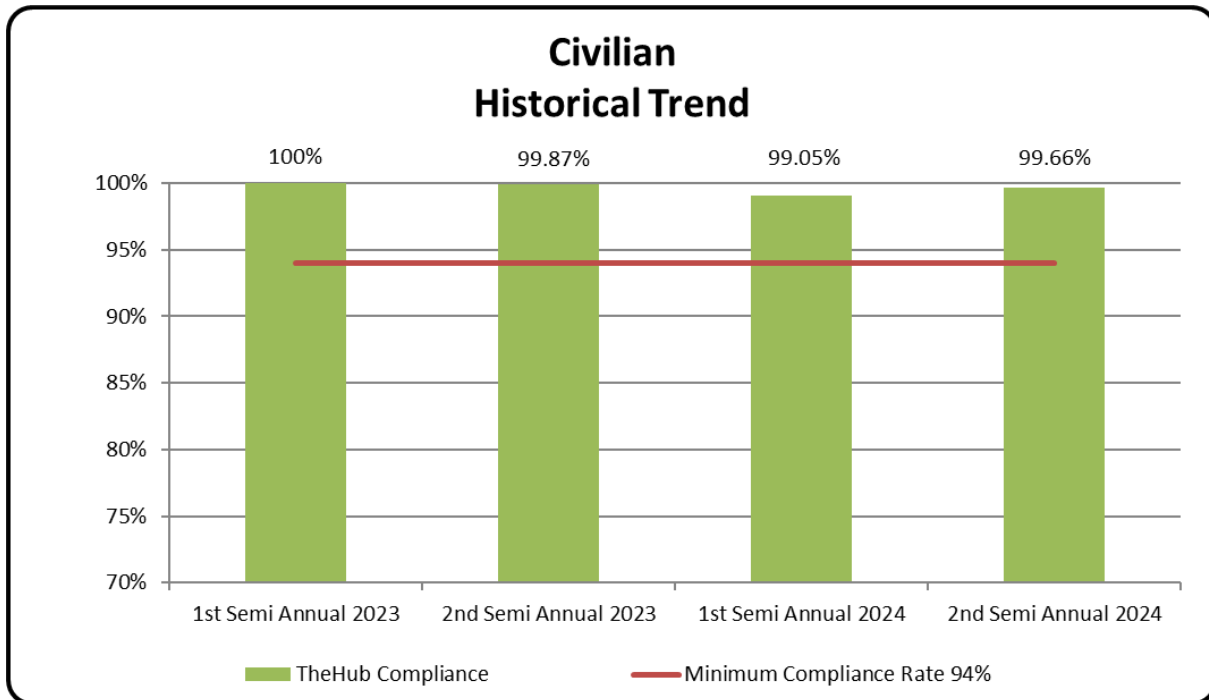
Below is the historical comparison of compliance by Sworn personnel with the requirements of CP-8 to unequivocally and consistently reinforce that biased-based profiling and/or discriminatory policing are unacceptable.



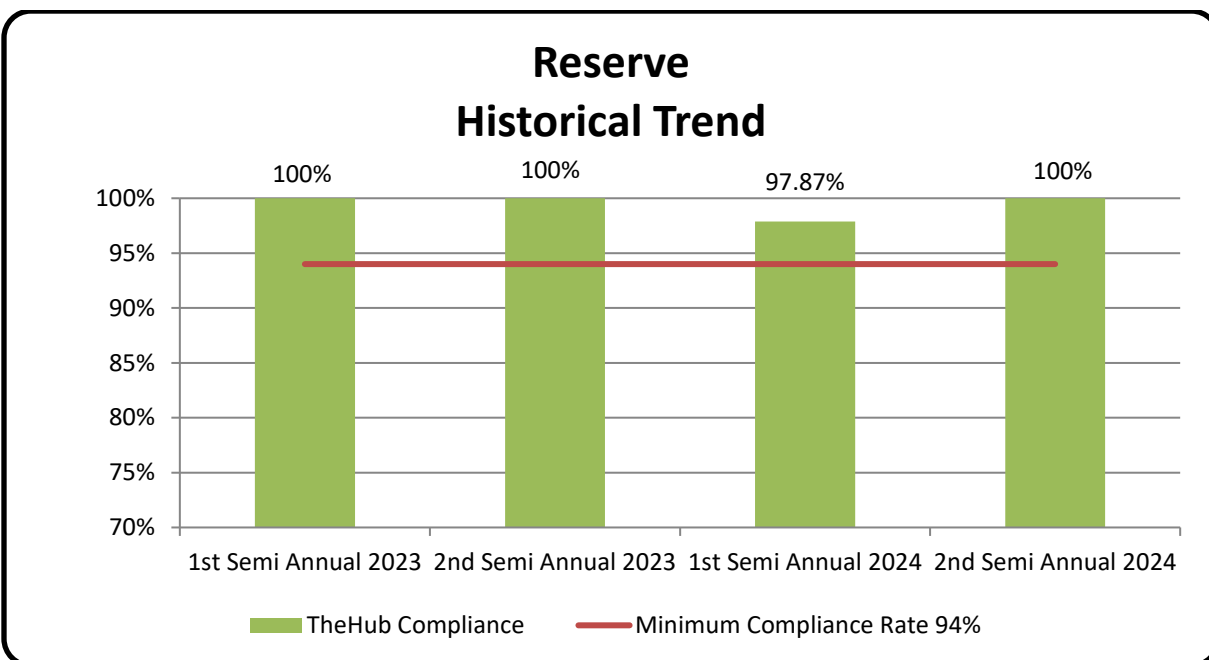
Below is the historical comparison of compliance by Detention personnel with the requirements of CP-8 to unequivocally and consistently reinforce that biased-based profiling and/or discriminatory policing are unacceptable.



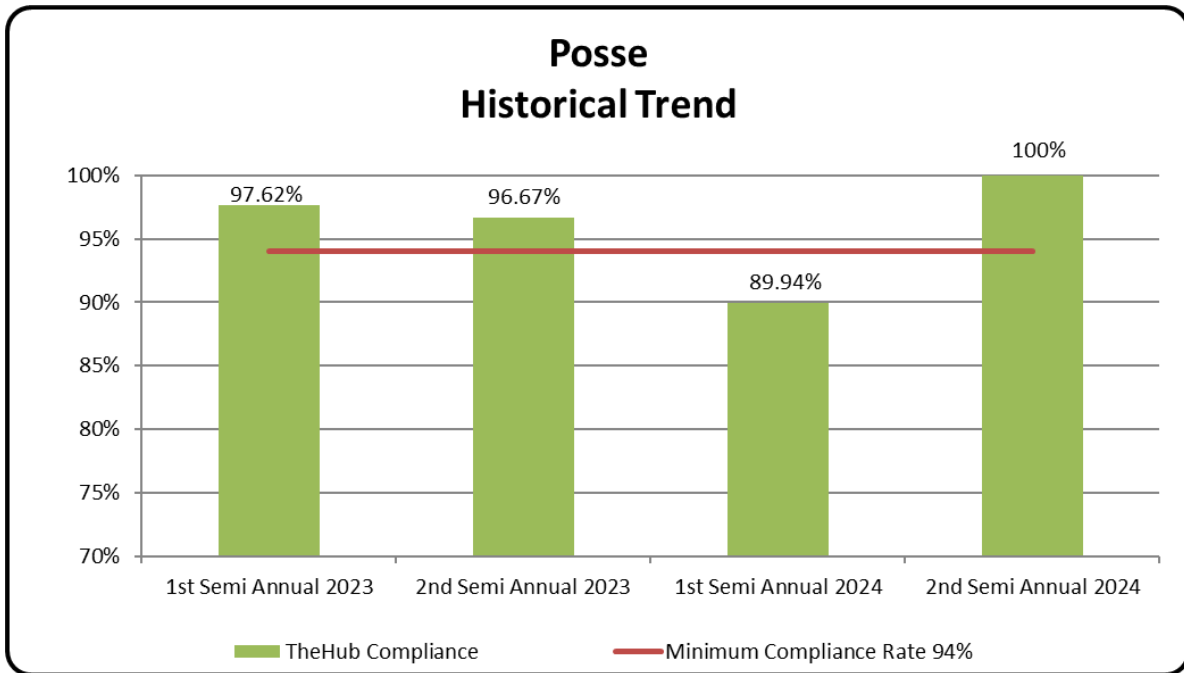
Below is the historical comparison of compliance by Civilian personnel with the requirements of CP-8 to unequivocally and consistently reinforce that biased-based profiling and/or discriminatory policing are unacceptable.



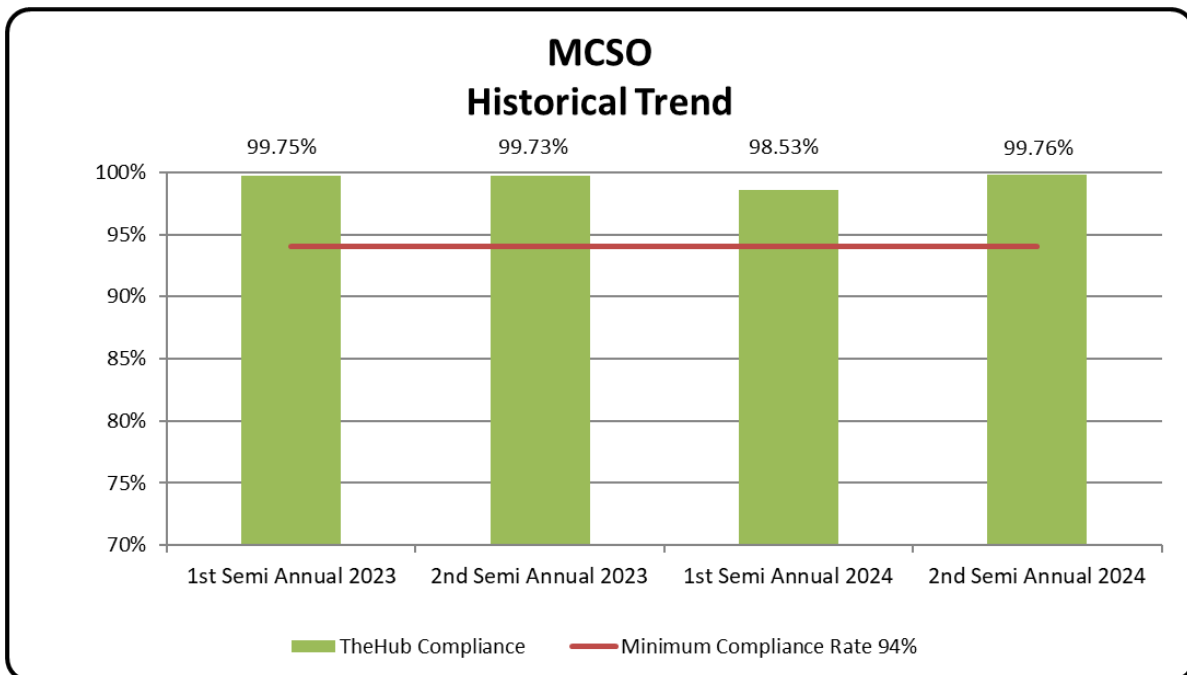
Below is the historical comparison of compliance by Reserve personnel with the requirements of CP-8 to unequivocally and consistently reinforce that biased-based profiling and/or discriminatory policing are unacceptable.



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:

### Sworn (2 BIO Action Forms):

#### Compliance Deficiency

District/Division	Date	Employee Inspected	Current Supervisor	Current Commander
District II	12/31/2024	Deputy	Sergeant	Captain
District III	12/31/2024	Deputy	Sergeant	Captain
Deficiency				
1. Training records indicate that the employees inspected did not complete <b>both</b> of the required training courses in TheHUB, Course Code <u>2024CP8PREVENTINGGRACIALO</u> and Course Code <u>CP8PREVENTINGGRACIALOTHER</u> , by the deadline of December 31, 2024.				

### Detention (2 BIO Action Forms):

#### Compliance Deficiency

District/Division	Date	Employee Inspected	Current Supervisor	Current Commander
Estrella Jail	12/31/2024	Officer	Sergeant	Captain
Estrella Jail	12/31/2024	Officer	Sergeant	Captain
Deficiency				
1. Training records indicate that the employees inspected did not complete <b>both</b> of the required training courses in TheHUB, Course Code <u>2024CP8PREVENTINGGRACIALO</u> and Course Code <u>CP8PREVENTINGGRACIALOTHER</u> , by the deadline of December 31, 2024.				

### Civilian Employees (3 BIO Action Forms):

#### Compliance Deficiency

District/Division	Date	Employee Inspected	Current Supervisor	Current Commander
Court Compliance	12/31/2024	SrAdmSpec.	Sergeant	Captain
Technology Bureau	12/31/2024	SrAdmSpec.	Chief	Chief
Communications Division	12/31/2024	EmerDisp.	EmerDispSup.	ComDivMgr
Deficiency				
1. Training records indicate that the employees inspected did not complete <b>both</b> of the required training courses in TheHUB, Course Code <u>2024CP8PREVENTINGGRACIALO</u> and Course Code <u>CP8PREVENTINGGRACIALOTHER</u> , by the deadline of December 31, 2024.				



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 **99.76%** Hub Compliance for *Inspection BI2024-0188*, a total of **7** 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 *BI2024-0188* and contained within IA Pro.

Date Inspection Started: January 1, 2025  
Date Completed: January 21, 2025  
Timeframe Inspected: October 1 to December 31, 2024  
Assigned Inspector: Sr. Auditor M. Rodriguez A9047

I have reviewed this inspection report.

*LT Andrew Rankin S1839*

02/04/2025

Lt. A. Rankin S1839

Date

Commander, Audits and Inspections Unit  
Bureau of Internal Oversight