

MARICOPA COUNTY SHERIFF'S OFFICE

Bureau of Internal Oversight

Audits and Inspections Unit



December 2021 Captain's Meeting CPP Cultural Competency 2nd Inspection Report

Inspection # BI2021-0174

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 attached powerpoint from the Captains'/Commanders' meeting on Captain's Meeting CPP Cultural Competency were discussed and completed. 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 Captain's Meeting Cultural Competency November 2021 Power Point
- Paragraph 70 of the First Supplemental Court Order

Conditions:

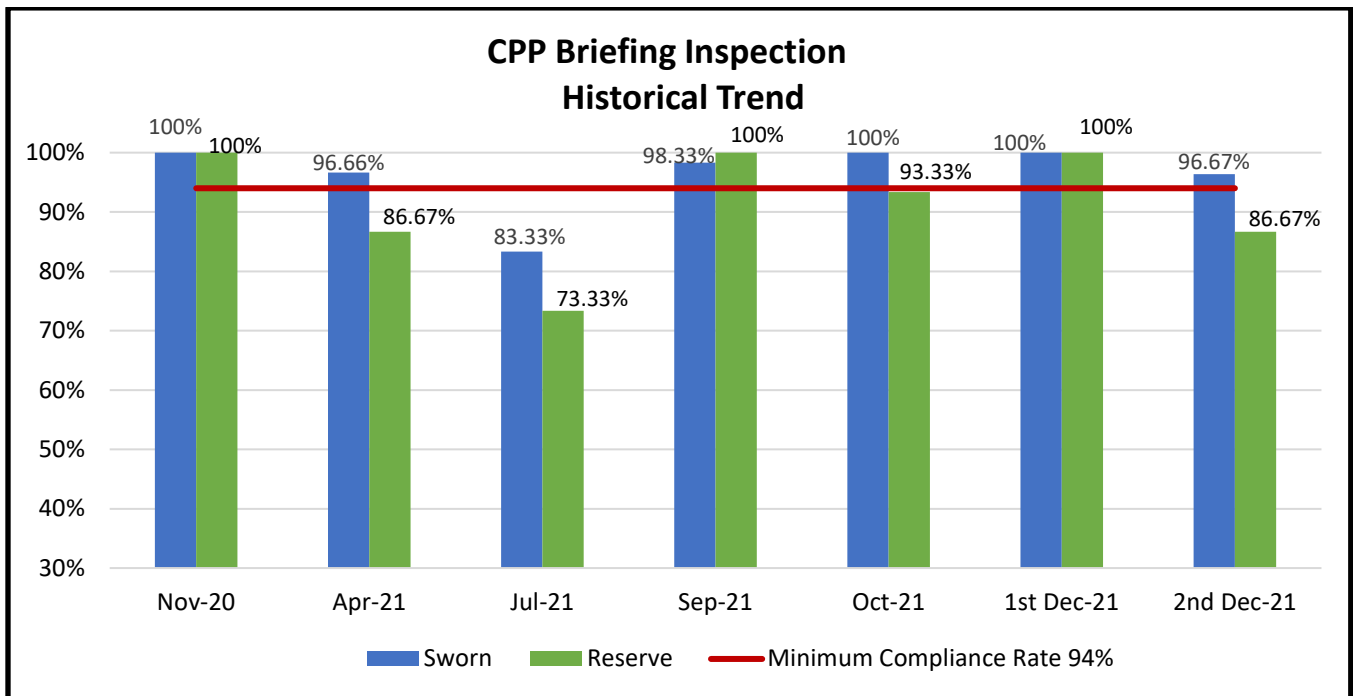
MCSO Captain's Meeting Cultural Competency November 2021 Power Point requires that all reserve and sworn personnel review and complete the 2021 Captain's Meeting Cultural Competency Power Point no later than December 31, 2021.

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 MCSO Captain's Meeting Cultural Competency November 2021 Power Point in support of paragraph 70 of the first supplemental court order. The inspection found that **94.67%** of inspected employees complied with the MCSO Captain's Meeting Cultural Competency November 2021 Power Point.

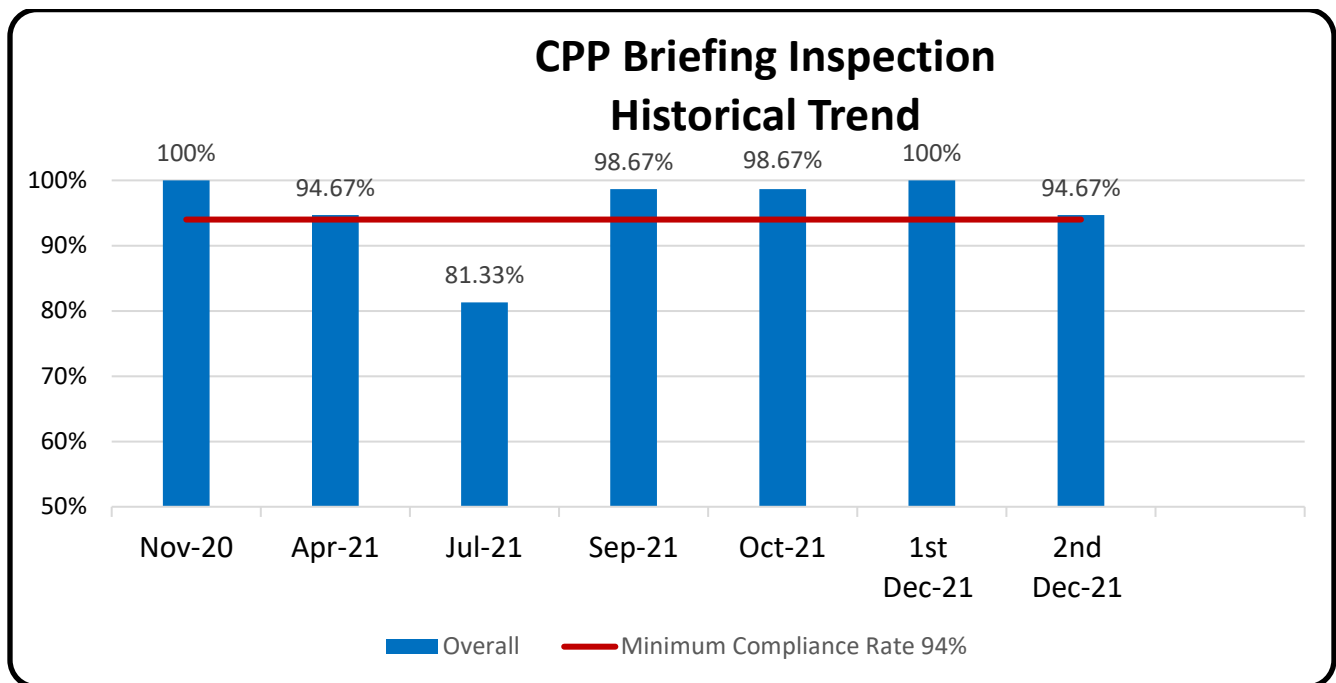
Inspection results for the selected personnel sample.

Compliance Objective	Not In Compliance	In Compliance	Total Inspected	Compliance Rate
Sworn - Employees completed the Captain's Meeting briefing and reviewed the 2021 Cultural Competency Power Point and video on or before December 31, 2021. A Blue Team Briefing Note or Supervisor Note regarding compliance with the briefing for the employees.	2	58	60	96.67%
Reserve Employees completed the Captain's Meeting briefing and reviewed the 2021 Cultural Competency Power Point and video on or before December 31, 2021. A Blue Team Briefing Note or Supervisor Note regarding compliance with the briefing for the employees.	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 2 (1 BIO Action Form):

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
District 2	Deputy	Sergeant	Captain
Deficiency			
No entry was found documenting the Captain's Meeting CPP Cultural Competency Power Point as required by Dec. 31, 2021.			

District 3 (1 BIO Action Form):

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
District 3	Res. Deputy	Sergeant	Captain
Deficiency			
No entry was found documenting the Captain's Meeting CPP Cultural Competency Power Point as required by Dec. 31, 2021.			

Operation Command (1 BIO Action Form):

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
Operation Command	Res. Deputy	Sergeant	Dir. Communications
Deficiency			
No entry was found documenting the Captain's Meeting CPP Cultural Competency Power Point as required by Dec. 31, 2021.			

Court Security (1 BIO Action Form):

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
Court Security	Sergeant	Chief	Exec Chief
Deficiency			
No entry was found documenting the Captain's Meeting CPP Cultural Competency Power Point as required by Dec. 31, 2021.			

Action Required:

With the resulting **94.67%** compliance for *Inspection BI2021-0174*, a total of **4** BIO Action Forms are required from the affected divisions. **The forms shall be completed utilizing Blue Team.**

Date Inspection Started: January 18, 2022
Date Completed: January 25, 2022
Timeframe Inspected: December 3, 2021 to December 31, 2021
Assigned Inspector: K. Ellis, B4299

I have reviewed this inspection report.

Lt. Brian Arthur S1806

3/2/2022

Lt. T. Brian Arthur S1806
Commander, Audits & Inspections Unit
Bureau of Internal Oversight

Date