

# MARICOPA COUNTY SHERIFF'S OFFICE

Bureau of Internal Oversight  
Audits and Inspections Unit



**Detention Supervisor Note Inspection February 2025**

Inspection Report# BI2025-0024

The Audits and Inspections Unit (AIU) of the Bureau of Internal Oversight (BIO) will conduct Blue Team Supervisor Note entry 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 the Supervisor Note entries for 35 randomly selected Detention personnel for the month being inspected. To ensure consistent inspections, the Supervisor Note Inspection Matrix developed by the AIU will be utilized.

**Compliance Objectives:**

Utilize the Supervisor Note Inspection Matrix, review each selected employee’s EIS information to ensure they received the following during February 2025:

- Ensure the supervisor completed a minimum of one Supervisor Note entry
- Ensure the supervisor completed one performance-based entry
- Ensure the supervisor conducted a review of EIS data

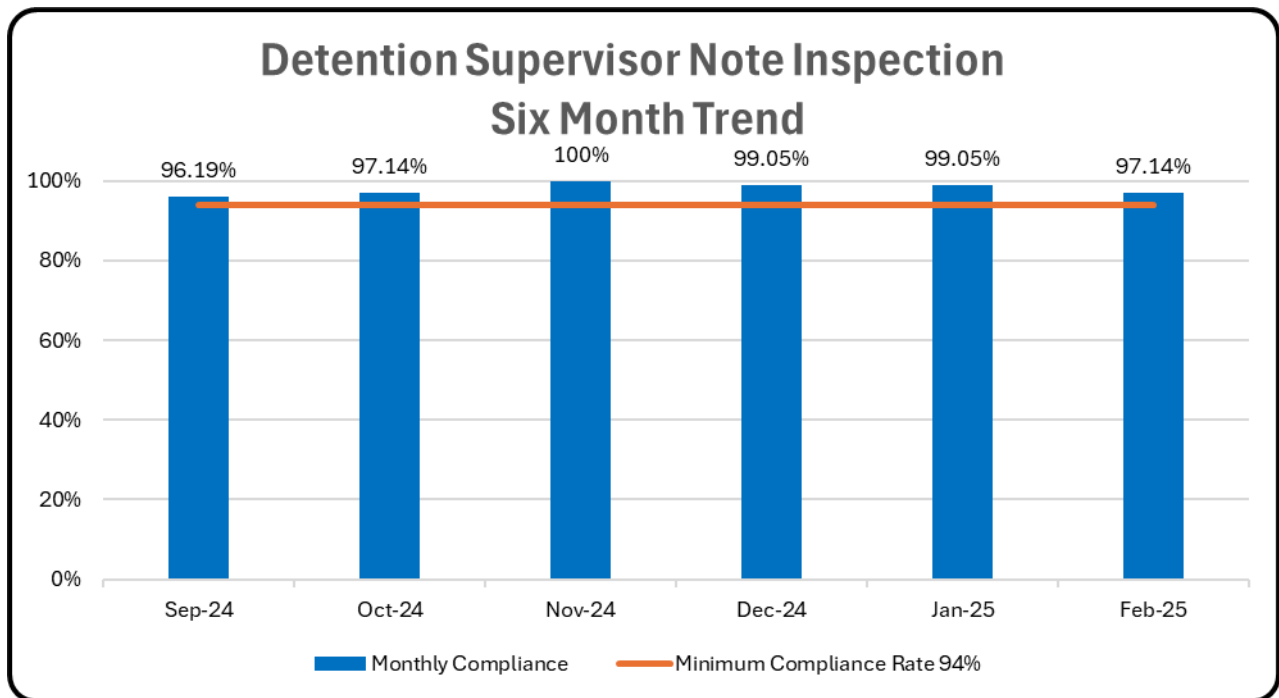
**Criteria:**

MCSO Policy GB-2, *Command Responsibility*

**Conditions:**

A review of the IAPro records revealed that, of the 35 employees’ records reviewed for Supervisor Note entries submitted during February, 34 employees received all entries which contained the required elements of this inspection and in compliance with MCSO Policy GB-2, *Command Responsibility*.

MCSO achieved a compliance rate of **97.14%** in the Detention Supervisor Note inspection for February 2025, as illustrated in the graph below:



Results of the Review of Employee Supervisor Note entries:

Inspection Element	Not In Compliance	In Compliance	Total Inspected	Compliance Rate
Once per month, supervisors review non-sworn subordinates' EIS information for the purpose of identifying and responding to any conduct patterns or concerns	1	34	35	97.14%
Employee Received at least one Supervisor Note during the month	1	34	35	97.14%
Supervisor Note entry is of sufficient quality to facilitate the preparation of an accurate and detailed performance review and reflects the employee's positive traits and accomplishments and any observed shortcomings	1	34	35	97.14%
<b>Overall compliance with inspection requirements</b>	<b>3</b>	<b>102</b>	<b>105</b>	<b>97.14%</b>

5066-General Crimes Division (1 BIO Action Form):

Compliance Deficiency

Division	Employee Notes Inspected	Employee Supervisor	Division Commander
5055-SWAT Division	Detn Off	Sergeant	Captain
<b>Deficiency</b>			
1. Supervisor Notes lacked documentation of two monthly EIS reviews for one of the inspected deputies. Policy GB-2.7.B.4			
2. Two Supervisor Notes on sworn employee per month at a minimum not met. Policy GB-2.7.B.1			
3. Supervisor Notes lacked documentation of review of two Body Camera videos. Policy GJ-35.12.A			

**Action Required:**

With the resulting **97.14%** compliance for *Inspection BI2025-0024*, a total of 1 BIO Action Form is requested from the affected division. The form shall be completed utilizing Blue Team.

**Notes:**

All supporting documentation (working papers) is included in the inspection file number *BI2025-0024* and contained within IA Pro.

Date Inspection Started: March 11, 2025  
Date Completed: March 13, 2025  
Timeframe Inspected: February 01-28, 2025  
Assigned Inspector(s): Sr. Internal Auditor Specialized Kateryna A. Ellis B4299

I have reviewed this inspection report.

*Lt Andrew Rankin S1839*

04/08/2025

Lieutenant A. Rankin S1839                      Date  
Commander, Audits & Inspections Unit  
Bureau of Internal Oversight