

MARICOPA COUNTY SHERIFF'S OFFICE

Bureau of Internal Oversight

Audits and Inspections Unit



2021 Semi-Annual Bias-Free Policing Inspection Report

Inspection # BI2021-0085

The Bureau of Internal Oversight's (BIO) Audits and Inspections Unit (AIU) will conduct inspections semi-annually 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 achieve this, a roster will be provided to the Court Monitors. The Court Monitors will provide a proportionally representative sample to the inspector. To ensure consistent inspections, the *Semi-annual Bias-Free Policing 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 Broadcast Number 21-71

Conditions:

Critical Policy CP-8 requires that within the first six months of the calendar year, 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's assigned Court Monitors provided a proportionally representative sample that consisted of 60 Sworn personnel, 64 Detention personnel, 63 Civilian personnel, 26 Reserve, and 50 Posse. This inspection will be based on the requirement outlined in Administrative Broadcast 21-71 in support of Policy CP-8. MCSO achieved a Hub compliance rate of **97.72%** and Discussion Compliance Rate of **91.35%**.

There was a total of **263** Office employees reviewed. CP-8 inspections are performed semi-annually to ensure that reinforcement of Bias-Free Policing is being conducted and the mandatory CP-8 training compliant to Administrative Broadcast 21-71. The inspection found **97.72%** (HUB Training) of the inspected employees in compliance with Office Policies CP-8, *Preventing Racial and Other Biased-Based Profiling*, GA-1, *Development of Written Orders*, GB-2, and *Command Responsibility*. The inspection found that **91.35%** (Discussion Notes) of inspected employees were in compliance with the MCSO Administrative Broadcast Number 21-71.

Inspection results for the selected Sworn personnel sample.

Compliance Objective	Not In Compliance	In Compliance	Total Inspected	Compliance Rate
Employee timely acknowledged through TheHub Learning and Management System required training on racial and bias-based profiling and/or discriminatory policing by June 30, 2021.	2	58	60	96.67%
Employees received a documented Blue Team entry before June 30, 2021, documenting a discussion that reinforces racial and bias-based profiling and/or discriminatory policing are unacceptable.	5	55	60	91.67%
Overall Compliance for Sworn personnel	7	113	120	94.26%

Inspection results for the selected Detention personnel sample.

Compliance Objective	Not In Compliance	In Compliance	Total Inspected	Compliance Rate
Employee timely acknowledged through TheHub Learning and Management System required training on racial and bias-based profiling and/or discriminatory policing by June 30, 2021.	0	64	64	100.00%
Employees received a documented Blue Team entry before June 30, 2021, documenting a discussion that reinforces racial and bias-based profiling and/or discriminatory policing are unacceptable.	5	59	64	92.19%
Overall Compliance for Detention personnel	5	123	128	96.09%

Inspection results for the selected Civilian personnel sample.

Compliance Objective	Not In Compliance	In Compliance	Total Inspected	Compliance Rate
Employee timely acknowledged through TheHub Learning and Management System required training on racial and bias-based profiling and/or discriminatory policing by June 30, 2021.	1	62	63	98.41%
Employees received a documented Blue Team entry before June 30, 2021, documenting a discussion that reinforces racial and bias-based profiling and/or discriminatory policing are unacceptable.	11	52	63	82.54%
Overall Compliance for Civilian personnel	12	114	126	90.58%

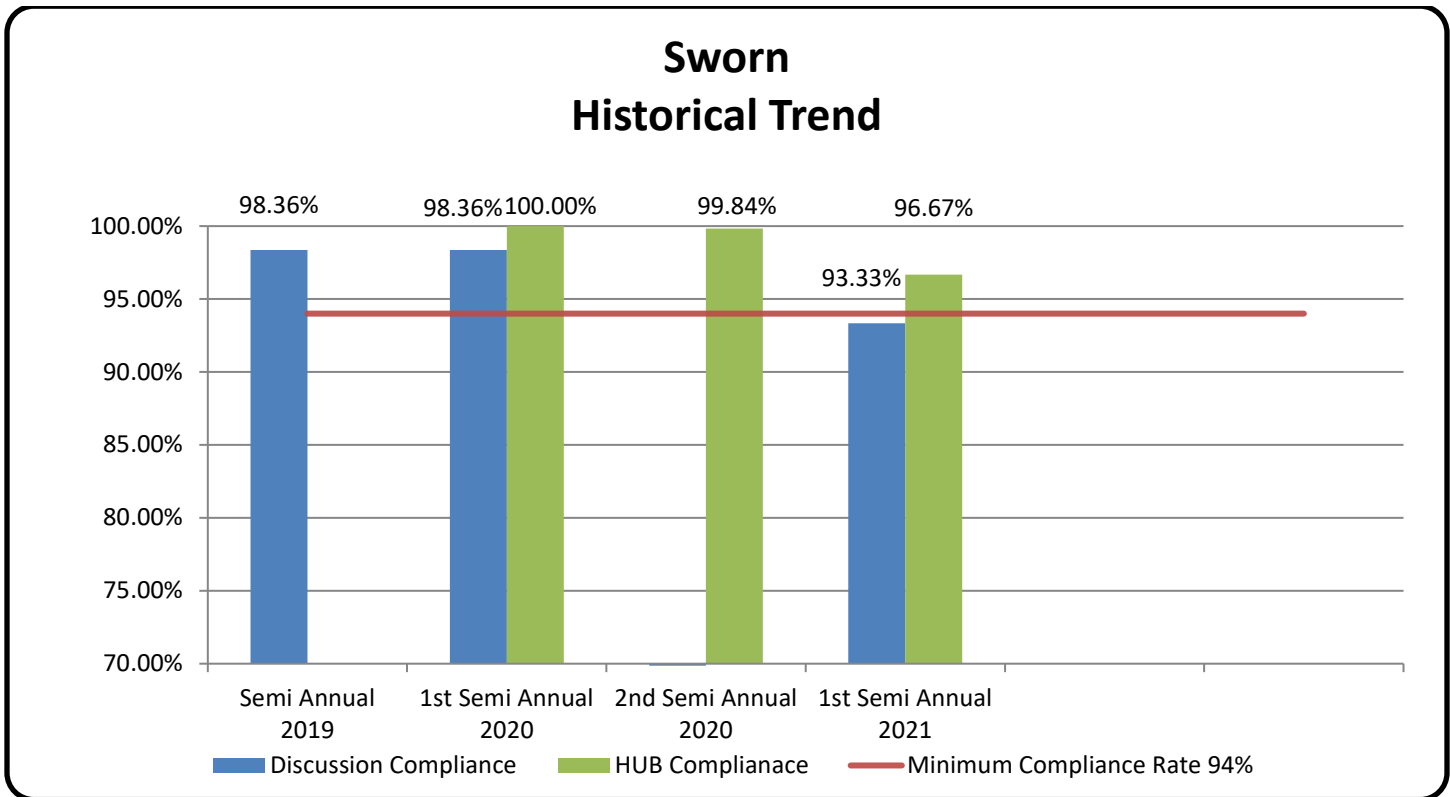
Inspection results for the selected Reserve personnel sample.

Compliance Objective	Not In Compliance	In Compliance	Total Inspected	Compliance Rate
Employee timely acknowledged through TheHub Learning and Management System required training on racial and bias-based profiling and/or discriminatory policing by June 30, 2021.	2	24	26	92.31%
Employees received a documented Blue Team entry before June 30, 2021, documenting a discussion that reinforces racial and bias-based profiling and/or discriminatory policing are unacceptable.	4	22	26	84.62%
Overall Compliance for Reserve personnel	6	46	52	88.47%

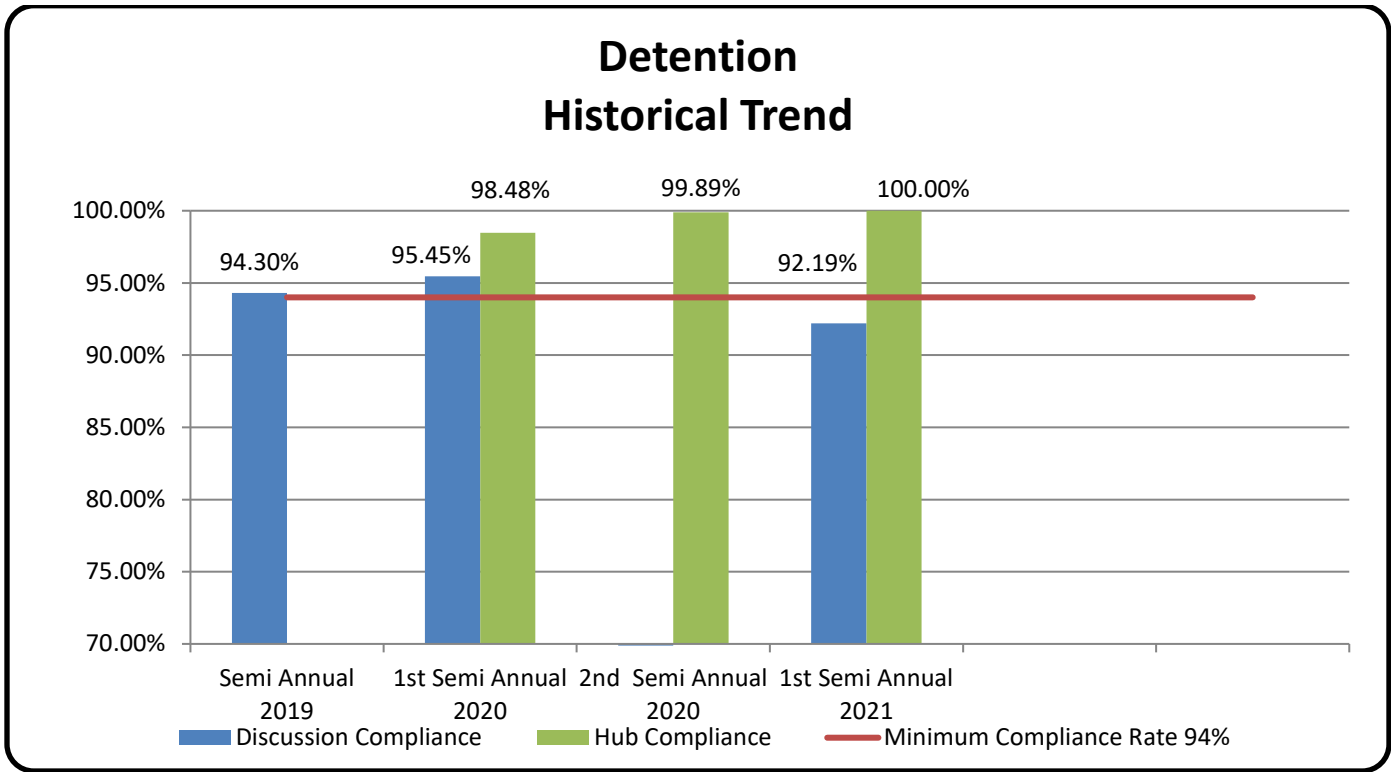
Inspection results for the selected Posse personnel sample.

Compliance Objective	Not In Compliance	In Compliance	Total Inspected	Compliance Rate
Employee timely acknowledged through TheHub Learning and Management System required training on racial and bias-based profiling and/or discriminatory policing by June 30, 2021.	1	49	50	98.00%
Employees received a documented Blue Team entry before June 30, 2021, documenting a discussion that reinforces racial and bias-based profiling and/or discriminatory policing are unacceptable.	1	49	50	98.00%
Overall Compliance for Posse personnel	2	98	100	98.00%

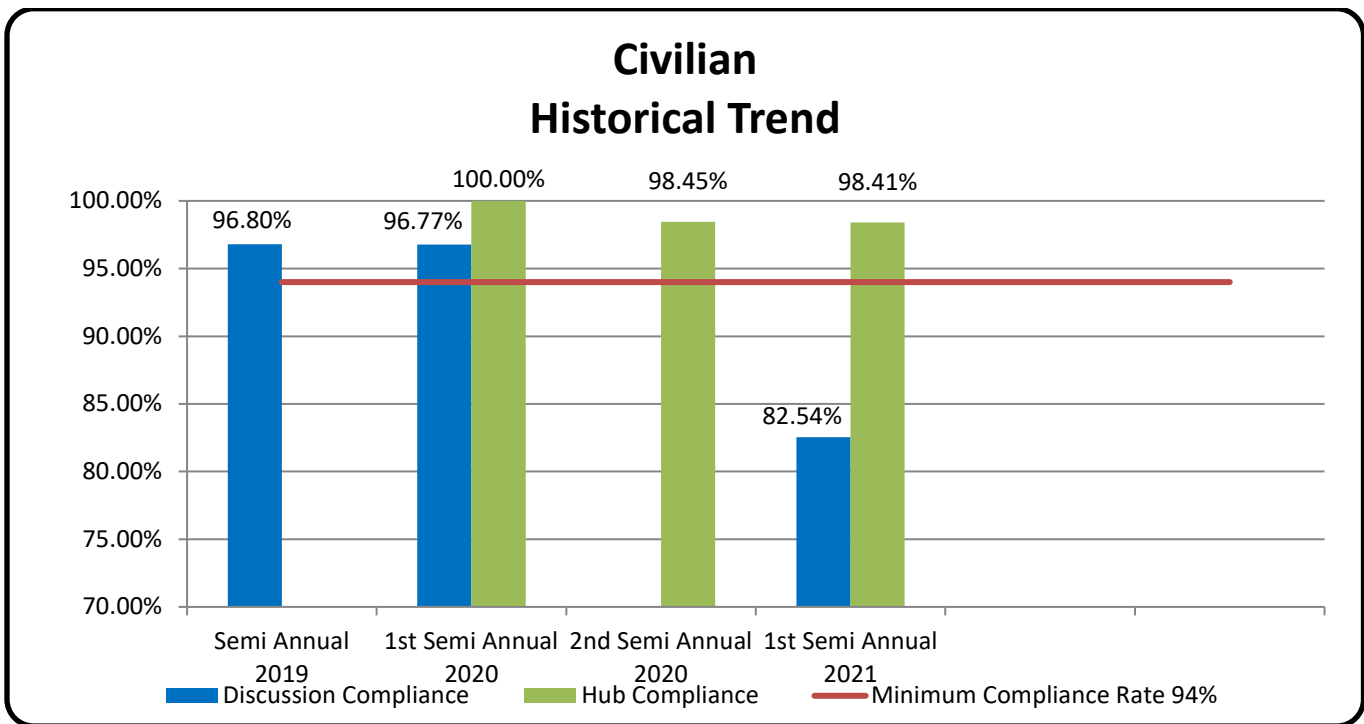
Below is the historical comparison of compliance by Sworn personnel with the requirements of CP-8 to unequivocally and consistently reinforce that biased-based profiling and/or discriminatory policing are unacceptable.



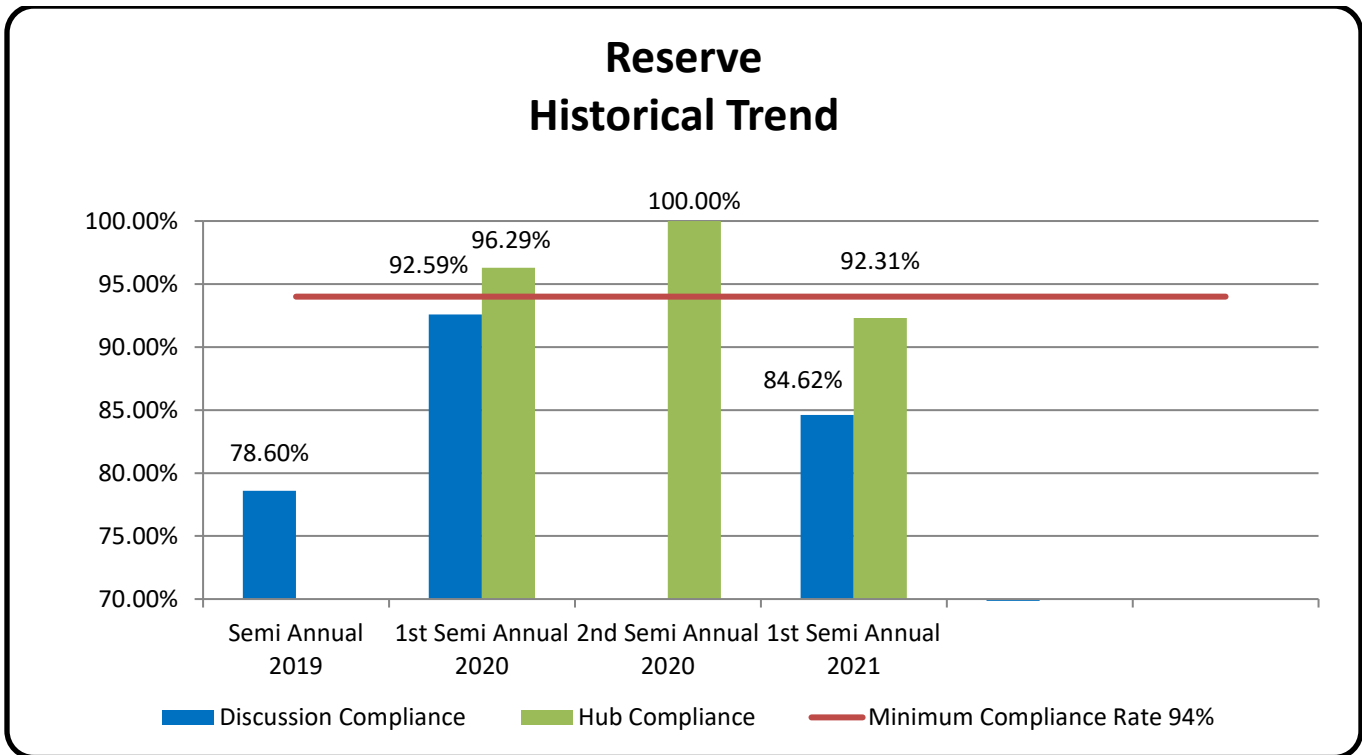
Below is the historical comparison of compliance by Detention personnel with the requirements of CP-8 to unequivocally and consistently reinforce that biased-based profiling and/or discriminatory policing are unacceptable.



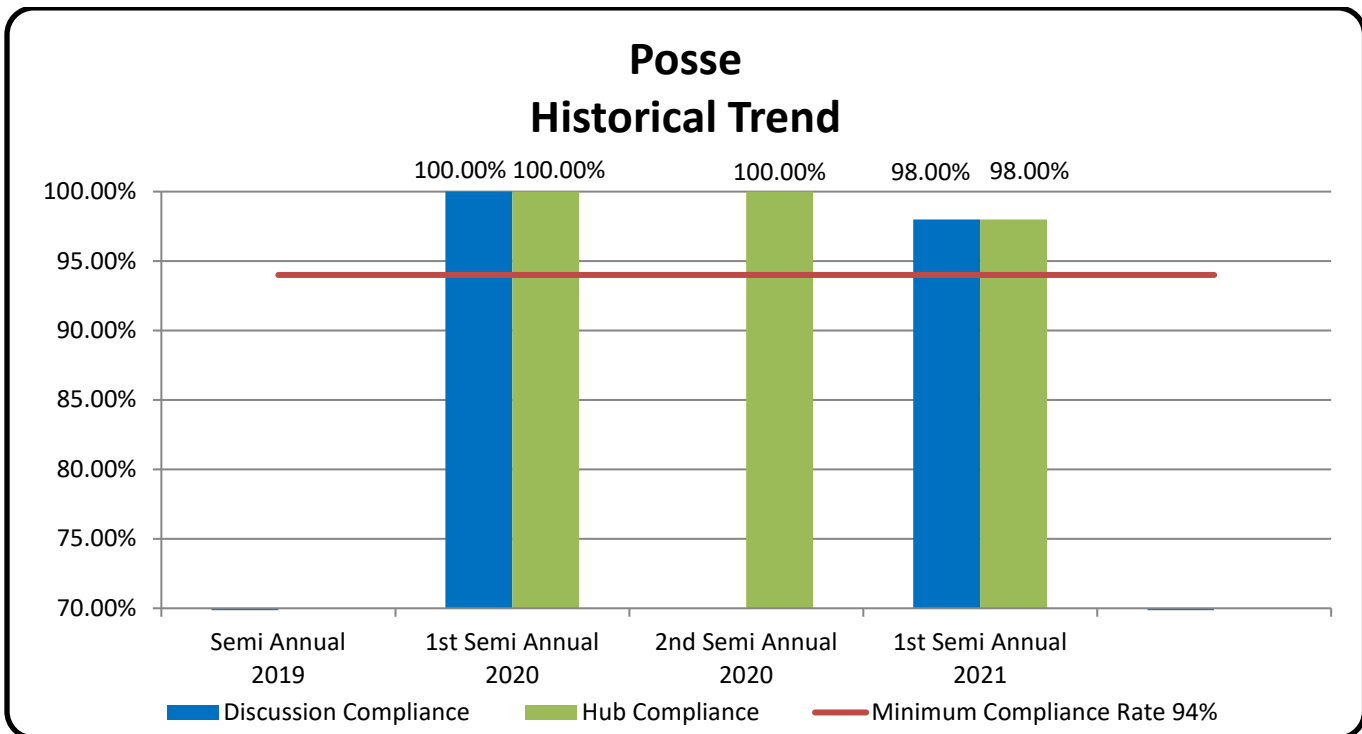
Below is the historical comparison of compliance by Civilian personnel with the requirements of CP-8 to unequivocally and consistently reinforce that biased-based profiling and/or discriminatory policing are unacceptable.



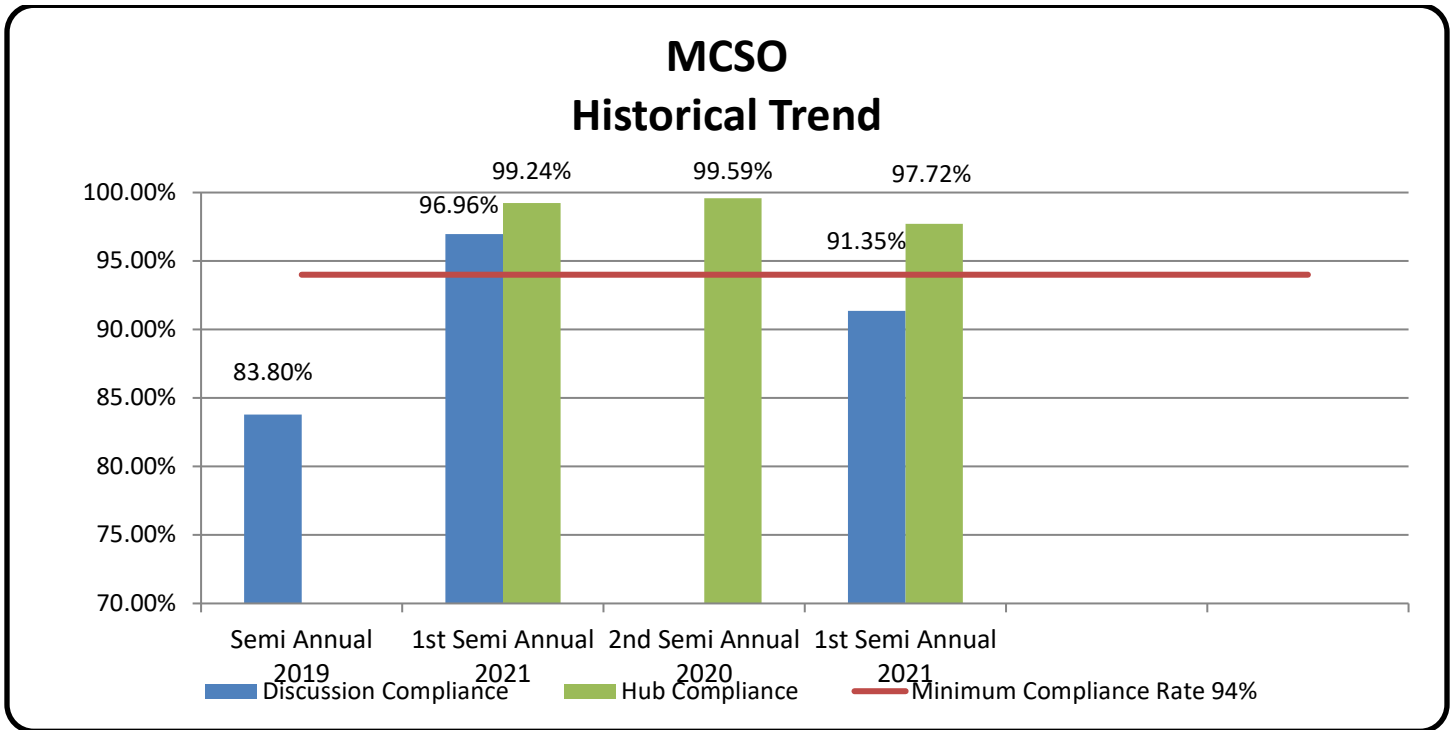
Below is the historical comparison of compliance by Reserve personnel with the requirements of CP-8 to unequivocally and consistently reinforce that biased-based profiling and/or discriminatory policing are unacceptable.



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 (5 BIO Action Forms):

District/Division	Employee Inspected	Responsible Supervisor	Chief
District 1	Lieutenant	Captain	Chief
Deficiency			
No entry was found in Blue Team for the employee documenting the discussion of office policy CP-8 Preventing Racial and Other Biased Based Profiling for the first six months of 2021 (Jan-Jun) as required by Admin Broadcast 21-71.			

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
District 3	Deputy	Sergeant	Captain
Deficiency			
Employee did not complete the CP-8, Preventing Racial and Other Bias-Based Profiling, HUB training before the June 30 th 2021 due date as required in Administrative Broadcast 21-71.			

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
District 7	Sergeant	Lieutenant	Captain
Deficiency			
No entry was found in Blue Team for the employee documenting the discussion of office policy CP-8 Preventing Racial and Other Biased Based Profiling for the first six months of 2021 (Jan-Jun) as required by Admin Broadcast 21-71.			

District/Division	Employee Inspected	Responsible Supervisor
Lakes	Captain	Chief
Deficiency		
No entry was found in Blue Team for the employees documenting the discussion of office policy CP-8 Preventing Racial and Other Biased Based Profiling for the first six months of 2021 (Jan-Jun) as required by Admin Broadcast 21-71.		

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
P.S.B.	Sergeant	Lieutenant	Captain
Deficiency			
Employee did not complete the CP-8, Preventing Racial and Other Bias-Based Profiling, HUB training before the June 30 th 2021 due date as required in Administrative Broadcast 21-71.			

Detention (5 BIO Action Forms):

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
4 th Ave. Jail	Sergeant	Lieutenant	Captain
Deficiency			
No entry was found in Blue Team for the employee documenting the discussion of office policy CP-8 Preventing Racial and Other Biased Based Profiling for the first six months of 2021 (Jan-Jun) as required by Admin Broadcast 21-71.			

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
4 th Ave. Jail	Sergeant	Lieutenant	Captain
Deficiency			
No entry was found in Blue Team for the employee documenting the discussion of office policy CP-8 Preventing Racial and Other Biased Based Profiling for the first six months of 2021 (Jan-Jun) as required by Admin Broadcast 21-71.			

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
Lower Buckeye Jail	Sergeant	Lieutenant	Captain
Deficiency			
No entry was found in Blue Team for the employee documenting the discussion of office policy CP-8 Preventing Racial and Other Biased Based Profiling for the first six months of 2021 (Jan-Jun) as required by Admin Broadcast 21-71.			

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
Lower Buckeye Jail	Sergeant	Lieutenant	Captain
Deficiency			
No entry was found in Blue Team for the employee documenting the discussion of office policy CP-8 Preventing Racial and Other Biased Based Profiling for the first six months of 2021 (Jan-Jun) as required by Admin Broadcast 21-71.			

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
Inmate Medical	Sergeant	Lieutenant	Lieutenant
Deficiency			
No entry was found in Blue Team for the employee documenting the discussion of office policy CP-8 Preventing Racial and Other Biased Based Profiling for the first six months of 2021 (Jan-Jun) as required by Admin Broadcast 21-71.			

Civilian (11 BIO Action Forms):

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
Technology	Employee	Supervisor	Commander
Deficiency			
Employee did not complete the CP-8, Preventing Racial and Other Bias-Based Profiling, HUB training before the June 30 th 2021 due date as required in Administrative Broadcast 21-71.			

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
Communications	Employee	Supervisor	Commander
Deficiency			
No entry was found in Blue Team for the employee documenting the discussion of office policy CP-8 Preventing Racial and Other Biased Based Profiling for the first six months of 2021 (Jan-Jun) as required by Admin Broadcast 21-71.			

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
Custody Bureau Intel.	Sergeant	Lieutenant	Captain
Deficiency			
No entry was found in Blue Team for the employees documenting the discussion of office policy CP-8 Preventing Racial and Other Biased Based Profiling for the first six months of 2021 (Jan-Jun) as required by Admin Broadcast 21-71.			

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
Central SVCS	Employee	Supervisor	Commander
Deficiency			
No entry was found in Blue Team for the employee documenting the discussion of office policy CP-8 Preventing Racial and Other Biased Based Profiling for the first six months of 2021 (Jan-Jun) as required by Admin Broadcast 21-71.			

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
Custodial Services	Employee	Supervisor	Commander
Deficiency			
No entry was found in Blue Team for the employee documenting the discussion of office policy CP-8 Preventing Racial and Other Biased Based Profiling for the first six months of 2021 (Jan-Jun) as required by Admin Broadcast 21-71.			

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
Major Crimes	Sergeant	Lieutenant	Captain
Deficiency			
No entry was found in Blue Team for the employee documenting the discussion of office policy CP-8 Preventing Racial and Other Biased Based Profiling for the first six months of 2021 (Jan-Jun) as required by Admin Broadcast 21-71.			

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
Business Systems Development	Employee	Supervisor	Commander
Deficiency			
No entry was found in Blue Team for the employee documenting the discussion of office policy CP-8 Preventing Racial and Other Biased Based Profiling for the first six months of 2021 (Jan-Jun) as required by Admin Broadcast 21-71.			

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
Business Systems Development	Employee	Supervisor	Commander
Deficiency			
No entry was found in Blue Team for the employee documenting the discussion of office policy CP-8 Preventing Racial and Other Biased Based Profiling for the first six months of 2021 (Jan-Jun) as required by Admin Broadcast 21-71.			

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
Business Systems Development	Employee	Supervisor	Commander
Deficiency			
No entry was found in Blue Team for the employee documenting the discussion of office policy CP-8 Preventing Racial and Other Biased Based Profiling for the first six months of 2021 (Jan-Jun) as required by Admin Broadcast 21-71.			

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
Technology	Employee	Supervisor	Commander
Deficiency			
Documentation of the discussion with the employee related to office policy CP-8 Preventing Racial and Other Biased Based Profiling for the first six months of 2021 (Jan-Jun) as required by Admin Broadcast 21-71 was conducted on July 14 th , 2021 (After June 30 th , 2021 due date).			

District/Division	Employee Inspected	Responsible Supervisor	Chief
Special Investigations	Lieutenant	Captain	Chief
Deficiency			
Documentation of the discussion with the employee related to office policy CP-8 Preventing Racial and Other Biased Based Profiling for the first six months of 2021 (Jan-Jun) as required by Admin Broadcast 21-71 was conducted on July 7 th , 2021 (After June 30 th , 2021 due date).			

Reserve (6 BIO Action Forms):

District/Division	Employee Inspected	Current Supervisor	Current Commander
Major Crimes	Reserve Deputy	Sergeant	Captain
Deficiency			
Employee did not complete the CP-8, Preventing Racial and Other Bias-Based Profiling, HUB training before the June 30 th 2021 due date as required in Administrative Broadcast 21-71. Note: BAF will not be required as office policy does not delineate reserve deputy's as an "employees."			

District/Division	Employee Inspected	Current Supervisor	Current Commander
Major Crimes	Sergeant	Lieutenant	Captain
Deficiency			
No entry was found in Blue Team for the employee documenting the discussion of office policy CP-8 Preventing Racial and Other Biased Based Profiling for the first six months of 2021 (Jan-Jun) as required by Admin Broadcast 21-71.			

District/Division	Employee Inspected	Current Supervisor	Current Commander
Judicial Enforcement	Sergeant	Lieutenant	Captain
Deficiency			
No entry was found in Blue Team for the employee documenting the discussion of office policy CP-8 Preventing Racial and Other Biased Based Profiling for the first six months of 2021 (Jan-Jun) as required by Admin Broadcast 21-71.			

District/Division	Employee Inspected	Current Supervisor	Current Commander
District 1	Sergeant	Lieutenant	Captain
Deficiency			
No entry was found in Blue Team for the employee documenting the discussion of office policy CP-8 Preventing Racial and Other Biased Based Profiling for the first six months of 2021 (Jan-Jun) as required by Admin Broadcast 21-71.			

District/Division	Employee Inspected	Current Supervisor	Current Commander
District 3	Reserve Deputy	Sergeant	Captain
Deficiency			
Employee did not complete the CP-8, Preventing Racial and Other Bias-Based Profiling, HUB training before the June 30 th 2021 due date as required in Administrative Broadcast 21-71. Note: BAF will not be required as office policy does not delineate reserve deputy's as an "employees."			

District/Division	Employee Inspected	Current Supervisor	Current Commander
District 3	Sergeant	Lieutenant	Captain
Deficiency			
No entry was found in Blue Team for the employee documenting the discussion of office policy CP-8 Preventing Racial and Other Biased Based Profiling for the first six months of 2021 (Jan-Jun) as required by Admin Broadcast 21-71.			

Posse (2 BIO Action Forms):

District/Division	Employee Inspected	Current Supervisor	Current Commander
Enforcement Support	Posse Member	Sergeant	Captain
Deficiency			
Employee did not complete the CP-8, Preventing Racial and Other Bias-Based Profiling, HUB training before the June 30 th 2021 due date as required in Administrative Broadcast 21-71. Note: BAF will not be required as office policy does not delineate posse members as an "employees."			

District/Division	Employee Inspected	Current Supervisor	Current Commander
Enforcement Support	Sergeant	Lieutenant	Captain
Deficiency			
Documentation of the discussion with the employee related to office policy CP-8 Preventing Racial and Other Biased Based Profiling for the first six months of 2021 (Jan-Jun) as required by Admin Broadcast 21-71 was conducted on July 5 th , 2021.			

Action Required:

With the resulting **97.72%** Hub Compliance and **91.35%** Discussion Compliance for *Inspection BI2021-0085*, a total of **26** 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 *BI2021-0085* and contained within IA Pro.

Date Inspection Started: July 19th, 2021
Date Completed: August 2nd, 2021
Timeframe Inspected: January 1st, 2021 to June 30th, 2021
Assigned Inspector: Sgt. R. T. Bierwalter S1263

I have reviewed this inspection report.

Lt. Jonathan Halverson S1674

Lt. Jonathan Halverson S1674
Commander, Audits & Inspections Unit
Bureau of Internal Oversight

8/16/2021

Date