

# MARICOPA COUNTY SHERIFF'S OFFICE

Bureau of Internal Oversight

Audits and Inspections Unit



**2021 Semi-Annual Bias-Free Policing Inspection Report**

Inspection # BI2021-0173

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 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 *The Briefing Board 21-60*

#### Conditions:

Critical Policy CP-8 requires that within the last six months of the calendar year, all employees, reserve deputies, and posse members successfully complete their annual review and acknowledgement of this Office Policy upon Office distribution through *The Briefing Board* announcement. In addition, employees are 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 and complete acknowledgment through TheHUB Learning and Management System.

There was a total of **3,212** Office employees reviewed. The CP-8 inspections are performed semi-annually to ensure that reinforcement of Bias-Free Policing is being conducted in accordance with CP-8 and *The Briefing Board 21-60* (TBB 21-60). Records provided by the Training Division reported that **3,104** employees had timely completed the requirements of TBB 21-60. During the inspection process it was determined that **2** employees had completed the CP-8 training that had not been included in the Training Division report. Of the **106** employees that did not comply with the inspection requirements, it was determined that an additional **61** employees were on authorized extended leave that had a direct impact on the employee's ability to timely complete the required training. The overall Office wide compliance was **98.60%**, with **45** employees identified as not being compliant with the requirements of *The Briefing Board 21-60*; 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 the selected Sworn personnel.

Compliance Objective	Not In Compliance	In Compliance or in Authorized Extended Leave	Total Inspected	Compliance Rate
A) Timely viewed the 2021 Sheriff's CP-8 Video AND B) Completed the required acknowledgement through TheHUB Learning and Management System, by December 24, 2021.	16	584	600	97.33%
<b>Overall Compliance for Sworn personnel</b>	<b>16</b>	<b>584</b>	<b>600</b>	<b>97.33%</b>

**Inspection results for the selected Detention personnel.**

Compliance Objective	Not In Compliance	In Compliance or in Authorized Extended Leave	Total Inspected	Compliance Rate
A) Timely viewed the 2021 Sheriff's CP-8 Video AND B) Completed the required acknowledgement through TheHUB Learning and Management System, by December 24, 2021.	9	1674	1683	99.47%
<b>Overall Compliance for Detention personnel</b>	<b>9</b>	<b>1674</b>	<b>1683</b>	<b>99.47%</b>

**Inspection results for the selected Civilian personnel.**

Compliance Objective	Not In Compliance	In Compliance or in Authorized Extended Leave	Total Inspected	Compliance Rate
A) Timely viewed the 2021 Sheriff's CP-8 Video AND B) Completed the required acknowledgement through TheHUB Learning and Management System, by December 24, 2021.	18	705	723	97.51%
<b>Overall Compliance for Civilian personnel</b>	<b>18</b>	<b>705</b>	<b>723</b>	<b>97.51%</b>

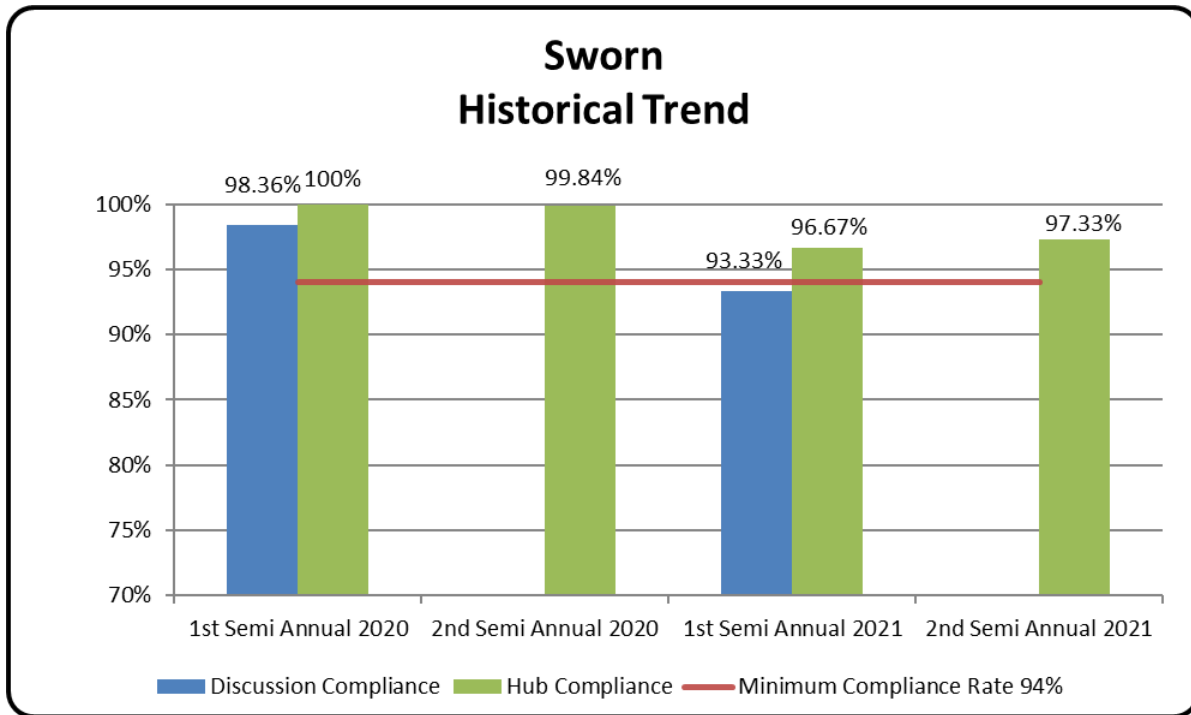
**Inspection results for the selected Reserve personnel.**

Compliance Objective	Not In Compliance	In Compliance or in Authorized Extended Leave	Total Inspected	Compliance Rate
A) Timely viewed the 2021 Sheriff's CP-8 Video AND B) Completed the required acknowledgement through TheHUB Learning and Management System, by December 24, 2021.	0	42	42	100%
<b>Overall Compliance for Reserve personnel</b>	<b>0</b>	<b>42</b>	<b>42</b>	<b>100%</b>

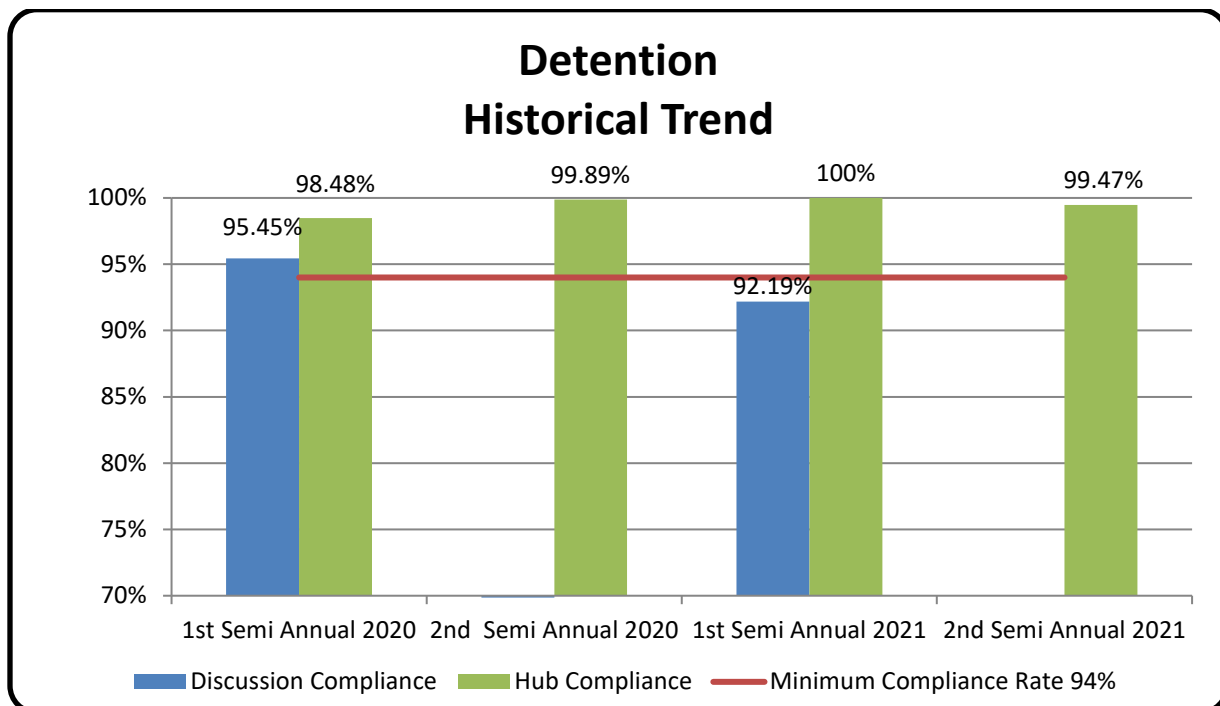
**Inspection results for the selected Posse personnel.**

Compliance Objective	Not In Compliance	In Compliance	Total Inspected	Compliance Rate
A) Timely viewed the 2021 Sheriff's CP-8 Video AND B) Completed the required acknowledgement through TheHUB Learning and Management System, by December 24, 2021.	2	162	164	98.78%
<b>Overall Compliance for Posse personnel</b>	<b>2</b>	<b>162</b>	<b>164</b>	<b>98.78%</b>

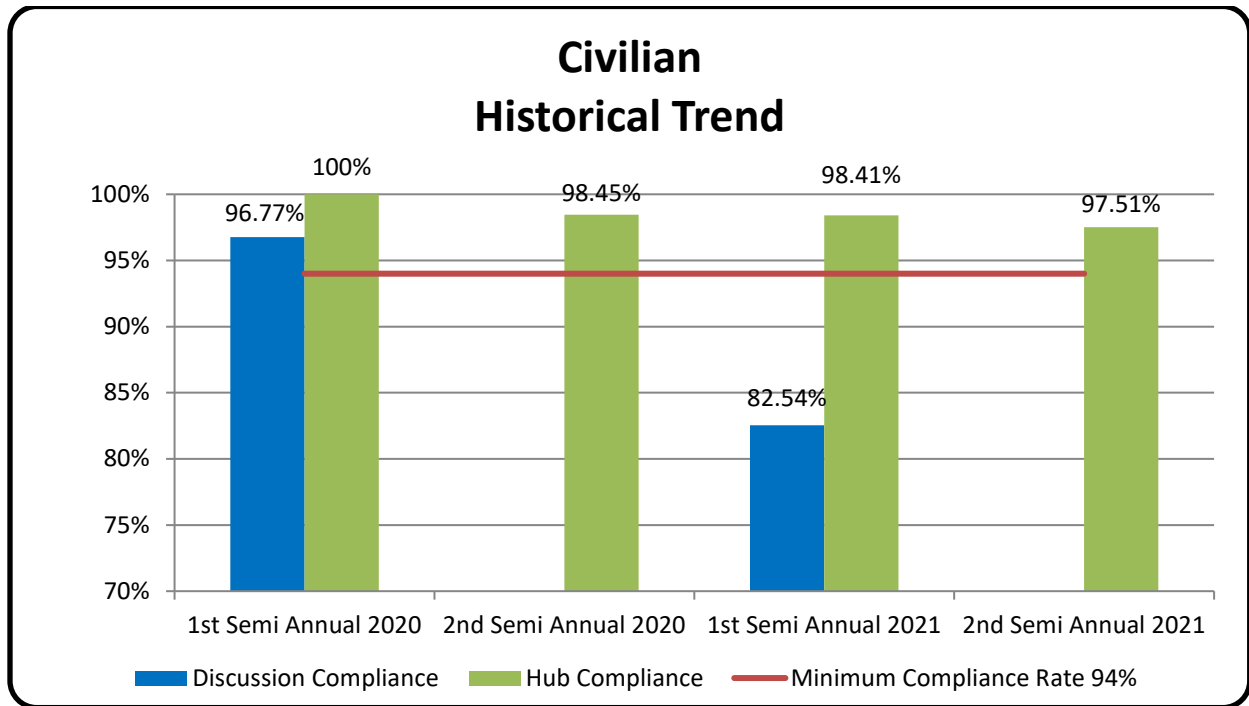
Below is the historical comparison of compliance by Sworn personnel with the requirements of CP-8 and applicable *The Briefing Boards*.



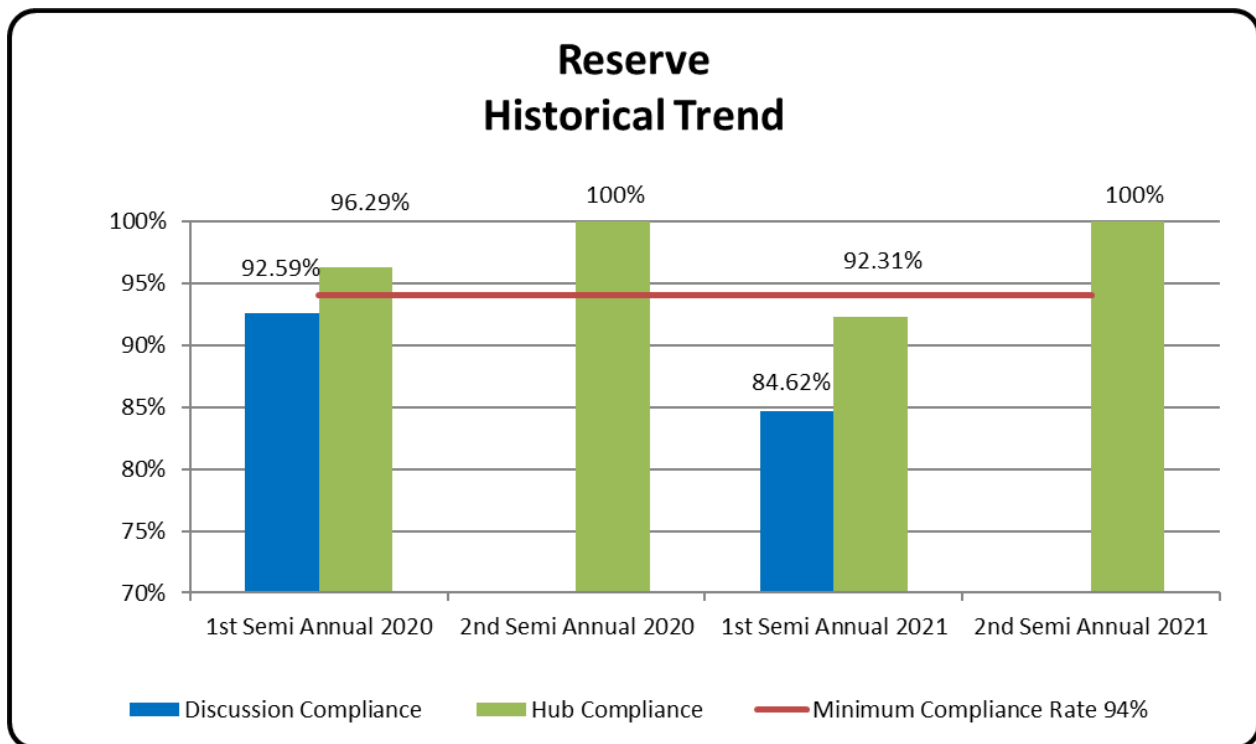
Below is the historical comparison of compliance by Sworn personnel with the requirements of CP-8 and applicable *The Briefing Boards*.



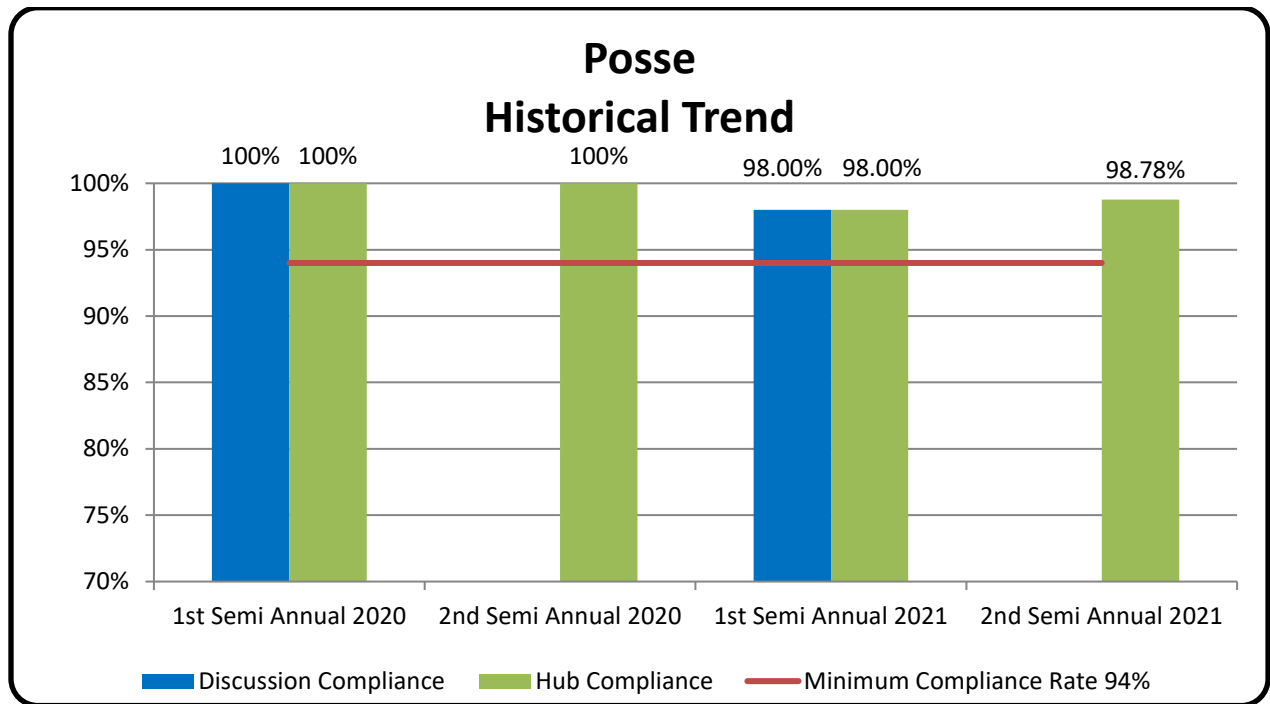
Below is the historical comparison of compliance by Sworn personnel with the requirements of CP-8 and applicable *The Briefing Boards*.



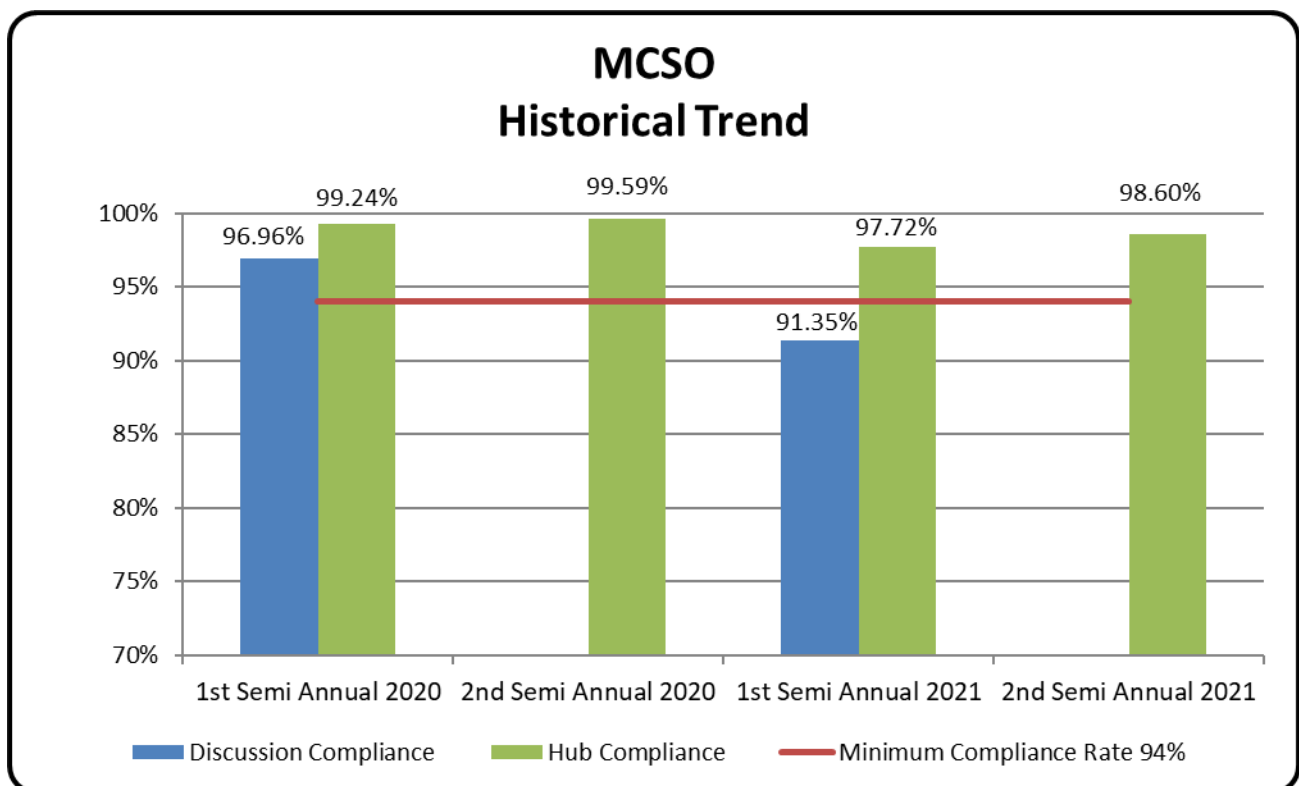
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The following Deficiencies were identified during the inspection process and require BIO Action Forms from the affected divisions:

Sworn (15 BIO Action Forms):

Deficiency			
<p>TheHUB records do not reflect compliance with the requirements of <i>The Briefing Board 21-60</i> nor is there a record of authorized extended absence in BlueTeam.</p> <p><b>Inspector’s Note:</b> A Single asterisk (*) denotes employees whose records indicate <b>Only the Video portion of the requirements of TBB 21-60</b> was completed.                      A Double asterisk (**) denotes employees whose records indicate <b>the Video portion</b> of the requirements of TBB 21-60 <b>was NOT completed</b>.                      A Triple asterisk (***) denotes employees whose records indicate completion of the required training after the required completion date.                      Four asterisks (****) denotes employees who are no longer employed with MCSO and <b>do not require</b> a BIO Action Form</p>			
District/Division	Employee Inspected	Current Supervisor	Current Commander
District I	Deputy	Sergeant	Captain
District I	Deputy	Sergeant	Captain
District I	Deputy	Sergeant	Captain
District I	Deputy****	Sergeant	Captain
District I	Deputy	Sergeant	Captain
District I	Deputy*	Sergeant	Captain
District/Division	Employee Inspected	Current Supervisor	Current Commander
District II	Deputy	Sergeant	Captain
District II	Deputy	Sergeant	Captain
District II	Deputy	Sergeant	Captain
District/Division	Employee Inspected	Current Supervisor	Current Commander
Communications Division	Deputy	Supervisor	Manager
District/Division	Employee Inspected	Current Supervisor	Current Commander
Lake Division	Deputy***	Sergeant	Captain
District/Division	Employee Inspected	Current Supervisor	Current Commander
Court Security	Deputy*	Sergeant	Lieutenant

District/Division	Employee Inspected	Current Supervisor	Current Commander
Special Investigations Division	Deputy*	Sergeant	Lieutenant

District/Division	Employee Inspected	Current Supervisor	Current Commander
Bureau Internal Oversight	Sergeant**	Lieutenant	Captain

District/Division	Employee Inspected	Current Supervisor	Current Commander
Major Crimes Division	Deputy	Sergeant	Captain
Major Crimes Division	Deputy	Lieutenant	Captain

### Detention (9 BIO Action Forms):

Deficiency			
TheHUB records do not reflect compliance with the requirements of <i>The Briefing Board 21-60</i> nor is there a record of authorized extended absence in Blue Team.			
<b>Inspector's Note:</b> A Single asterisk (*) denotes employees whose records indicate <b>Only the Video portion of the requirements of TBB 21-60</b> was completed.			
District/Division	Employee Inspected	Current Supervisor	Current Commander
4 <sup>th</sup> Ave Jail	Officer	Sergeant	Captain
4 <sup>th</sup> Ave Jail	Officer	Sergeant	Captain
4 <sup>th</sup> Ave Jail	Officer	Sergeant	Captain
4 <sup>th</sup> Ave Jail	Officer*	Sergeant	Captain
District/Division	Employee Inspected	Current Supervisor	Current Commander
Food Services Division	Officer	Sergeant	Manager
District/Division	Employee Inspected	Current Supervisor	Current Commander
Towers Jail	Officer*	Sergeant	Captain
District/Division	Employee Inspected	Current Supervisor	Current Commander
Watkins Jail	Officer*	Sergeant	Lieutenant
District/Division	Employee Inspected	Current Supervisor	Current Commander
Operations Command	Sergeant*	Director	Director



District/Division	Employee Inspected	Current Supervisor	Current Commander
Professional Standards	Sergeant	Lieutenant	Captain

### Civilian (18 BIO Action Forms):

Deficiency
TheHUB records do not reflect compliance with the requirements of <i>The Briefing Board 21-60</i> nor is there a record of authorized extended absence in Blue Team.

**Inspector's Note:** A Single asterisk (\*) denotes employees whose records indicate **Only the Video portion of the requirements of TBB 21-60** was completed.

A Double asterisk (\*\*) denotes employees whose records indicate **the Video portion** of the requirements of TBB 21-60 **was NOT completed**.

A Triple asterisk (\*\*\*) denotes employees whose records indicate completion of the required training **after the required completion date**.

District/Division	Employee Inspected	Current Supervisor	Current Commander
SWAT	Employee **	Lieutenant	Captain

District/Division	Employee Inspected	Current Supervisor	Current Commander
Aviation	Employee	Supervisor	Captain

District/Division	Employee Inspected	Current Supervisor	Current Commander
Bureau of Internal Oversight	Employee	Sergeant	Captain

District/Division	Employee Inspected	Current Supervisor	Current Commander
Technology Bureau	Employee	Chief	Chief
Technology Bureau	Employee**	Manager	Chief
Technology Bureau	Employee	Chief	Chief

District/Division	Employee Inspected	Current Supervisor	Current Commander
Operations Command	Employee*	Supervisor	Chief
Operations Command	Employee*	Sergeant	Director

District/Division	Employee Inspected	Current Supervisor	Current Commander
Business Sys. Development	Employee**	Supervisor	Chief

District/Division	Employee Inspected	Current Supervisor	Current Commander
Inmate Canteen	Employee**	Supervisor	Lieutenant

District/Division	Employee Inspected	Current Supervisor	Current Commander
Operations Command	Employee	Manager	Director

District/Division	Employee Inspected	Current Supervisor	Current Commander
Professional Standards	Employee	Supervisor	Captain
Professional Standards	Employee	Captain	Captain
Professional Standards	Employee**	Lieutenant	Captain
Professional Standards	Employee	Manager	Captain
Professional Standards	Employee	Manager	Captain
Professional Standards	Employee	Lieutenant	Captain
Professional Standards	Employee**	Lieutenant	Captain

### Posse (0 BIO Action Forms):

Deficiency			
TheHUB Learning and Management System does not reflect compliance with the requirements of <i>The Briefing Board 21-60</i> .			
<b>Inspector's Note:</b> A Single asterisk (*) denotes volunteers who are no longer with MCSO.			
District/Division	Employee Inspected	Current Supervisor	Current Commander
Enforcement Command	Posse*	Sergeant	Captain
Enforcement Command	Posse*	Sergeant	Captain

### Action Required:

With the resulting **98.60%** compliance for *Inspection BI2021-0173*, a total of **42 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 *BI2021-0173* and contained within IA Pro.

Date Inspection Started: January 18, 2022  
 Date Completed: February 3, 2022  
 Timeframe Inspected: November 3 to December 24, 2021  
 Assigned Inspector: Sr. Auditor M. Rodriguez A9047

I have reviewed this inspection report.

Lt. Brian Arthur S1806                      3/15/2022

Lt. T. B. Arthur S1806                      Date  
 Commander; Audits and Inspections Unit

