

MARICOPA COUNTY SHERIFF'S OFFICE

Bureau of Internal Oversight
Audits and Inspections Unit



2024 Semi-Annual Bias-Free Policing Inspection Report

Inspection # BI2024-0091

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 Bulletin Number 2024-030

Conditions:

Critical Policy CP-8 requires that within the first six months of the calendar year, 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. The Policy also requires that 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 Training Bulletin 2024-030 directed that All employees are required to complete the **Employee Attestation** (Course Number **EMPATTESTATION2024CRITIC**) in TheHUB by June 30, 2024.

The Training Division reported that there were a total of 2,444 Office employees and volunteers at the time of this requirement. 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 MCSO Training Bulletin 2024-030. Records provided by the Training Division reported that 2,344 employees and volunteers had timely completed the requirements. Of the 100 personnel that did not comply with the policy requirements, it was determined that 58 employees were on authorized extended leave that had a direct impact on the employee's ability to timely complete the required training and 6 employees ended their employment prior to June 30, 2024. The overall Office wide compliance was **98.53%**, with 36 personnel identified as not being compliant with the requirements of MCSO Training Bulletin 2024-030; 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 Training and Attestation in TheHUB, Course Code EMPATTESTATION2024CRITIC , before the June 30, 2024, deadline.	398	393	5	98.74%
Overall Compliance for Sworn personnel	398	393	5	98.74%

Inspection results for Detention personnel.

Compliance Objective	Total Inspected	In Compliance or on Authorized Extended Leave	Not In Compliance	Compliance Rate
Employees completed the Training and Attestation in TheHUB, Course Code EMPATTESTATION2024CRITIC , before the June 30, 2024, deadline.	1091	1085	6	99.45%
Overall Compliance for Detention personnel	1091	1085	6	99.45%

Inspection results for Civilian personnel.

Compliance Objective	Total Inspected	In Compliance or on Authorized Extended Leave	Not In Compliance	Compliance Rate
Employees completed the Training and Attestation in TheHUB, Course Code EMPATTESTATION2024CRITIC , before the June 30, 2024, deadline.	739	732	7	99.05%
Overall Compliance for Civilian personnel	739	732	7	99.05%

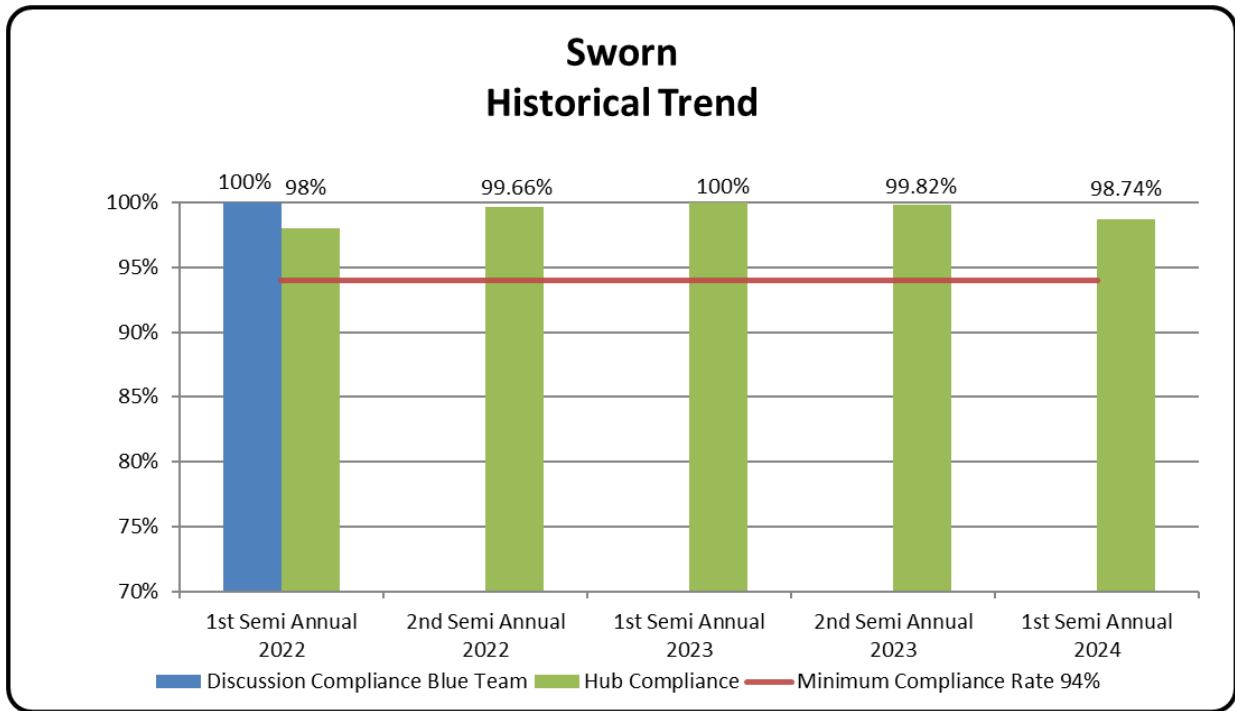
Inspection results for Reserve personnel.

Compliance Objective	Total Inspected	In Compliance or on Authorized Extended Leave	Not In Compliance	Compliance Rate
Employees completed the Training and Attestation in TheHUB, Course Code EMPATTESTATION2024CRITIC , before the June 30, 2024, deadline.	47	46	1	97.87%
Overall Compliance for Reserve personnel	47	46	1	97.87%

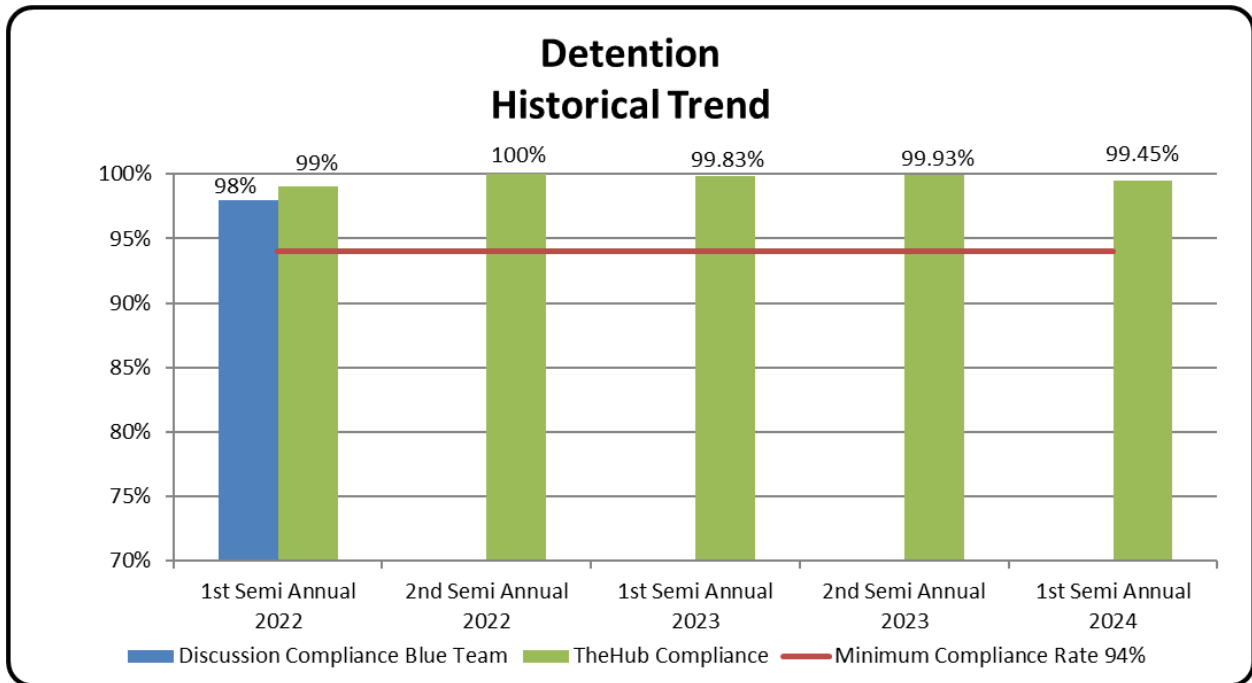
Inspection results for Posse personnel.

Compliance Objective	Total Inspected	In Compliance or on Authorized Extended Leave	Not In Compliance	Compliance Rate
Employees completed the Training and Attestation in TheHUB, Course Code EMPATTESTATION2024CRITIC , before the June 30, 2024, deadline.	169	152	17	89.84%
Overall Compliance for Posse personnel	169	152	17	89.84%

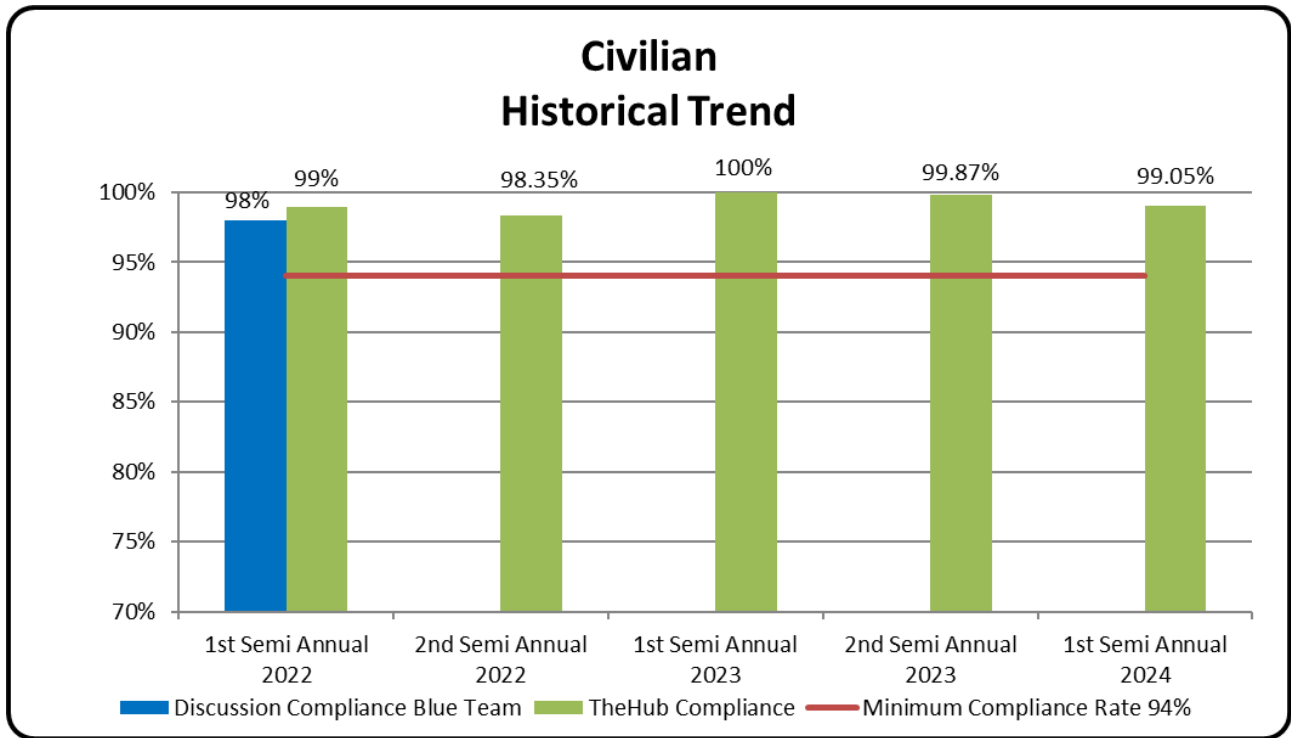
Below is the historical comparison of compliance by Sworn personnel with the requirements of CP-8 to unequivocally and consistently reinforce that biased-based profiling and/or discriminatory policing are unacceptable.



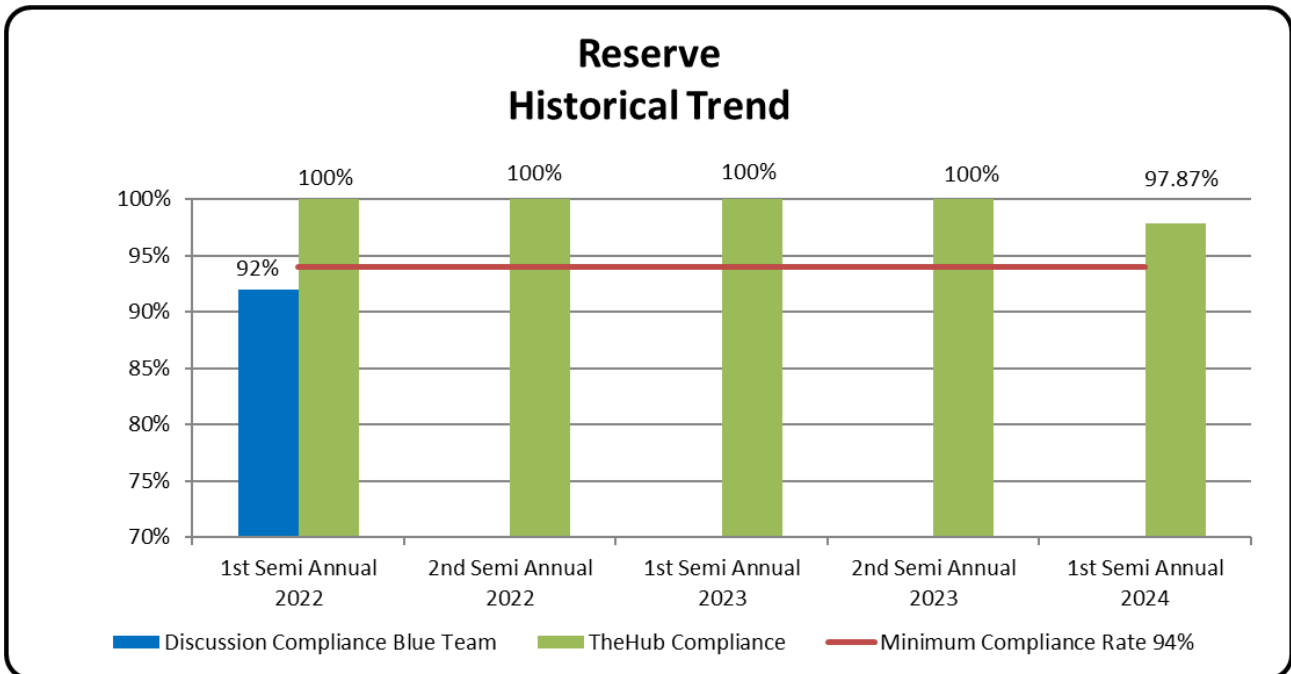
Below is the historical comparison of compliance by Detention personnel with the requirements of CP-8 to unequivocally and consistently reinforce that biased-based profiling and/or discriminatory policing are unacceptable.



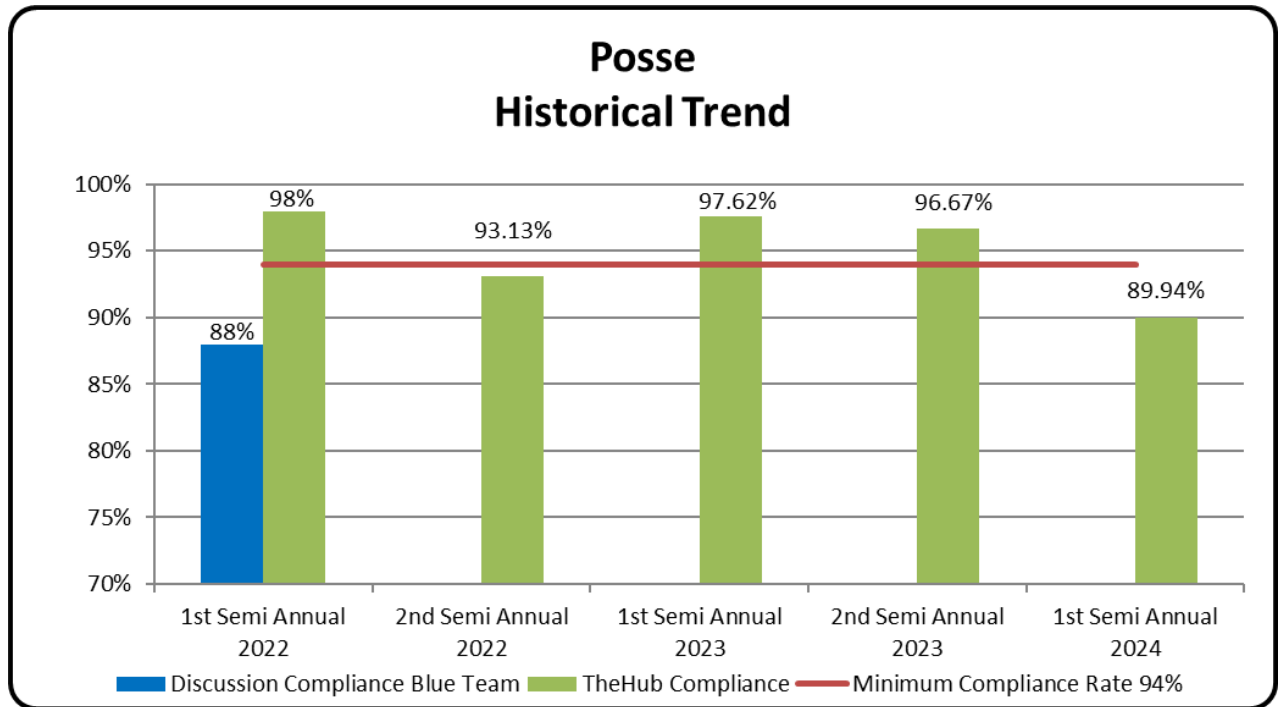
Below is the historical comparison of compliance by Civilian personnel with the requirements of CP-8 to unequivocally and consistently reinforce that biased-based profiling and/or discriminatory policing are unacceptable.



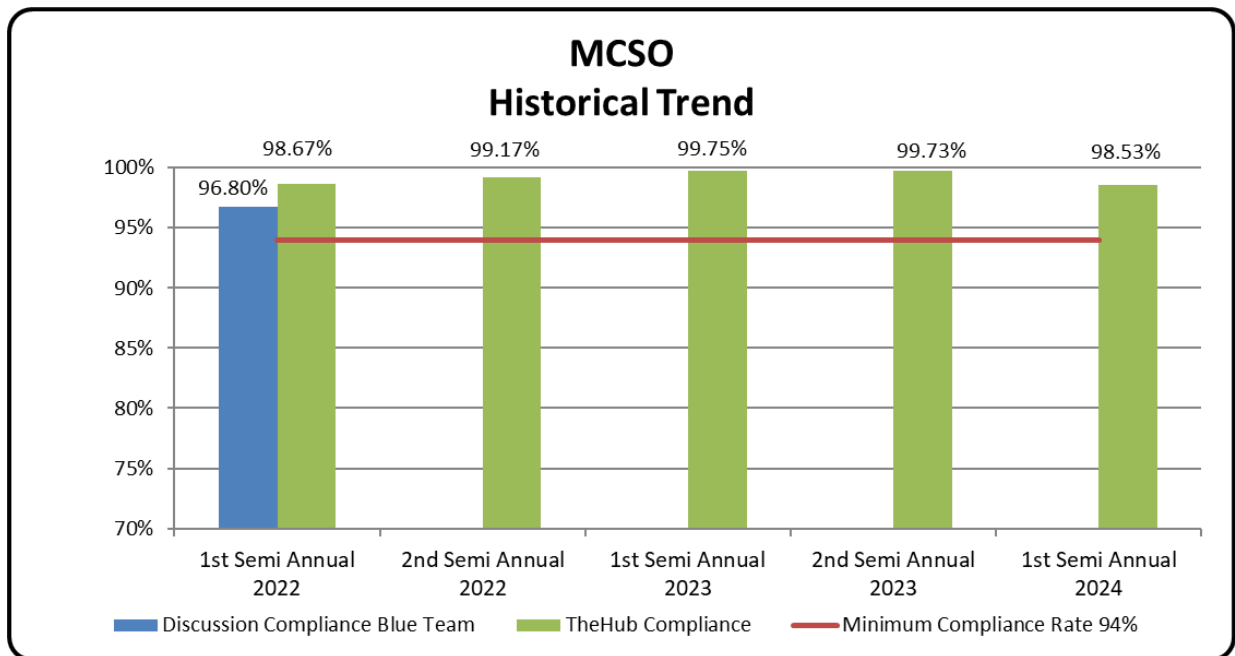
Below is the historical comparison of compliance by Reserve personnel with the requirements of CP-8 to unequivocally and consistently reinforce that biased-based profiling and/or discriminatory policing are unacceptable.



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 (4 BIO Action Forms):

Compliance Deficiency

District/Division	Date	Employee Inspected	Current Supervisor	Current Commander
Aviation	06/30/2024	Deputy**	Sergeant	Captain
Operations Command	06/30/2024	Deputy	Sergeant	Director
District II	06/30/2024	Deputy	Sergeant	Captain
District II	06/30/2024	Deputy	Sergeant	Captain
District IV	06/30/2024	Deputy	Sergeant	Captain
Deficiency				
1. Training records indicate that the employees did not complete the Training and Attestation in TheHUB, Course Code EMPATTESTATION2024CRITIC, before the June 30, 2024, deadline. 2. **Because of the circumstances identified by the employee’s division commander, the identified deficiency is included in this report; however, no BIO Action Form is required.				

Detention (6 BIO Action Forms):

Compliance Deficiency

District/Division	Date	Employee Inspected	Current Supervisor	Current Commander
4 th Ave Jail	06/30/2024	Officer	Sergeant	Captain
4 th Ave Jail	06/30/2024	Officer	Sergeant	Captain
4 th Ave Jail	06/30/2024	Officer	Sergeant	Captain
4 th Ave Jail	06/30/2024	Officer	Sergeant	Captain
4 th Ave Jail	06/30/2024	Officer	Sergeant	Captain
Central Services Laundry	06/30/2024	Officer	L. Supervisor	L. Manager
Deficiency				
3. Training records indicate that the employees did not complete the Training and Attestation in TheHUB, Course Code EMPATTESTATION2024CRITIC, before the June 30, 2024, deadline.				

Civilian (7 BIO Action Forms):

Compliance Deficiency

District/Division	Date	Employee Inspected	Current Supervisor	Current Commander
SIMS	06/30/2024	JustSysClrk	JustSys Supervisor	CiMgtRoADM
SIMS	06/30/2024	JustSysClrkLd	JustSys Supervisor	CiMgtRoADM
Central Food Services	06/30/2024	FSrvWrk	FSrvShft Supervisor	FPro Manager
Central Food Services	06/30/2024	FSrvWrk	FSrvShft Supervisor	FPro Manager
Communications Division	06/30/2024	EmrgDisp	EmrgDisp Supervisor	ComDiv Manager
Business Services	06/30/2024	MngmtAlyst	Fin Manager	Fin Manager
Court Compliance Division	06/30/2024	MngmtAlyst	Sergeant	Captain
Deficiency				
1. Training records indicate that the employees did not complete the Training and Attestation in TheHUB, Course Code EMPATTESTATION2024CRITIC, before the June 30, 2024, deadline.				

Deputy Reserves (No BIO Action Forms):

Compliance Deficiency

District/Division	Date	Employee Inspected	Current Supervisor	Current Commander
General Crimes Division	06/30/2024	Reserve Deputy	Sergeant	Captain
Deficiency				
1. Training records indicate that the Volunteer did not complete the Training and Attestation in TheHUB, Course Code EMPATTESTATION2024CRITIC, before the June 30, 2024, deadline.				
Note: BAFs are <i>not required</i> as Deputy Reserve members are volunteers and not compensated employees.				

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 **98.53%** Hub Compliance for *Inspection BI2024-0091*, a total of **17** 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 *BI2024-0091* and contained within IA Pro.

Date Inspection Started: July 1, 2024
Date Completed: July 16, 2024
Timeframe Inspected: May 1 to June 30, 2024
Assigned Inspector: Sr. Auditor M. Rodriguez A9047

I have reviewed this inspection report.

Lt. Brian Arthur S1806 8/15/2024

Lt. T. Brian Arthur S1806 Date

Commander, Audits and Inspections Unit
Bureau of Internal Oversight