MARICOPA COUNTY SHERIFF'S OFFICE

Bureau of Internal Oversight

Audits and Inspections Unit

August 2022 CPP Fair and Impartial Decision Making Inspection Report

Inspection # BI2022-0125

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 the CPP Fair and Impartial Decision Making (FIDM) briefings are being 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, Deputy Services Aides (DSAs), and Reserve employees was chosen by the AIU inspector. To ensure consistent inspections, the *Constitutional Policing Plan (CPP) 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 Administrative Broadcast 2022-50
- MCSO Administrative Broadcast 2022-61
- MCSO Administrative Broadcast 2022-68
- MCSO Administrative Broadcast 2022-74
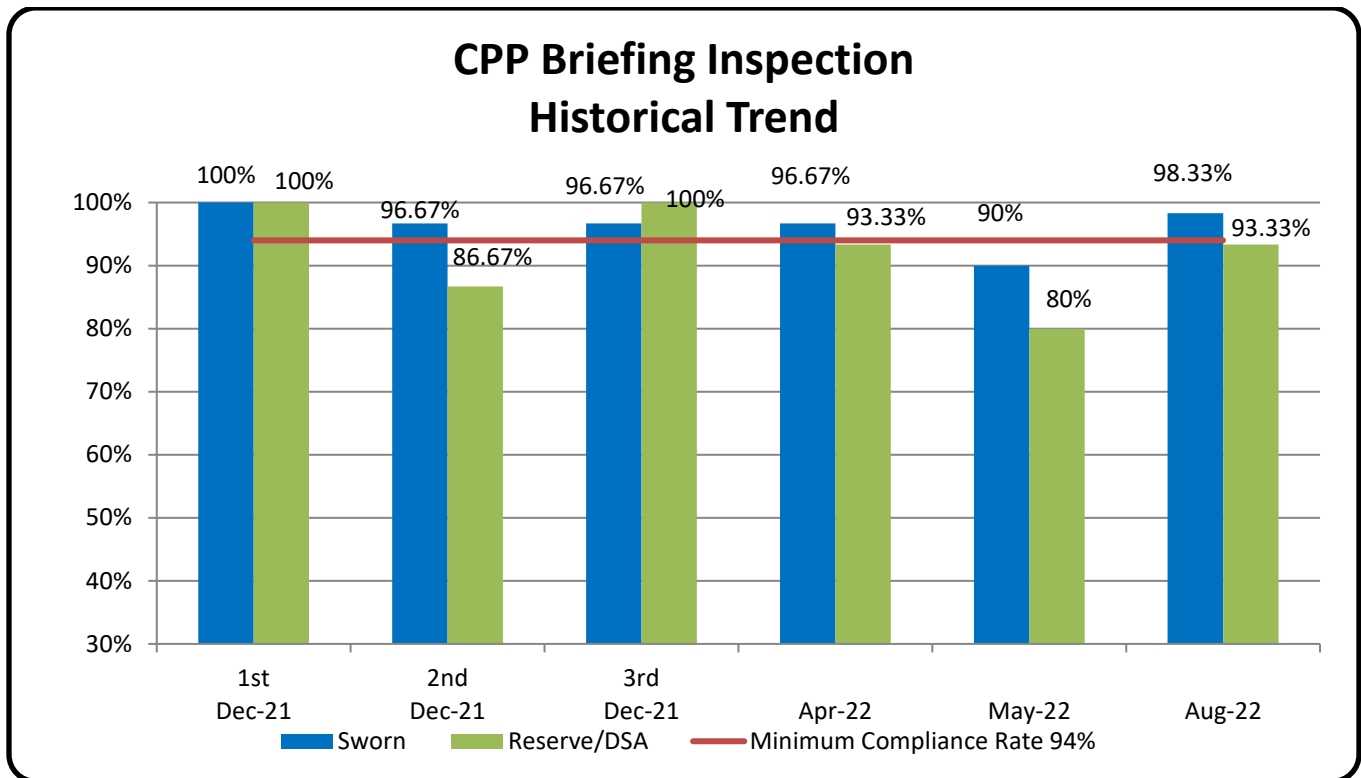- Paragraph 70 of the First Supplemental Court Order

Conditions:

MCSO Administrative Broadcast 2022-50, 2022-61, 2022-68 and 2022-74 requires DSA, Reserve, and Sworn personnel to view the CPP video "Sheriff Offers Job to Man Mistaken for Suspected Burglar" through TheHUB. The briefing discussion and video to be documented by the supervisor through TheHUB no later than August 15, 2022.

A random sample that consisted of **75** total employees was obtained by AIU. The sample contained **60** Sworn personnel and a combine total of 15 Reserve and DSA personnel. This inspection will be based on the requirement outlined in MCSO Administrative Broadcast 2022-50, 2022-61, 2022-68 and 2022-74 in support of paragraph 70 of the first supplemental court order. The inspection found that **97.33%** of inspected employees were in compliance with the MCSO Administrative Broadcast 2022-50, 2022-61, 2022-68 and 2022-74.
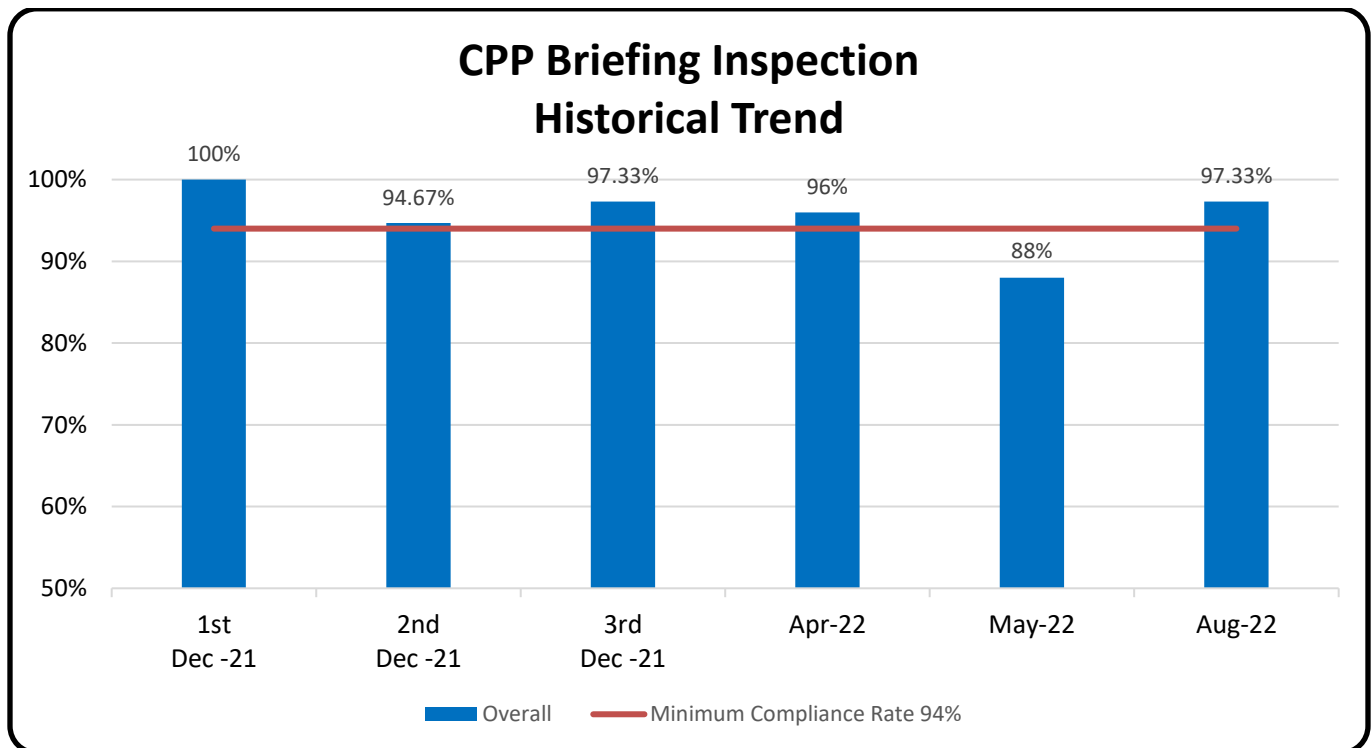
Inspection results for the selected <u>personnel sample</u>.

Compliance Objective	Not In Compliance	In Compliance	Total Inspected	Compliance Rate
Sworn - Employees completed the FIDM briefing by August 15, 2022. The supervisor briefing discussed and documented through TheHub regarding compliance with the briefing for the employees.	1	59	60	98.33%
Reserve and DSA's– Employees completed the FIDM briefing by August 15, 2022. The supervisor briefing discussed and documented through TheHub regarding compliance with the briefing for the employees.	1	14	15	93.33%
Overall Compliance	**2**	**73**	**75**	**97.33%**

Below is the historical comparison of compliance by Sworn and Reserve/DSA personnel for the CPP Briefing inspection.

**CPP Briefing Inspection
Historical Trend**

Below is the historical comparison of total compliance for the CPP briefing inspection.

**CPP Briefing Inspection
Historical Trend**

District 2 (1 BIO Action Form):

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
District 2	Deputy	Sergeant	Captain
Deficiency			
-No entry found documenting the CPP FIDM briefing as required by August 15, 2022.			

District 3 (1 BIO Action Form):

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
District 3	Reserve	Sergeant	Captain
Deficiency			
-No entry found documenting the CPP FIDM briefing as required by August 15, 2022.			

Action Required:

With the resulting **97.33%** compliance for *Inspection BI2022-0125, a total of* **2** BIO Action Forms are 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 *BI2022-0125* and contained within IA Pro.

Date Inspection Started:	September 1, 2022
Date Completed:	September 15, 2022
Timeframe Inspected:	June 7, 2022, to August 15, 2022
Assigned Inspector:	M. De La Cruz B4608

I have reviewed this inspection report.

Lt. Brian Arthur   10/21/2022

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