

MARICOPA COUNTY SHERIFF'S OFFICE

Bureau of Internal Oversight

Audits and Inspections Unit



July 2021 Constitutional Policing Plan Briefing Inspection Report

Inspection # BI2021-0099

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 CPP briefings are being conducted. 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 employees and reserve employees was chosen by the AIU inspector. To ensure consistent inspections, the *Constitutional Policing Plan 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:

- June 1, 2021 Captains' Meeting
- Paragraph 70 of the First Supplemental Court Order

Conditions:

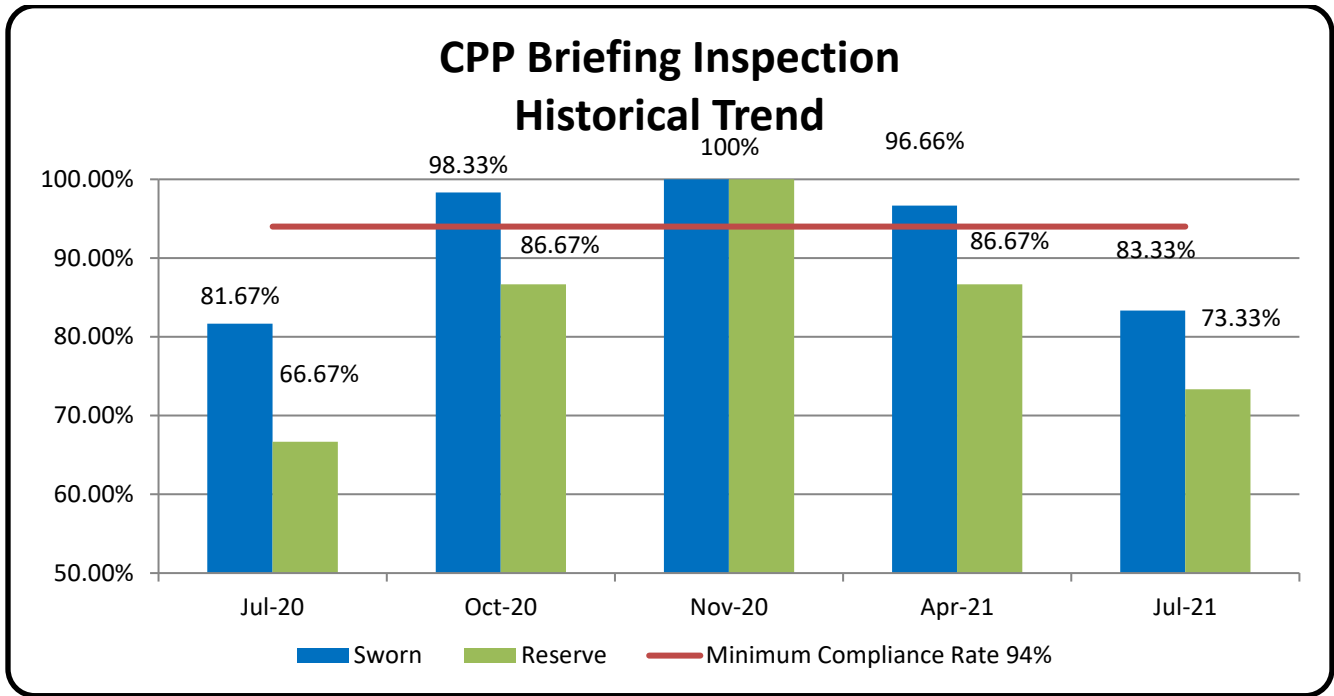
June 1, 2021 Captains' Meeting requires that all supervisors who supervise sworn personnel engage in a discussion based on the related Implicit Bias Briefing video. The supervisors are required to complete an associated Blue Team Briefing Note regarding their discussion with their sworn subordinates no later than July 5, 2021.

A random sample that consisted of **75** total law enforcement employees was obtained by AIU. The sample contained **60** Sworn personnel and **15** Reserve personnel. This inspection will be based on the requirement outlined in the June 1, 2021 Captains' meeting notes in support of paragraph 70 of the first supplemental court order. The inspection found that **81.33%** of inspected employees were in compliance with the June 1, 2021 Captains' Meeting.

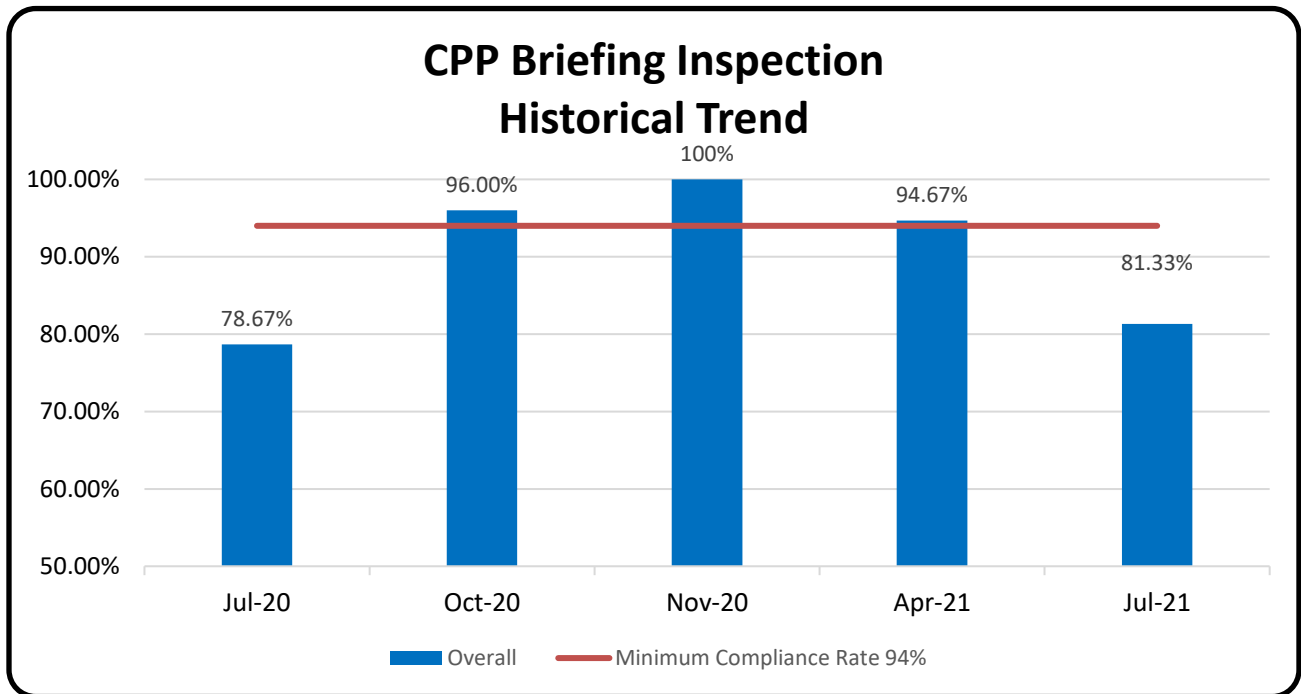
Inspection results for the selected personnel sample.

Compliance Objective	Not In Compliance	In Compliance	Total Inspected	Compliance Rate
Sworn - Employees received a documented Blue Team entry on or before July 5, 2021, documenting a discussion of the CPP Briefing.	10	50	60	83.33%
Reserve - Employees received a documented Blue Team entry on or before July 5, 2021, documenting a discussion of the CPP Briefing.	4	11	15	73.33%
Overall Compliance	14	61	75	81.33%

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



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



Professional Standards (3 BIO Action Forms):

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
Professional Standards	Lieutenant	Lieutenant	Captain
Deficiency			
-No entry found documenting the CPP Briefing note as required by June 1, 2021 Captains' Meeting.			

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
Professional Standards	Sergeant	Lieutenant	Captain
Deficiency			
-No entry found documenting the CPP Briefing note as required by June 1, 2021 Captains' Meeting.			

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
Professional Standards	Sergeant	Lieutenant	Captain
Deficiency			
-No entry found documenting the CPP Briefing note as required by June 1, 2021 Captains' Meeting.			

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
Professional Standards	Sergeant	Lieutenant	Captain
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District/Division	Employee Inspected	Responsible Supervisor	Current Commander
Professional Standards	Sergeant	Lieutenant	Captain
Deficiency			
-No entry found documenting the CPP Briefing note as required by June 1, 2021 Captains' Meeting.			

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
Professional Standards	Sergeant	Lieutenant	Captain
Deficiency			
-No entry found documenting the CPP Briefing note as required by June 1, 2021 Captains' Meeting.			

Special Investigations Div (1 BIO Action Form):

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
Special Investigation	Sergeant	Lieutenant	Captain
Deficiency			
-No entry found documenting the CPP Briefing note as required June 1, 2021 Captains' Meeting.			

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
Special Investigation	Lieutenant	Captain	Chief
Deficiency			
-No entry found documenting the CPP Briefing note as required June 1, 2021 Captains' Meeting.			
Inspector Note: No BIO Action Form required. The Responsible Supervisor is retired.			

District I (1 BIO Action Form):

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
District I	Sergeant	Lieutenant	Captain
Deficiency			
-No entry found documenting the CPP Briefing note as required June 1, 2021 Captains' Meeting.			

District II (1 BIO Action Form):

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
District II	Captain	Chief	Chief
Deficiency			
-No entry found documenting the CPP Briefing note as required June 1, 2021 Captains' Meeting.			
Inspector Note: During the time frame of this inspection the identified employee was assigned to District 2.			

District VII (1 BIO Action Form):

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
District VII	Reserve	Sergeant	Captain
Deficiency			
-No entry found documenting the CPP Briefing note as required June 1, 2021 Captains' Meeting.			

Training (2 BIO Action Forms):

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
Training	Reserve	Sergeant	Captain
Deficiency			
-No entry found documenting the CPP Briefing note as required June 1, 2021 Captains' Meeting.			

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
Training	Reserve	Sergeant	Captain
Deficiency			
-No entry found documenting the CPP Briefing note as required June 1, 2021 Captains' Meeting.			

Court Security (1 BIO Action Form):

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
Court Security	Reserve	Sergeant	Captain
Deficiency			
-The CPP Briefing note was not entered within the time frame as required by June 1, 2021 Captains' Meeting.			
Inspector Note: The CPP entry was made on 7/23/2021. Entry was required to be made by 7/5/2021.			

Action Required:

With the resulting **81.33%** compliance for *Inspection BI2021-0099* a total of **10** 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 *BI2021-0099* and contained within IA Pro.

Date Inspection Started: July 15, 2021
 Date Completed: August 18, 2021
 Timeframe Inspected: June 1, 2021, to July 5, 2021
 Assigned Inspector: M. De La Cruz B4608

I have reviewed this inspection report.

Lt. Jonathan Halverson S1674 10/13/2021
 Lt. Jonathan Halverson S1674 Date
 Commander, Audits & Inspections Unit
 Bureau of Internal Oversight