

MARICOPA COUNTY SHERIFF'S OFFICE

Bureau of Internal Oversight

Audits and Inspections Unit



May 2022 Captain's Meeting CPP Cultural Competency Inspection Report

Inspection # BI2022-0078

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 attached PowerPoint from the Captain’s/Commanders’ meeting on Captain’s Meeting CPP Cultural Competency were 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 employees 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 Captain’s Meeting Cultural Competency March 2022 PowerPoint
- Paragraph 70 of the First Supplemental Court Order

Conditions:

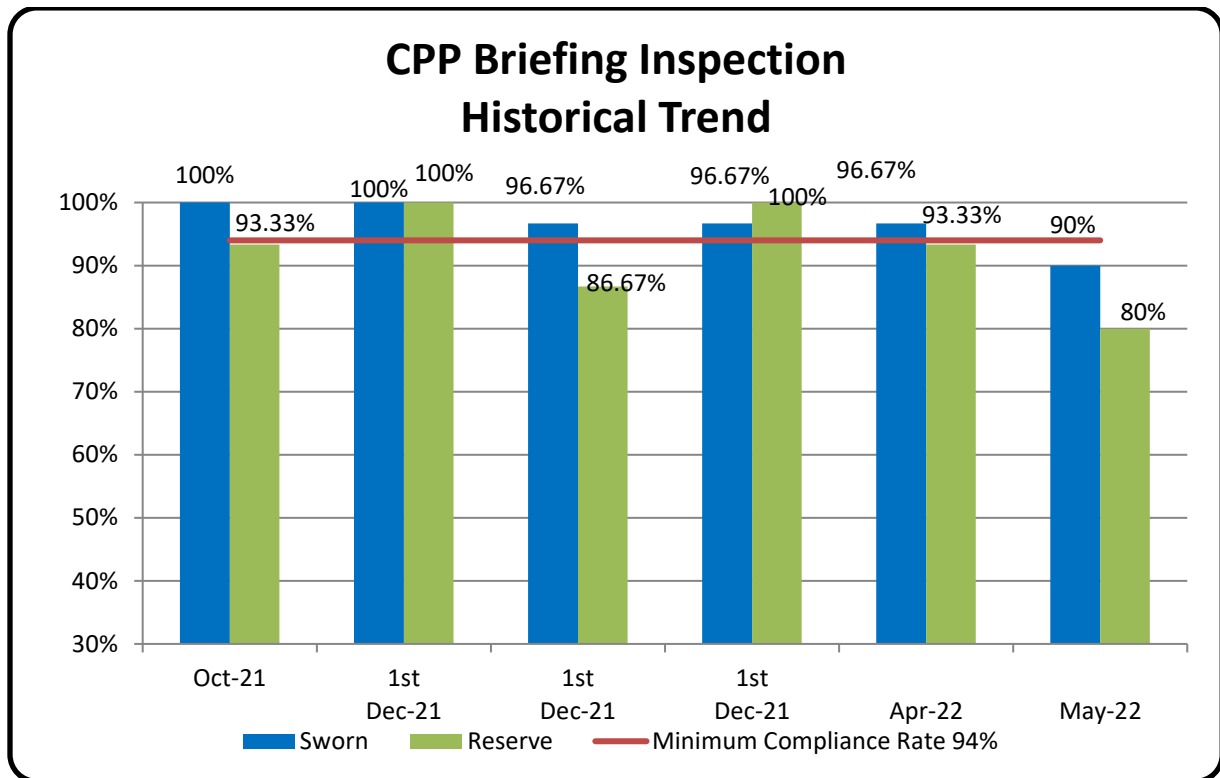
MCSO Captain’s Meeting Cultural Competency March 2022 PowerPoint requires that all Reserve and Sworn personnel review and complete the 2022 March Captain’s Meeting Cultural Competency PowerPoint no later than May 1, 2022.

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 MCSO Captain’s Meeting Cultural Competency March 2022 PowerPoint in support of paragraph 70 of the first supplemental court order. The inspection found that **88.00%** of inspected employees were in compliance with the MCSO Captain’s Meeting Cultural Competency March 2022 PowerPoint.

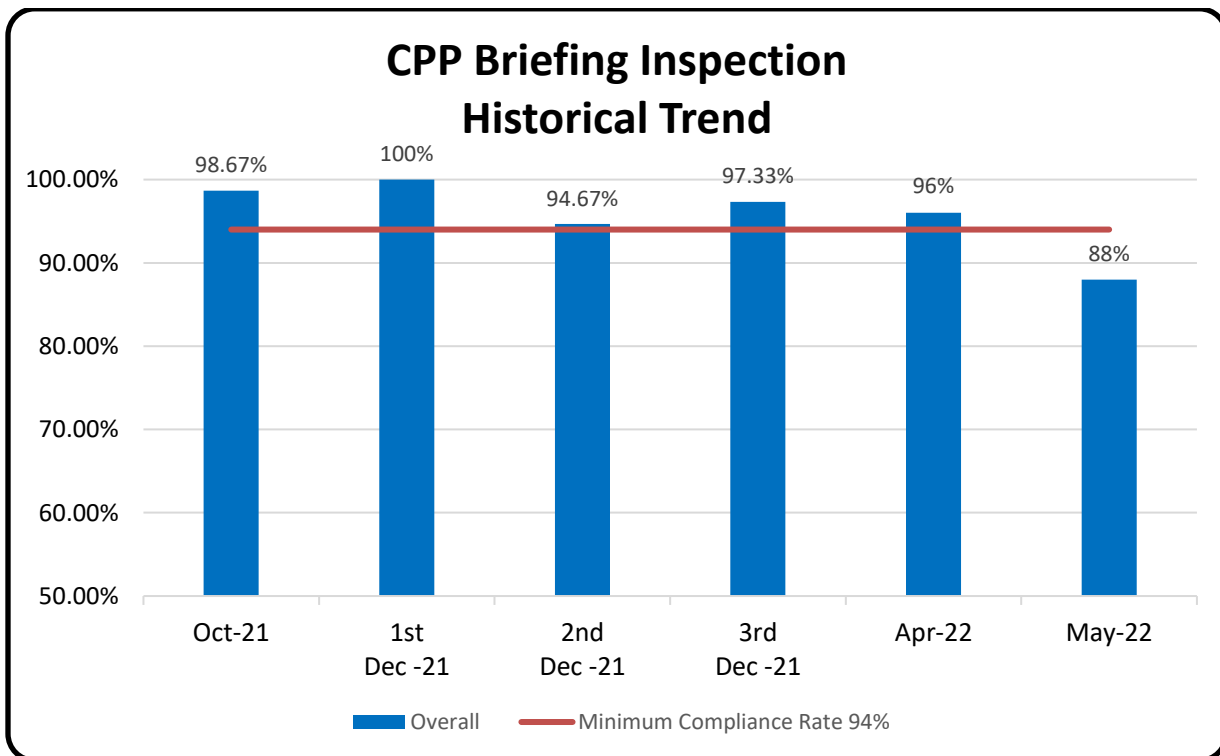
Inspection results for the selected personnel sample.

Compliance Objective	Not In Compliance	In Compliance	Total Inspected	Compliance Rate
Sworn - Employees completed the Captain’s Meeting briefing and reviewed the March 2022 Cultural Competency PowerPoint and video on or before May 1, 2022. A Blue Team Briefing Note or Supervisor Note regarding compliance with the briefing for the employees.	6	54	60	90.00%
Reserve – Employees completed the Captain’s Meeting briefing and reviewed the March 2022 Cultural Competency PowerPoint and video on or before May 1, 2022. A Blue Team Briefing Note or Supervisor Note regarding compliance with the briefing for the employees.	3	12	15	80.00%
Overall Compliance	9	66	75	88.00%

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.



District 3 (1 BIO Action Form):

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
District 3	Deputy	Sergeant	Captain
Deficiency			
-No entry found documenting the Captain's Meeting CPP Cultural Competency PowerPoint as required by May 1, 2022.			

General Crimes (3 BIO Action Forms):

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
General Crimes	Deputy	Sergeant	Captain
Deficiency			
-No entry found documenting the Captain's Meeting CPP Cultural Competency PowerPoint as required by May 1, 2022.			

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
General Crimes	Deputy	Sergeant	Captain
Deficiency			
-No entry found documenting the Captain's Meeting CPP Cultural Competency PowerPoint as required by May 1, 2022.			

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
General Crimes*	Reserve	Sergeant	Captain
Deficiency			
-No entry found documenting the Captain's Meeting CPP Cultural Competency PowerPoint as required by May 1, 2022.			
*The deficiency occurred when the supervisor was assigned to the Training Division.			

Major Crimes (3 BIO Action Forms):

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
Major Crimes	Deputy	Sergeant	Captain
Deficiency			
-No entry found documenting the Captain's Meeting CPP Cultural Competency PowerPoint as required by May 1, 2022.			

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
Major Crimes	Sergeant	Lieutenant	Captain
Deficiency			
-No entry found documenting the Captain's Meeting CPP Cultural Competency PowerPoint as required by May 1, 2022.			

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
Major Crimes	Deputy	Sergeant	Captain
Deficiency			
-No entry found documenting the Captain's Meeting CPP Cultural Competency PowerPoint as required by May 1, 2022.			
Inspector Note: A Blue Team CPP entry was made on 5/02/2022. Entry was required to be made by 5/01/2022.			

Community Outreach (2 BIO Action Forms):

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
Community Outreach	Reserve	Supervisor	Commander
Deficiency			
-No entry found documenting the Captain's Meeting CPP Cultural Competency PowerPoint as required by May 1, 2022.			
Inspector Note: A Blue Team CPP entry was made on 5/04/2022. The entry was required to be made by 5/01/2022.			

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
Community Outreach	Reserve	Sergeant	Commander
Deficiency			
-No entry found documenting the Captain's Meeting CPP Cultural Competency PowerPoint as required by May 1, 2022.			

Action Required:

With the resulting **88.00%** compliance for *Inspection BI2022-0078*, a total of **9** 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 *BI2022-0078* and contained within IA Pro.

Date Inspection Started: June 1, 2022
 Date Completed: June 21, 2022
 Timeframe Inspected: March 29, 2022, to May 1, 2022
 Assigned Inspector: M. De La Cruz B4608

I have reviewed this inspection report.

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

7/22/2021
 Date