

# MARICOPA COUNTY SHERIFF'S OFFICE

Bureau of Internal Oversight

Audits and Inspections Unit



**2022 Semi-Annual Bias-Free Policing Inspection Report**

Inspection # BI2022-0061

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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 Administrative Broadcasts Number 22-20, 22-25, 22-29, and 22-36

**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 Administrative Broadcast 22-20 (and subsequent Broadcasts 22-25, 22-29, and 22-36) directed that Supervisors are required to document their discussions of this training video with their subordinates in Blue Team using the allegation "Notes-CP8-Preventing Racial and Other Biased Based Profiling,"

To obtain a proportionate representative sample, MCSO provided the court appointed Monitor Team a current roster of MCSO Employees and Volunteers. A randomly selected proportionate sample, consisting of 375 names, was provided to AIU for inspection. The sample provided for inspection consisted of 100 Sworn personnel, 100 Detention personnel, 100 Civilian personnel, 25 Reserve volunteers, and 50 Posse volunteers.

The inspection found that **98.67%** of the inspected employees and volunteers acknowledged in TheHUB system their compliance with the requirements of CP-8 and the Admin Broadcast 22-20. The inspection also determined that **96.80%** (Discussion Notes) of inspected supervisors documented the required discussion in Blue Team as a *Supervisor Note* or *Briefing Note* in compliance with the requirements of CP-8 and the Admin Broadcast 22-20.

**Inspection results for the selected Sworn personnel sample.**

Compliance Objective	Total Inspected	In Compliance or on Authorized Extended Leave	Not In Compliance	Compliance Rate
Employee timely acknowledged through <i>TheHub</i> Learning and Management System required training on racial and bias-based profiling and/or discriminatory policing by June 30, 2022.	100	98	2	98.00%
Employees received a documented <i>Blue Team</i> entry before June 30, 2022, documenting a discussion that reinforces racial and bias-based profiling and/or discriminatory policing are unacceptable.	100	100	0	100%
<b>Overall Compliance for Sworn personnel</b>	<b>200</b>	<b>198</b>	<b>2</b>	<b>99.00%</b>

Inspection results for the selected Detention personnel sample.

Compliance Objective	Total Inspected	In Compliance or on Authorized Extended Leave	Not In Compliance	Compliance Rate
Employee timely acknowledged through <i>TheHub</i> Learning and Management System required training on racial and bias-based profiling and/or discriminatory policing by June 30, 2022.	100	99	1	99.00%
Employees received a documented <i>Blue Team</i> entry before June 30, 2022, documenting a discussion that reinforces racial and bias-based profiling and/or discriminatory policing are unacceptable.	100	98	2	98.00%
<b>Overall Compliance for Detention personnel</b>	<b>200</b>	<b>197</b>	<b>3</b>	<b>98.50%</b>

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

<b>Compliance Objective</b>	<b>Total Inspected</b>	<b>In Compliance or on Authorized Extended Leave</b>	<b>Not In Compliance</b>	<b>Compliance Rate</b>
Employee timely acknowledged through <i>TheHub</i> Learning and Management System required training on racial and bias-based profiling and/or discriminatory policing by June 30, 2022.	100	99	1	99.00%
Employees received a documented <i>Blue Team</i> entry before June 30, 2022, documenting a discussion that reinforces racial and bias-based profiling and/or discriminatory policing are unacceptable.	100	98	2	98.00%
<b>Overall Compliance for Civilian personnel</b>	<b>200</b>	<b>197</b>	<b>3</b>	<b>98.5%</b>

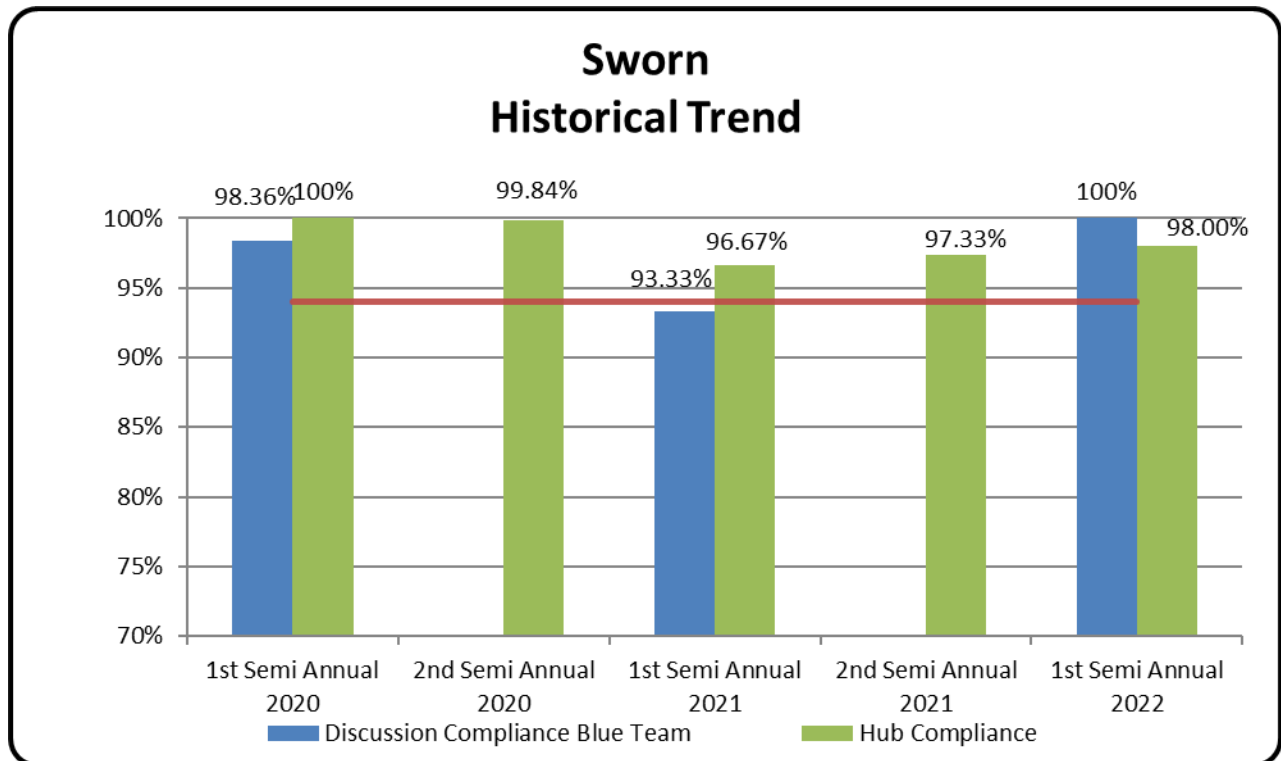
**Inspection results for the selected Reserve personnel sample.**

<b>Compliance Objective</b>	<b>Total Inspected</b>	<b>In Compliance or on Authorized Extended Leave</b>	<b>Not In Compliance</b>	<b>Compliance Rate</b>
Employee timely acknowledged through <i>TheHub</i> Learning and Management System required training on racial and bias-based profiling and/or discriminatory policing by June 30, 2022.	25	25	0	100%
Employees received a documented <i>Blue Team</i> entry before June 30, 2022, documenting a discussion that reinforces racial and bias-based profiling and/or discriminatory policing are unacceptable.	25	23	2	92.00%
<b>Overall Compliance for Reserve personnel</b>	<b>50</b>	<b>48</b>	<b>2</b>	<b>96.00%</b>

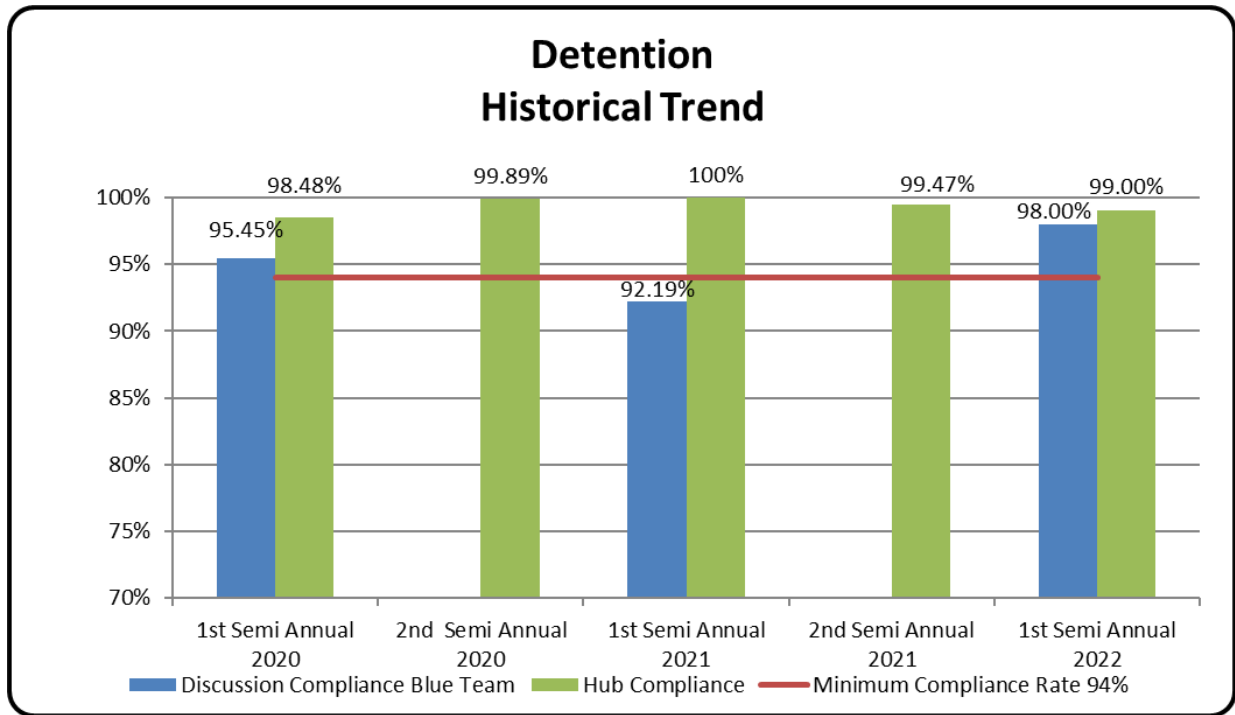
**Inspection results for the selected Posse personnel sample.**

Compliance Objective	Total Inspected	In Compliance or on Authorized Extended Leave	Not In Compliance	Compliance Rate
Employee timely acknowledged through <i>TheHub</i> Learning and Management System required training on racial and bias-based profiling and/or discriminatory policing by June 30, 2022.	50	49	1	98.00%
Employees received a documented <i>Blue Team</i> entry before June 30, 2022, documenting a discussion that reinforces racial and bias-based profiling and/or discriminatory policing are unacceptable.	50	44	6	88.00%
<b>Overall Compliance for Posse personnel</b>	<b>100</b>	<b>98</b>	<b>100</b>	<b>93.00%</b>

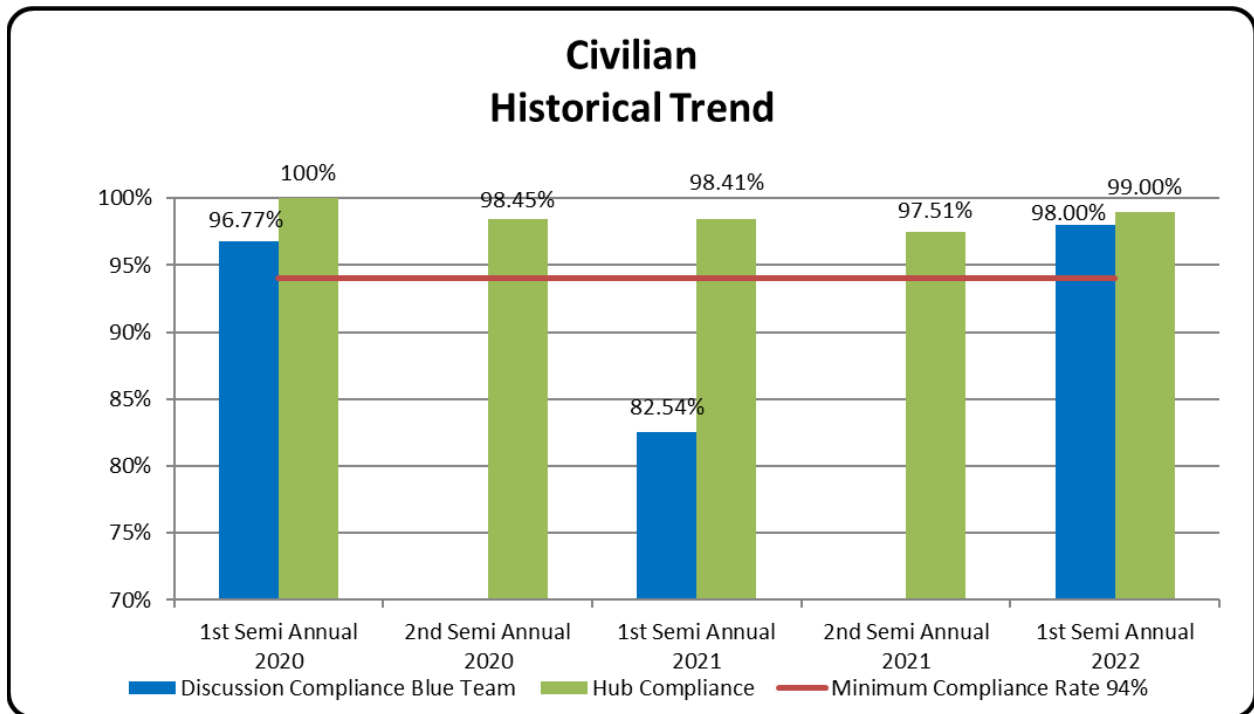
Below is the historical comparison of compliance by Sworn personnel with the requirements of CP-8 to unequivocally and consistently reinforce that biased-based profiling and/or discriminatory policing are unacceptable.



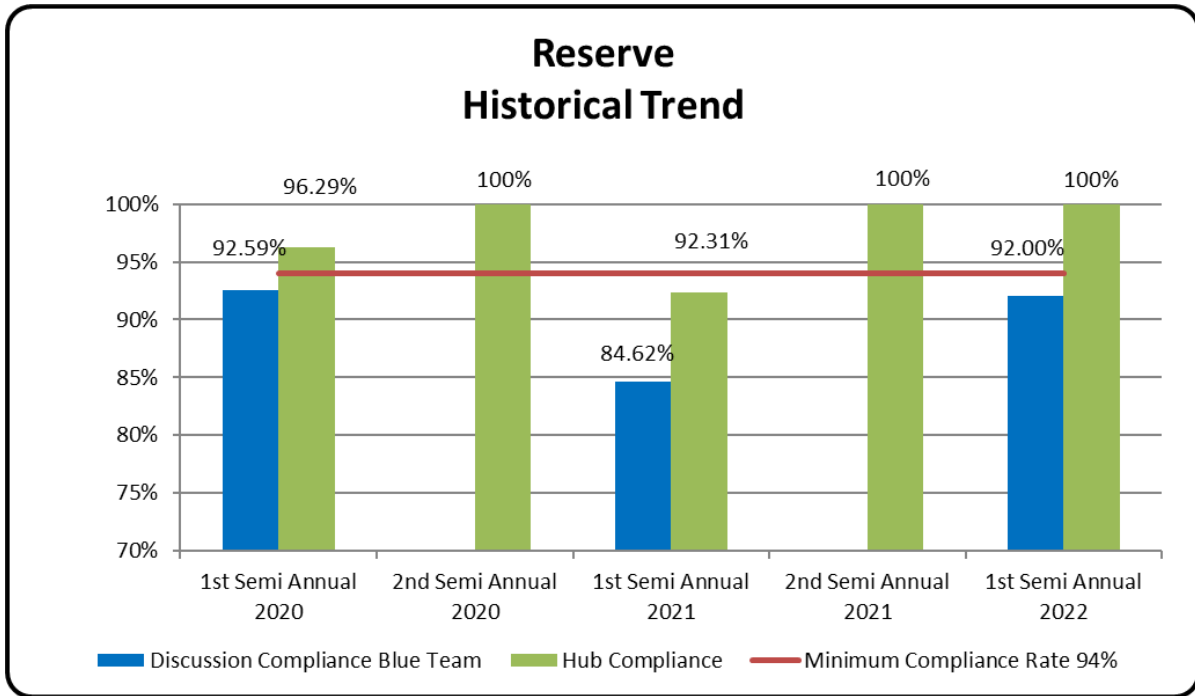
Below is the historical comparison of compliance by Detention personnel with the requirements of CP-8 to unequivocally and consistently reinforce that biased-based profiling and/or discriminatory policing are unacceptable.



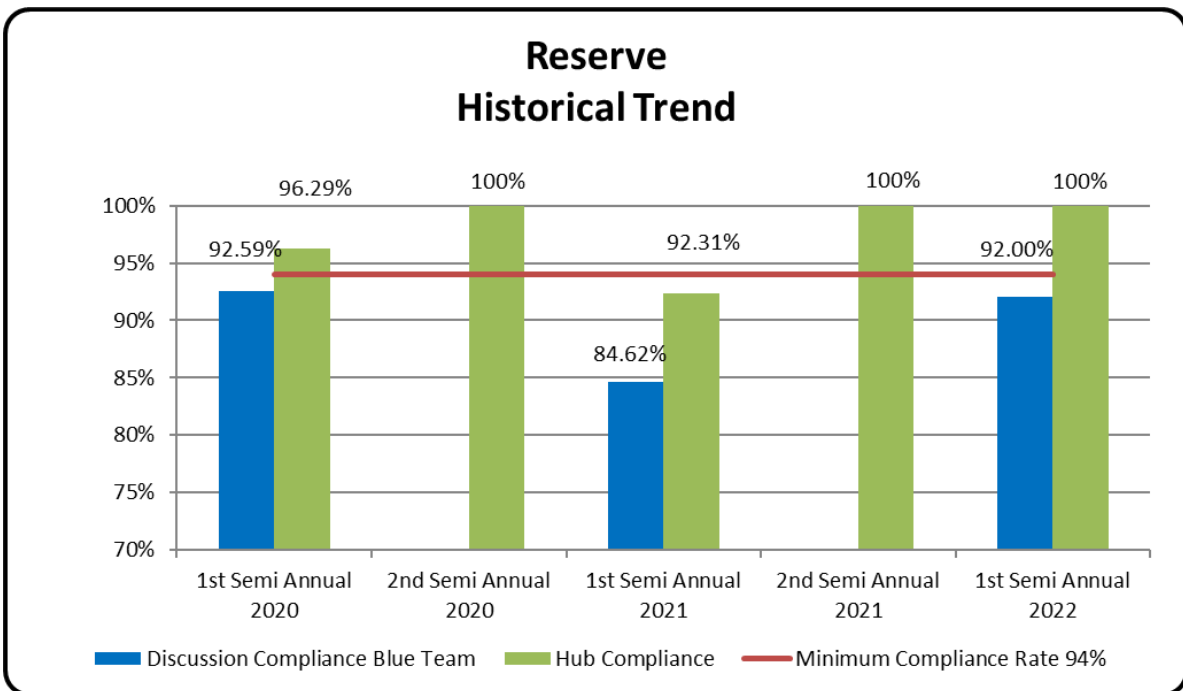
Below is the historical comparison of compliance by Civilian personnel with the requirements of CP-8 to unequivocally and consistently reinforce that biased-based profiling and/or discriminatory policing are unacceptable.



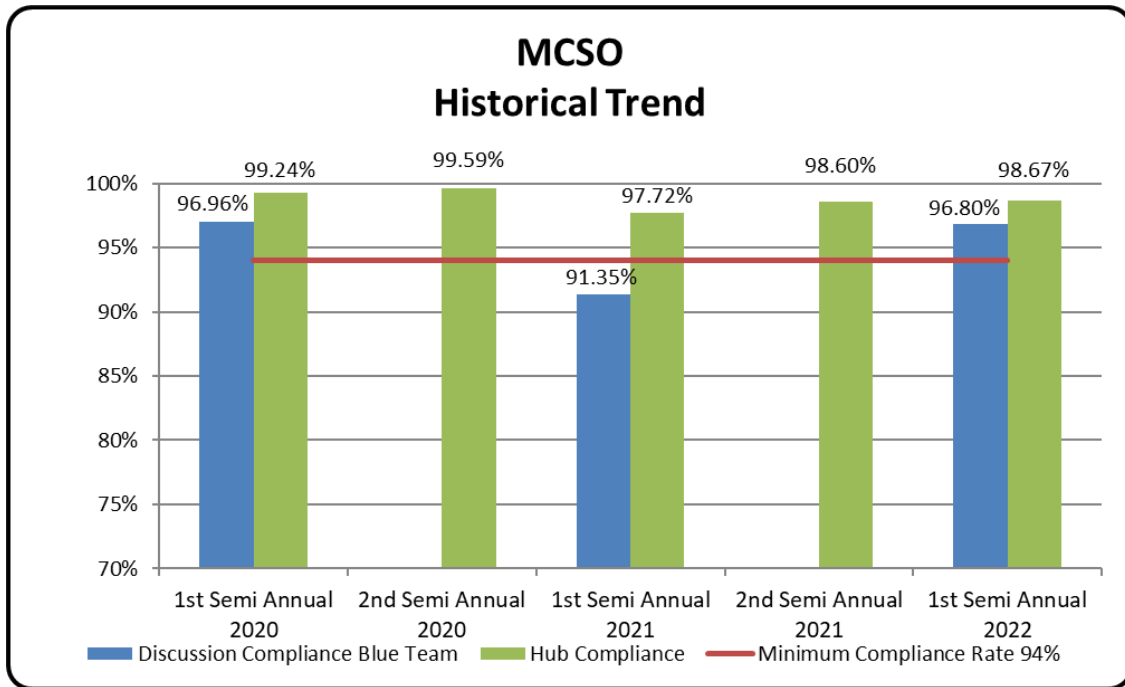
Below is the historical comparison of compliance by Reserve personnel with the requirements of CP-8 to unequivocally and consistently reinforce that biased-based profiling and/or discriminatory policing are unacceptable.



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 (2 BIO Action Forms):

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
District 1	Deputy	Sergeant	Captain
<b>Deficiency</b>			
Employee did not complete the CP-8, Preventing Racial and Other Bias-Based Profiling, HUB training before the June 30, 2022, due date as required by Administrative Broadcast(s) 22-20 ( 22-25, 22-29, 22-36).			
District/Division	Employee Inspected	Responsible Supervisor	Current Commander
District 3	Deputy	Sergeant	Captain
<b>Deficiency</b>			
Employee did not complete the CP-8, Preventing Racial and Other Bias-Based Profiling, HUB training before the June 30, 2022, due date as required by Administrative Broadcast(s) 22-20 ( 22-25, 22-29, 22-36).			



### Detention (3 BIO Action Forms):

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
4 <sup>th</sup> Ave. Jail	Officer	Sergeant	Captain
<b>Deficiency</b>			
Employee did not complete the CP-8, Preventing Racial and Other Bias-Based Profiling, HUB training before the June 30, 2022, due date as required by Administrative Broadcast(s) 22-20 ( 22-25, 22-29, 22-36).			
District/Division	Employee Inspected	Responsible Supervisor	Current Commander
Lower Buckeye Jail	Sergeant	Lieutenant	Captain
<b>Deficiency</b>			
No entry was found in Blue Team for <b>Officer</b> documenting the discussion of office policy CP-8 Preventing Racial and Other Biased Based Profiling before the June 30, 2022, due date as required by Administrative Broadcast(s) 22-20 ( 22-25, 22-29, 22-36).			
District/Division	Employee Inspected	Responsible Supervisor	Current Commander
ITR	Sergeant	Lieutenant	Captain
<b>Deficiency</b>			
No entry was found in Blue Team for <b>Officer</b> documenting the discussion of office policy CP-8 Preventing Racial and Other Biased Based Profiling before the June 30, 2022, due date as required by Administrative Broadcast(s) 22-20 ( 22-25, 22-29, 22-36).			

### Civilian (3 BIO Action Forms):

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
Communications Division	P. Barnes B4569	Supervisor	Manager
<b>Deficiency</b>			
Employee did not complete the CP-8, Preventing Racial and Other Bias-Based Profiling, HUB training before the June 30, 2022, due date as required by Administrative Broadcast(s) 22-20 ( 22-25, 22-29, 22-36).			
District/Division	Employee Inspected	Responsible Supervisor	Current Commander
Institutional Services	Supervisor	Lieutenant	Chief
<b>Deficiency</b>			
No entry was found in Blue Team for employee documenting the discussion of office policy CP-8 Preventing Racial and Other Biased Based Profiling before the June 30, 2022, due date as required by Administrative Broadcast(s) 22-20 ( 22-25, 22-29, 22-36).			

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
Warehouse Operations	Manager	CFO	CFO
Deficiency			
No entry was found in Blue Team for employee documenting the discussion of office policy CP-8 Preventing Racial and Other Biased Based Profiling before the June 30, 2022, due date as required by Administrative Broadcast(s) 22-20 ( 22-25, 22-29, 22-36).			

## Reserve (2 BIO Action Forms):

District/Division	Employee Inspected	Current Supervisor	Current Commander
Community Outreach	Civilian Employee	Director	Director
Deficiency			
No entry was found in Blue Team for <b>Reserve Deputy</b> documenting the discussion of office policy CP-8 Preventing Racial and Other Biased Based Profiling before the June 30, 2022, due date as required by Administrative Broadcast(s) 22-20 ( 22-25, 22-29, 22-36).			
District/Division	Employee Inspected	Current Supervisor	Current Commander
District III	Sergeant	Lieutenant	Captain
Deficiency			
No entry was found in Blue Team for <b>Reserve Deputy</b> documenting the discussion of office policy CP-8 Preventing Racial and Other Biased Based Profiling before the June 30, 2022, due date as required by Administrative Broadcast(s) 22-20 ( 22-25, 22-29, 22-36).			

## Posse (1 BIO Action Form):

District/Division	Employee Inspected	Current Supervisor	Current Commander
Enforcement Support	Posse Volunteer	Sergeant	Captain
Deficiency			
Posse volunteer did not complete the CP-8, Preventing Racial and Other Bias-Based Profiling, HUB training before the June 30, 2022, due date as required by Administrative Broadcast(s) 22-20 ( 22-25, 22-29, 22-36).			
<b>Note:</b> BAF <i>will not be required</i> as Posse members are volunteers and not compensated employees.			

District/Division	Employee Inspected	Current Supervisor	Current Commander
Enforcement Support	Sergeant	Lieutenant	Captain
Deficiency			
<p>No entry was found in Blue Team documenting the discussion of office policy CP-8 Preventing Racial and Other Biased Based Profiling before the June 30, 2022, due date as required by Administrative Broadcast(s) 22-20 ( 22-25, 22-29, 22-36) for the following for Posse Volunteers:</p> <p><b>Posse Volunteer</b>  <b>Posse Volunteer</b>  <b>Posse Volunteer</b>  <b>Posse Volunteer</b>  <b>Posse Volunteer</b>  <b>Posse Volunteer</b></p>			

**Action Required:**

With the resulting **98.67%** Hub Compliance and **96.80%** Discussion Compliance for *Inspection BI2022-0061*, a total of **11** BIO Action Forms are requested 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 *BI2021-0061* and contained within IA Pro.

Date Inspection Started: September 7, 2022  
 Date Completed: September 21, 2022  
 Timeframe Inspected: January 1 to June 30, 2022  
 Assigned Inspector: Sr. Auditor M. Rodriguez A9047

I have reviewed this inspection report.

*Lt. Brian Arthur* 10/13/2022  
 Lt. T. B. Arthur S1806 Date

Commander; Audits and Inspections Unit  
 Bureau of Internal Oversight