

**MARICOPA COUNTY SHERIFF'S OFFICE**  
**Reinforcement of Bias Free Policing**  
**(Detention) Quarterly Inspection**




**Audits and Inspections Unit**  
**Bureau of Internal Oversight**  
**Inspection Report**  
**4th Quarter 2016**  
**January 10, 2017**  
**Inspection BI2016-0133**

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# MARICOPA COUNTY SHERIFF'S OFFICE

*Memorandum*

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| <br>Paul Penzone, Sheriff | <b>To:</b> Lt. R. Morris S1014<br>Audits and Inspections Unit Commander<br>Bureau of Internal Oversight  | <b>From:</b> Sgt. M. Rodriguez A9047<br>Audits and Inspections Unit<br>Bureau of Internal Oversight |
|  | <b>Subject:</b> Summary of Findings Report<br>Detention Personnel 4 <sup>th</sup> Quarter 2016<br>Bias Free Policing Brief<br>Inspection BI2016-0133 | <b>Date:</b> 01/10/2017   |

The Audits and Inspections Unit (AIU), of the Sheriff's Office Bureau of Internal Oversight (BIO), will conduct Reinforcement of Bias Free Policing entry inspections on an ongoing basis. The purpose for the inspection is compliance with Office Policies, promote proper supervision, and support compliance with the Melendres Order. To achieve this, the Monitor Team, through the Court Implementation Division, will select for review the Supervisor Notes and Briefing Notes entries for 35 Detention Personnel on the first month of the quarter being inspected. To ensure consistent inspections, the *Bias Free Policing Brief Inspection Matrix* developed by the AIU will be utilized.

**Matrix Procedures:**

Utilize the Bias Free Policing Brief Inspection Matrix to ensure that each randomly selected employee received one entry reinforcing Bias Free Policing during the period being inspected and that in the entry, the supervisor unequivocally reinforced to the employee that discriminatory policing is unacceptable.

**Criteria:**

MCSO Policy CP-8, *Preventing Racial And Other Biased-Based Profiling*  
 Melendres Order (Paragraph 22)

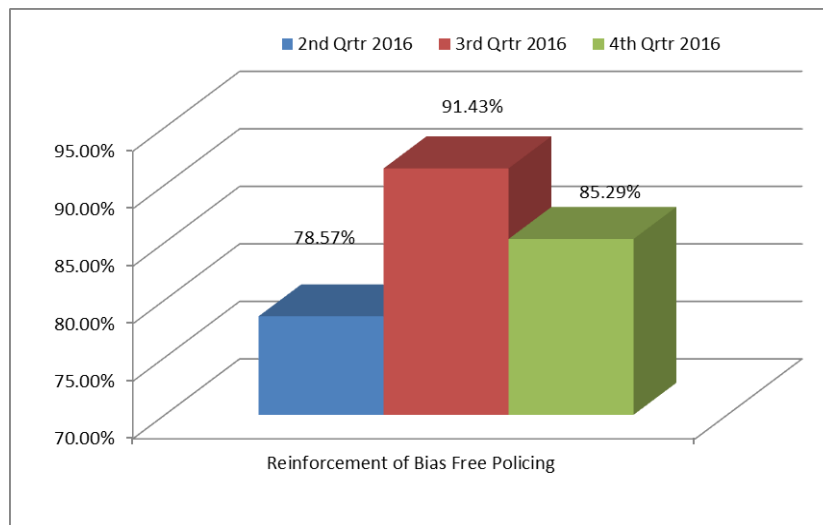
**Conditions:**

In November 2016, the Monitor Team provided a selected sample of 35 Detention Personnel. One of the selected employees was on authorized leave during the entire review period. This inspection report is based on the inspection of the remaining 34 selected employees' Blue Team entries. The inspection found that **29 of the 34** remaining employees, or **85.29%**, had the required quarterly entry and were in compliance with MCSO Policy CP-8 and in support of the Melendres Order.

The following employees' Bias Free Policing entries were deficient:

| Employee Notes Inspected | Division Commander | Division                            | Deficiency  |
|--------------------------|--------------------|-------------------------------------|---|
| Officer                  | Captain            | 5114-4Th Avenue Jail                | No Bias Free Policing Brief entry made during the 4th Quarter |
| Officer                  | Captain            | 5114-4Th Avenue Jail                | No Bias Free Policing Brief entry made during the 4th Quarter |
| Officer                  | Captain            | 5125-Inmate Medical Services        | No Bias Free Policing Brief entry made during the 4th Quarter |
| Officer                  | Captain            | 5131-Lower Buckeye Jail             | No Bias Free Policing Brief entry made during the 4th Quarter |
| Lieutenant               | Manager            | 5135-Central Services Food Services | No Bias Free Policing Brief entry made during the 4th Quarter |

Results of this inspection indicate that the overall compliance with MCSO Policy CP-8 and the Melendres Order by detention supervisors is inconsistent.



#### Recommendations:

It is recommended that Management continue to provide on-site mentorship to supervisors *at all levels* in the importance of ensuring that **all Supervisors** comply with the following specific requirements:

- Supervisors shall unequivocally and consistently reinforce to subordinates that discriminatory policing is unacceptable. *This requirement is accomplished through a discussion or conversation with the subordinate to unequivocal and consistently reinforce that discriminatory policing is unacceptable.*
- Such reinforcement shall occur on a quarterly basis and shall be documented in the Early Identification System (EIS), Blue Team application.
- Supervisor shall ensure that they select the proper “Note” from the drop-down list when documenting the reinforcement with staff.
- For meeting the requirements of Paragraph 22 of the Melendres Order, the AIU will accept **the documented discussion of this message** as either an individual “Supervisory Note” or a “Briefing Note” entered individually or attributed to multiple staff when entered into Blue Team.

#### Action Required:

With the resulting **85.29%** compliance for *Inspection BI2016-0133*, a total of **5** BIO Action Forms are requested from the affected divisions addressing the identified deficiencies. Please email the completed BIO Action Forms to [BIO@mcs.maricopa.gov](mailto:BIO@mcs.maricopa.gov) within 30 days from the date this report is published.

#### Notes:

All supporting documentation (working papers) is included in the inspection file number *BI2016-0133* and contained in IA Pro.

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**Inspection focus:** **Reinforcement of Bias Free Policing (Detention)**

**Date Inspection Started:** **January 3, 2017**

**Date Completed:** **January 10, 2017**

**Timeframe Inspected:** **4<sup>th</sup> Quarter 2016 (October/November/December)**

**Assigned Inspectors:** **Sgt. M. Rodriguez A9047**

I have reviewed this inspection report.



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Lieutenant Rick Morris  
Audits and Inspections Unit Commander  
Bureau of Internal Oversight

01/10/17  
Date

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Deputy Chief Bill Knight  
Bureau Commander  
Bureau of Internal Oversight

01/10/17  
Date

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