

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



Audits and Inspections Unit
Bureau of Internal Oversight
Inspection Report
3rd Quarter 2016
October 10, 2016
Inspection BI2016-0090

MARICOPA COUNTY SHERIFF'S OFFICE

Memorandum



Joseph M. Arpaio, Sheriff

To: Lt. R. Morris S1014
Audits and Inspections Unit Commander
Bureau of Internal Oversight

From: Sgt. M. Rodriguez A9047
Audits and Inspections Unit
Bureau of Internal Oversight

Subject: Summary of Findings Report
Detention Personnel 3rd Quarter 2016
Bias Free Policing Brief
Inspection BI2016-0090

Date: 10/10/2016

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 inspections 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:

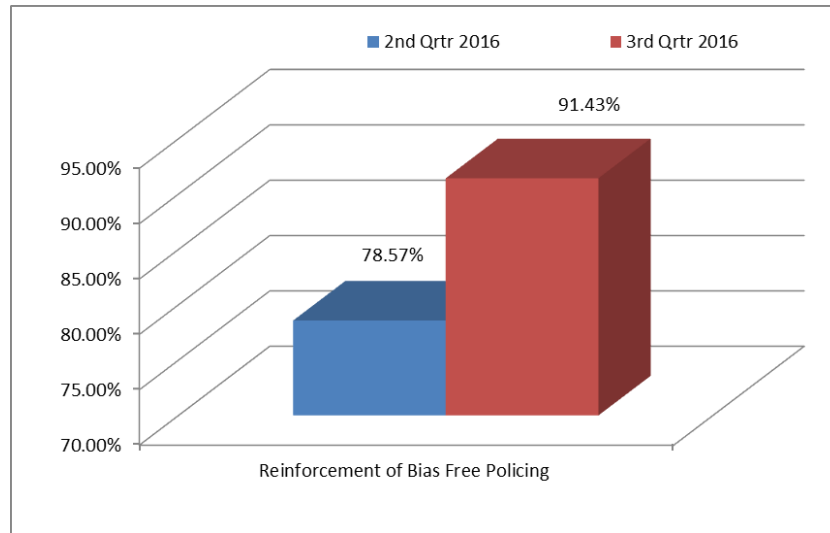
In July 2016, the Monitor Team provided a selected sample of 35 Detention Personnel. The inspection found that 32 of the 35 selected employees, or **91.43%**, had the required quarterly entry(s) and were in compliance with MCSO Policy CP-8 and in support of the Melendres Order.

The following employees' Bias Free Policing entries were deficient:

Employee	Commander	Division	Deficiency
Officer	Captain	5125-Inmate Medical Services	Supervisor Notes and/or Briefing Notes for this employee lacked evidence of a discussion or conversation with the subordinate to unequivocally and consistently reinforce that discriminatory policing is unacceptable.
Officer	Captain	5125-Inmate Medical Services	Supervisor Notes and/or Briefing Notes for this employee lacked evidence of a discussion or conversation with the subordinate to unequivocally and consistently reinforce that discriminatory policing is unacceptable.
Officer	Captain	5125-Inmate Medical Services	Supervisor Notes and/or Briefing Notes for this employee lacked evidence of a discussion or conversation with the subordinate to unequivocally and consistently reinforce that discriminatory policing is unacceptable.

PLEASE NOTE: Any inaccuracies in command structure due to transfers or other changes are outside the control of the Bureau of Internal Oversight.

Results of this inspection indicate that the overall compliance with MCSO Policy CP-8 and the Melendres Order has improved from the previous quarter.



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 **91.43%** compliance, Inspection *BI2016-0090* will require submittal of **three** BIO Action Forms.

Notes:

All supporting documentation (working papers) is included in the inspection file number *BI2016-0090* and contained in IA Pro.

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BI2016-0090

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

Date Inspection Started: **October 1, 2016**

Date Completed: **October 10, 2016**

Timeframe Inspected: **3rd Quarter 2016 (July/August/September)**

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

I have reviewed this inspection report.



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

10/10/16
Date

 #1011

Deputy Chief Bill Knight
Bureau Commander
Bureau of Internal Oversight

10/10/16
Date
