

MARICOPA COUNTY SHERIFF'S OFFICE
Bureau of Internal Oversight
Audits and Inspections Unit
BI2016-0143



Bureau of Internal Oversight
Supervisory Note Inspection (CP-8) Report
Date: 1/3/2017
Inspection #BI2016-0143



Sheriff Paul Penzone

To: Lt. Morris #S1014
Commander
Audits and Inspections Unit

From: Sgt. Reaulo #S1678
Inspections Sergeant
Audits and Inspections Unit

Subject: Supervisory Note Inspection (CP-8): Patrol
For the 4th Quarter of 2016
Inspection #2016-0143

Date: January 3, 2017
Report Period:
October-December,
2016

This Inspection is being conducted to determine compliance with MCSO office Policies, promote proper supervision, and support compliance with the Melendres Order. To achieve this, inspectors will utilize the "IAPro" System and a sample of randomly selected Deputies from each Patrol District/Division for review.

Blue Team Supervisory Note and Briefing entries will be uniformly inspected utilizing a matrix developed by the Audits and Inspections Unit (AIU) to verify compliance with the procedures outlined in the Policy for Preventing Racial and other Biased-Based Profiling (CP-8) and Melendres Order, Paragraph 22.

Matrix Procedures:

- Determine what district/division the notes originated from
- Determine if the supervisor discussed discriminatory policing during the inspected quarter

Criteria:

MCSO Policy # CP-8, PREVENTING RACIAL AND OTHER BIASED-BASED PROFILING (Section 5.B):
"Supervisors shall unequivocally and consistently reinforce to subordinates that discriminatory policing is unacceptable. Such direction shall occur on a quarterly basis and shall be documented EIS Blue Team Supervisor Notes application. The supervisor shall ensure that he selects the proper note from the drop-down list when documenting the reinforcement with staff."

And,

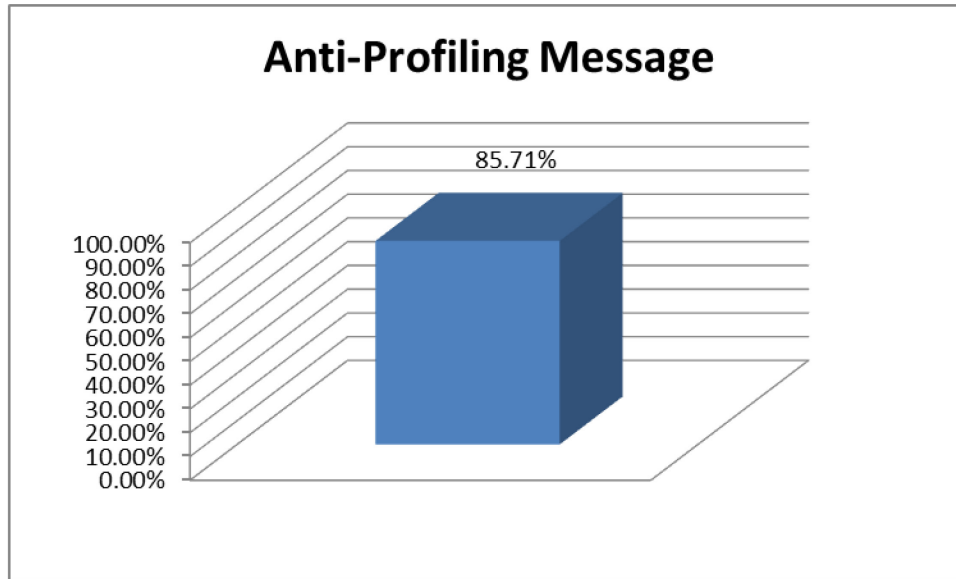
MELENDRES ORDER, PARAGRAPH 22: MCSO Leadership and supervising Deputies and Detention Officers shall unequivocally reinforce to subordinates that discriminatory policing is unacceptable.

Conditions:

MCSO's assigned Court Monitors provided a sample of 29 Deputies from all Patrol Districts/Divisions for the period under review. It should be noted that the completion of this Inspection is dependent on when AIU receives the sample from the Court Monitors (which may be 30 or more days in arears).

MCSO achieved a compliance rate of **85.71%** in having quarterly discussions with Deputies regarding MCSO's zero tolerance policy for discriminatory policing and/or bias-based profiling, in accordance with Policy CP-8 and the Melendres Order, Paragraph 22, as illustrated in the bar chart below:

Current Compliance Rate: Anti-Profilng Discussions, 4th Quarter 2016



Note – The overall compliance rate is an average of the compliance scores from each division inspected as illustrated in the chart below:

District/Division	Compliance Rate
1	100%
2	100%
3	0%
4	100%
5	100%
6	100%
7	100%

The following deficiencies were observed during the inspection period:

District/Div.	Supervisor Note Recipient	Commander:	Deficiency:
District Three	Sergeant	Captain	Supervisor Notes lacked evidence of discussing/reinforcing that Discriminatory Policing is unacceptable for 4 Deputies.

One BIO Action Form is required from the affected District addressing the deficiency. Please email the BIO Action Form to BIO@mcs.maricopa.gov within 30 days from the date in which this report is disseminated to the Office.

Recommendation:

It is recommended that these Quarterly Inspections continue at the District level to provide assurance that the compliance rates continue to remain constant over time. The goal for all MCSO Divisions is to achieve and maintain 100% compliance with all Policies and Melendres requirements.

On at least a quarterly basis, Supervisory Notes shall be used to document MCSO's Policy on anti-racial profiling and "shall unequivocally reinforce to subordinates that discriminatory policing is unacceptable" (reference Critical Policy CP-8).

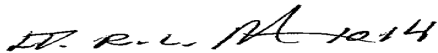
To accomplish this goal, the following criteria must be met:

On a quarterly basis there should be at least one Supervisor Note and/or Briefing Note for each subordinate containing the following:

1. A Blue Team entry documenting how the reinforcement occurred such as a discussion or briefing (instructing subordinates to read policy is not sufficient)
2. The proper note from the drop down box should be selected (Notes-Reinforced Bias Free Policing)

Date Inspection Started: 11/21/2016
Date Completed: 01/03/2017
Timeframe Inspected: October - December, 2016
Assigned Inspector(s): Sgt. Reaulo #S1678

I have reviewed this inspection report.



Lieutenant Rick Morris
Division Commander
Audits and Inspections

01/03/2017
Date



Deputy Chief Bill Knight
Bureau Commander
Bureau of Internal Oversight

01/03/2017
Date