

MARICOPA COUNTY SHERIFF'S OFFICE
Bureau of Internal Oversight
Audits and Inspections Unit
BI2016-0074



Bureau of Internal Oversight
Supervisory Note Inspection (CP-8) Report
Date: 7/1/2016
Inspection #BI2016-0074



Joseph M. Arpaio, Sheriff

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

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

Subject: Supervisory Note Inspection (CP-8): Patrol
For the 2nd Quarter of 2016
Inspection #2016-0074

Date: July 1, 2016
Report Period:
April-June, 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 Bureau of Internal Oversight 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,

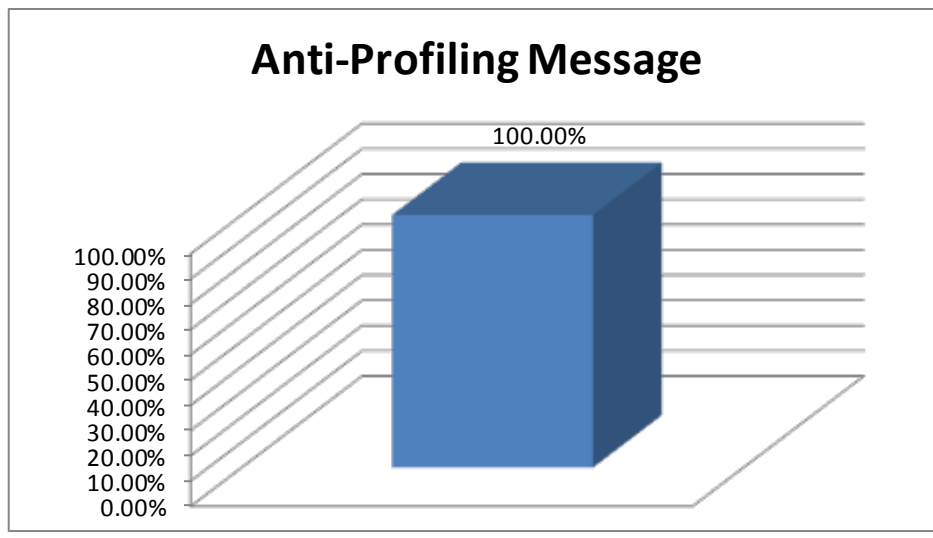
MELENDRES ORDER, PARAGRAPH 22: MCSO Leadership and supervising Deputies and Detention Officers shall unequivocally reinforce to subordinates that discriminatory policing is unacceptable.

Conditions:

MCSO's assigned Court Monitors provided a sample of 40 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 the Audit and Inspections Unit (AIU) receives the sample from the Court Monitors (which may be 30 or more days in arrears).

Our inspection revealed that **100%** of the Sergeants had discussions with their 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, 2nd Quarter 2016



Note: The Quarterly review of anti-racial profiling messages became effective April 2016, and were formerly conducted on a monthly basis.

Recommendation:

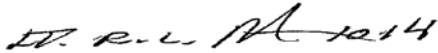
It is recommended that these Quarterly Inspections continue at the District level to provide assurance that the compliance rates continue to remain constant over time. The goal for all MCSO Divisions is to achieve and maintain 100% compliance with all Policies and Melendres requirements.

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

1. *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).

Date Inspection Started: 5/23/2016
Date Completed: 7/1/2016
Timeframe Inspected: April – June, 2016
Assigned Inspector(s): Sgt. Reaulo #S1678

I have reviewed this inspection report.



Lieutenant Rick Morris
Commander
Audits and Inspections Unit

7/1/2016
Date



Deputy Chief Bill Knight
Bureau Commander
Bureau of Internal Oversight

7/1/2016
Date