

**MARICOPA COUNTY SHERIFF'S OFFICE**  
**Bureau of Internal Oversight**  
**Audits and Inspections Unit**  
**BI2017-0042**



**Bureau of Internal Oversight**  
**Supervisory Note Inspection (CP-8) Report**  
**Date: 4/3/2017**  
**Inspection #BI2017-0042**



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 1<sup>st</sup> Quarter of 2017

**Date:** April 3, 2017  
Report Period:  
January-March 2017

This Inspection is being conducted to determine compliance with MCSO office Policies and to promote proper supervision. 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).

**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."

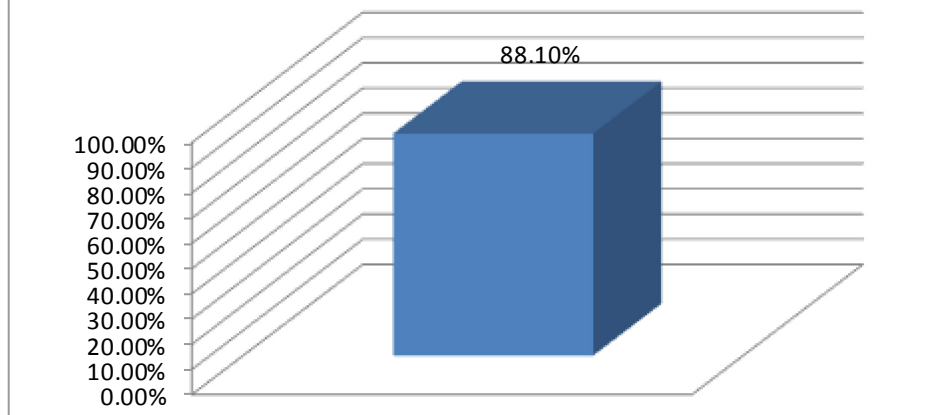
**Conditions:**

MCSO's assigned Court Monitors provided a sample of 36 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 **88.10%** 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, as illustrated in the bar chart below:

**Current Compliance Rate: Anti-Profilng Discussions, 1<sup>st</sup> Quarter 2017**

## Anti-Profiling Message



**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	100.00%
2	100.00%
3	16.67%
4	100.00%
5	100.00%
6	100.00%
7	100.00%

**The following potential deficiencies were observed during the inspection period:**

District/Div.	Supervisor Note Recipient	Commander:	Potential Deficiency:
District Three	Deputy	Captain	Lacked minimum requirement of at least one anti-racial profiling discussion per Quarter.
District Three	Deputy	Captain	Lacked minimum requirement of at least one anti-racial profiling discussion per Quarter.
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One BIO Action Form is required from the affected District addressing the potential deficiencies. Please email the BIO Action Form to [BIO@mcs.maricopa.gov](mailto: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.

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:** 4/3/2017  
**Date Completed:** 4/3/2017  
**Timeframe Inspected:** January – March 2017  
**Assigned Inspector(s):** Sgt. Reaulo #S1678

I have reviewed this inspection report.



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Lieutenant Rick Morris  
Division Commander  
Audits and Inspections

04/03/2017  
Date



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Deputy Chief Bill Knight  
Bureau Commander  
Bureau of Internal Oversight

04/03/2017  
Date