

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



Audits and Inspections Unit
Bureau of Internal Oversight
Inspection Report
2nd Quarter 2016
July 6, 2016
Inspection #BI2016-0051

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 2nd Quarter 2016
Bias Free Policing Brief
Inspection #BI2016-0051

Date: 7/6/16

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, inspectors will select for review the Supervisor Notes and Briefing Notes entries for 35 randomly selected 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 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.

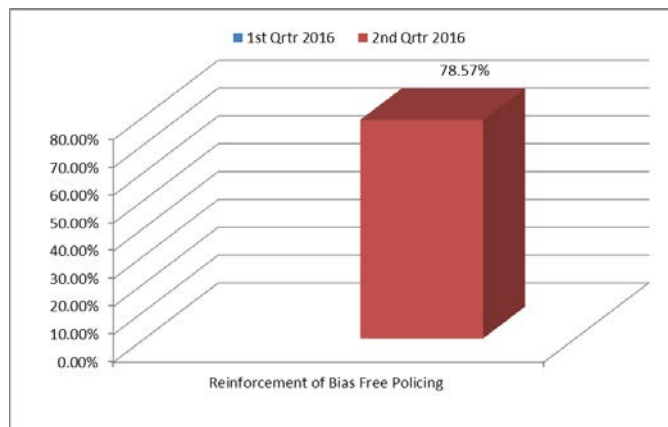
Criteria:

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

Conditions:

In April 2016, a random sample of 35 Detention Personnel was selected. Due to attrition, by the end of June, the selected sample had been reduced to 28. The inspection found that 22 of the 28 selected employees, or **78.57%**, had the required quarterly entry(s) and were in compliance with MCSO Policy CP-8 and in support of the Melendres Order.

Because this is the first time that this quarterly inspection is conducted, there is no historical data available for comparison.



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.*
- 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 78.57% compliance, *Inspection #BI2016-0051* will require submittal of 6 BIO Action Forms from the Detention Bureau.

Notes:

All supporting documentation (working papers) is included in the inspection file number **BI2016-0051** and contained in IA Pro.

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#BI2016-0051

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

Date Inspection Started: **June 28, 2016**

Date Completed: **July 6, 2016**

Timeframe Inspected: **2nd Quarter 2016 (April, May, June)**

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

I have reviewed this inspection report.



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

7/6/16
Date



Deputy Chief Bill Knight
Bureau Commander
Bureau of Internal Oversight

7/6/16
Date
