

MARICOPA COUNTY SHERIFF'S OFFICE

Bureau of Internal Oversight
Audits and Inspections Unit



Sworn Supervisor Note Inspection November 2020

Inspection Report# BI2020-0142

The Audits and Inspections Unit (AIU) of the Sheriff's Office Bureau of Internal Oversight (BIO) will conduct monthly inspections of Supervisory Note entries to determine if these entries are in compliance with Office policies and to help promote proper supervision. To achieve this, inspectors will utilize the IAPro System and a sample of employees selected by the monitors from each district/division for review. These entries will be uniformly inspected utilizing a matrix developed by the Audits and Inspections Unit in accordance with the procedures outlined in policies, EA-11, GB-2, GH-5, and GJ-35.

Compliance Objectives:

Utilizing the Supervisor Note Inspection Matrix, review each selected sworn employee's EIS information to ensure they received the following during November 2020:

- Ensure the supervisor completed a minimum of two Supervisor Note entries
- Ensure the supervisor completed one performance-based entry
- Ensure the supervisor conducted two reviews of EIS data
- Ensure the supervisor conducted a monthly review of Body-Worn Camera footage of two traffic stops if Sworn Employee made any stops during the review period

Criteria:

MCSO Policy EA-11, *Arrest Procedures*

MCSO Policy GB-2, *Command Responsibility*

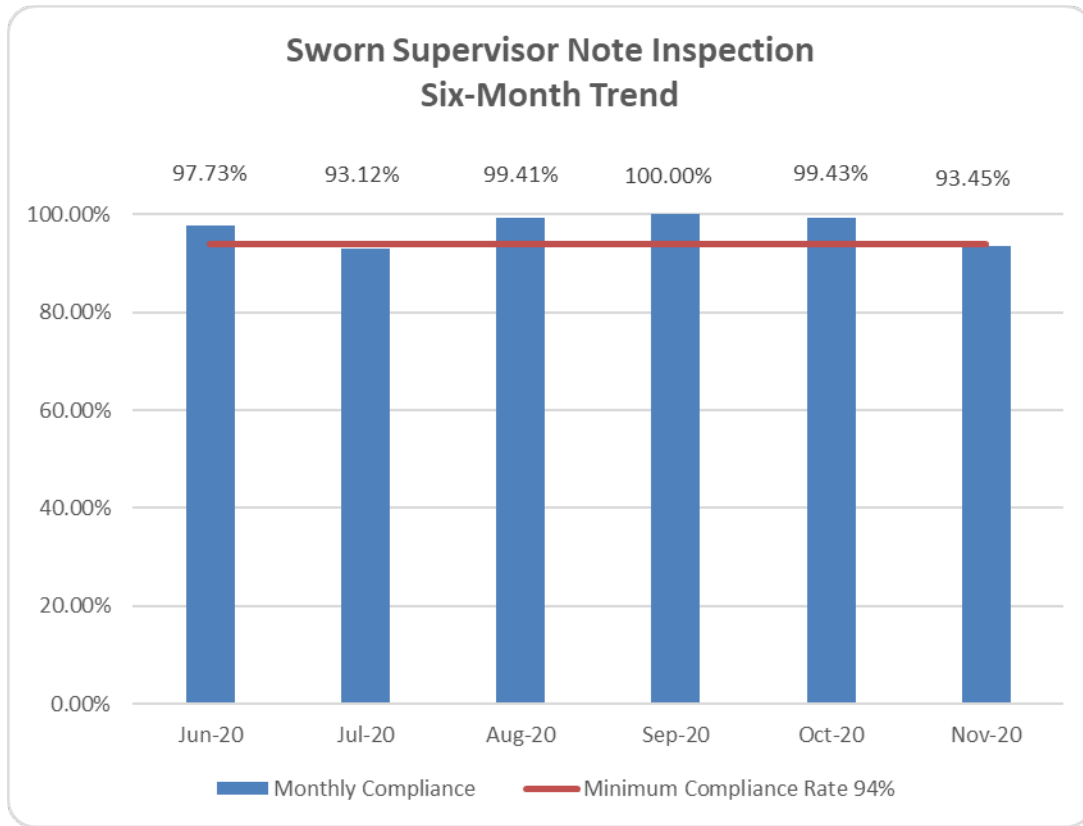
MCSO Policy GH-5, *Early Identification System*

MCSO Policy GJ-35, *Body-Worn Cameras*

Conditions:

MCSO's assigned Court Monitors provided a sample of one patrol squad from each Patrol Division for the month of November 2020 Supervisory Note Review. The Supervisor Notes of the assigned patrol roster are reviewed, including the selected sworn employee's chain of command. AIU reviewed the completed Supervisor Notes of 30 deputies, 7 sergeants, 6 lieutenants, and 7 captains. (Note: completion of a Supervisory Note inspection is dependent on when the AIU receives the sample from the Court Monitors). A review of the IAPro records revealed that, of the 50 sworn employees' records reviewed for Supervisor Note entries submitted during the month of November, 46 sworn employees received entries in full compliance with MCSO Policies.

MCSO achieved a compliance rate of 93.45% in the Sworn Supervisor Note inspection for November 2020, as illustrated in the graph below:



Results of the Review of the Supervisor Note entries:

Inspection Element	Not In Compliance	In Compliance	Total Inspected	Compliance Rate
Sworn Employee received at least two Supervisor Notes during the month	4	46	50	92.00%
At least One Supervisor Note entry is of sufficient quality to facilitate the preparation of an accurate and detailed performance review and reflects the sworn employee’s positive traits and accomplishments and any observed shortcomings	3	47	50	94.00%
Twice per month, supervisors review Sworn subordinates’ EIS information for the purpose of identifying and responding to any conduct patterns or concerns	4	46	50	92.00%
Supervisor Note lacks documentation of review of two Body-Cam videos (NOTE: Not all sworn employees will make traffic stops during the review period)	0	18	18	100.00%
Overall Compliance with inspection requirements	11	157	168	93.45%

The following deficiencies were identified during the inspection process.

District 2 (2 BIO Action Forms)

District	Employee Notes Inspected	Responsible Supervisor	Responsible Commander
District 2	Sergeant	Lieutenant	Captain
Deficiency			
Two Supervisor Notes on sworn employee per month at a minimum not met. Policy GB-2.7.B.1 Supervisor Notes lacked documentation of two monthly EIS reviews. Policy GB-2.7.B.4			
District	Employee Notes Inspected	Responsible Supervisor	Responsible Commander
District 2	Captain	Chief	Chief
Deficiency			
Two Supervisor Notes on sworn employee per month at a minimum not met. Policy GB-2.7.B.1 Supervisor Note lacked documentation of the sworn employee's performance. Policy GB-2.7.B.1 Supervisor Notes lacked documentation of two monthly EIS reviews. Policy GB-2.7.B.4 Inspector Note: One of two monthly supervisor notes and EIS reviews were completed.			

District 3 (0 BIO Action Forms)

District	Employee Notes Inspected	Responsible Supervisor	Responsible Commander
District 3	Captain	Chief	Chief
Deficiency			
Two Supervisor Notes on sworn employee per month at a minimum not met. Policy GB-2.7.B.1 Supervisor Note lacked documentation of the sworn employee's performance. Policy GB-2.7.B.1 Supervisor Notes lacked documentation of two monthly EIS reviews. Policy GB-2.7.B.4 Inspector Note: One of two monthly supervisor notes and EIS reviews were completed.			

District 4 (0 BIO Action Forms)

District	Employee Notes Inspected	Responsible Supervisor	Responsible Commander
District 3	Captain	Chief	Chief
Deficiency			
Two Supervisor Notes on sworn employee per month at a minimum not met. Policy GB-2.7.B.1 Supervisor Note lacked documentation of the sworn employee's performance. Policy GB-2.7.B.1 Supervisor Notes lacked documentation of two monthly EIS reviews. Policy GB-2.7.B.4 Inspector Note: One of two monthly supervisor notes and EIS reviews were completed.			

Action Required:

With the resulting **93.45%** compliance for *Inspection BI2020-0142*, a total of **2** BIO Action Forms are requested from the affected Districts addressing the deficiency. **The form shall be completed utilizing Blue Team.**

Notes:

All supporting documentation (working papers) are included in the inspection file number BI2020-0142 and contained within IAPro.

Date Inspection Started: December 08, 2020
Date Completed: January 04, 2021
Timeframe Inspected: November 01-30, 2020
Assigned Inspector: Ronda Jamieson B3178

I have reviewed this inspection report.

Lt. Todd Brice

Lt. Todd Brice S1767
Commander, Audits & Inspections Unit
Bureau of Internal Oversight

1-4-2021

Date