

# MARICOPA COUNTY SHERIFF'S OFFICE

Bureau of Internal Oversight

Audits and Inspections Unit



**October 2020 Constitutional Policing Plan Briefing Inspection Report**

Inspection # BI2020-0138

The Bureau of Internal Oversight's (BIO) Audits and Inspections Unit (AIU) conducted a briefing note inspection for the Constitutional Policing Plan (CPP) to ensure that CPP Roll Call briefings are being conducted. The purpose of the inspection is to ensure compliance with Office policies and to promote proper supervision. To achieve this, a random sample of Sworn employees and reserve employees was chosen by the AIU inspector. To ensure consistent inspections, the *Constitutional Policing Plan Briefing Inspection Matrix* developed by the AIU will be utilized.

#### Compliance Objectives:

- The compliance objectives for this inspection are contained within each of the included tables.

#### Criteria:

- MCSO Administrative Broadcast Number 20-86
- Paragraph 70 of the First Supplemental Court Order

#### Conditions:

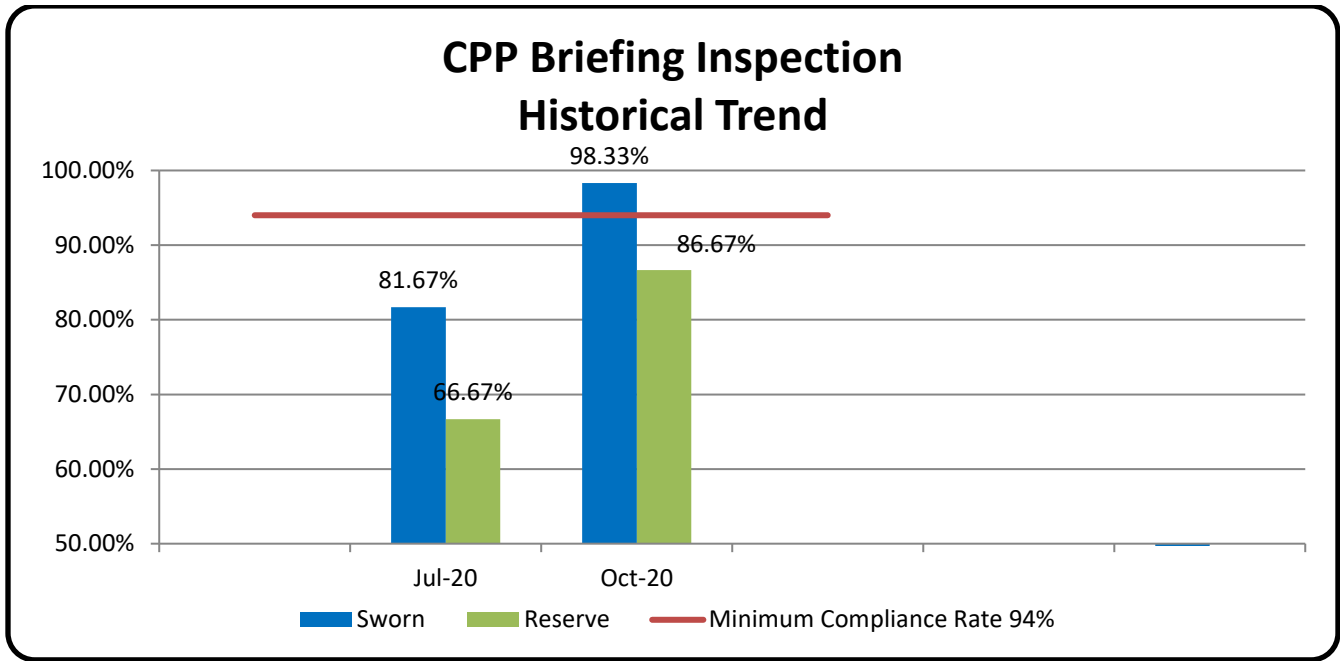
Administrative Broadcast 20-86 requires that all supervisors who supervise sworn personnel engage in a discussion based on the selected Implicit Bias Roll Call Briefing video. The supervisors are required to complete an associated Blue Team Briefing Note regarding their discussion with their sworn subordinates no later than November 13, 2020.

A random sample that consisted of **75** total law enforcement employees was obtained by AIU. The sample contained **60** Sworn personnel and **15** Reserve personnel. This inspection will be based on the requirement outlined in Administrative Broadcast 20-86 in support of paragraph 70 of the first supplemental court order. The inspection found that **96.00%** of inspected employees were in compliance with the MCSO Administrative Broadcast Number 20-86.

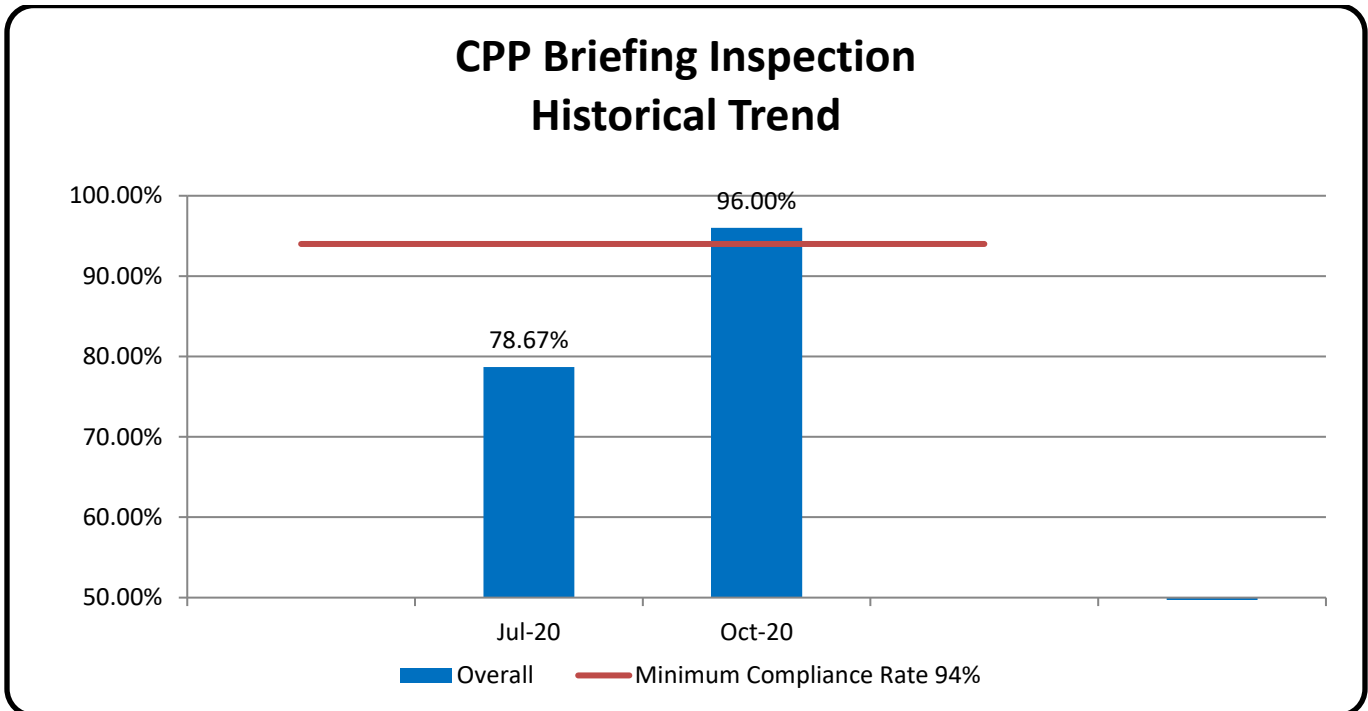
#### Inspection results for the selected personnel sample.

Compliance Objective	Not In Compliance	In Compliance	Total Inspected	Compliance Rate
Sworn - Employees received a documented Blue Team entry on or before Nov 13, 2020, documenting a discussion of the CPP roll call briefing.	1	59	60	98.33%
Reserve - Employees received a documented Blue Team entry on or before Nov 13, 2020, documenting a discussion documenting a discussion of the CPP roll call briefing.	2	13	15	86.67%
<b>Overall Compliance</b>	<b>3</b>	<b>72</b>	<b>75</b>	<b>96.00%</b>

Below is the historical comparison of compliance by Sworn and Reserve personnel for the CPP Briefing inspection.



Below is the historical comparison of total compliance for the CPP briefing inspection.



## District 2 (2 BIO Action Forms):

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
District 2	Reserve	Sergeant	Captain
Deficiency			
-The CPP Roll Call Briefing note was not entered within the time frame as required by Admin Broadcast 20-86.			
<b>Inspector Note:</b> Entry was made on 11/15/20. Entry notes the discussion occurred on 11/10.			

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
District 2	Captain	Chief	Exec. Chief
Deficiency			
-The CPP Roll Call Briefing note was not entered within the time frame as required by Admin Broadcast 20-86.			
<b>Inspector Note:</b> Entry was made on 11/16/20. Entry details the discussion took place prior to 11/13.			

## Special Investigations (1 BIO Action Form):

District/Division	Employee Inspected	Responsible Supervisor	Current Commander
Special Investigations	Reserve	Sergeant	Captain
Deficiency			
-The CPP Roll Call Briefing note was not entered within the time frame as required by Admin Broadcast 20-86.			
<b>Inspector Note:</b> Entry was made on 11/24/20. Entry details the discussion occurred on 10/19 and the supervisor forget to document it until 11/24.			

Unless noted above in the deficiency table, there were no prior BIO Action Form similar in nature or supervisor note addressing the deficiencies.

### Action Required:

With the resulting **96.00%** compliance for *Inspection BI2020-0138* a total of **3** BIO Action Forms are required from the affected divisions. **The forms shall be completed utilizing Blue Team.**

**Notes:**

All supporting documentation (working papers) is included in the inspection file number *BI2020-0138* and contained within IA Pro.

Date Inspection Started: November 18, 2020  
Date Completed: November 19, 2020  
Timeframe Inspected: October 13 to November 13, 2020  
Assigned Inspector: M. De La Cruz B4608

I have reviewed this inspection report.

*Lt. Todd Brice*

12-14-20

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

Date