

# MARICOPA COUNTY SHERIFF'S OFFICE

Bureau of Internal Oversight  
Audits and Inspections Unit



**Sworn Supervisor Note Inspection March 2022**

Inspection Report# BI2022-0032

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 IPro 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 March 2022:

- 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 the Sworn Employee made any stops during the review period

**Criteria:**

MCSO Policy EA-11, *Arrest Procedures*

MCSO Policy GB-2, *Command Responsibility*

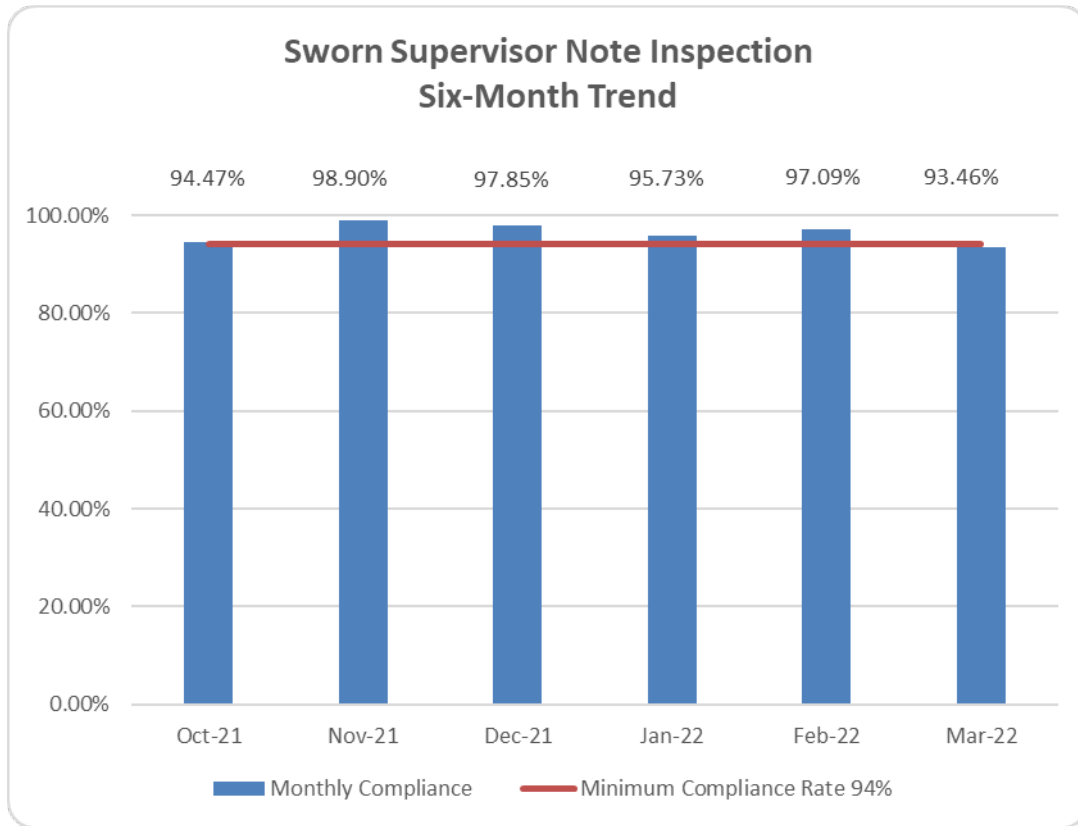
MCSO Policy GH-5, *Early Identification System*

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 March 2022 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 27 deputies, 6 sergeants, 6 lieutenants, and 6 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 IPro records revealed that, of the 45 sworn employees' records reviewed for Supervisor Note entries submitted during the month of March, 38 sworn employees received entries in full compliance with MCSO Policies.

MCSO achieved a compliance rate of 93.46% in the Sworn Supervisor Note inspection for March 2022, 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	2	43	45	95.56%
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	2	43	45	95.56%
Twice per month, supervisors review Sworn subordinates’ EIS information for the purpose of identifying and responding to any conduct patterns or concerns	6	39	45	86.67%
Supervisor Note lacks documentation of review of two Body-Cam videos <b>(NOTE: Not all sworn employees will make traffic stops during the review period)</b>	0	18	18	100%
<b>Overall Compliance with inspection requirements</b>	<b>10</b>	<b>143</b>	<b>153</b>	<b>93.46%</b>

The following deficiencies were identified during the inspection process.

### Dist. 3 (1 BIO Action Form)

District	Employee Notes Inspected	Responsible Supervisor	Responsible Commander
Dist. 3	Deputy	Sergeant	Captain
<b>Deficiency</b>			
Supervisor Note lacked documentation of the sworn employee's performance. Policy GB-2.7.B.1			

### Dist. 7 (2 BIO Action Forms)

District	Employee Notes Inspected	Responsible Supervisor	Responsible Commander
Dist. 7	Lieutenant	Chief	Chief

<b>Deficiency</b>			
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 Inspector Notes:			
<ul style="list-style-type: none"> <li>One of two EIS reviews were completed</li> <li>Responsible Supervisor has 1 previous BIO Action Form for April 2021 Sworn Supervisor Note (BAF2021-0154)</li> </ul>			

District	Employee Notes Inspected	Responsible Supervisor	Responsible Commander
Dist. 7	Deputy	Sergeant	Captain

<b>Deficiency</b>			
Supervisor Notes lacked documentation of two monthly EIS reviews. Policy GB-2.7.B.4 Inspector Notes:			
<ul style="list-style-type: none"> <li>One of two EIS reviews were completed</li> </ul>			

District	Employee Notes Inspected	Responsible Supervisor	Responsible Commander
Dist. 7	Deputy	Sergeant	Captain

<b>Deficiency</b>			
Supervisor Notes lacked documentation of two monthly EIS reviews. Policy GB-2.7.B.4 Inspector Notes:			
<ul style="list-style-type: none"> <li>One of two EIS reviews were completed</li> </ul>			

District	Employee Notes Inspected	Responsible Supervisor	Responsible Commander
Dist. 7	Deputy	Sergeant	Captain

<b>Deficiency</b>			
Supervisor Notes lacked documentation of two monthly EIS reviews. Policy GB-2.7.B.4 Inspector Notes:			
<ul style="list-style-type: none"> <li>One of two EIS reviews were completed</li> </ul>			

District	Employee Notes Inspected	Responsible Supervisor	Responsible Commander
Dist. 7	Deputy	Sergeant	Captain

<b>Deficiency</b>			
Supervisor Notes lacked documentation of two monthly EIS reviews. Policy GB-2.7.B.4 Inspector Notes:			
<ul style="list-style-type: none"> <li>One of two EIS reviews were completed</li> </ul>			

## Bureau of Internal Oversight (0 BIO Action Forms)

Division	Employee Notes Inspected	Responsible Supervisor	Responsible Commander
BIO *	Sergeant	Lieutenant	Captain
Deficiency			
<p>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</p> <p>Inspector Notes:</p> <ul style="list-style-type: none"> <li>One of two EIS reviews were completed</li> </ul> <p><b>*During the month under inspection Sgt was assigned to the Bureau of Internal Oversight and was transferred to Dist. 7 on 4/4/2022*</b></p> <p><b>Deficiency documented with supervisor note (SN2022-00014843) so no BAF will be issued</b></p>			

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

### Action Required:

With the resulting **93.46%** compliance for *Inspection BI2022-0032*, a total of **3** BIO Action Forms are requested from the affected Districts/Divisions to address the deficiencies.

### Notes:

All supporting documentation (working papers) are included in the inspection file number BI2022-0032 and contained within IAPro.

Date Inspection Started: April 14, 2022  
Date Completed: April 14, 2022  
Timeframe Inspected: March 01 - 31, 2022  
Assigned Inspector: Ronda Jamieson B3178

I have reviewed this inspection report.

*Lt. Brian Arthur*  
Lt. T. Brian Arthur S1806  
Commander, Audits & Inspections Unit  
Bureau of Internal Oversight

5/20/2022  
Date