

MARICOPA COUNTY SHERIFF'S OFFICE

Bureau of Internal Oversight

Audits and Inspections Unit



Sep. 2024 Misconduct Investigations Inspection Report

Inspection # BI2024-0155

The Bureau of Internal Oversight's (BIO) Audits and Inspections Unit (AIU) will conduct Misconduct Investigations inspections monthly. The purpose of the inspection is to ensure compliance with Office policies and to promote proper supervision. To achieve this, inspectors will select for review a sample of the Misconduct Investigations that were completed during the month being analyzed. To ensure consistent inspections, the *Misconduct Investigation 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 Policy GH-2, *Internal Investigations*¹

MCSO Policy GH-4, *Bureau of Internal Oversight*

Conditions:

A review of the IAPro records revealed that a total of **93** administrative misconduct investigations were closed during the month of September 2024. A randomly selected proportionate sample, consisting of 20 investigations, was selected by the AIU for inspection. Of the sample selected for inspection, 5 investigations were completed by *Sworn Supervisors* assigned to the Divisions/Districts, 5 investigations were completed by *Sworn Supervisors* assigned to the Professional Standards Bureau (PSB), 5 investigations were completed by *Detention Supervisors* assigned to the PSB, and 5 investigations were completed by *Civilian Investigators* assigned to the PSB.

¹ For all administrative investigations initiated after July 1st, 2024, the; investigation plan, division review timeframes and PSB commander timeframes will be inspected to coincide with current GH-2 Internal Investigation office policy.

Inspection results for the 5 Misconduct Investigations conducted by Sworn Supervisors at the Division/District

Compliance Objectives	Total Inspected	Not Applicable	In Compliance	Not in Compliance	Compliance Rate
Did the PSB complete and upload the Prior Work History Report within 5 business days of the complaint being filed?	5	2	3	0	100%
Did the PSB provide a written update to the complainant that included the IA number and name of the assigned investigator within 7 days?	5	0	5	0	100%
Was the Investigative Plan completed and approved by the Division Commander within 7 calendar days of the case assignment to the investigator?	5	5	0	0	N/A
For cases assigned to the PSB or outsourced by the PSB, was the investigation completed within 85 calendar days?	5	5	0	0	N/A
For cases assigned outside of the PSB, was the investigation completed within 60 calendar days?	5	0	5	0	100%
For cases transferred between the PSB and outside divisions during the investigation, was the investigation completed within 85 calendar days?	5	5	0	0	N/A
If applicable, was the Request for Investigative Extension routed to the PSB Commander through the chain of command 10 calendar days prior to the assigned due date?	5	5	0	0	N/A
For division assigned cases, did the chain of command have up to 10 calendar days within the 60 calendar days to complete their review?	5	5	0	0	N/A
For division assigned cases, did the chain of command complete the review of the investigation within the allotted 10 calendar days?	5	5	0	0	N/A
For PSB assigned cases, did the PSB Commander have up to 10 calendar days within the 85 calendar days to complete their review?	5	5	0	0	N/A
For PSB assigned cases, did the PSB Commander complete the review of the investigation within the allotted 10 calendar days?	5	5	0	0	N/A
For cases that exceeded 180 calendar days to complete, did the PSB provide a copy of the 180-Day Notice signed by the PSB Commander prior to 180 days?	5	1	4	0	100%
Overall Compliance	60	43	17	0	100%

Inspection results for the 5 Misconduct Investigations conducted by Sworn Supervisors at the PSB

Compliance Objectives	Total Inspected	Not Applicable	In Compliance	Not in Compliance	Compliance Rate
Did the PSB complete and upload the Prior Work History Report within 5 business days of the complaint being filed?	5	5	0	0	N/A
Did the PSB provide a written update to the complainant that included the IA number and name of the assigned investigator within 7 days?	5	2	3	0	100%
Was the Investigative Plan completed and approved by the Division Commander within 7 calendar days of the case assignment to the investigator?	5	5	0	0	N/A
For cases assigned to the PSB or outsourced by the PSB, was the investigation completed within 85 calendar days?	5	0	1	4	20.00%
For cases assigned outside of the PSB, was the investigation completed within 60 calendar days?	5	5	0	0	N/A
For cases transferred between the PSB and outside divisions during the investigation, was the investigation completed within 85 calendar days?	5	5	0	0	N/A
If applicable, was the Request for Investigative Extension routed to the PSB Commander through the chain of command 10 calendar days prior to the assigned due date?	5	5	0	0	N/A
For division assigned cases, did the chain of command have up to 10 calendar days within the 60 calendar days to complete their review?	5	5	0	0	N/A
For division assigned cases, did the chain of command complete the review of the investigation within the allotted 10 calendar days?	5	5	0	0	N/A
For PSB assigned cases, did the PSB Commander have up to 10 calendar days within the 85 calendar days to complete their review?	5	5	0	0	N/A
For PSB assigned cases, did the PSB Commander complete the review of the investigation within the allotted 10 calendar days?	5	5	0	0	N/A
For cases that exceeded 180 calendar days to complete, did the PSB provide a copy of the 180-Day Notice signed by the PSB Commander prior to 180 days?	5	1	4	0	100%
Overall Compliance	60	48	8	4	66.67%

Inspection results for the 5 Misconduct Investigations conducted by Detention Supervisors at the PSB.

Compliance Objectives	Total Inspected	Not Applicable	In Compliance	Not in Compliance	Compliance Rate
Did the PSB complete and upload the Prior Work History Report within 5 business days of the complaint being filed?	5	3	2	0	N/A
Did the PSB provide a written update to the complainant that included the IA number and name of the assigned investigator within 7 days?	5	4	1	0	100%
Was the Investigative Plan completed and approved by the Division Commander within 7 calendar days of the case assignment to the investigator?	5	5	0	0	N/A
For cases assigned to the PSB or outsourced by the PSB, was the investigation completed within 85 calendar days?	5	0	2	3	40.00%
For cases assigned outside of the PSB, was the investigation completed within 60 calendar days?	5	5	0	0	N/A
For cases transferred between the PSB and outside divisions during the investigation, was the investigation completed within 85 calendar days?	5	5	0	0	N/A
If applicable, was the Request for Investigative Extension routed to the PSB Commander through the chain of command 10 calendar days prior to the assigned due date?	5	5	0	0	N/A
For division assigned cases, did the chain of command have up to 10 calendar days within the 60 calendar days to complete their review?	5	5	0	0	N/A
For division assigned cases, did the chain of command complete the review of the investigation within the allotted 10 calendar days?	5	5	0	0	N/A
For PSB assigned cases, did the PSB Commander have up to 10 calendar days within the 85 calendar days to complete their review?	5	5	0	0	N/A
For PSB assigned cases, did the PSB Commander complete the review of the investigation within the allotted 10 calendar days?	5	5	0	0	N/A
For cases that exceeded 180 calendar days to complete, did the PSB provide a copy of the 180-Day Notice signed by the PSB Commander prior to 180 days?	5	3	2	0	100%
Overall Compliance	60	50	7	3	70.00%

Inspection results for the 5 Misconduct Investigations conducted by Civilian Investigators at the PSB

Compliance Objectives	Total Inspected	Not Applicable	In Compliance	Not in Compliance	Compliance Rate
Did the PSB complete and upload the Prior Work History Report within 5 business days of the complaint being filed?	5	2	3	0	100%
Did the PSB provide a written update to the complainant that included the IA number and name of the assigned investigator within 7 days?	5	1	4	0	100%
Was the Investigative Plan completed and approved by the Division Commander within 7 calendar days of the case assignment to the investigator?	5	5	0	0	N/A
For cases assigned to the PSB or outsourced by the PSB, was the investigation completed within 85 calendar days?	5	2	3	0	100%
For cases assigned outside of the PSB, was the investigation completed within 60 calendar days?	5	5	0	0	N/A
For cases transferred between the PSB and outside divisions during the investigation, was the investigation completed within 85 calendar days?	5	5	0	0	N/A
If applicable, was the Request for Investigative Extension routed to the PSB Commander through the chain of command 10 calendar days prior to the assigned due date?	5	5	0	0	N/A
For division assigned cases, did the chain of command have up to 10 calendar days within the 60 calendar days to complete their review?	5	5	0	0	N/A
For division assigned cases, did the chain of command complete the review of the investigation within the allotted 10 calendar days?	5	5	0	0	N/A
For PSB assigned cases, did the PSB Commander have up to 10 calendar days within the 85 calendar days to complete their review?	5	5	0	0	N/A
For PSB assigned cases, did the PSB Commander complete the review of the investigation within the allotted 10 calendar days?	5	5	0	0	N/A
For cases that exceeded 180 calendar days to complete, did the PSB provide a copy of the 180-Day Notice signed by the PSB Commander prior to 180 days?	5	4	1	0	100%
Overall Compliance	60	49	11	0	100%

Compliance for September 2024:

Compliance Rate by Identified Personnel	Compliance Rate
Sworn Personnel at the Division/District Level	100%
Sworn Personnel at the Professional Standards Bureau	66.67%
Detention Personnel at the Professional Standards Bureau	70.00%
Civilian Investigators at the Professional Standards Bureau	100%
Overall Compliance for the September Misconduct Investigations	86.00%

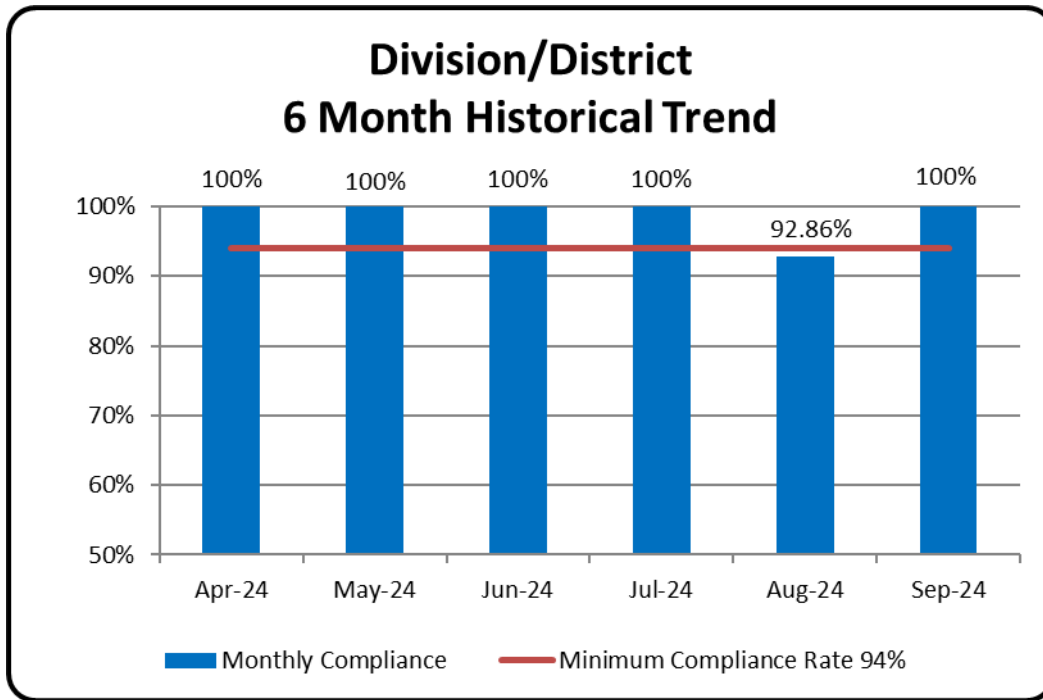
Compliance Deficiencies

The following deficiencies were identified during the inspection; however, the PSB has already identified this issue and had taken steps to address these deficiencies prior to this inspection. **NO BIO Action forms are requested.**

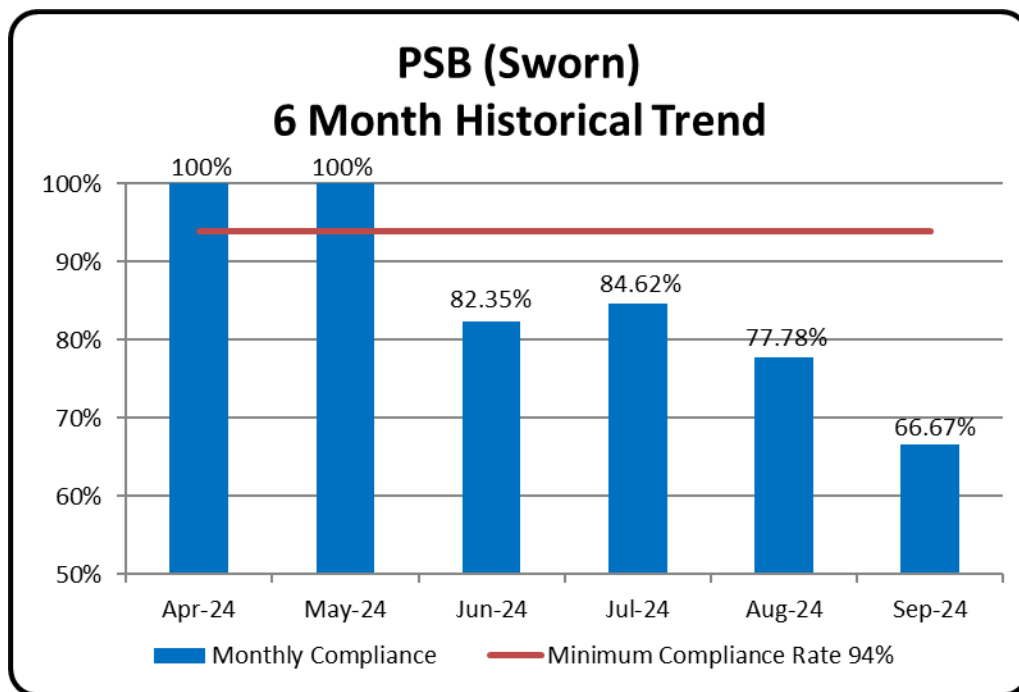
Division	IA Number	Responsible Employee	Current Supervisor	Current Commander
PSB	IA2023-0175	Sergeant	Lieutenant	Captain
PSB	IA2023-0572	Sergeant	Lieutenant	Captain
PSB	IA2024-0100	Sergeant	Lieutenant	Captain
PSB	IA2023-0053	Sergeant	Lieutenant	Captain
PSB	IA2023-0166	Sergeant	Lieutenant	Captain
PSB	IA2023-0196	Sergeant	Lieutenant	Captain
PSB	IA2023-0513	External Investigator	Civ. Supervisor	Captain
Deficiency				
1. For cases assigned to the PSB or outsourced by the PSB, was the investigation completed within 85 calendar days? IAPro records indicate that the investigative process was not completed by the assigned investigator within the required 85 calendar days. Reference: MCSO Policy GH-2, Paragraph 9.				

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

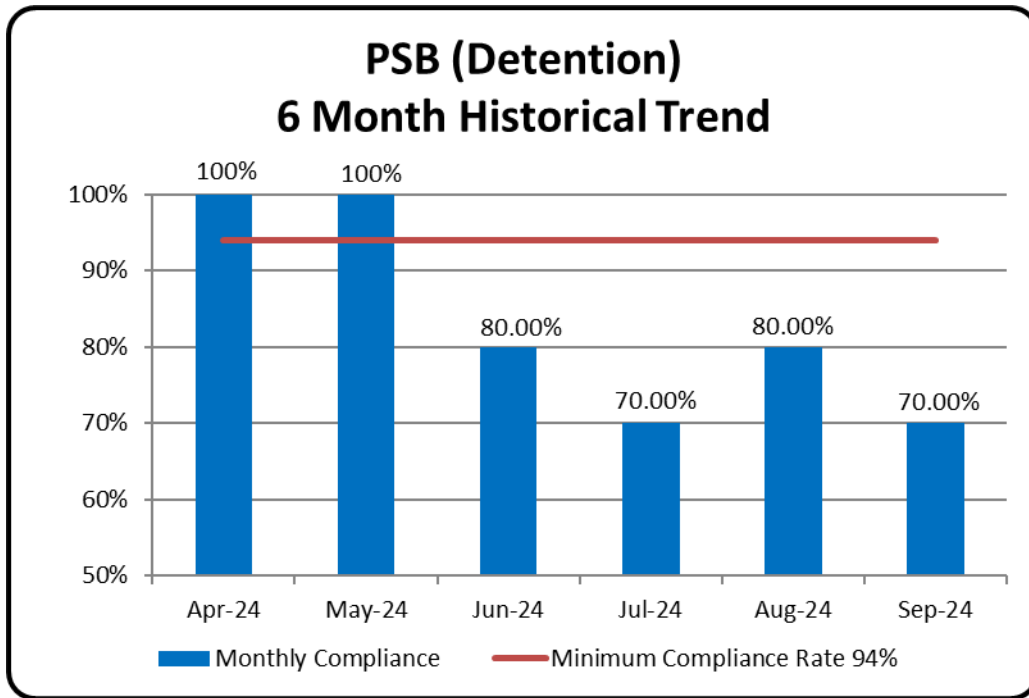
Below is the historical comparison of compliance for Misconduct Investigations conducted by sworn supervisors at the Districts/Divisions:



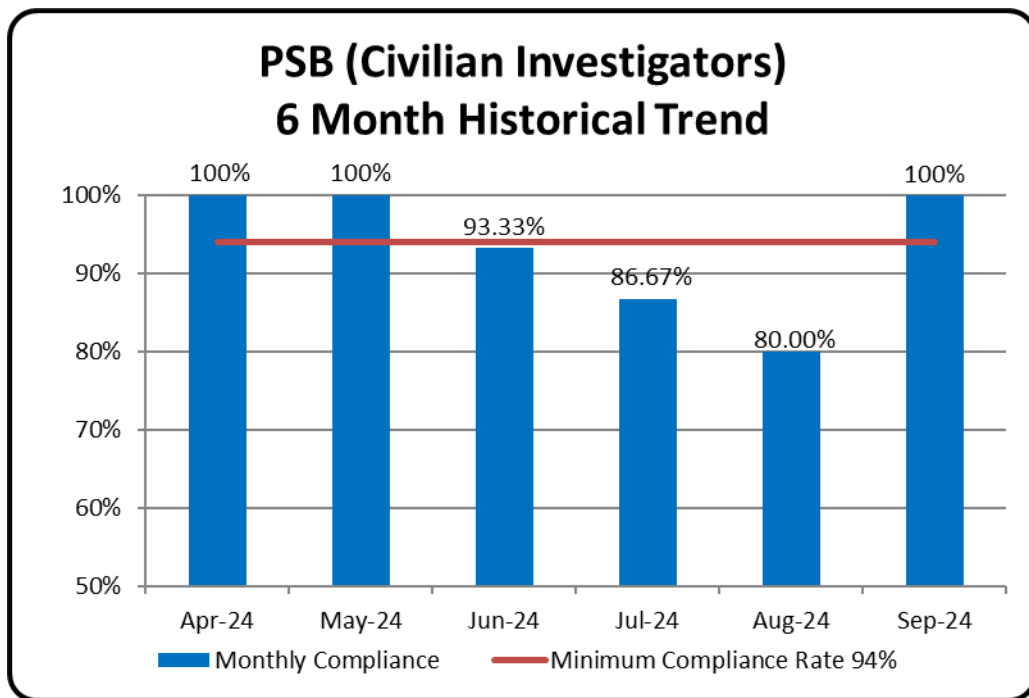
Below is the historical comparison of compliance for Misconduct Investigations conducted by sworn personnel at the Professional Standards Bureau:



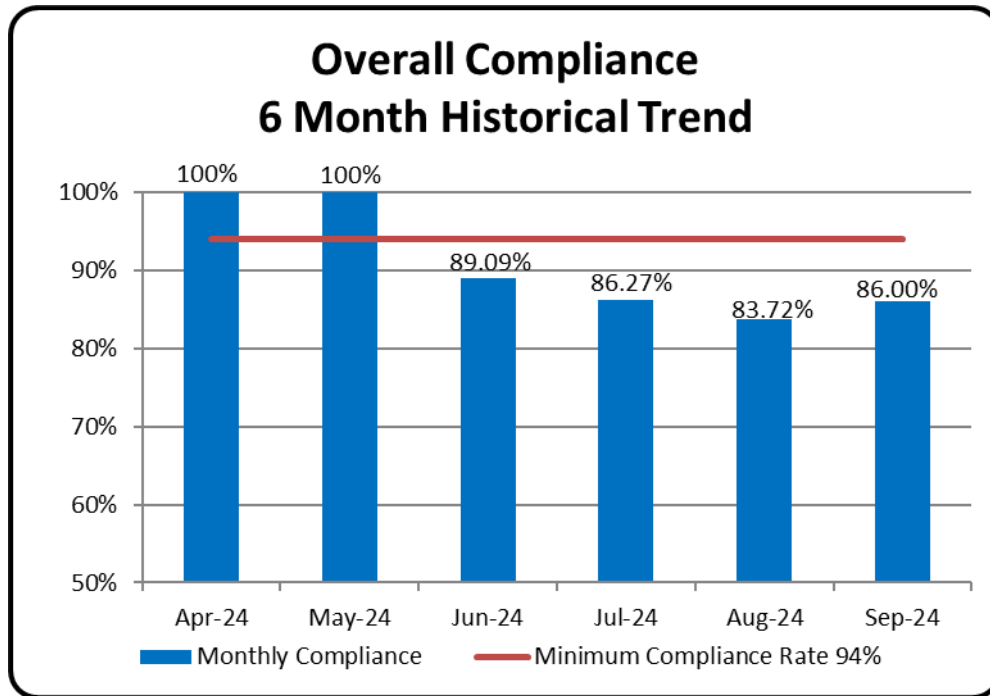
Below is the historical comparison of compliance for Misconduct Investigations conducted by detention personnel at the Professional Standards Bureau:



Below is the historical comparison of compliance for Misconduct Investigations conducted by civilian investigators at the Professional Standards Bureau:



Below is the historical comparison of compliance for the Misconduct Investigations inspected by the MCSO:



Action Required:

Inspection BI2024-0155 resulted in **86.00%** compliance with No BIO Action Forms required.

Notes:

Supporting documentation (working papers) is included in the inspection file number BI2024-0155 and contained within IA Pro.

Date Inspection Started: October 28, 2024
 Date Completed: November 7, 2024
 Timeframe Inspected: September 1 to September 30, 2024
 Assigned Inspector: Sr. Auditor M. Rodriguez A9047

I have reviewed this inspection report.

Lt Andrew Rankin S1839 12/16/2024
 Lieutenant A. Rankin S1839 Date
 Commander, Audits and Inspection Unit
 Bureau of Internal Oversight