

THIRTY-NINTH REPORT
Independent Monitor
for the
Maricopa County Sheriff's Office



Reporting Period: Fourth Quarter 2023
Chief (Ret.) Robert S. Warshaw
Independent Monitor
May 29, 2024

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Section 1: Introduction

This is the thirty-ninth report issued in my capacity as the Court-appointed Monitor in the case of *Manuel de Jesus Ortega Melendres, et al., v. Paul Penzone, et al.* (No. CV-07-02513-PHX-GMS), and documents activities that occurred during the third quarter of 2023, October 1-December 31, 2023.

On May 24, 2013, the Court issued its Findings of Fact and Conclusions of Law after conducting a bench trial in this matter. On October 2, 2013, the Court issued a Supplemental Permanent Injunction/Judgment Order (First Order) in this case, outlining the requirements which the Maricopa County Sheriff's Office (MCSO) must comply with as a result of the Court's findings. On May 13, 2016, the Court issued its Findings of Fact in the civil contempt proceedings that commenced in April 2015. This led to the issuance of a Second Supplemental Permanent Injunction/Judgment Order (Second Order) on July 20, 2016, significantly expanding the duties of the Monitor. On November 8, 2022, the Court issued its Third Supplemental Permanent Injunction/Judgment Order (Third Order), adding requirements related to MCSO's Professional Standards Bureau (PSB) function, including addressing the backlog of internal investigations.

The Second Order delineates in great detail requirements in the areas of misconduct investigations, training, discipline and discipline review, transparency and reporting, community outreach, document preservation, and misconduct investigations involving members of the Plaintiffs' class. The Court granted the Monitor the authority to supervise and direct all of the investigations that fall into the latter category. The Third Order imposes additional requirements on MCSO as they pertain to PSB.

Our reports cover the requirements of all three Orders and document MCSO's compliance efforts with these requirements. We provide summaries of compliance with the three Orders separately, as well as a summary of MCSO's overall, or combined, compliance.

The compliance Paragraphs of the Second Order commence where the First Order ends, and they are numbered from Paragraph 160 through and including Paragraph 337. Not all are subject to our review. The compliance Paragraphs of the Third Order commence where the Second Order ends, and they are numbered from Paragraph 338 through and including Paragraph 368. Again, not all are subject to our review.

As of the last reporting period, MCSO asserted and was granted Full and Effective Compliance (FEC) with 158 Paragraphs of the First and Second Orders, as that term is defined in the First Order. On December 19, 2023, MCSO asserted Full and Effective Compliance with three additional Paragraphs: Paragraphs 90; 116; and 207. On January 18, 2024, I agreed with all of MCSO's assertions, granting MCSO in Full and Effective Compliance with 161 total Paragraphs. (See Section 2 of this report.) MCSO retains the obligation to document that the Office remains in Full and Effective Compliance with the Paragraphs so designated. During this reporting period, we deferred our compliance assessment for one of these FEC Paragraphs, Paragraph 178.

Section 2: Methodology and Compliance Summary

The Monitor's primary responsibility is to determine the status of compliance of the Maricopa County Sheriff's Office (MCSO) with the requirements in the Orders. To accomplish this, the Monitoring Team makes quarterly visits to Maricopa County to meet with MCSO's Court Implementation Division (CID) and other Office personnel – at Headquarters, in Patrol District offices, or at the office that we occupy when onsite. We also observe Office practices; review Office policies and procedures; collect and analyze data using appropriate sampling and analytic procedures; and inform the Parties and, on a quarterly basis, the Court, about the status of MCSO's compliance.

This report documents compliance with applicable Order requirements, or Paragraphs, in two phases. For Phase 1, we assess compliance according to whether MCSO has developed and approved requisite policies and procedures, and MCSO personnel have received documented training on their contents. For Phase 2 compliance, generally considered operational implementation, MCSO must demonstrate that it is complying with applicable Order requirements more than 94% of the time, or in more than 94% of the instances under review.

We use four levels of compliance: In compliance; Not in compliance; Deferred; and Not applicable. "In compliance" and "Not in compliance" are self-explanatory. We use "Deferred" in circumstances in which we are unable to fully determine the compliance status – due to a lack of data or information, incomplete data, or other reasons that we explain in the narrative of our report. We will also use "Deferred" in situations in which MCSO, in practice, is fulfilling the requirements of a Paragraph, but has not yet memorialized the requirements in a formal policy.

For Phase 1 compliance, we use "Not applicable" for Paragraphs where a policy is not required; for Phase 2 compliance, we use "Not applicable" for Paragraphs that do not necessitate a compliance assessment.

The tables below summarize the compliance status of Paragraphs tracked in this report.¹ During this reporting period, MCSO's Phase 1 compliance rate with the **First and Second Orders** remained the same as the last reporting period, both at 100%. MCSO's Phase 1 compliance rate with the **Third Order** remained the same as the last reporting period, at 25%.

¹ The percent in compliance for Phase 1 is calculated by dividing the number of Order Paragraphs determined to be in compliance by the total number of Paragraphs requiring a corresponding policy or procedure. Paragraphs with the status of Deferred are included in the denominator, while Paragraphs with the status of Not Applicable are not included. Therefore, the number of Paragraphs included in the denominator totals 188 for Phase 1; the number of Paragraphs included in the denominator totals 225 for Phase 2.

During this reporting period, MCSO's Phase 2 compliance rate with the **First Order** decreased by three percentage points from the last reporting period, to 90%. This number includes Paragraphs that we consider to be in compliance and those that are now in Full and Effective Compliance (FEC), as described above. (See below for the list of Paragraphs that are in Full and Effective Compliance.) During this reporting period, MCSO's Phase 2 compliance rate with the **Second Order** decreased by two percentage points from the last reporting period, to 91%. This number also includes Paragraphs that we consider to be in compliance and those that are now in Full and Effective Compliance (FEC), as described above. During this reporting period, MCSO's Phase 2 compliance rate with the **Third Order** remained the same as the last reporting period, at 53%.

Thirty-Ninth Quarterly Status Report		
First Order Summary		
Compliance Status	Phase 1	Phase 2
Not Applicable	20	6
Deferred	0	0
Not in Compliance	0	9
In Compliance	80	85²
Percent in Compliance	100%	90%

Thirty-Ninth Quarterly Status Report		
Second Order Summary		
Compliance Status	Phase 1	Phase 2
Not Applicable	19	9
Deferred	0	4
Not in Compliance	0	6
In Compliance	104	104 ³
Percent in Compliance	100%	92%

² This number includes those Paragraphs that are deemed in Full and Effective Compliance.

³ This number includes those Paragraphs that are deemed in Full and Effective Compliance.

Thirty-Ninth Quarterly Status Report		
Third Order Summary		
Compliance Status	Phase 1	Phase 2
Not Applicable	21	8
Deferred	3	8
Not in Compliance	0	0
In Compliance	1	9
Percent in Compliance	25%	53%

MCSO's Compliance with the Requirements of the First Order (<i>October 2, 2013</i>)										
	Report 1	Report 2	Report 3	Report 4	Report 5	Report 6	Report 7	Report 8	Report 9	Report 10
Phase 1	4%	10%	44%	40%	51%	57%	61%	60%	67%	60%
Phase 2	0%	0%	26%	25%	28%	37%	38%	39%	44%	49%
	Report 11	Report 12	Report 13	Report 14	Report 15	Report 16	Report 17	Report 18	Report 19	Report 20
Phase 1	63%	79%	88%	85%	85%	85%	85%	97%	97%	97%
Phase 2	50%	57%	67%	62%	65%	64%	66%	77%	75%	78%
	Report 21	Report 22	Report 23	Report 24	Report 25	Report 26	Report 27	Report 28	Report 29	Report 30
Phase 1	96%	96%	96%	96%	96%	98%	98%	98%	98%	99%
Phase 2	76%	77%	79%	82%	81%	78%	79%	77%	77%	79%
	Report 31	Report 32	Report 33	Report 34	Report 35	Report 36	Report 37	Report 38	Report 39	
Phase 1	99%	99%	99%	99%	99%	100%	100%	100%	100%	
Phase 2	81%	80%	78%	79%	80%	82%	88%	93%	90%	

MCSO's Compliance with the Requirements of the Second Order (July 20, 2016)										
	Report 1	Report 2	Report 3	Report 4	Report 5	Report 6	Report 7	Report 8	Report 9	Report 10
Phase 1	N/A									1%
Phase 2	N/A									43%
	Report 11	Report 12	Report 13	Report 14	Report 15	Report 16	Report 17	Report 18	Report 19	Report 20
Phase 1	10%	12%	72%	75%	77%	77%	78%	78%	99%	99%
Phase 2	46%	60%	63%	66%	72%	75%	80%	81%	90%	89%
	Report 21	Report 22	Report 23	Report 24	Report 25	Report 26	Report 27	Report 28	Report 29	Report 30
Phase 1	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Phase 2	91%	90%	92%	93%	90%	91%	92%	90%	89%	91%
	Report 31	Report 32	Report 33	Report 34	Report 35	Report 36	Report 37	Report 38	Report 39	
Phase 1	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Phase 2	92%	93%	93%	93%	93%	93%	93%	93%	91%	

MCSO's Compliance with the Requirements of the Third Order (November 9, 2022)										
	Report 1	Report 2	Report 3	Report 4	Report 5	Report 6	Report 7	Report 8	Report 9	Report 10
Phase 1	N/A									
Phase 2	N/A									
	Report 11	Report 12	Report 13	Report 14	Report 15	Report 16	Report 17	Report 18	Report 19	Report 20
Phase 1	N/A									
Phase 2	N/A									
	Report 21	Report 22	Report 23	Report 24	Report 25	Report 26	Report 27	Report 28	Report 29	Report 30
Phase 1	N/A									
Phase 2	N/A									
	Report 31	Report 32	Report 33	Report 34	Report 37	Report 36	Report 37	Report 38	Report 39	
Phase 1	N/A				25%	20%	25%	25%	25%	
Phase 2	N/A				53%	50%	53%	53%	53%	

Below is the list of Paragraphs for which MCSO asserted Full and Effective Compliance, and the Monitor's response to MCSO's assertion.

Paragraph	MCSO Asserted Full and Effective Compliance	Monitor's Determination
9	12/28/18	Concurred on 1/28/19
10	12/28/18	Concurred on 1/28/19
11	12/28/18	Concurred on 1/28/19
12	12/28/18	Concurred on 1/28/19
13	12/28/18	Concurred on 1/28/19
19	3/31/23	Concurred on 4/27/23
21	6/22/20	Concurred on 7/17/20
22	9/25/23	Concurred on 10/25/23
23	12/28/18	Concurred on 1/28/19
24	6/18/21	Concurred on 7/19/21
26	12/28/18	Concurred on 1/28/19
27	3/22/19	Concurred on 4/22/19
28	12/28/18	Concurred on 1/28/19
29	12/28/18	Concurred on 1/28/19
30	12/28/18	Concurred on 1/28/19
31	9/9/19	Concurred on 10/2/19
34	6/3/19	Concurred on 6/25/19
35	12/28/18	Concurred on 1/28/19
36	12/28/18	Concurred on 1/28/19
37	12/28/18	Concurred on 1/28/19
38	12/28/18	Concurred on 1/28/19
39	3/16/21	Concurred on 4/16/21
40	12/28/18	Concurred on 1/28/19
43	6/17/22	Concurred on 7/15/22
44	9/30/22	Concurred on 10/31/22

Paragraph	MCSO Asserted Full and Effective Compliance	Monitor's Determination
45	12/9/19	Concurred on 1/6/20
46	12/9/19	Concurred on 1/6/20
47	6/17/22	Concurred on 7/15/22
48	4/1/22	Concurred on 4/29/22
49	4/1/22	Concurred on 4/29/22
50	4/1/22	Concurred on 4/29/22
51	4/1/22	Concurred on 4/29/22
52	6/18/21	Concurred on 7/19/21
53	6/18/21	Concurred on 7/19/21
55	12/28/18	Concurred on 1/28/19
57	12/16/20	Concurred on 1/15/21
58	6/22/20	Concurred on 7/17/20
59	12/28/18	Concurred on 1/28/19
60	12/28/18	Concurred on 1/28/19
61	12/9/19	Concurred on 1/6/20
62	1/6/23	Concurred on 2/6/23
63	6/22/20	Concurred on 7/17/20
66	3/31/23	Concurred on 4/27/23
68	12/28/18	Concurred on 1/28/19
71	12/28/18	Concurred on 1/28/19
73	10/5/20	Concurred on 11/4/20
74	9/25/23	Concurred on 10/25/23
76	12/16/20	Concurred on 1/15/21
77	12/28/18	Concurred on 1/28/19
78	3/16/21	Concurred on 4/16/21
80	9/30/22	Concurred on 10/31/22
83	9/30/22	Concurred on 10/31/22
84	9/9/19	Concurred on 10/2/19

Paragraph	MCSO Asserted Full and Effective Compliance	Monitor's Determination
85	10/5/20	Concurred on 11/4/20
86	10/5/20	Concurred on 11/4/20
88	12/28/18	Concurred on 1/28/19
89	12/9/19	Concurred on 1/6/20
90	12/19/23	Concurred on 1/18/24
91	6/23/23	Concurred on 7/21/23
93	3/17/20	Concurred on 4/9/20
101	12/28/18	Concurred on 1/28/19
102	12/16/20	Concurred on 1/15/21
104	3/17/27	Concurred on 4/9/20
105	10/5/20	Concurred on 11/4/20
106	6/3/19	Concurred on 6/25/19
113	6/17/22	Concurred on 7/15/22
114	6/17/22	Concurred on 7/15/22
116	12/19/23	Concurred on 1/18/24
167	12/23/21	Concurred on 1/24/22
168	12/23/21	Concurred on 1/24/22
169	12/23/21	Concurred on 1/24/22
170	12/23/21	Concurred on 1/24/22
171	12/23/21	Concurred on 1/24/22
172	12/23/21	Concurred on 1/24/22
174	6/17/22	Concurred on 7/15/22
177	6/18/21	Concurred on 7/19/21
178	6/17/22	Concurred on 7/15/22
179	6/17/22	Concurred on 7/15/22
180	6/17/22	Concurred on 7/15/22
182	9/24/21	Concurred on 10/25/21
184	6/18/21	Concurred on 7/19/21

Paragraph	MCSO Asserted Full and Effective Compliance	Monitor's Determination
185	6/18/21	Concurred on 7/19/21
186	6/18/21	Concurred on 7/19/21
187	6/18/21	Concurred on 7/19/21
188	6/18/21	Concurred on 7/19/21
189	12/23/21	Concurred on 1/24/22
190	9/30/22	Concurred on 10/31/22
191	12/23/21	Concurred on 1/24/22
192	9/30/22	Concurred on 10/31/22
193	12/23/21	Concurred on 1/24/22
196	12/23/21	Concurred on 1/24/22
197	1/6/23	Concurred on 2/6/23
198	9/30/22	Concurred on 10/31/22
199	12/23/21	Concurred on 1/24/22
200	9/30/22	Concurred on 10/31/22
201	12/23/21	Concurred on 1/24/22
202	9/30/22	Concurred on 10/31/22
203	9/30/22	Concurred on 10/31/22
205	6/23/23	Concurred on 7/21/23
206	9/30/22	Concurred on 10/31/22
207	12/19/23	Concurred on 1/18/24
208	1/6/23	Concurred on 2/6/23
209	9/25/23	Concurred on 10/25/23
210	9/24/21	Concurred on 10/25/21
212	6/23/23	Concurred on 7/21/23
214	9/24/21	Concurred on 10/25/21
215	9/24/21	Concurred on 10/25/21
217	9/24/21	Concurred on 10/25/21
218	9/24/21	Concurred on 10/25/21

Paragraph	MCSO Asserted Full and Effective Compliance	Monitor's Determination
221	9/24/21	Concurred on 10/25/21
222	9/30/22	Concurred on 10/31/22
223	9/24/21	Concurred on 10/25/21
224	9/24/21	Concurred on 10/25/21
225	9/24/21	Concurred on 10/25/21
226	1/6/23	Concurred on 2/6/23
227	3/16/21	Concurred on 4/16/21
228	3/16/21	Concurred on 4/16/21
229	3/16/21	Concurred on 4/16/21
230	3/16/21	Concurred on 4/16/21
231	3/16/21	Concurred on 4/16/21
232	3/16/21	Concurred on 4/16/21
233	3/16/21	Concurred on 4/16/21
234	3/16/21	Concurred on 4/16/21
235	3/16/21	Concurred on 4/16/21
236	3/16/21	Concurred on 4/16/21
238	3/16/21	Concurred on 4/16/21
239	3/16/21	Concurred on 4/16/21
240	3/31/23	Concurred on 4/27/23
241	1/6/23	Concurred on 2/6/23
242	3/31/23	Concurred on 4/27/23
243	9/30/22	Concurred on 10/31/22
244	12/16/20	Concurred on 1/15/21
245	12/16/20	Concurred on 1/15/21
246	1/6/23	Concurred on 2/6/23
247	12/16/20	Concurred on 1/15/21
248	12/16/20	Concurred on 1/15/21
249	12/16/20	Concurred on 1/15/21

Paragraph	MCSO Asserted Full and Effective Compliance	Monitor's Determination
250	4/1/22	Concurred on 4/29/22
251	4/1/22	Concurred on 4/29/22
252	4/1/22	Concurred on 4/29/22
253	4/1/22	Concurred on 4/29/22
254	4/1/22	Concurred on 4/29/22
255	4/1/22	Concurred on 4/29/22
256	4/1/22	Concurred on 4/29/22
257	4/1/22	Concurred on 4/29/22
258	4/1/22	Concurred on 4/29/22
259	4/1/22	Concurred on 4/29/22
264	12/16/20	Concurred on 1/15/21
266	12/16/20	Concurred on 1/15/21
268	1/6/23	Concurred on 2/6/23
272	9/30/22	Concurred on 10/31/22
273	12/16/20	Concurred on 1/15/21
276	12/16/20	Concurred on 1/15/21
278	12/16/20	Concurred on 1/15/21
279	12/16/20	Concurred on 1/15/21
282	1/6/23	Concurred on 2/6/23
284	1/6/23	Concurred on 2/6/23
286	1/6/23	Concurred on 2/6/23
287	12/16/20	Concurred on 1/15/21
292	12/16/20	Concurred on 1/15/21
337	12/16/20	Concurred on 1/15/21

First Supplemental Permanent Injunction/Judgment Order

Section 3: Implementation Unit Creation and Documentation Requests

COURT ORDER III. MCSO IMPLEMENTATION UNIT AND INTERNAL AGENCY-WIDE ASSESSMENT *[Court Order wording in italics]*

***Paragraph 9.** Defendants shall hire and retain, or reassign current MCSO employees to form an interdisciplinary unit with the skills and abilities necessary to facilitate implementation of this Order. This unit shall be called the MCSO Implementation Unit and serve as a liaison between the Parties and the Monitor and shall assist with the Defendants' implementation of and compliance with this Order. At a minimum, this unit shall: coordinate the Defendants' compliance and implementation activities; facilitate the provision of data, documents, materials, and access to the Defendants' personnel to the Monitor and Plaintiffs representatives; ensure that all data, documents and records are maintained as provided in this Order; and assist in assigning implementation and compliance-related tasks to MCSO Personnel, as directed by the Sheriff or his designee. The unit will include a single person to serve as a point of contact in communications with Plaintiffs, the Monitor and the Court.*

In Full and Effective Compliance

To verify Phase 2 compliance with this Paragraph, we reviewed the monthly personnel rosters for the Court Implementation Division (CID). CID continues to be supported by Maricopa County Attorney's Office (MCAO) attorneys, as well as outside counsel, who frequently participate in our meetings and telephone calls with Division personnel.

During this reporting period, CID continued to provide documents through MCSO's counsel via an Internet-based application. We, the Plaintiffs, and the Plaintiff-Intervenor receive all files and documents simultaneously, with only a few exceptions centering on open internal investigations. CID effectively facilitates our and the Parties' access to MCSO's personnel.

On December 28, 2018, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 10. *MCSO shall collect and maintain all data and records necessary to: (1) implement this order, and document implementation of and compliance with this Order, including data and records necessary for the Monitor to conduct reliable outcome assessments, compliance reviews, and audits; and (2) perform ongoing quality assurance in each of the areas addressed by this Order. At a minimum, the foregoing data collection practices shall comport with current professional standards, with input on those standards from the Monitor.*

In Full and Effective Compliance

CID continues to be responsive to our requests. CID also addresses with immediacy any issues we encounter in the samples we request – be they technical issues, missing documents, or other problems. MCSO’s Bureau of Internal Oversight (BIO) routinely audits the work products of the Office, particularly in the areas that directly affect compliance with the requirements of the Orders. In many instances, BIO will review the same material we request in our samples, and BIO frequently notes – and addresses – the same deficiencies we identify in our reviews.

On December 28, 2018, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 11. *Beginning with the Monitor’s first quarterly report, the Defendants, working with the unit assigned for implementation of the Order, shall file with the Court, with a copy to the Monitor and Plaintiffs, a status report no later than 30 days before the Monitor’s quarterly report is due. The Defendants’ report shall (i) delineate the steps taken by the Defendants during the reporting period to implement this Order; (ii) delineate the Defendants’ plans to correct any problems; and (iii) include responses to any concerns raised in the Monitor’s previous quarterly report.*

In Full and Effective Compliance

See Paragraph 13.

On December 28, 2018, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 12. *The Defendants, working with the unit assigned for implementation of the Order, shall conduct a comprehensive internal assessment of their Policies and Procedures affecting Patrol Operations regarding Discriminatory Policing and unlawful detentions in the field as well as overall compliance with the Court's orders and this Order on an annual basis. The comprehensive Patrol Operations assessment shall include, but not be limited to, an analysis of collected traffic-stop and high-profile or immigration-related operations data; written Policies and Procedures; Training, as set forth in the Order; compliance with Policies and Procedures; Supervisor review; intake and investigation of civilian Complaints; conduct of internal investigations; Discipline of officers; and community relations. The first assessment shall be conducted within 180 days of the Effective Date. Results of each assessment shall be provided to the Court, the Monitor, and Plaintiffs' representatives.*

In Full and Effective Compliance

See Paragraph 13.

On December 28, 2018, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 13. *The internal assessments prepared by the Defendants will state for the Monitor and Plaintiffs' representatives the date upon which the Defendants believe they are first in compliance with any subpart of this Order and the date on which the Defendants first assert they are in Full and Effective Compliance with the Order and the reasons for that assertion. When the Defendants first assert compliance with any subpart or Full and Effective Compliance with the Order, the Monitor shall within 30 days determine whether the Defendants are in compliance with the designated subpart(s) or in Full and Effective Compliance with the Order. If either party contests the Monitor's determination it may file an objection with the Court, from which the Court will make the determination. Thereafter, in each assessment, the Defendants will indicate with which subpart(s) of this Order it remains or has come into full compliance and the reasons therefore. The Monitor shall within 30 days thereafter make a determination as to whether the Defendants remain in Full and Effective Compliance with the Order and the reasons therefore. The Court may, at its option, order hearings on any such assessments to establish whether the Defendants are in Full and Effective Compliance with the Order or in compliance with any subpart(s).*

In Full and Effective Compliance

We and CID established that the schedule for the submission of comprehensive annual assessments as required by these Paragraphs will run according to MCSO's fiscal year cycle, July 1-June 30. MCSO will submit reports on or before September 15 of each year.

Consistent with this agreement, on September 15, 2023, MCSO filed with the Court its 2021 Annual Compliance Report covering the period of July 1, 2022 through June 30, 2023.

MCSO submitted its 39th quarterly compliance report on April 8, 2024. The report covers the steps MCSO has taken to implement the Court's Orders during the fourth quarter of 2023. The report also includes any plans to correct difficulties encountered during the quarter and responses to concerns raised in our 38th quarterly status report.

In its 39th quarterly compliance report, MCSO asserted Full and Effective Compliance (FEC) with three additional Paragraphs: 181, 220, and 260. Paragraph 181 requires that within three months of the finalization of the policies consistent with Paragraph 165, the Sheriff will provide training that is adequate in quality, quantity, scope and type as determined by the Monitor to all employees, including dispatchers, to properly handle civilian complaint intake, including providing complaint materials and information and the consequences for failing to take complaints. Paragraph 220 requires the Sheriff to review MCSO's current disciplinary matrices and, upon approval of the parties and the Monitor, amend them as necessary. Paragraph 260 requires the production of an annual report on the complaint intake testing program.

Section 4: Policies and Procedures

COURT ORDER V. POLICIES AND PROCEDURES

Paragraph 18. *MCSO shall deliver police services consistent with the Constitution and laws of the United States and State of Arizona, MCSO policy, and this Order, and with current professional standards. In conducting its activities, MCSO shall ensure that members of the public receive equal protection of the law, without discriminating based on actual or perceived race or ethnicity, and in a manner that promotes public confidence.*

Paragraph 19. *To further the goals in this Order, the MCSO shall conduct a comprehensive review of all Patrol Operations Policies and Procedures and make appropriate amendments to ensure that they reflect the Court's permanent injunction and this Order.*

In Full and Effective Compliance

MCSO has taken steps toward a comprehensive review of its Patrol Operations Policies and Procedures in four phases. First, on December 31, 2013, prior to my appointment as Monitor, MCSO filed with the Court all of its policies and procedures, with amendments, that MCSO believed complied with the various Paragraphs of the First Order. Second, in the internal assessment referenced above, MCSO discussed its ongoing evaluation of Patrol Operations and its development of policies and procedures. Third, in response to our requests, MCSO provided all of the policies and procedures it maintains are applicable to the First Order for our review and that of the Plaintiffs. We provided our feedback, which also included the Plaintiffs' comments, on these policies on August 12, 2014. Based on that feedback, MCSO made adjustments to many of the policies, concentrating first on the policies to be disseminated in Detentions, Arrests, and the Enforcement of Immigration-Related Laws Training; and the Bias Free Policing Training (often referred to as Fourth and Fourteenth Amendment Training) that commenced in early September. We reviewed MCSO's updated policies and provided our approval for several on August 25, 2014.

Fourth, in discussions during 2016, MCSO requested more specific guidance on what we considered to be Patrol-related policies and procedures. In response, we provided MCSO with a list of the Patrol-related policies for the purposes of Paragraph 19. We included on this list policies that were not recently revised or currently under review. Several policies required changes to comport with the First Order, Second Order, or both. In 2018, MCSO published the last of the outstanding policies, achieving compliance with this Paragraph.

On March 31, 2023, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 20. *The MCSO shall comply with and operate in accordance with the Policies and Procedures discussed in this Order and shall take all reasonable measures to ensure that all Patrol Operations personnel comply with all such Policies and Procedures.*

a. Policies and Procedures to Ensure Bias-Free Policing

Paragraph 21. *The MCSO shall promulgate a new, department-wide policy or policies clearly prohibiting Discriminatory Policing and racial profiling. The policy or policies shall, at a minimum:*

- a. define racial profiling as the reliance on race or ethnicity to any degree in making law enforcement decisions, except in connection with a reliable and specific suspect description;*
- b. prohibit the selective enforcement or non-enforcement of the law based on race or ethnicity;*
- c. prohibit the selection or rejection of particular policing tactics or strategies or locations based to any degree on race or ethnicity;*
- d. specify that the presence of reasonable suspicion or probable cause to believe an individual has violated a law does not necessarily mean that an officer's action is race-neutral; and*
- e. include a description of the agency's Training requirements on the topic of racial profiling in Paragraphs 48–51, data collection requirements (including video and audio recording of stops as set forth elsewhere in this Order) in Paragraphs 54–63 and oversight mechanisms to detect and prevent racial profiling, including disciplinary consequences for officers who engage in racial profiling.*

In Full and Effective Compliance

MCSO has developed and published the policies required by Paragraph 21. MCSO distributed these policies and has trained agency personnel during the required Fourth and Fourteenth Amendment training, on an annual basis, since 2014. MCSO's implementation of these policies is covered in other Paragraphs.

On June 22, 2020, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 22. *MCSO leadership and supervising Deputies and detention officers shall unequivocally and consistently reinforce to subordinates that Discriminatory Policing is unacceptable.*

In Full and Effective Compliance

With input from the Parties, the reinforcement of CP-8 (Preventing Racial and Other Bias-Based Policing) was modified to a two-step process conducted annually. MCSO describes Part 1 of the process as the following: “On an annual basis, within the first six months of the calendar year, supervisors shall conduct a group or individual discussion with their assigned employees, reserve deputies, or posse members, which will in part, requires viewing videos from a library created by the Training Division. The supervisors shall use the message in the video and the approved discussion points, specific to the employee’s job classification, to personalize the reinforcement that racial and bias-based profiling and/or discriminatory policing are unacceptable. The videos shall be announced by the Training Division through The Training Bulletin or an MCSO Administrative Broadcast and be accessible on TheHub.” MCSO describes Part 2 of the process as the following: “On an annual basis, within the last six months of the calendar year, supervisors shall ensure that all employees, reserve deputies, and posse members assigned to them successfully complete their annual review and acknowledgment of this Office Policy, upon Office distribution through The Briefing Board announcement. In addition, employees will be required to view a video from the Sheriff or designee, which will reinforce that racial and bias-based profiling and/or discriminatory policing are unacceptable. Employees, reserve deputies, and posse members shall complete acknowledgement through TheHub.”

As an additional measure, supervisors will have the latitude to review and discuss the policy with their employees and document their discussions in BlueTeam. MCSO will provide proof of compliance biannually, at the end of the six-month periods, when each of the elements of the process is completed. MCSO will also provide progress reports in the interim.

For this reporting period, MCSO provided HUB training reports for CP-8 training for the second half of 2023. We reviewed the HUB reports to verify compliance. For sworn employees, compliance was reported as 97.07%. For Detention employees, compliance was reported as 96.68%. For civilian employees, compliance was reported as 97.15%. For reserve deputies, compliance was reported as 94.87%. For Posse members, compliance was reported as 88.89%. For DSAs, compliance was reported as 100%. The overall compliance rate for the second half of 2023, was 96.5%. MCSO remains in compliance with this Paragraph.

On September 25, 2023, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 23. *Within 30 days of the Effective Date, MCSO shall modify its Code of Conduct to prohibit MCSO Employees from utilizing County property, such as County e-mail, in a manner that discriminates against, or denigrates, anyone on the basis of race, color, or national origin.*

In Full and Effective Compliance

BIO uses a randomizing program to select samples for each inspection. BIO reviews CAD messages to verify compliance with CP-2 (Code of Conduct), CP-3 (Workplace Professionalism: Discrimination and Harassment), and GM-1 (Electronic Communications, Data and Voice Mail). In its submission, MCSO includes the specific nature of any potential concerns identified during the audits. We observed the processes BIO uses to conduct CAD and email audits, to ensure that we thoroughly understand the mechanics involved in conducting these audits. For CAD and email audits, we receive copies of the audits completed by BIO, the details of any violations found, and copies of the memoranda of concern or BIO Action Forms that are completed. Email and CAD/Alpha Paging inspections are completed on a quarterly basis. For email inspections, MCSO will inspect 50 employees per quarter, and for CAD/Alpha Paging, MCSO will inspect 15 days per quarter.

For the fourth quarter of 2023, we reviewed CAD and Alpha Paging Inspection Report (BI2023-0190) as proof of compliance with this Paragraph. MCSO selected a random sample of 15 days in the quarter for inspection. There was a total of 6,583 CAD and Alpha Paging entries for the selected dates. The inspection found that 100% of the inspected messages were in compliance with policies GM-1 (Electronic Communications, Data and Voice Mail), CP-2 (Code of Conduct), CP-3 (Workplace Professionalism: Discrimination and Harassment), and CP-8 (Preventing Racial and Other Biased-Based Profiling).

For the fourth quarter of 2023, we reviewed employees' Emails Inspection Report (BI2023-0191), as proof of compliance with this Paragraph. BIO selected a total of 50 employees for review, and inspected a total of 11,667 emails. The inspection found that 11,665, or 99.98%, of the emails inspected were in compliance. The inspection found that a Detention employee from Lower Buckeye Jail sent two emails that included profane language.

For the fourth quarter of 2023, MCSO conducted three facility and property inspections. The first inspection, BI2023-0159, for the month of October, was conducted for the Watkins Jail, which is part of Custody Services. The Watkins Jail houses minimum and medium classification unsentenced inmates. The facility opened in 2020; it has five housing units and has a 1,600-bed capacity. The jail is currently staffed by 114 Detention officers, two civilian employees, four training officers, and 19 supervisors which includes sergeants, lieutenants, and one captain. The inspection resulted in a compliance rating of 90.16%. The inspection found deficiencies in six areas. The inspection noted that security checks were not being performed during every shift as required, and that supervisors were not conducting reviews of shift logs and/or not documenting their observations as required. The inspection also found that regular equipment checks were not being performed and equipment was not being inventoried as required by policy. One BIO Action Form was generated for all the deficiencies combined.

The second inspection, BI2023-0172, for the month of November, was conducted for the Court Implementation Division (CID). The Division consists of one captain, one lieutenant, five sergeants, two deputies, and 15 civilian employees. The Court Implementation Unit, which is part of the Division, acts as a liaison between us and MCSO. The inspection resulted in a compliance rating of 100%. No deficiencies or issues of concern were noted.

The third inspection, BI2023-0185, for the month of December, was conducted for the Transportation Division, which is located at the Intake, Transfer, and Release (ITR) facility. The Transportation Division is responsible for transporting pre-trial inmates from the various jail facilities to the appointed courts. The Division also performs movement of pre-trial inmates and fully sentenced inmates between MCSO jail facilities. The Division is currently staffed by 43 Detention officers, one civilian employee, four training officers, and six supervisors including sergeants, lieutenants, and one captain. The inspection resulted in a compliance rating of 100%. No deficiencies or issues of concern were identified.

On December 28, 2018, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

***Paragraph 24.** The MCSO shall ensure that its operations are not motivated by or initiated in response to requests for law enforcement action based on race or ethnicity. In deciding to take any law enforcement action, the MCSO shall not rely on any information received from the public, including through any hotline, by mail, email, phone or in person, unless the information contains evidence of a crime that is independently corroborated by the MCSO, such independent corroboration is documented in writing, and reliance on the information is consistent with all MCSO policies.*

In Full and Effective Compliance

MCSO established the Sheriff's Intelligence Leads and Operations (SILO) Unit in the first quarter of 2016. The SILO Unit became operational on September 11, 2017. GI-7 requires that any tips received by MCSO components be forwarded to the SILO Unit for recording and processing. The SILO Unit classifies this information by the type of alleged criminal activity, or service requested, and forwards it to the appropriate Unit for action and response. In some cases, community members email or call with requests for traffic enforcement, or for MCSO to address quality-of-life issues; these are considered calls for service rather than tips on criminal activity. If the information provided pertains to criminal activity in another jurisdiction, MCSO forwards the information to the appropriate law enforcement agency and documents it in the SILO database. We review a monthly tip list report, noting the date received and a general description of each tip. We also review an audit report showing the disposition of tips received. If there is any bias noted in the information received for any tip, MCSO generally closes the tip and takes no action. We review all tips that MCSO closes due to bias.

During the fourth quarter of 2023, we reviewed 819 tips submitted for October, 745 tips submitted for November, and 809 tips submitted for December. We reviewed a total of 2,373 tips, which were classified and recorded according to the type of alleged violation or service requested. The highest number of tips (1,114) received by MCSO were related to firearm violations; this number

reflects 47% of all tips received. This an increase from last quarter, in which firearm-related tips made up 38% of the total number of tips received. Drug-related tips (167) were 7% of the total tips received. Warrant- and fugitive-related tips (176) were 7% of the total. Suspicious activities (195) were 8% of the total. Tips related to scams (82) were higher than in the past; this number represents 3.5% of all tips received for the quarter. During the fourth quarter, MCSO closed one tip due to bias. We reviewed the documentation provided and concluded that MCSO followed proper procedures for closing this tip.

On June 18, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

b. Policies and Procedures to Ensure Bias-Free Traffic Enforcement

Paragraph 25. *The MCSO will revise its policy or policies relating to traffic enforcement to ensure that those policies, at a minimum:*

- a. prohibit racial profiling in the enforcement of traffic laws, including the selection of which vehicles to stop based to any degree on race or ethnicity, even where an officer has reasonable suspicion or probable cause to believe a violation is being or has been committed;*
- b. provide Deputies with guidance on effective traffic enforcement, including the prioritization of traffic enforcement resources to promote public safety;*
- c. prohibit the selection of particular communities, locations or geographic areas for targeted traffic enforcement based to any degree on the racial or ethnic composition of the community;*
- d. prohibit the selection of which motor vehicle occupants to question or investigate based to any degree on race or ethnicity;*
- e. prohibit the use of particular tactics or procedures on a traffic stop based on race or ethnicity;*
- f. require deputies at the beginning of each stop, before making contact with the vehicle, to contact dispatch and state the reason for the stop, unless Exigent Circumstances make it unsafe or impracticable for the deputy to contact dispatch;*
- g. prohibit Deputies from extending the duration of any traffic stop longer than the time that is necessary to address the original purpose for the stop and/or to resolve any apparent criminal violation for which the Deputy has or acquires reasonable suspicion or probable cause to believe has been committed or is being committed;*
- h. require the duration of each traffic stop to be recorded;*
- i. provide Deputies with a list and/or description of forms of identification deemed acceptable for drivers and passengers (in circumstances where identification is required of them) who are unable to present a driver's license or other state-issued identification; and*

- j. instruct Deputies that they are not to ask for the Social Security number or card of any motorist who has provided a valid form of identification, unless it is needed to complete a citation or report.*

Phase 1: In compliance

- EB-1 (Traffic Enforcement, Violator Contacts, and Citation Issuance), most recently amended on June 15, 2023.
- EB-2 (Traffic Stop Data Collection), most recently amended on February 22, 2023.
- GI-1 (Radio and Enforcement Communications Procedures), most recently amended on December 8, 2021.
- CP-8 (Preventing Racial and Other Bias-Based Policing), most recently amended on October 13, 2022.
- EA-11 (Arrest Procedures), most recently amended on April 5, 2022.

Phase 2: In compliance

During the finalization of the Fourth and Fourteenth Amendment training curricula required by the Order, the Parties agreed to a list and/or description of forms of identification deemed acceptable for drivers and passengers, as required by this Paragraph. The data required for verification to ensure compliance with these policies is captured by the Traffic and Criminal Software (TraCS) system. The system documents the requirements of the Order and MCSO policies. MCSO has continued to make technical changes to the TraCS system to ensure that the mandatory fields on the forms used to collect the data are completed and that deputies are capturing the required information. TraCS is a robust system that allows MCSO to make technical changes to improve how required information is captured.

To verify Phase 2 compliance with this Paragraph, we reviewed MCSO's Vehicle Stop Contact Forms (VSCFs), Vehicle Stop Contact Form Supplemental Sheets, Incidental Contact Receipts, Written Warning/Repair Forms, Arizona Traffic Ticket and Complaint Forms, Internet I/Viewer Event Forms, Justice Web Interface Forms, CAD printouts, and any Incident Reports generated by traffic stops. MCSO developed many of these forms to capture the requirements of Paragraphs 25 and 54.

Since our July 2015 site visit, there has been significant improvement in the TraCS system that has enhanced the reliability and validity of the data provided by MCSO. This improvement has been buttressed by the introduction of data quality control procedures now being implemented and memorialized in the EIU Operations Manual. (This is further discussed in Paragraph 56, below.) We also compared traffic stop data between Latino and non-Latino drivers in the samples provided to us.

Paragraph 25.a. prohibits racial profiling in the enforcement of traffic laws, including the selection of which vehicles to stop based to any degree on race or ethnicity, even where a deputy has reasonable suspicion or probable cause to believe a violation is being or has been committed. The selection of the sample size and the sampling methodology employed for drawing our sample is detailed in Section 7: Traffic Stop Documentation and Data Collection.

We generally review a sample of 105 traffic stops each reporting period to assess this requirement; however, during this reporting period, we assessed 106 traffic stops due to one traffic stop involving two motorcycle drivers. Our review of the sample of 106 traffic stops that occurred during this reporting period in Districts 1, 2, 3, 4, and 7, and Lake Patrol indicated that MCSO was following protocol, and that the stops did not violate the Order or internal policies. The District formerly known as District 6 no longer exists, as it is now patrolled by the Queen Creek Police Department, which commenced operating fully in that area on January 11, 2022.

Paragraph 25.b. requires MCSO to provide deputies with guidance on effective traffic enforcement, including the prioritization of traffic enforcement resources to promote public safety. EB-1 (Traffic Enforcement, Violator Contacts, and Citation Issuance), Sections A-E, address these concerns. The policy specifies that driving under the influence and speeding are the main causes of traffic collisions and should be the focus of traffic enforcement. Based on our review of the data provided for this reporting period, the most common traffic stop violations are as follows: 46 stops for speeding above the posted limit (43%); 14 stops for failure to obey official traffic control devices (13%); 12 stops for failure to possess valid registrations or tags (11%); 15 stops for equipment violations (14%); and 19 stops for other moving violations (18%).

As the policy specifically identifies speeding violations as one of the contributing factors of traffic accidents, MCSO deputies have targeted this violation. In our review, we break down the specific traffic violation for each stop and use each traffic stop form completed by deputies during the stop to determine if the stop is justified and fulfills the requirements of this Paragraph. MCSO remains in compliance with this Subparagraph.

Paragraph 25.c. requires MCSO to prohibit the selection of particular communities, locations, or geographic areas for targeted traffic enforcement based to any degree on the racial or ethnic composition of the community. During our inspection, we document the location of every stop and note the GPS coordinates if available. Our review of the sample data covering all MCSO Districts during this reporting period did not indicate that MCSO was targeting any specific area or ethnicity to conduct traffic stops.

MCSO remains in compliance with this Subparagraph.

Paragraph 25.d. requires MCSO to prohibit the selection of which motor vehicle occupants to question or investigate based, to any degree, on race or ethnicity. We reviewed the demographic data of Maricopa County (according to 2020 U.S. Census data, 32% of the population is Latino), and found that the ratio of Latino drivers stopped during this reporting period was lower than in the past reporting period in comparison to the ethnicity of the population in the County. (See Paragraph 54.e.)

A review of complaint investigations closed during this reporting period did not reveal that any complaints were filed alleging that MCSO deputies selected motor vehicle occupants for questioning or investigation based on the individual's race or ethnicity.

MCSO has fully implemented body-worn cameras, and we review a sample of the recordings each reporting period to verify if deputies are questioning occupants to determine if they are legally in the country. We did not identify any such events during this reporting period.

During this reporting period, we observed that 47 of the 106 stops occurred during nighttime hours. Our review of the sample data indicated that generally, traffic stops were not based on race or ethnicity and reflected the general makeup of the population of the County. In most instances, the deputies document on the VSCF that they were unable to determine the race/ethnicity and gender of the vehicle occupants prior to the stop. MCSO is in compliance with this Subparagraph.

Paragraph 25.e. requires MCSO to prohibit the use of particular tactics or procedures on a traffic stop based on race or ethnicity. We reviewed a sample of CAD audio recordings and CAD printouts where the dispatcher entered the reason for the stop when advised by the deputy in the field. We also reviewed body-worn camera recordings of deputies making traffic stops. The methodology that we employed to select our cases is described in detail in Section 7. In the cases we reviewed, the CAD audio recordings and the body-worn camera recordings revealed that deputies were not making traffic stops using tactics based on race or ethnicity. MCSO remains in compliance with this Subparagraph.

Paragraph 25.f. requires deputies at the beginning of each stop, before making contact with the vehicle, to verbally contact dispatch and state the reason for the stop unless exigent circumstances make it unsafe for the deputy to contact Communications. When the deputy advises Communications of the location, tag number, and reason for the stop, this information is digitally logged on the CAD printout and it is audio recorded. (See Paragraph 54.e.) We reviewed 30 CAD audio recordings and the CAD printouts; in each, the deputy advised dispatch of the reason for the stop. Through our reviews of body-worn camera recordings and CAD printouts, we verified that the reason for the stop was voiced prior to making contact with the drivers in 30 of the 30 cases we reviewed. For the 76 other cases that were part of our sample, we reviewed the VSCFs and the CAD printouts to ensure that deputies properly advised dispatch of the reason for the stop prior to making contact with the violator. In all 76 stops, the deputy properly advised dispatch the reason for the stop. MCSO is in compliance with this Subparagraph.

Paragraph 25.g. prohibits deputies from extending the duration of any traffic stop longer than the time that is necessary to address the original purpose for the stop and/or to resolve any apparent criminal violation for which the deputy has or acquires reasonable suspicion or probable cause to believe has been committed or is being committed. MCSO employs a series of seven questions on the VSCF to document the circumstances that might require a stop to be prolonged. Deputies are to indicate whether they experienced technological difficulties; whether the stop required the towing of a vehicle; whether the stop involved training; whether the stop involved a language barrier; whether the stop involved a driving under the influence investigation; or whether the stop involved issues related to the status of the drivers' license, insurance, or registration. In each of the stops where the deputies documented these events, the duration of the stop was determined to be reasonable.

MCSO remains in compliance with this Subparagraph.

Paragraph 25.h. requires the duration of each traffic stop to be recorded. The time of the stop and its termination is now auto-populated on the VSCF by the CAD system. To ensure data entry accuracy, MCSO implemented a technical change to the TraCS system on November 29, 2016. The change automatically creates a red field in the stop contact times if the deputy manually changes these times on the VSCF. In our review, we determined that the duration was recorded accurately in all 106 traffic stops. MCSO is in compliance with this Subparagraph, with a compliance rate of 100%.

Paragraph 25.i. requires that MCSO provide deputies with a list and/or description of forms of identification deemed acceptable for drivers and passengers (in circumstances where identification is required of them) who are unable to present a driver's license or other state-issued identification. The Plaintiffs' attorneys and MCSO agreed on acceptable forms of identification, and this information has been included in the Fourth and Fourteenth Amendment training. EA-11 (Arrest Procedures) provides a list of acceptable forms of identification if a valid driver's license cannot be produced. During this reporting period's review of the sample of 106 traffic stops, we identified two cases where the drivers did not present valid driver's licenses to the deputies. In each of the two cases, the drivers either presented an acceptable form of identification or had no identification in their possession; and records checks revealed that the drivers did not have valid driver's licenses.

In our review of the sample of cases to assess compliance with Paragraph 54.k., searches of persons, we identified 19 cases where the drivers did not present a valid driver's license to the deputies. In each of the 19 cases, the drivers either presented an acceptable form of identification or they had no identification in their possession; and a records check revealed that the drivers did not have valid driver's licenses.

In our review of the sample of cases to assess compliance with Paragraphs 25.d. and 54.g., passenger contacts, we identified 29 cases where the drivers did not present a valid driver's license to the deputies. In each of the 29 cases, the drivers either presented an acceptable form of identification or had no identification in their possession; and a records check revealed that the drivers did not have valid driver's licenses.

MCSO remains in compliance with this Subparagraph.

Paragraph 25.j. requires MCSO to instruct deputies that they are not to ask for the Social Security Number or card of any motorist who has provided a valid form of identification, unless it is needed to complete a citation or report. EB-1 (Traffic Enforcement, Violator Contacts, and Citation Issuance) prohibits deputies from asking for the Social Security Number of any motorist who has provided a valid form of identification. During this reporting period's review of the sample of 105 traffic stops, as well as for Paragraphs 54.k., 25.d., and 54.g., we identified that deputies requested a driver's Social Security Number in incidents that either involved the arrest of the driver for the purpose of completing an Incident Report, or incidents where the driver did not produce a valid form of identification, both of which are permissible under this Subparagraph. MCSO remains in compliance with this Subparagraph.

MCSO achieved compliance with each of the components of Paragraph 25 during the previous reporting period. MCSO remains in compliance with Paragraph 25.

c. Policies and Procedures to Ensure Bias-Free Detentions and Arrests

Paragraph 26. *The MCSO shall revise its policy or policies relating to Investigatory Detentions and arrests to ensure that those policies, at a minimum:*

- a. require that Deputies have reasonable suspicion that a person is engaged in, has committed, or is about to commit, a crime before initiating an investigatory seizure;*
- b. require that Deputies have probable cause to believe that a person is engaged in, has committed, or is about to commit, a crime before initiating an arrest;*
- c. provide Deputies with guidance on factors to be considered in deciding whether to cite and release an individual for a criminal violation or whether to make an arrest;*
- d. require Deputies to notify Supervisors before effectuating an arrest following any immigration-related investigation or for an Immigration-Related Crime, or for any crime by a vehicle passenger related to lack of an identity document;*
- e. prohibit the use of a person's race or ethnicity as a factor in establishing reasonable suspicion or probable cause to believe a person has, is, or will commit a crime, except as part of a reliable and specific suspect description; and*
- f. prohibit the use of quotas, whether formal or informal, for stops, citations, detentions, or arrests (though this requirement shall not be construed to prohibit the MCSO from reviewing Deputy activity for the purpose of assessing a Deputy's overall effectiveness or whether the Deputy may be engaging in unconstitutional policing).*

In Full and Effective Compliance

To assess compliance with Paragraph 26, we request documentation of arrests and investigations associated with the requirements specified in this Paragraph. In addition to the review of any reported cases, we receive booking lists and criminal citation lists for each month of the reporting period and request a random sample of cases to review.

For the fourth quarter of 2023, MCSO submitted two arrests that fell within the reporting requirements of this Paragraph. One subject was arrested for identity theft, forgery, and fraudulent schemes. The other subject was arrested for attempted assault with a deadly weapon, discharging a firearm, and possession of a firearm by a prohibited possessor. We reviewed the documentation provided for both arrests and determined that MCSO followed proper procedures in both cases, and both arrests were in compliance with the requirements of this Paragraph. For this reporting period, we also requested and reviewed 20 bookings and 20 criminal citations for each month of the quarter. In addition, we reviewed 205 Incident Reports for the quarter. All of the documentation we reviewed during this reporting period indicates that MCSO is in compliance with this Paragraph.

On December 28, 2018, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

d. Policies and Procedures Governing the Enforcement of Immigration-Related Laws

Paragraph 27. *The MCSO shall remove discussion of its LEAR Policy from all agency written Policies and Procedures, except that the agency may mention the LEAR Policy in order to clarify that it is discontinued.*

In Full and Effective Compliance

MCSO asserts that it does not have an agency LEAR policy. We have verified through our document reviews and site compliance visits that MCSO does not have a LEAR policy.

On March 22, 2019, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 28. *The MCSO shall promulgate a new policy or policies, or will revise its existing policy or policies, relating to the enforcement of Immigration-Related Laws to ensure that they, at a minimum:*

- a. specify that unauthorized presence in the United States is not a crime and does not itself constitute reasonable suspicion or probable cause to believe that a person has committed or is committing any crime;*
- b. prohibit officers from detaining any individual based on actual or suspected “unlawful presence,” without something more; prohibit officers from initiating a pre-textual vehicle stop where an officer has reasonable suspicion or probable cause to believe a traffic or equipment violation has been or is being committed in order to determine whether the driver or passengers are unlawfully present;*
- c. prohibit the Deputies from relying on race or apparent Latino ancestry to any degree to select whom to stop or to investigate for an Immigration-Related Crime (except in connection with a specific suspect description); prohibit Deputies from relying on a suspect’s speaking Spanish, or speaking English with an accent, or appearance as a day laborer as a factor in developing reasonable suspicion or probable cause to believe a person has committed or is committing any crime, or reasonable suspicion to believe that an individual is in the country without authorization;*
- d. unless the officer has reasonable suspicion that the person is in the country unlawfully and probable cause to believe the individual has committed or is committing a crime, the MCSO shall prohibit officers from (a) questioning any individual as to his/her alienage or immigration status; (b) investigating an individual’s identity or searching the individual in order to develop evidence of unlawful status; or (c) detaining an individual while contacting ICE/CBP with an inquiry about immigration status or awaiting a response from ICE/CBP. In such cases, the officer must still comply with Paragraph 25(g) of this Order. Notwithstanding the foregoing, an officer may (a) briefly question an individual as to his/her alienage or immigration status; (b) contact ICE/CBP and await a response from federal authorities if the officer has reasonable suspicion to believe the person is in the country unlawfully and reasonable suspicion to believe the person is*

engaged in an Immigration-Related Crime for which unlawful immigration status is an element, so long as doing so does not unreasonably extend the stop in violation of Paragraph 25(g) of this Order;

- e. prohibit Deputies from transporting or delivering an individual to ICE/CBP custody from a traffic stop unless a request to do so has been voluntarily made by the individual;*
- f. Require that, before any questioning as to alienage or immigration status or any contact with ICE/CBP is initiated, an officer check with a Supervisor to ensure that the circumstances justify such an action under MCSO policy and receive approval to proceed. Officers must also document, in every such case, (a) the reason(s) for making the immigration-status inquiry or contacting ICE/CBP, (b) the time approval was received, (c) when ICE/CBP was contacted, (d) the time it took to receive a response from ICE/CBP, if applicable, and (e) whether the individual was then transferred to ICE/CBP custody.*

In Full and Effective Compliance

For this reporting period, there were no reported instances of deputies having contact with Immigration and Customs Enforcement (ICE) or Customs and Border Protection (CBP) for the purpose of making an immigration status inquiry, and there were no reported arrests stemming from any immigration-related investigations, or for any immigration-related crimes. The reviews of documentation submitted for this reporting period indicate that MCSO has complied with the reporting requirements related to Paragraph 28. In our reviews of incidents involving contact with the public, including traffic stops, arrests, and investigative stops, we monitor deputies' actions to verify compliance with this Order.

In addition to the documentation requested from MCSO to determine compliance with this Paragraph, our reviews of documentation provided for other Paragraphs of the Order have found no evidence to indicate a violation of this Paragraph. For this reporting period, we reviewed a total of 120 Arrest Reports, 256 traffic stops, 50 Non-Traffic Contact Forms (NTCFs), and 205 Incident Reports. We found no issues of concern as it relates to this Paragraph.

On December 28, 2018, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

e. Policies and Procedures Generally

Paragraph 29. *MCSO Policies and Procedures shall define terms clearly, comply with applicable law and the requirements of this Order, and comport with current professional standards.*

In Full and Effective Compliance

On December 28, 2018, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

See Paragraph 30.

Paragraph 30. *Unless otherwise noted, the MCSO shall submit all Policies and Procedures and amendments to Policies and Procedures provided for by this Order to the Monitor for review within 90 days of the Effective Date pursuant to the process described in Section IV. These Policies and Procedures shall be approved by the Monitor or the Court prior to their implementation.*

In Full and Effective Compliance

MCSO continues to provide us, the Plaintiffs' attorneys, and the Plaintiff-Intervenor with drafts of its Order-related policies and procedures prior to publication, as required by the Order. We, the Plaintiffs' attorneys, and the Plaintiff-Intervenor review the policies to ensure that they define terms clearly, comply with applicable law and the requirements of the Order, and comport with current professional standards. Once drafts are finalized, MCSO incorporates feedback from us, Plaintiffs' attorneys, and the Plaintiff-Intervenor, and then provides them to us for final review and approval. As MCSO has followed this process for the Order-related policies published thus far, the agency is in compliance with this Paragraph.

On December 28, 2018, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 31. *Within 60 days after such approval, MCSO shall ensure that all relevant MCSO Patrol Operation Personnel have received, read, and understand their responsibilities pursuant to the Policy or Procedure. The MCSO shall ensure that personnel continue to be regularly notified of any new Policies and Procedures or changes to Policies and Procedures. The Monitor shall assess and report to the Court and the Parties on whether he/she believes relevant personnel are provided sufficient notification of and access to, and understand each policy or procedure as necessary to fulfill their responsibilities.*

In Full and Effective Compliance

GA-1 indicates that Office personnel shall be notified of new policies and changes to existing policies via Briefing Boards and via the HUB, Maricopa County's adaptation of the online training software program, Cornerstone, that MCSO implemented in July 2017 to replace its E-Policy system. Employees are required to complete personal attestations that indicate that they have read and understand policies; the HUB routinely updates recent training and policy reviews for deputies and is visible by immediate supervisors. Per GA-1, "Prior to some policies being revised, time-sensitive changes are often announced in the Briefing Board until the entire policy can be revised and finalized." As noted previously, we recognize the authority of Briefing Boards and understand their utility in publishing critical policy changes quickly; but we have advised MCSO that we generally do not grant Phase 1 compliance for an Order requirement until the requirement is memorialized in a more formal policy.

During this reporting period, MCSO issued or issued revisions of the following Order-related policies: CP-8 (Preventing Racial and Other Bias-Based Profiling); GA-1 (Development of Written Orders); GB-2 (Command Responsibility); GC-11 (Employee Probationary Periods, Unclassified Employees, and Releases); GC-16 (Employee Grievance Procedures); GC-17

(Employee Disciplinary Procedures); GD-9 (Litigation Initiation, Document Preservation, and Document Production Notices) and the Documentation Preservation and Document Production Notices User Guide; GF-3 (Criminal History Record Information and Public Records); GG-1 (Peace Officer Training Administration); GG-2 (Detention/Civilian Training Administration); GH-2 (Internal Investigations); GI-5 (Voiance Language Services); GI-7 (Processing of Bias-Free Tips); GJ-3 (Search and Seizure); GJ-24 (Community Relations and Youth Programs); and GJ-26 (Sheriff's Reserve Deputy Program). In addition, MCSO issued several Briefing Boards and Administrative Broadcasts that touched on Order-related topics and revised the language of General Orders. Also during this reporting period, MCSO published revised versions of the Administrative Services Division (ASD) Operations Manual and Early Intervention Unit (EIU) Operations Manual.

On September 9, 2019, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 32. *The MCSO shall require that all Patrol Operation personnel report violations of policy; that Supervisors of all ranks shall be held accountable for identifying and responding to policy or procedure violations by personnel under their command; and that personnel be held accountable for policy and procedural violations. The MCSO shall apply policies uniformly.*

Phase 1: In compliance

- CP-2 (Code of Conduct), most recently amended on January 11, 2024.
- CP-3 (Workplace Professionalism: Discrimination and Harassment), most recently amended on December 16, 2021.
- CP-5 (Truthfulness), most recently amended on November 17, 2022.
- CP-11 (Anti-Retaliation), most recently amended on January 6, 2022.
- GH-2 (Internal Investigations), most recently amended on November 14, 2023.
- GC-16 (Employee Grievance Procedures), most recently amended on November 14, 2023.
- GC-17 (Employee Disciplinary Procedures), most recently amended on February 22, 2024.
- Administrative Services Division Operations Manual, most recently amended on November 14, 2023.
- Professional Standards Bureau Operations Manual, most recently amended on November 13, 2023.

Phase 2: Not in compliance

Since we began reviewing internal investigations conducted by MCSO, we have reviewed hundreds of administrative misconduct investigations submitted to our Team for this Paragraph. During our reviews, we have continued to note that the investigations conducted by PSB have generally been well-written and arrived at the appropriate findings. Investigations conducted by Districts have demonstrated continuing overall improvement over this and the last three reporting periods.

MCSO has trained all investigators who conduct misconduct investigations; and during our site visits, we have continued to meet with the Professional Standards Bureau (PSB) and District and Division Command personnel to provide them with information regarding the cases that we have found deficient in structure, format, investigation, or reporting requirements.

During this and the last 13 reporting periods, we also met during our site visits with the Deputy Chiefs responsible for oversight of Districts and Divisions outside of PSB to discuss our concerns with the quality of investigations being conducted by their personnel. These meetings have resulted in useful discussion about needed improvement in the quality of investigations and their timely completion. Since these meetings began, District and Division command personnel have provided more oversight on the completion of these cases.

PSB personnel have remained responsive to our feedback, and the investigations they submit for compliance with this Paragraph continue to be complete and thorough. PSB's reviews of investigations conducted by District personnel continue to be thorough, and PSB has identified and addressed many concerns and deficiencies they have found.

During the last reporting period, we reviewed 34 administrative misconduct investigations to determine overall compliance with this Paragraph and made our compliance findings based on the investigative and administrative requirements for the completion of these investigations. Twenty investigations were conducted by District personnel and 14 were conducted by PSB. Overall compliance for the 34 investigations we reviewed for this Paragraph was 32%, a significant increase from 17% during the last quarter.

During this reporting period, we reviewed 62 administrative misconduct investigations to determine compliance with this Paragraph. PSB conducted 25 of these investigations, and District or Division personnel outside of PSB conducted the remaining 37. Sworn supervisors with the rank of sergeant or higher completed all the investigations conducted at the Division level. Fifty-four of the investigations resulted from external complaints. Eight were internally generated. All of the investigations were initiated after May 17, 2017, when MCSO revised its internal investigation policies; and all were initiated after the completion of the 40-hour Misconduct Investigative Training that concluded in late 2017.

During this reporting period, we reviewed 37 investigations submitted for compliance with this Paragraph that had been completed by District or Division personnel outside PSB. Of the 37, three investigations involving patrol personnel were conducted by investigative supervisors in other Divisions. These appear to be the cases that PSB sent out to investigative supervisors outside of patrol to help with the backlog. All three (100%) of these were compliant with all investigative requirements. Of the 34 conducted by patrol supervisors, 26 (76%) were compliant with all investigative requirements. Twenty-nine (78%) of the 37 investigations were in

compliance, a decrease from 86% during the last reporting period. The average time for the submission of a case to PSB was 437 days. As has been the case in past reviews, we identified deficiencies with failure to conduct thorough investigations, and unsupported findings. We also identified three investigations where leading questions led to not compliant case findings during this reporting period.

Based on the identified deficiencies in these investigations and our assessment of MCSO's requested extensions, 20 (54%) of the 37 investigations were in full compliance with all requirements for the completion of misconduct investigations an increase from 40% during the last reporting period. Nine (24%) were not compliant due only to required timelines, a decrease in non-compliance from 45% during the last reporting period. Eight (21%) of the investigations were noncompliant based on deficiencies other than timeliness, an increase from 15% during the last reporting period. While overall compliance and timeliness did again improve during this reporting period, there was a decrease in the number of cases we found in investigative compliance.

All of the cases that we reviewed for the reporting period were initiated after numerous years of working under the requirements of the Court Orders, after training in how to conduct misconduct investigations (the 40-hour Misconduct Investigative Training completed in late 2017), after numerous site visit meetings where our Team has provided input on identified deficiencies, and after the implementation of additional review and oversight by Command personnel. This is the third consecutive quarter in which we have observed overall improvement with cases investigated and submitted for compliance with this Paragraph.

The overall investigative quality for cases investigated by PSB and reviewed by our Team for compliance with this Paragraph has remained high. For this reporting period, PSB conducted 25 of the investigations we reviewed for compliance with this Paragraph. With the exception of timely extensions, all 25 were found compliant with those requirements over which the PSB Commander has authority. Four (16%) were in full compliance including required timelines. This is a decrease in compliance from 21% during the last reporting period.

Of the 62 total investigations we reviewed to determine compliance with this Paragraph, 30 (48%) were submitted within the required 60- or 85-day timeframe or had an extension approved by our Team, an increase from 29% during the last reporting period. Of the total 62 investigations, 24 (39%) were finalized and closed with 180 days. This is an increase from 34% during the last reporting period. As we have previously noted in our reports, general workload issues are insufficient justification for the failure to complete investigations in a reasonably timely manner. To be considered compliant with the requirements for the completion of administrative misconduct investigations, extension requests and justifications must be submitted in a timely manner and be reasonably related to the specific investigation.

Overall compliance for the 62 investigations we reviewed for this Paragraph was 39%, an increase from 32% during the last quarter.

As is our practice, we will discuss those cases that we found noncompliant with MCSO personnel during our next site visit. We encourage District and Division personnel to maintain their current focus on improving their investigations, training those who complete investigations and completing them in a timely manner.

During our October 2023 site visit, we visited several District facilities. According to District personnel in attendance at these meetings, they were receiving adequate feedback from PSB on their investigations, the overall process had improved, the investigative template provided by PSB was helpful, and that annual PSB training was important. In one District, personnel noted that the lack of experience District supervisors have overall makes the investigations challenging; and in another District, personnel believed that the feedback they received from PSB was not always consistent.

During our February 2024 site visit, members of our Team again visited several District facilities. In most cases, the overall feedback on the IA process and the interaction with PSB was positive. At two Districts, supervisors mentioned concerns with how allegations are written. We are aware of this issue and that the PSB training for this year will address how to properly write up allegations. In one District, the Commander believed that additional interview training would be helpful for those supervisors conducting administrative misconduct investigations.

Paragraph 33. *MCSO Personnel who engage in Discriminatory Policing in any context will be subjected to administrative Discipline and, where appropriate, referred for criminal prosecution. MCSO shall provide clear guidelines, in writing, regarding the disciplinary consequences for personnel who engage in Discriminatory Policing.*

Phase 1: In compliance

- CP-8 (Preventing Racial and Other Bias-Based Policing), most recently amended on October 13, 2022.
- GH-2 (Internal Investigations), most recently amended on November 14, 2023.
- GC-17 (Employee Disciplinary Procedures), most recently amended on February 22, 2024.

Phase 2: Not in compliance

The investigations that we review for compliance with this Paragraph do not include biased policing complaints involving the Plaintiffs' class. Those investigations have additional compliance requirements; we discuss them in Paragraphs 275-283.

During the last reporting period, there were nine investigations that were reviewed by our Team that contained allegations of discriminatory policing. Seven of these cases were properly investigated, and we agreed with the findings. In two cases, we identified investigative deficiencies, as the investigator failed to identify and address potential additional misconduct. Two of the nine cases were in full compliance with all requirements for the completion of administrative misconduct investigations.

During this reporting period, we reviewed four investigations where alleged bias did not involve members of the Plaintiffs' class. Two involved allegations of bias by jail personnel. Neither of these cases had sustained findings and we agree with the findings by PSB. Two cases involved sworn personnel. One was unfounded and the second had a sustained finding unrelated to bias. We agree with the findings of PSB in these two cases.

During our reviews for the reporting period, we identified one case that was completed by a District supervisor and submitted under Paragraph 32 that should have been classified as a bias case and investigated by PSB under this Paragraph. The complainant alleged that a sworn employee was rude to her during a telephone conversation because she is female. While the complainant went on to say that she did not want the employee to get into trouble, and she was unable to provide further specificity regarding any bias, she made the allegation. Though the investigator did address the complainant's concern about bias in the narrative of the investigation, in the interview with the principal employee and in the findings, it was not listed as a separate violation. The employee was sustained for rude conduct. We have discussed this case with PSB and reminded them to ensure the proper classification of complaints.

While discriminatory policing allegations that involve members of the Plaintiffs' class are not reported in this Paragraph, we note that MCSO did complete three investigations for this reporting period that were determined to be Class Remedial Matters. (See Paragraphs 275-288.)

***Paragraph 34.** MCSO shall review each policy and procedure on an annual basis to ensure that the policy or procedure provides effective direction to MCSO Personnel and remains consistent with this Order, current law and professional standards. The MCSO shall document such annual review in writing. MCSO also shall review Policies and Procedures as necessary upon notice of a policy deficiency during audits or reviews. MCSO shall revise any deficient policy as soon as practicable.*

In Full and Effective Compliance

On an annual basis, MCSO reviews all critical policies and all policies relevant to the Court Orders for consistency with Constitutional policing, current law, and professional standards.

During this reporting period, MCSO continued its annual review, submitting 16 (33%) of the 48 required policies to our Team. MCSO submitted: CP-2 (Code of Conduct); CP-5 (Truthfulness); EA-2 (Patrol Vehicles); ED-2 (Covert Operations); GB-2 (Command Responsibility); GC-7 (Transfer of Personnel); GC-11 (Employee Probationary Periods); GC-16 (Employee Grievance Procedures); GC-17 (Employee Disciplinary Procedures) Attachments A and B; GE-4 (Use, Assignment and Operations of Vehicles); GH-2 (Internal Investigations); GI-1 (Radio & Enforcement Communications); GJ-3 (Search and Seizure); GJ-5 (Crime Scene Management); and GJ-27 (Sheriff's Posse Program).

On June 3, 2019, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Section 5: Pre-Planned Operations

***Paragraph 35.** The Monitor shall regularly review the mission statement, policies and operations documents of any Specialized Unit within the MCSO that enforces Immigration-Related Laws to ensure that such unit(s) is/are operating in accordance with the Constitution, the laws of the United States and State of Arizona, and this Order.*

In Full and Effective Compliance

To verify Phase 2 compliance with this Paragraph, we previously verified that the Criminal Employment Unit (CEU) was disbanded and removed from the Special Investigations Division organizational chart. The Human Smuggling Unit (HSU) was also disbanded, and personnel were reassigned to the Anti-Trafficking Unit (ATU).

During our review of the arrests made by the Special Investigations Division ATU between March 2015-March 2017, we did not note any arrests for immigration or human smuggling violations. The cases submitted by MCSO and reviewed for the ATU were primarily related to narcotics trafficking offenses.

MCSO reported in April 2017 that it had disbanded the Anti-Trafficking Unit and formed a new Unit, Fugitive Apprehension and Tactical Enforcement (FATE). The primary mission of FATE is to locate and apprehend violent fugitives. We reviewed FATE's mission statement and objectives, as well as the organizational chart for the Special Investigations Division. MCSO had removed the ATU from the organizational chart, and the mission of FATE did not include any reference to the enforcement of Immigration-Related Laws.

The revised organizational chart for SID and documentation MCSO provided regarding the implementation of FATE supported that the ATU no longer existed, and that there were no specialized Units in MCSO that enforced Immigration-Related Laws.

We previously received and reviewed the Special Investigations Division Operations Manual and organizational chart. Both confirmed that MCSO has no specialized Units that enforce Immigration-Related Laws, that the Human Smuggling Unit (HSU) was disbanded, and the Anti-Trafficking Unit (ATU) no longer exists.

On December 28, 2018, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 36. *The MCSO shall ensure that any Significant Operations or Patrols are initiated and carried out in a race-neutral fashion. For any Significant Operation or Patrol involving 10 or more MCSO personnel, excluding posse members, the MCSO shall develop a written protocol including a statement of the operational motivations and objectives, parameters for supporting documentation that shall be collected, operations plans, and provide instructions to supervisors, deputies and posse members. That written protocol shall be provided to the Monitor in advance of any Significant Operation or Patrol.*

In Full and Effective Compliance

Since the requirements for conducting Significant Operations were implemented, MCSO has reported conducting only one Significant Operation that invoked the requirements of this Paragraph. MCSO conducted “Operation Borderline” from October 20-27, 2014, to interdict the flow of illegal narcotics into Maricopa County. MCSO met all the requirements of this Paragraph during the operation.

In February 2016, we became aware of “Operation No Drug Bust Too Small” when it was reported in the media, and requested details on this operation from MCSO. After reviewing the documentation MCSO provided, we were satisfied that it did not meet the reporting requirements of this Paragraph.

In October 2016, we became aware of “Operation Gila Monster” when it was reported in the media. According to media reports, this was a two-week operation conducted by a special operations Unit in MCSO and was intended to interdict the flow of illegal drugs into Maricopa County. We requested all documentation regarding this operation for review. The documentation indicated that MCSO conducted this operation from October 17-23, 2016. The documentation MCSO provided was sufficient for us to determine that this operation did not meet the reporting criteria for this, or other Paragraphs, related to Significant Operations. The Plaintiffs also reviewed the documentation submitted by MCSO on this operation and agreed that the operation did not invoke the requirements of this Paragraph. We and the Plaintiffs noted that “Operation Gila Monster” involved traffic stops of Latinos, and that those arrested were undocumented Latinos.

Since October 2014, MCSO has continued to report that it has not conducted any Significant Operations. In addition, we have not learned of any potential Significant Operation through media releases or other sources during this reporting period. We will continue to monitor and review any operations we become aware of to ensure continued compliance with this and other Paragraphs related to Significant Operations.

On December 28, 2018, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

***Paragraph 37.** The MCSO shall submit a standard template for operations plans and standard instructions for supervisors, deputies and posse members applicable to all Significant Operations or Patrols to the Monitor for review pursuant to the process described in Section IV within 90 days of the Effective Date. In Exigent Circumstances, the MCSO may conduct Significant Operations or Patrols during the interim period but such patrols shall be conducted in a manner that is in compliance with the requirement of this Order. Any Significant Operations or Patrols thereafter must be in accordance with the approved template and instructions.*

In Full and Effective Compliance

In late 2014, we reviewed all the documentation submitted by MCSO regarding the Significant Operation conducted from October 24-27, 2014. This operation was intended to interdict the flow of illegal narcotics into Maricopa County and fully complied with the requirements of this Paragraph.

MCSO continues to report that it has not conducted any operations that invoke the requirements of this Paragraph since October 2014.

On December 28, 2018, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

During this reporting period, we did not become aware of any Significant Operations conducted by MCSO.

(Note: Unchanged language is presented in *italicized font*. Additions are indicated by underlined font. Deletions are indicated by ~~crossed-out font~~.)

***Paragraph 38.** If the MCSO conducts any Significant Operations or Patrols involving 10 or more MCSO Personnel excluding posse members, it shall create the following documentation and provide it to the Monitor and Plaintiffs within 30 days after the operation:*

- a. documentation of the specific justification/reason for the operation, certified as drafted prior to the operation (this documentation must include analysis of relevant, reliable, and comparative crime data);*
- b. information that triggered the operation and/or selection of the particular site for the operation;*
- c. documentation of the steps taken to corroborate any information or intelligence received from non-law enforcement personnel;*
- d. documentation of command staff review and approval of the operation and operations plans;*
- e. a listing of specific operational objectives for the patrol;*
- f. documentation of specific operational objectives and instructions as communicated to participating MCSO Personnel;*

- g. *any operations plans, other instructions, guidance or post-operation feedback or debriefing provided to participating MCSO Personnel;*
- h. *a post-operation analysis of the patrol, including a detailed report of any significant events that occurred during the patrol;*
- i. *arrest lists, officer participation logs and records for the patrol; and*
- j. *data about each contact made during the operation, including whether it resulted in a citation or arrest.*

In Full and Effective Compliance

Since the initial publication of GJ-33, MCSO has reported that it has conducted only one Significant Operation, “Operation Borderline,” in October 2014. At the time of this operation, we reviewed MCSO’s compliance with policy; attended the operational briefing; and verified the inclusion of all the required protocols, planning checklists, supervisor daily checklists, and post-operation reports. MCSO was in full compliance with this Paragraph for this operation. Since October 2014, MCSO has not reported that it conducted any Significant Operations invoking the requirements of this Paragraph.

On December 28, 2018, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

***Paragraph 39.** The MCSO shall hold a community outreach meeting no more than 40 days after any Significant Operations or Patrols in the affected District(s). MCSO shall work with the Community Advisory Board to ensure that the community outreach meeting adequately communicates information regarding the objectives and results of the operation or patrol. The community outreach meeting shall be advertised and conducted in English and Spanish.*

In Full and Effective Compliance

The Amendments to the Supplemental Permanent Injunction/Judgment Order (Document 2100) issued on August 3, 2017 returned the responsibility for compliance with this Paragraph to MCSO.

During this reporting period, MCSO did not report conducting any Significant Operations that would invoke the requirements of this Paragraph.

On March 16, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 40. *The MCSO shall notify the Monitor and Plaintiffs within 24 hours of any immigration related traffic enforcement activity or Significant Operation involving the arrest of 5 or more people unless such disclosure would interfere with an on-going criminal investigation in which case the notification shall be provided under seal to the Court, which may determine that disclosure to the Monitor and Plaintiffs would not interfere with an on-going criminal investigation. In any event, as soon as disclosure would no longer interfere with an on-going criminal investigation, MCSO shall provide the notification to the Monitor and Plaintiffs. To the extent that it is not already covered above by Paragraph 38, the Monitor and Plaintiffs may request any documentation related to such activity as they deem reasonably necessary to ensure compliance with the Court's orders.*

In Full and Effective Compliance

Since MCSO first developed GJ-33 (Significant Operations) in 2014, MCSO has reported conducting only one operation, "Operation Borderline," that required compliance with this Paragraph. We verified that MCSO employed the appropriate protocols and made all required notifications. MCSO was in full compliance with this Paragraph during this operation.

Based on a concern raised by the Plaintiffs, and to provide clarification regarding the portion of this Paragraph that addresses the requirement for MCSO to notify the Monitor and Plaintiffs within 24 hours of any immigration-related traffic enforcement activity or Significant Operations involving "the arrest of or more persons," we requested during our October 2015 site visit that MCSO provide a statement regarding this requirement each month. MCSO began including this information in November 2015.

MCSO has not reported conducting any operations that meet the reporting requirements for this Paragraph since October 2014. During this reporting period, we did not learn of any traffic-related enforcement or Significant Operations conducted by MCSO that would invoke the requirements of this Paragraph.

On December 28, 2018, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Section 6: Training

COURT ORDER VII. TRAINING

a. General Provisions

Paragraph 41. *To ensure that the Policies and Procedures provided for by this Order are effectuated, the MCSO shall implement the following requirements regarding Training.*

Paragraph 42. *The persons presenting this Training in each area shall be competent instructors with significant experience and expertise in the area. Those presenting Training on legal matters shall also hold a law degree from an accredited law school and be admitted to a Bar of any state and/or the District of Columbia.*

Phase 1: In compliance

- GG-1 (Peace Officer Training Administration), most recently amended on October 26, 2023.
- GG-2 (Detention/Civilian Training Administration), most recently amended on October 26, 2023.
- Training Division Operations Manual, most recently amended on January 11, 2024.

Phase 2: In compliance

MCSO uses three types of instructors to deliver Order-related training: They are either assigned to the Training Division as full-time staff; assigned to field assignments outside of the Training Division; or are paid vendors. We approve instructors presenting training on legal matters for their compliance with the requirements of this Paragraph. The Training Division electronically maintains individual instructor folders for Training Division staff, field instructors, Field Training Officers (FTOs), and vendors. MCSO policy requires that instructor folders include annually updated CVs, General Instructor (GI) certificates, and either an annual or 30-day Misconduct and Disciplinary Review, as applicable. Additionally, instructors who have received prior sustained discipline or who are subject of a pending Professional Standards Bureau (PSB) investigation may request a Waiver of Presumptive Ineligibility for approval to teach from the Training Division Commander. A waiver request should provide the Training Division Commander with ample justification to overcome presumptive ineligibility. Waiver requests require the Training Division Commander and the PSB Commander to discuss and produce written justifications for the approval or denial of each request. We verify compliance with this Paragraph by reviewing all instructor folders, waiver requests, and justifications.

During this reporting period, MCSO submitted 24 individuals for General Instructor (GI) consideration. All personnel met GG-1 criteria.

The 2023 Annual FTO Training was delivered during the fourth quarter of this year.

During this reporting period, the Training Division conducted two instructor observations. MCSO appears to observe and document the same instructors reporting period after reporting period. During this reporting period, 13 different instructors conducted CORT training for MCSO; but the Training Division only observed four well-known instructors. By policy, MCSO is required to evaluate instructors and instructor critiques as part of the Training Cycle Checklist. We encourage MCSO to expand these observations, particularly to new or infrequently utilized instructors. We reinforced this recommendation during our February site visit.

MCSO remains in compliance with this Paragraph.

Paragraph 43. *The Training shall include at least 60% live training (i.e., with a live instructor), which includes an interactive component, and no more than 40% on-line training. The Training shall also include testing and/or writings that indicate that MCSO Personnel taking the Training comprehend the material taught whether via live training or via on-line training.*

In Full and Effective Compliance

We verify compliance with this Paragraph by reviewing all individual test failures; individual retests; failure remediation efforts and test analyses by training class, for both live and HUB-delivered Order-related training.

During this reporting period, MCSO delivered the following programs: 2023 Annual Combined Training (ACT); 2022 Fourth and Fourteenth Amendment; 2021 BlueTeam 2 Sworn/Detention (BT2); 2021 Body-Worn Camera (BWC); 2023 Early Identification System (EIS); 2017 Employee Performance Appraisals (EPA); 2021 Body-Worn Camera (BWC); 2023 Supervisory Responsibilities Effective Law Enforcement (SRELE); 2021 Traffic and Criminal Software (TraCS); and the 2023 TraCS for Posse members.

MCSO delivered the 2023 ACT classroom training 16 times during this reporting period to 628 personnel (452 sworn, 36 reserve, 134 Posse, six DSA). Six personnel needed test remediation.

MCSO delivered the 2022 Fourth and Fourteenth Amendment classroom training once during this reporting period to 29 personnel (12 sworn, 17 Posse). Two personnel needed test remediation.

MCSO delivered the 2021 BT2 Sworn/Detention classroom training five times during this reporting period to 61 personnel (11 sworn, 38 Detention, 12 civilian). One individual needed test remediation.

MCSO delivered the 2021 BWC classroom training twice during this reporting period to 12 sworn personnel. No personnel needed test remediation.

MCSO did not deliver the 2023 EEPM classroom training during this reporting period.

MCSO delivered the 2023 EIS classroom training once during this reporting period to 24 Detention personnel. No personnel needed test remediation.

MCSO delivered the 2017 EPA classroom training once during this reporting period to 24 Detention. No personnel needed test remediation.

MCSO delivered the 2023 SRELE Train-the-Trainer and six classroom deliveries during this reporting period to 177 personnel (176 sworn, one Detention). Seven personnel needed test remediation.

MCSO delivered the 2021 TraCS classroom training twice during this reporting period to 12 sworn personnel. No personnel needed test remediation.

MCSO did not deliver the 2021 TraCS for Supervisors during this reporting period.

MCSO delivered the 2023 TraCS for Posse four times during this reporting period to 43 Posse personnel. No personnel needed test remediation.

MCSO delivered 10 of 14 Order-related training programs during this reporting period. Each of these were delivered in the classroom (100% classroom training).

On June 17, 2022, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 44. *Within 90 days of the Effective Date, MCSO shall set out a schedule for delivering all Training required by this Order. Plaintiffs' Representative and the Monitor shall be provided with the schedule of all Trainings and will be permitted to observe all live trainings and all on-line training. Attendees shall sign in at each live session. MCSO shall keep an up-to-date list of the live and on-line Training sessions and hours attended or viewed by each officer and Supervisor and make that available to the Monitor and Plaintiffs.*

In Full and Effective Compliance

The Training Division keeps a three-month Training Calendar. MCSO posts the Master Training Calendar to the agency's website to inform the public of tentative training dates, classes, and locations. The calendar displays 90-day increments and includes a legend specifically identifying Order-related training.

Master Personnel Rosters document the number of personnel requiring Order-related training. MCSO reported that 586 sworn members, 42 reserve members, 160 Posse members, 14 DSAs, 1,424 Detention members, and 842 civilian employees should have received Order-related instruction by the end of this reporting period. These categories vary by reporting period, due to attrition in the organization. All MCSO employee categories are still within compliance assessment levels for all Order-related training.

On September 30, 2022, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 45. The Training may incorporate adult-learning methods that incorporate roleplaying scenarios, interactive exercises, as well as traditional lecture formats.

In Full and Effective Compliance

MCSO continues to look for and incorporate adult-learning methods in its curricula – including an increased use of videos, both externally and internally created. We have also noted new learning activities designed to change with each iteration of the curriculum and address issues specific to the Plaintiffs’ class and others.

During our October 2023 site visit, MCSO proposed changing its development and delivery of the Constitutional Policing Plan (CPP) enhanced training relative to implicit bias, cultural competency, and fair and impartial decision making. Following our October 2023 site visit, MCSO submitted for review the TSAR Lesson Plan and accompanying documents.

During our review of these materials, we noted that MCSO had removed Posse personnel after they previously appeared as part of the designated audience. We disagreed with the removal of Posse personnel who participate in a patrol environment, report to sworn supervisors, are identified on shift rosters and Patrol Activity Logs, and utilize body-worn cameras. We informed MCSO that we believed that the training of *all* Posse members was an internal MCSO decision; however, we made it clear that it is crucial that MCSO train all Posse members who engage in traffic stops – including any Posse members who might assume different duties (if such transfers ever occur among Posse members) at some point. Within the confirmation review of this lesson plan, MCSO advised us that the agency will be deploying this curriculum to all intermediate and qualified armed personnel (QAP) Posse personnel. MCSO asserts that the agency continues to disagree with this requirement and believes it to fall outside the authority given within the Order. MCSO requested an extension until June 30, 2024, to complete delivery to Posse personnel. This lesson plan was approved for delivery during this reporting period.

We believe that delivery of this training will produce a need to revise other existing curriculums, as well – including the BWC Lesson Plan, each Annual Combined Training, and annual SRELE programs. The impact of GJ-27 (Sheriff’s Posse Program), Attachment A, has not been fully realized by MCSO. This new policy requires specific oversight by supervisors and deputies alike. We also have concerns about the lack of documentation of Posse personnel on shift rosters by supervisors, the reviews of Patrol Activity Logs post-shift, and the use and documentation of the Assisting Employee and/or Volunteer Forms that are needed by Posse personnel throughout their shifts. SRELE should also include direction for the required collaboration between the Enforcement Support Division and the Training Division for the accurate record-keeping of Posse members approved to use BWC, changes to Posse members’ status, and weekly schedule/rosters to the BWC Unit of those Posse members that have performed patrol assistance at each District during weekly timeframes. We intend to conduct reviews of these areas during our future quarterly site visits. Any failure by MCSO to follow existing policy and/or amend necessary training programs will affect the agency’s compliance with this Paragraph.

During review of our monthly document productions, we observed a trend within the Level 1 Evaluation reports for the 2023 SRELE classes. There were requests by the supervisors who attended these classes for the Training Division to incorporate more in-depth scenarios and

tabletop discussions to encourage more discussion and engage supervisors with decision-making topics during shifts. Attending supervisors noted that when the instructor asks closed ended questions, it curtailed engagement from the class. We discussed these comments with MCSO during our February site visit. The Training Division assured us that the 2024 version of this lesson plan which is being developed has incorporated some of these recommendations.

On December 9, 2019, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

***Paragraph 46.** The curriculum and any materials and information on the proposed instructors for the Training provided for by this Order shall be provided to the Monitor within 90 days of the Effective Date for review pursuant to the process described in Section IV. The Monitor and Plaintiffs may provide resources that the MCSO can consult to develop the content of the Training, including names of suggested instructors.*

In Full and Effective Compliance

During our July site visit, we discussed the status of all Order-required training curricula. The following curricula are under review or development for 2023 delivery:

- The 2023 CPP Enhanced TSAR Training was approved for delivery. MCSO informed us during our February site visit that all sworn, reserve, and DSA personnel had received this training; and that Posse personnel will receive the training prior to June 30, 2024. We will follow up on these projections during our April site visit.

On December 9, 2019, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

***Paragraph 47.** MCSO shall regularly update the Training to keep up with developments in the law and to take into account feedback from the Monitor, the Court, Plaintiffs and MCSO Personnel.*

In Full and Effective Compliance

MCSO conducts annual curriculum revisions and updates to keep current with developments in the law and to address feedback from us, the Plaintiffs, the Plaintiff-Intervenor, and MCSO personnel.

The Training Division routinely supplies all new and revised lesson plans for our and the Parties' review. These reviews address the requirements of this Paragraph. During our February visit to the Training Academy, we reviewed all "red" folders for Court Order Required Training (CORT) curriculum. The "red" folders contain all revision and development materials for all CORT curriculum consistent with MCSO policy requirements. All of these folders were identical. They included documentation supporting the review and/or development of new curriculum. Each folder was divided into sections and contained the documentation necessary to support the changes made. Section 1 included information relative to the instructors and any Monitoring Team approvals. Section 2 addressed procedural steps to address the six-step training cycle that

MCSO has incorporated into its policy GG-1, and the Training Division Operations Manual. Included was information related to whether or not it was a HUB course, the designated audience, recommended class size, assigned classrooms, AZPOST credits, and the assigned course code. Section 3 contained a printed version of the lesson plan and PowerPoint presentations. Section 4 included the test and any student handouts, and Section 5 included the test answer keys. We reviewed the folders for all 14 CORT curriculums. Each folder was created and managed by the Training Division Management Analyst, and the information was up to date.

We will continue to advise MCSO upon first review of a training offering if we do not consider it to be enhanced, as referenced in the current Constitutional Policing Plan. (See Paragraph 70.)

MCSO should expect that we and the Parties will continue to observe training sessions and provide feedback.

On June 17, 2022, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

b. Bias-Free Policing Training

Paragraph 48. *The MCSO shall provide all sworn Deputies, including Supervisors and chiefs, as well as all posse members, with 12 hours of comprehensive and interdisciplinary Training on bias-free policing within 240 days of the Effective Date, or for new Deputies or posse members, within 90 days of the start of their service, and at least 6 hours annually thereafter.*

In Full and Effective Compliance

MCSO has combined the Order required Bias-Free Policing Training and the Training on Detentions, Arrests, and the Enforcement of Immigration Laws into a single 20-hour training class titled Fourth and Fourteenth Amendment Training. MCSO mandates that all new deputies, Posse members, and Deputy Service Aides (DSA) receive this Court-ordered training within the first 90 days of their employment or volunteer service.

MCSO delivered the 2022 Fourth and Fourteenth Amendment classroom training once during this reporting period to the required 29 personnel (12 sworn, 17 Posse). Two personnel required test remediation.

MCSO delivered the 2023 ACT 16 times during this reporting period to 628 personnel (539 of 565 sworn, 38 of 40 reserve, 142 of 158 Posse, all seven DSAs). Six personnel required test remediation.

On April 1, 2022, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 49. *The Training shall incorporate the most current developments in federal and Arizona law and MCSO policy, and shall address or include, at a minimum:*

- a. *definitions of racial profiling and Discriminatory Policing;*
- b. *examples of the type of conduct that would constitute Discriminatory Policing as well as examples of the types of indicators Deputies may properly rely upon;*
- c. *the protection of civil rights as a central part of the police mission and as essential to effective policing;*
- d. *an emphasis on ethics, professionalism and the protection of civil rights as a central part of the police mission and as essential to effective policing;*
- e. *constitutional and other legal requirements related to equal protection, unlawful discrimination, and restrictions on the enforcement of Immigration-Related Laws, including the requirements of this Order;*
- f. *MCSO policies related to Discriminatory Policing, the enforcement of Immigration-Related Laws and traffic enforcement, and to the extent past instructions to personnel on these topics were incorrect, a correction of any misconceptions about the law or MCSO policies;*
- g. *MCSO's protocol and requirements for ensuring that any significant pre-planned operations or patrols are initiated and carried out in a race-neutral fashion;*
- h. *police and community perspectives related to Discriminatory Policing;*
- i. *the existence of arbitrary classifications, stereotypes, and implicit bias, and the impact that these may have on the decision-making and behavior of a Deputy;*
- j. *methods and strategies for identifying stereotypes and implicit bias in Deputy decision-making;*
- k. *methods and strategies for ensuring effective policing, including reliance solely on non-discriminatory factors at key decision points;*
- l. *methods and strategies to reduce misunderstanding, resolve and/or de-escalate conflict, and avoid Complaints due to perceived police bias or discrimination;*
- m. *cultural awareness and how to communicate with individuals in commonly encountered scenarios;*
- n. *problem-oriented policing tactics and other methods for improving public safety and crime prevention through community engagement;*
- o. *the benefits of actively engaging community organizations, including those serving youth and immigrant communities;*
- p. *the MCSO process for investigating Complaints of possible misconduct and the disciplinary consequences for personnel found to have violated MCSO policy;*

- q. *background information on the Melendres v. Arpaio litigation, as well as a summary and explanation of the Court's May 24, 2013 Findings of Fact and Conclusions of Law in Melendres v. Arpaio, the parameters of the Court's permanent injunction, and the requirements of this Order; and*
- r. *Instruction on the data collection protocols and reporting requirements of this Order.*

In Full and Effective Compliance

The 2023 ACT was previously approved for delivery.

On April 1, 2022, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

c. Training on Detentions, Arrests, and the Enforcement of Immigration-Related Laws

Paragraph 50. *In addition to the Training on bias-free policing, the MCSO shall provide all sworn personnel, including Supervisors and chiefs, as well as all posse members, with 6 hours of Training on the Fourth Amendment, including on detentions, arrests and the enforcement of Immigration-Related Laws within 180 days of the effective date of this Order, or for new Deputies or posse members, within 90 days of the start of their service. MCSO shall provide all Deputies with 4 hours of Training each year thereafter.*

In Full and Effective Compliance

MCSO has combined the Order required Bias-Free Policing Training and the Training on Detentions, Arrests, and the Enforcement of Immigration Laws into a single 20-hour training class titled Fourth and Fourteenth Amendment Training. MCSO mandates that all new deputies, Posse members, and Deputy Service Aides (DSA) receive this Court-ordered training within the first 90 days of their employment or volunteer service.

As previously reported, MCSO delivered the 2022 Fourth and Fourteenth Amendment classroom training once during this reporting period.

As previously reported, MCSO delivered the 2023 ACT 16 times during this reporting period.

On April 1, 2022, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 51. *The Training shall incorporate the most current developments in federal and Arizona law and MCSO policy, and shall address or include, at a minimum:*

- a. *an explanation of the difference between various police contacts according to the level of police intrusion and the requisite level of suspicion; the difference between reasonable suspicion and mere speculation; and the difference between voluntary consent and mere acquiescence to police authority;*
- b. *guidance on the facts and circumstances that should be considered in initiating, expanding or terminating an Investigatory Stop or detention;*

- c. *guidance on the circumstances under which an Investigatory Detention can become an arrest requiring probable cause;*
- d. *constitutional and other legal requirements related to stops, detentions and arrests, and the enforcement of Immigration-Related Laws, including the requirements of this Order;*
- e. *MCSO policies related to stops, detentions and arrests, and the enforcement of Immigration-Related Laws, and the extent to which past instructions to personnel on these topics were incorrect, a correction of any misconceptions about the law or MCSO policies;*
- f. *the circumstances under which a passenger may be questioned or asked for identification;*
- g. *the forms of identification that will be deemed acceptable if a driver or passenger (in circumstances where identification is required of them) is unable to present an Arizona driver's license;*
- h. *the circumstances under which an officer may initiate a vehicle stop in order to investigate a load vehicle;*
- i. *the circumstances under which a Deputy may question any individual as to his/her alienage or immigration status, investigate an individual's identity or search the individual in order to develop evidence of unlawful status, contact ICE/CBP, await a response from ICE/CBP and/or deliver an individual to ICE/CBP custody;*
- j. *a discussion of the factors that may properly be considered in establishing reasonable suspicion or probable cause to believe that a vehicle or an individual is involved in an immigration-related state crime, such as a violation of the Arizona Human Smuggling Statute, as drawn from legal precedent and updated as necessary; the factors shall not include actual or apparent race or ethnicity, speaking Spanish, speaking English with an accent, or appearance as a Hispanic day laborer;*
- k. *a discussion of the factors that may properly be considered in establishing reasonable suspicion or probable cause that an individual is in the country unlawfully, as drawn from legal precedent and updated as necessary; the factors shall not include actual or apparent race or ethnicity, speaking Spanish, speaking English with an accent, or appearance as a day laborer;*
- l. *an emphasis on the rule that use of race or ethnicity to any degree, except in the case of a reliable, specific suspect description, is prohibited;*
- m. *the MCSO process for investigating Complaints of possible misconduct and the disciplinary consequences for personnel found to have violated MCSO policy;*
- n. *Provide all trainees a copy of the Court's May 24, 2013 Findings of Fact and Conclusions of Law in Melendres v. Arpaio and this Order, as well as a summary and explanation of the same that is drafted by counsel for Plaintiffs or Defendants and reviewed by the Monitor or the Court; and*
- o. *Instruction on the data collection protocols and reporting requirements of this Order, particularly reporting requirements for any contact with ICE/CBP.*

In Full and Effective Compliance

The Fourth and Fourteenth Amendment Training curriculum was previously approved for 2023 delivery.

The 2023 ACT curriculum was previously approved for delivery.

On April 1, 2022, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

d. Supervisor and Command Level Training

Paragraph 52. *MCSO shall provide Supervisors with comprehensive and interdisciplinary Training on supervision strategies and supervisory responsibilities under the Order. MCSO shall provide an initial mandatory supervisor training of no less than 6 hours, which shall be completed prior to assuming supervisory responsibilities or, for current MCSO Supervisors, within 180 days of the Effective Date of this Order. In addition to this initial Supervisor Training, MCSO shall require each Supervisor to complete at least 4 hours of Supervisor-specific Training annually thereafter. As needed, Supervisors shall also receive Training and updates as required by changes in pertinent developments in the law of equal protection, Fourth Amendment, the enforcement of Immigration-Related Laws, and other areas, as well as Training in new skills.*

In Full and Effective Compliance

MCSO delivered the 2023 SRELE six times during this reporting period to 149 personnel (148 sworn, one Detention). Seven personnel needed test remediation.

On June 18, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 53. *The Supervisor-specific Training shall address or include, at a minimum:*

- a. techniques for effectively guiding and directing Deputies, and promoting effective and constitutional police practices in conformity with the Policies and Procedures in Paragraphs 18–34 and the Fourth and Fourteenth Amendment Training in Paragraphs 48–51;*
- b. how to conduct regular reviews of subordinates;*
- c. operation of Supervisory tools such as EIS;*
- d. evaluation of written reports, including how to identify conclusory, “canned,” or perfunctory language that is not supported by specific facts;*
- e. how to analyze collected traffic stop data, audio and visual recordings, and patrol data to look for warning signs or indicia of possible racial profiling or unlawful conduct;*
- f. how to plan significant operations and patrols to ensure that they are race-neutral and how to supervise Deputies engaged in such operations;*

- g. *incorporating integrity-related data into COMSTAT reporting;*
- h. *how to respond to calls from Deputies requesting permission to proceed with an investigation of an individual's immigration status, including contacting ICE/CBP;*
- i. *how to respond to the scene of a traffic stop when a civilian would like to make a Complaint against a Deputy;*
- j. *how to respond to and investigate allegations of Deputy misconduct generally;*
- k. *evaluating Deputy performance as part of the regular employee performance evaluation; and*
- l. *building community partnerships and guiding Deputies to do the Training for Personnel Conducting Misconduct Investigations.*

In Full and Effective Compliance

The 2023 SRELE classroom training was previously approved for delivery.

On June 18, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Section 7: Traffic Stop Documentation and Data Collection

COURT ORDER VIII. TRAFFIC STOP DOCUMENTATION AND DATA COLLECTION AND REVIEW

For Paragraphs 54 and 55, in particular, we request traffic stop data from MCSO. The following describes how we made that request and how we handled the data once we received it. These data may also be referred to in other areas of Section 7 and the report as a whole.

In selecting traffic stop cases for our compliance review, we modified our statistical technique in that, rather than selecting a representative random sample of 100 cases per quarter, we instead pulled a sample of 35 cases per month (or 105 cases per quarter). Our original selection of a sample size of 35 cases was based on information from MCSO TraCS data that reported the average number of traffic stops per month was fewer than 2,000 during the April 2014-June 2015 period when TraCS data were first available. The selection of 35 cases reflects a sample based on this average per month. This gave us a 95 percent confidence level (the certainty associated with our conclusion).

We continue to pull our monthly sample of traffic stop cases from the MCSO's five Districts (Districts 1, 2, 3, 4, and 7) and Lake Patrol. As noted previously, District 6 is no longer operational as of January 11, 2022, as the Queen Creek Police Department commenced full operations and is now the primary law enforcement agency for that jurisdiction. Once we received files each month containing traffic stop case numbers from MCSO, denoting from which area they came, we selected a sample of up to 35 cases representing the areas and then selected a subsample averaging 10 cases, from the 35 selected cases, to obtain CAD audiotapes and body-worn camera recordings. Our sampling process involved selecting a sample of cases stratified by the areas according to the proportion of specific area cases relative to the total area cases. Stratification of the data was necessary to ensure that each area was represented proportionally in our review. Randomization of the cases and the selection of the final cases for CAD review were achieved using a statistical software package (IBM SPSS Version 22), which contains a specific function that randomly selects cases and that also allows cases to be weighted by the areas. Our use of SPSS required that we first convert the MCSO Excel spreadsheet into a format that would be readable in SPSS. We next pulled the stratified sample each month for the areas and then randomly selected a CAD audio subsample from the selected cases.

In February 2016, we began pulling cases for our body-worn camera review from the audio subsample.

On October 10, 2014, the Court issued an Order Granting Stipulation to Amend Supplemental/Permanent Injunction/Judgment Order (Document 748). The stipulation affects Paragraphs 57, 61, 62, and 1.r.xv.; and has been incorporated in the body of this report. The stipulation referenced amends the First Order, and will be addressed in Section 7.

a. Collection of Traffic Stop Data

Paragraph 54. *Within 180 days of the Effective Date, MCSO shall develop a system to ensure that Deputies collect data on all vehicle stops, whether or not they result in the issuance of a citation or arrest. This system shall require Deputies to document, at a minimum:*

- a. *the name, badge/serial number, and unit of each Deputy and posse member involved;*
- b. *the date, time and location of the stop, recorded in a format that can be subject to geocoding;*
- c. *the license plate state and number of the subject vehicle;*
- d. *the total number of occupants in the vehicle;*
- e. *the Deputy's subjective perceived race, ethnicity and gender of the driver and any passengers, based on the officer's subjective impression (no inquiry into an occupant's ethnicity or gender is required or permitted);*
- f. *the name of any individual upon whom the Deputy runs a license or warrant check (including subject's surname);*
- g. *an indication of whether the Deputy otherwise contacted any passengers, the nature of the contact, and the reasons for such contact;*
- h. *the reason for the stop, recorded prior to contact with the occupants of the stopped vehicle, including a description of the traffic or equipment violation observed, if any, and any indicators of criminal activity developed before or during the stop;*
- i. *time the stop began; any available data from the E-Ticketing system regarding the time any citation was issued; time a release was made without citation; the time any arrest was made; and the time the stop/detention was concluded either by citation, release, or transport of a person to jail or elsewhere or Deputy's departure from the scene;*
- j. *whether any inquiry as to immigration status was conducted and whether ICE/CBP was contacted, and if so, the facts supporting the inquiry or contact with ICE/CBP, the time Supervisor approval was sought, the time ICE/CBP was contacted, the time it took to complete the immigration status investigation or receive a response from ICE/CBP, and whether ICE/CBP ultimately took custody of the individual;*
- k. *whether any individual was asked to consent to a search (and the response), whether a probable cause search was performed on any individual, or whether a pat-and-frisk search was performed on any individual;*
- l. *whether any contraband or evidence was seized from any individual, and nature of the contraband or evidence; and*
- m. *The final disposition of the stop, including whether a citation was issued or an arrest was made or a release was made without citation.*

Phase 1: In compliance

- CP-8 (Preventing Racial and Other Bias-Based Policing), most recently amended on October 13, 2022.
- EA-11 (Arrest Procedures), most recently amended on April 5, 2022.
- EB-1 (Traffic Enforcement, Violator Contacts, and Citation Issuance), most recently amended on June 15, 2023.
- EB-2 (Traffic Stop Data Collection), most recently amended on February 22, 2023.
- GI-1 (Radio and Enforcement Communications Procedures), most recently amended on December 8, 2021.
- GJ-3 (Search and Seizure), most recently amended on November 9, 2023.

Phase 2: Not in compliance

To verify the information required for this Paragraph, MCSO developed, and we reviewed, the Vehicle Stop Contact Forms (VSCFs), the Vehicle Stop Contact Form Supplemental Sheets, the Incidental Contact Receipts, and the Written Warning/Repair Orders, all in electronic form, for a sample of those motorists who, during this reporting period, committed a traffic violation or operated a vehicle with defective equipment and received a warning. We also reviewed the Arizona Traffic Ticket and Complaint Forms issued for violations of Arizona Statutes, Internet I/Viewer Event Unit printout, Justice Web Interface printout, and any Incident Report associated with these events. We selected a sample of 105 traffic stops conducted by deputies from October 1-December 31, 2023 for the purposes of this review; and assessed the collected data from the above-listed documents for compliance with Subparagraphs 54.a.-54.m. The sample size totaled 106 traffic stops since there was one traffic stop that involved two different motorcyclists at the same time. All the aforementioned documentation was used for our review of the following subsections of this Paragraph.

The Paragraph requires that MCSO create a system for data collection. The data collected pursuant to this Paragraph is captured in the Early Identification System, which we discuss further in this report.

In our reviews of the following requirements, we consider whether any compliance issues were identified and addressed by supervisory personnel during the regular review of documents by supervisors. During this reporting period, we identified several instances where supervisors identified compliance and/or policy-related issues and addressed the deputies by way of re-instruction and/or by requiring that the deputies correct the VSCF.

In some of these cases, the corrective actions taken during the supervisory review process resulted in the cases being found to meet the compliance requirements during our review of those cases. Following are the issues that the supervisors identified:

- A supervisor directed a deputy to explain why the race/ethnicity and gender were listed as unknown or obstructed for two passengers listed on the VSCF.
- In two instances, the supervisors directed the deputies to correct the VSCF field so that it indicated that the classification of the stop was criminal in nature.

- A supervisor directed a deputy to correct the VSCF regarding whether the voiced reason for the stop was contained on the citation and to document the proper reason that the vehicle was towed.
- A supervisor identified that the deputy did not properly activate the body-worn camera and documented that corrective action was being taken.
- A supervisor directed a deputy to correct the radio code on the VSCF.
- Two supervisors directed the deputies to correct the VSCFs to include the correct number of deputies involved in the traffic stops.
- A supervisor directed a deputy to correct the VSCF as it related to a search of the vehicle.
- A supervisor directed a deputy to correct the VSCF to include an additional deputy that were present at the traffic stop.
- A supervisor directed a deputy to correct the VSCF as it had the wrong type of search of the driver listed.
- A supervisor directed a deputy to add information to the VSCF to clarify the reason for the stop.
- A supervisor directed a deputy to review the VSCF and verify whether the search of a vehicle occupant was documented properly.
- Two supervisors noted that Incidental Contact Receipts were not issued to passengers and directed the deputies to address the issue.

When we identify issues that impact compliance or where MCSO policy was not followed, we provide the list of cases to MCSO for review. MCSO provided us with the corrective actions taken for the list of cases that we provided, which included correcting form entries, issuing Incidental Contact Receipts to passengers, and reinstructing MCSO deputies.

Paragraph 54.a. requires MCSO to document the name, badge/serial number, and unit of each deputy and Posse member involved.

For this reporting period, each of the primary deputies documented their own badge numbers, serial numbers, and unit numbers for every stop that they initiated. We review the VSCF, I/Viewer Event document, the Justice Web Interface, and the CAD printout to determine which additional units were on the scene. If back-up units arrive on a scene and do not announce their presence to dispatch, CAD does not capture this information. MCSO made a TraCS change to the VSCF during 2016 to secure this information. MCSO added a drop-down box so the deputy could enter the number of units on the scene and the appropriate fields would be added for the additional deputies. While this addition is an improvement, if the deputy fails to enter the number of additional units on the form, the drop-down boxes do not appear. In addition, MCSO policy requires deputies to prepare the Assisting Employee and/or Volunteer Log in instances where deputies respond and assist at a traffic stop. The log contains the relevant information required by this Subparagraph for any additional deputies involved in a traffic stop other than the primary deputy. During our April 2019 site visit, we discussed with MCSO, the Plaintiffs, and the

Plaintiff-Intervenor the method of evaluating this requirement. We determined that in instances where a deputy's name, serial number and unit number may have been omitted on the VSCF, yet the deputy prepared the Assisting Employee and/or Volunteer Log, the requirements of this Subparagraph will have been met.

During our review of the sample of 106 vehicle traffic stops, we identified 29 cases where the deputy's unit had another deputy assigned to the vehicle or one or more other deputy units or Posse members were on the scene. In 27 of the 29 cases, the deputies properly documented the name, serial number, and unit number of the deputies and Posse members on the VSCF, or the information was captured on the Assisting Employee and/or Volunteer Log. In two cases, the deputies failed to list assisting deputies on the VSCFs. AIU identified this issue during its inspection and requested that the Districts document any corrective measures taken on a BIO Action Form.

Of the cases we reviewed for passenger contacts under Subparagraph 54.g., there were 37 cases where the deputy's unit had another deputy assigned to the vehicle, or one or more other deputy units or Posse members were on the scene. In each of the 37 cases, the deputies properly documented the required information on the VSCFs, or the information was captured on the Assisting Employee and/or Volunteer Log.

Of the cases we reviewed for searches of persons under Subparagraph 54.k., there were 60 cases where the deputy's unit had another deputy assigned to the vehicle, or one or more other deputies or Posse members were on the scene. In each of the 60 cases, the deputies properly documented the required information on the VSCFs, or the information was captured on the Assisting Employee and/or Volunteer Log.

We continue to identify cases where the assisting deputies have not prepared the Assisting Employee and/or Volunteer Log when required by MCSO policy. We encourage MCSO to provide guidance to supervisors to be attentive to this issue during their reviews of traffic stop documentation.

During this reporting period, MCSO achieved a compliance rating of 98%. MCSO remains in compliance with this requirement.

Paragraph 54.b. requires MCSO to document the date, time, and location of the stop, recorded in a format that can be subject to geocoding. Our reviews of the CAD printout for all 106 traffic stops in our sample indicated that the date, time, and location is captured with the time the stop is initiated and the time the stop is cleared. In previous reporting periods, we noted instances where the GPS coordinates could not be located on the documentation received (CAD printout/I/Viewer). We contacted MCSO about this issue, and MCSO now provides us with the GPS coordinates via a separate document that lists the coordinates for the traffic stop sample we provide. MCSO uses GPS to determine location for the CAD system. GPS collects coordinates from three or more satellites to enhance the accuracy of location approximation. The data from the satellites can be decoded to determine the longitude and latitude of traffic stop locations should that be necessary.

MCSO's CAD system was upgraded in 2014 to include geocoding of traffic stops. CID continues to provide us with a printout of all case numbers in the sample containing the associated

coordinates. For this reporting period, the CAD or I/Viewer system contained the coordinates in 60% of the cases. In a separate spreadsheet, MCSO provided GPS coordinates for all 106 cases we reviewed, for 100% compliance with this portion of the Subparagraph.

When we review the sample traffic stops from across all Districts, we note the locations of the stops contained on the VSCF, the CAD printout, and the I/Viewer system to ensure that they are accurate. We continue to identify a limited number of instances where the location of the stop contained on the VSCF and the location of the stop contained on the CAD printout are inconsistent. We continue to recommend that reviewing supervisors closely review the VSCFs and CAD printouts and address such deficiencies. The number of inconsistencies did not affect MCSO's rate of compliance.

During our April 2016 site visit, we discussed with MCSO the possibility of using the CAD printout instead of the TraCS data to determine stop times. We determined that using the CAD system to determine stop end times caused additional challenges. However, MCSO decided to use the CAD printout to determine traffic stop beginning and ending times for data analysis. MCSO issued Administrative Broadcast 16-62 on June 29, 2016, which indicated that, beginning with the July 2016 traffic stop data collection, the stop times captured on the CAD system would be used for reporting and analytical purposes.

Occasionally, the CAD time of stop and end of stop time do not exactly match those listed on the Vehicle Stop Contact Form, due to extenuating circumstances the deputy may encounter. During this reporting period, we did not find any instances where the end time on the VSCF Contact differed significantly from the CAD printout. In monthly audits of traffic stop data, the Audits and Inspections Unit (AIU) reviews the beginning/ending times of the stops and requires that BIO Action Forms are generated by the Districts when there are discrepancies. The CAD system is more reliable than the VSCF in determining stop times, as it is less prone to human error. When the deputy verbally advises dispatch that s/he is conducting a traffic stop, the information is digitally time-stamped into the CAD system without human input; and when the deputy clears the stop, s/he again verbally advises dispatch.

MCSO remains in compliance with this Subparagraph.

Paragraph 54.c. requires MCSO to document the license plate and state of the subject vehicle. During this reporting period, in four of the 106 stops that were reviewed, the deputies did not properly document the license plate information on the VSCFs and the citations prepared for the stops.

MCSO remains in compliance with this Subparagraph, with a compliance rate of 96%.

Paragraph 54.d. requires MCSO to document the total number of occupants in the vehicle when a stop is conducted. The VSCF, completed by the deputy on every traffic stop, is used to capture the total number of occupants and contains a separate box on the form for that purpose. EB-2 (Traffic Stop Data Collection) requires deputies to collect data on all traffic stops using the VSCF; this includes incidental contacts with motorists.

In 38 of the 106 traffic stops we reviewed, the driver had one or more passengers in the vehicle (62 total passengers). In each of the 38 cases, our review determined that the deputies properly documented the total number of occupants in the vehicles.

With a compliance rate of 100%, MCSO remains in compliance with this Subparagraph.

Paragraph 54.e. requires MCSO to document the perceived race, ethnicity, and gender of the driver and any passengers, based on the deputy's subjective impression. (No inquiry into the occupant's ethnicity or gender is required or permitted.) In 38 of the 106 stops from the traffic stop data sample, there was more than one occupant in the vehicle (62 total passengers).

Sixty-two, or 58%, of the 106 traffic stops involved white drivers. Twenty-seven, or 25%, of the 105 stops involved Latino drivers. Fourteen, or 13%, of the 106 traffic stops involved Black drivers. Three, or 3%, of the 106 traffic stops involved Asian or Pacific Islander drivers. One, or 1%, of the 106 traffic stops involved an American Indian or Alaskan Native driver.

Forty-nine traffic stops, or 46%, resulted in citations. The breakdown of those motorists issued citations is as follows: 28 white drivers (57% of the drivers who were issued citations); 12 Latino drivers (24% of the drivers who were issued citations); eight Black drivers (16% of the drivers who were issued citations); and one Asian or Pacific Islander driver (1% of the drivers who were issued citations).

Fifty-seven, or 54%, of the 106 traffic stops we reviewed resulted in a written warning. The breakdown of those motorists issued warnings is as follows: 34 white drivers (60% of the drivers who were issued warnings); 14 Latino drivers (25% of the drivers who were issued warnings); six Black drivers (11% of the drivers who were issued warnings); two Asian or Pacific Islander drivers (4% of the drivers who were issued warnings); and one American Indian/Alaskan Native driver (2% of the drivers who were issued warnings).

In our sample of 30 traffic stops that contained body-worn camera recordings, we identified one stop where the race/ethnicity of the driver was not properly documented on the VSCF. In that one case, the deputy indicated that the driver was white; however, based on our review of the body-worn camera recording, with the video showing the appearance of the driver and the audio capturing what appeared to be an accent, the driver appeared to be an Asian/Pacific Islander. AIU identified this issue, as well, and required that a BIO Action Form be prepared documenting any corrective action taken. In addition, there was one traffic stop in the sample where the deputy documented on the VSCF that a translator was sought as the driver spoke in a dialect from an Asian country; however, the driver was listed as being white.

In our review of cases to assess compliance with Paragraph 54.k., we identified one stop where the deputy indicated that the driver was the only occupant of the vehicle. Based on our review, there were two passengers in the vehicle, a white male and a white female. In our review of cases to assess compliance with Paragraph 25.d. and 54.g., passenger contacts, we identified two stops in which the deputies did not accurately document the perceived gender or ethnicity of the vehicle's occupants. In one case, the passenger's gender was listed as being a male; however, based on our review, the passenger appeared to be a female. In one case, the passenger's gender was listed as being female and the deputy indicated that the race/ethnicity could not be ascertained due to a vision obstruction; however, based on our review, the passenger was clearly visible to

the deputy. The deputy approached the vehicle on the passenger side where the passenger was seated and clearly visible.

This Paragraph requires deputies to document the perceived race, ethnicity, and gender of any passengers whether contact is made with them or not. There were some instances where deputies indicated that they were unable to determine the gender and ethnicity of a passenger and listed the passenger as “unknown-vision obscured.” During our review of the body-worn camera recordings, we were also unable to get a clear view of the some of the passengers, often due to vehicle being equipped with dark tinted windows combined with the stop occurring during nighttime hours; or due to vehicle being equipped with dark tinted windows combined with the glare of the sun during daytime hours. In some instances, there are infants in the vehicle that are not easy to observe when they are seated in car seats.

During the second quarter of 2019, AIU commenced conducting the Post-Stop Perceived Ethnicity Inspection. This inspection is conducted on a monthly basis and includes: 1) a review of traffic stops where the deputy documented the driver as being white and the driver’s surname is Latino; 2) a review of traffic stops where the deputy documented that the driver has a Latino surname with a passenger listed as “unknown-vision obscured;” and 3) a review of traffic stops where the deputy documented that the driver was Latino and the passengers were listed with a designated ethnicity on the VSCF. AIU continues to conduct these inspections on a monthly basis. AIU requires that the Districts prepare BIO Action Forms to address any issues identified.

MCSO remains in compliance with this requirement.

Paragraph 54.f. requires that MCSO record the name of any individual upon whom the deputy runs a license or warrant check (including the subject’s surname). Our review determined that the deputies properly documented the name of each individual on the VSCF when a license or warrant check was conducted.

MCSO’s compliance rate with this requirement is 100%. MCSO remains in compliance with this Subparagraph.

Paragraph 54.g. requires the deputy to document whether contact was made with any passengers, the nature of the contact, and the reasons for the contact. During the third quarter of 2019, MCSO requested that we increase the number of cases reviewed to identify additional stops that fit the criteria of this Paragraph. The sample size of cases to be reviewed was increased from 10 stops each month to 35 stops each month, commencing with August 2019. During some months, the number of traffic stops that involve deputies having contact with passenger is fewer than 35 traffic stops.

During our assessment, we specifically review traffic stops that include any instance where the deputy asks any questions of a passenger beyond a greeting, including asking passengers to identify themselves for any reason or requesting that they submit to a Preliminary Breath Test. In such instances, we determine if the passenger was issued one of the following: Incidental Contact Receipt, citation, or a warning. If the passenger was not issued any one of the following documents, it adversely impacts MCSO’s compliance with this requirement. It is also important to note that in such instances where a deputy fails to issue one of the required documents after being involved in a passenger contact, it is a violation of MCSO’s policy.

To ensure that deputies are accurately capturing passenger information and to verify if passengers are contacted, we compare the number of passengers listed by the deputy with the number of passengers entered in the passenger drop-down box on the Vehicle Stop Contact Form. We also review any Incidental Contact Receipts, citations, or warnings issued to passengers by deputies. We also review the deputies' notes on the VSCF, the Arizona Citation, and the CAD printout for any information involving the passengers. We review MCSO's I/Viewer System and the Justice Web Interface (JWI) to verify if a records check was requested for the driver or any passengers.

All passenger contacts in the traffic stops we reviewed for Paragraphs 25.d. and 54.g were noted in the VSCFs. For this reporting period, we identified 60 traffic stops where the deputy had interaction with one or more passengers which required the issuance of either an Incidental Contact Receipt, a citation, or a warning. Of the 60 stops, there were 11 stops where we determined that a passenger, or passengers, were not provided with either an Incidental Contact Receipt, a citation, or a warning, as required by MCSO policy. For the remaining 49 stops, the passengers were properly provided with either an Incidental Contact Receipt, a citation, or a warning. In addition, we continue to be provided with Incidental Contact Receipts for some of the stops when, based on our reviews of the body-worn camera recordings, the documents were not provided to the passengers prior to the conclusion of the stop. In these instances, there were no exigent or unusual circumstances that precluded the issuance of the documents during the traffic stop.

We identified seven cases in the stops that we reviewed for Paragraph 54.k. in which the passengers were contacted which required the issuance of either an Incidental Contact Receipt, a citation, or a warning. In two cases, the passengers were not properly provided with either an Incidental Contact Receipt, a citation, or a warning, as required by MCSO policy. In the remaining five stops, the passenger or passengers were properly provided with either an Incidental Contact Receipt, a citation, or a warning, as required by MCSO policy.

There were not any cases identified in the stops that we reviewed for Paragraphs 25 and 54 in which passengers were contacted, which required the issuance of either an Incidental Contact Receipt, a citation, or a warning.

MCSO continues to conduct internal inspections to review its own sample of passenger contacts during traffic stops. In any instances where issues are identified, AIU issues BIO Action Forms to the Districts to address those deficiencies.

As noted in some of the cases above, deputies have not been consistent in preparing and providing passengers with Incidental Contact Receipts during traffic stops in which the passenger is contacted and asked by the deputy to provide identification. Supervisors should identify such errors and omissions during their reviews of the VSCFs and take corrective action. In previous reporting periods, MCSO has informed us that some supervisors have identified incidents where deputies have failed to provide the Incidental Contact Receipts and then had the deputies mail the receipts. However, the documentation that the receipts have been mailed is not listed on the VSCFs.

During our October 2023 site visit, we discussed the topic of the issuance of Incidental Contact Receipts to passengers with MCSO. MCSO informed us that AIU has identified the same issue as we have regarding this issue. To attempt to address this, MCSO has proposed making modifications to TraCS in relation to passenger contacts. MCSO indicated that it is making the following changes to TraCS, the VSCF, and the Incidental Contact Receipt:

- MCSO will provide clear instructions to the deputies as to the specific types of contact with passengers that require the issuance of an Incidental Contact Receipt.
- MCSO will include a specific listing of the various types of contact that the deputies would select, that would then be populated on the VSCF.
- MCSO will modify TraCS to automatically print an Incidental Contact Receipt each time a deputy prints out a citation or warning in each traffic stop event where a passenger is present.

During our February 2024 site visit, MCSO provided us with an overview of the proposed changes that are underway. We have requested that the proposed revised documents be provided for review and comment by us and the Parties.

During the second reporting period of 2023, MCSO provided the Incidental Contact Receipt, a citation, or a warning, when required in 84% of the cases. During the third quarter of 2023, MCSO provided the Incidental Contact Receipt, a citation, or a warning, when required in 79% of the cases. During this reporting period, MCSO provided the Incidental Contact Receipt, a citation, or a warning, when required in 80% of the cases. MCSO is not in compliance with this Subparagraph.

Paragraph 54.h. requires deputies to record, prior to the stop, the reason for the vehicle stop, including a description of the traffic or equipment violation observed, and any indicators of criminal activity developed before or during the stop. For this reporting period, we identified a random sample of 10 cases from the 35 cases we requested each month and requested CAD audio and body-worn camera footage for those cases. We listened to CAD dispatch audio recordings, reviewed the CAD printouts, and reviewed body-worn camera recordings for 30 traffic stops from the sample of 106 traffic stops used for this review; and found that the deputies advised Communications of the reason for the stop, location of the stop, license plate, and state of registration for all 30 stops.

For the remaining 75 traffic stops where body-worn camera recordings and CAD audiotapes were not requested, we review the CAD printout and the VSCF to ensure that the reason for the stop has been captured. These forms are included in our monthly sample requests. The dispatcher enters the reason for the stop in the system as soon as the deputy verbally advises Communications of the stop, location, and tag number. The VSCF and the CAD printout document the time the stop begins and when it is concluded – either by arrest, citation, or warning. Deputies need to be precise when advising dispatch of the reason for the traffic stop, and likewise entering that information on the appropriate forms.

MCSO's compliance rating for this Subparagraph is 100%.

Paragraph 54.i. requires deputies to document the time the stop began; any available data from the E-Ticketing system regarding the time any citation was issued; the time a release was made without a citation; the time any arrest was made; and the time the stop/detention was concluded either by citation, release, or transport of a person to jail or elsewhere, or the deputy's departure from the scene. In our review of the documentation provided by MCSO, the CAD printouts, the Vehicle Stop Contact Forms, along with the E-Ticketing system and the Arizona Ticket and Complaint Form, the information required is effectively captured. As we noted in Subparagraph 54.b., the stop times on the CAD printout and the Vehicle Stop Contact Form vary slightly on occasion. We understand that this may occur due to extenuating circumstances, and we will report on those instances where there is a difference of five minutes or more from either the initial stop time or the end time.

We review the circumstances of each stop and the activities of the deputies during each stop to assess whether the length of the stop was justified. During this reporting period, we did not identify any stops that were extended for an unreasonable amount of time.

Supervisors are required to conduct reviews of the VSCFs within 72 hours of the stop. In each of the 106 VSCFs reviewed, the supervisors conducted timely reviews. Deputies accurately entered beginning and ending times of traffic stops in all 106 cases reviewed. MCSO accurately entered the time citations and warnings were issued in each of the 106 cases reviewed.

MCSO remains in compliance with this Subparagraph.

Paragraph 54.j. requires MCSO to document whether any inquiry as to immigration status was conducted and whether U.S. Immigration and Customs Enforcement (ICE)/Customs and Border Protection (CBP) was contacted, and if so, the facts supporting the inquiry or contact with ICE/CBP, the time supervisor approval was sought, the time ICE/CBP was contacted, the time it took to complete the immigration status investigation or receive a response from ICE/CBP, and whether ICE/CBP ultimately took custody of the individual.

On November 7, 2014, a United States District Court Judge issued an Order permanently enjoining enforcement of Arizona Revised Statute (A.R.S.) 13-2319, commonly referred to as the Arizona Human Smuggling Act. On November 17, 2014, MCSO issued Administrative Broadcast 14-75, prohibiting deputies from enforcing the above state statute, including arresting, detaining, or questioning persons for suspected (or even known) violations of the act and from extending the duration of traffic stops or other deputy-civilian encounters to do so.

We reviewed 106 traffic stops submitted for this Paragraph, and found that none involved any contacts with ICE/CBP. Of the traffic stops that we reviewed, there were not any stops identified that involved inquiries as to the immigration status of the vehicle occupants. In addition, our reviews of Incident Reports and Arrest Reports conducted as part of the audits for Paragraphs 89 and 101 revealed no immigration status investigations. MCSO remains in compliance with this Subparagraph. In addition, we monitor any complaints involving any traffic stops that contain an allegation that the race/ethnicity of the driver was a factor in how a driver was treated. There were no such allegations identified during this reporting period.

Paragraph 54.k. requires MCSO to document whether any individual was asked to consent to a search (and the response), whether a probable-cause search was performed on any individual, or whether a pat-and-frisk search was performed on any individual.

The method MCSO currently employs to identify our sample of cases to review is to identify the population of all traffic stops in which searches of individuals were documented on the VSCF. Once that population is identified, a random sample of 35 traffic stops from each month is identified for review. During some months, the number traffic stops that involve searches of persons is less than 35 traffic stops. In addition, we also review any cases in which deputies performed searches of individuals in the sample of 106 traffic stops reviewed to assess compliance with Paragraphs 25 and 54 and the sample of traffic stops reviewed to assess compliance with Subparagraphs 25.d. and 54.g.

In the sample of traffic stops that we reviewed to assess compliance with Subparagraph 54.k, we identified 11 stops involving the search of the drivers and/or passengers. In nine of the 11 cases, the deputies properly documented the searches on the VSCF. In one case, the deputy did not document the pat-and-frisk search of a passenger. In one case, the deputy did not document the pat-and-frisk search of a driver.

During this reporting period, there were not any stops involving the search of a person identified in the sample of traffic stops reviewed to assess compliance with Subparagraphs 25.d. and 54.g.

During this reporting period, there was one stop involving the search of a person identified in the sample of traffic stops reviewed to assess compliance with Paragraphs 25 and 54. The deputy properly documented the search on the VSCF.

The total number of searches of persons assessed during this reporting period was 12. In 10 of the 12 cases, the deputies properly documented the searches of the vehicle occupants on the VSCFs.

MCSO continues to conduct internal inspections to review its own sample of searches of vehicle occupants during traffic stops. In any instances where issues are identified, AIU issues BIO Action Forms to the Districts to address those deficiencies.

During this first quarter of 2023, MCSO attained a compliance rating of 100%. During the second quarter of 2023, MCSO attained a compliance rating of 94%. During the third quarter of 2023, MCSO attained a compliance rating of 100%. During this reporting period, MCSO attained a compliance rating of 83%. MCSO remains in compliance with this requirement during this reporting period; however, MCSO must attain compliance during the next reporting period to maintain compliance.

Paragraph 54.l. requires MCSO to document whether any contraband or evidence was seized from any individual, and the nature of the contraband or evidence. Generally, deputies seize the following types of contraband and/or evidence, which is documented on the VSCF, a Property Receipt, and an Incident Report: license plates; driver's licenses; alcoholic beverages; narcotics; narcotic paraphernalia; weapons; and ammunition. We conduct a review of the relevant documents and review the VSCF to ensure that deputies properly document the seizure of the evidence and/or contraband.

During our review of the collected traffic stop data (our sample of 106) during this reporting period, there were seven items seized and placed into evidence by deputies. All seven of the seized items were properly documented on the VSCFs, as required by MCSO policy.

In the cases we reviewed for searches of individuals under Subparagraph 54.k., there were 38 items seized by deputies and placed into evidence. Of those 38 items, there were two items that were seized and placed into evidence and the items were not properly listed on the VSCFs, as required by MCSO policy.

In the cases we reviewed for passenger contacts under Subparagraph 54.g., there were 16 items seized by deputies and placed into evidence. All 16 of the seized items were properly documented on the VSCFs, as required by MCSO policy.

During the first quarter of 2023, MCSO attained a compliance rating of 88%. During the second quarter of 2023, MCSO attained a compliance rating of 89%. During the third quarter of 2023, MCSO attained a compliance rating of 94%. During this reporting period, MCSO attained a compliance rating of 97%. MCSO remains in compliance with this requirement.

Paragraph 54.m. requires the documentation of the final disposition of the stop, including whether a citation was issued or an arrest was made or a release was made without a citation. In all 106 cases we reviewed, we found documentation indicating the final disposition of the stop; and whether the deputy made an arrest, issued a citation, issued a warning, or made a release without a citation. MCSO remains in compliance with this Subparagraph.

MCSO has failed to achieve compliance with all of the Subparagraphs of Paragraph 54. MCSO is not in compliance with Paragraph 54.

***Paragraph 55.** MCSO shall assign a unique ID for each incident/stop so that any other documentation (e.g., citations, incident reports, tow forms) can be linked back to the stop.*

In Full and Effective Compliance

To verify compliance for this Paragraph, we reviewed a sample of the Vehicle Stop Contact Forms, CAD printouts, I/Viewer documentation, citations, warning forms, and any Incident Report that may have been generated as a result of the traffic stop.

The unique identifier “went live” in September 2013 when the CAD system was implemented. This number provides the mechanism to link all data related to a specific traffic stop. The number is automatically generated by the CAD software and is sent to the deputy’s MDT at the time the deputy advises Communications of the traffic stop. The unique identifier is visible and displayed at the top of the CAD printout and also visible on the Vehicle Stop Contact Form, the Arizona Traffic Citation, and the Warning/Repair Form.

Once the deputy scans the motorist’s driver’s license, the system automatically populates most of the information into one or more forms required by the Order. If the data cannot be entered into TraCS from the vehicle (due to malfunctioning equipment), policy requires the deputy to enter the written traffic stop data electronically prior to the end of the shift. The start and end times of the traffic stop are now auto-populated into the Vehicle Stop Contact Form from the CAD system.

Since our first visit for monitoring purposes in June 2014, TraCS has been implemented in all Districts; and the unique identifier (CFS number) is automatically entered from the deputy's MDT. No user intervention is required.

To determine compliance with this requirement, we reviewed 106 traffic stop cases and reviewed the CAD printouts and the Vehicle Stop Contact Forms for all stops. We reviewed the Warning/Repair Forms, when applicable, for those stops where a warning was issued or the vehicle had defective equipment. The unique identification number assigned to each event was listed correctly on all CAD printouts for every stop. A review was conducted of the Tow Sheets prepared by deputies in instances where a driver's vehicle was towed. In each instance, the unique identification number assigned to each event was listed correctly on the Tow Sheet. A review of the Incident Reports prepared by deputies in instances where policy requires the preparation of the report was conducted. In each instance, the unique identification number assigned to each event was listed correctly on the Incident Report. MCSO remains in compliance with this requirement.

On December 28, 2018, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 56. *The traffic stop data collection system shall be subject to regular audits and quality control checks. MCSO shall develop a protocol for maintaining the integrity and accuracy of the traffic stop data, to be reviewed by the Monitor pursuant to the process described in Section IV.*

Phase 1: In compliance

- EB-2 (Traffic Stop Data Collection), most recently amended on February 22, 2023.
- Traffic Stop Analysis Unit (TSAU) Operations Manual, published on October 13, 2022.

Phase 2: In compliance

As discussed in Paragraph 25, improvements since 2015 to the TraCS system have enhanced the reliability and validity of the traffic stop data. These improvements were memorialized in the Traffic Stop Analysis Unit (TSAU) Operations Manual, which was finalized following the successful completion of the TSMR pilot program in October 2022 and the publication of all relevant sections of this document. The most significant portions of the manual that address data quality control processes – Sections 304, 305, and 306 – have been approved since 2018 and 2019. The data quality control processes include three distinct areas. The first is the data-handling procedures (Section 304), which involve the transfer of data files between administrative units with MCSO for the purpose of data analysis and reporting to ensure that data variables are properly understood. The second involves the software change control processes (Section 305), which are used by MCSO's Technology Management Bureau to manage software changes that affect traffic stop data variables. Finally, the third involves the data verification process (Section 306), which involves validating data variables used for the periodic analyses (monthly, quarterly, and annual) discussed in Paragraphs 64, 65, and 66.

EIU and the Technology Management Bureau hold monthly meetings (deconfliction meetings) focused on the data-handling procedures and the software changes. In addition, each month, MCSO produces documents generated from the deconfliction meetings to apprise us and the Parties of any issues or modifications to the data processes. During this quarter, MCSO began the process of changing who can approve VSCF forms, added mandatory fields for passenger contact, and added a warrant arrest field to the VSCF. These changes are slated to take place during February 2024. EIU manages the data validation process before running periodic analyses.

With the advent of the TSMR pilot in 2021, EIU refined its data-cleaning procedures to ensure a timelier review of the monthly data to correct problems with certain traffic stop location information (X,Y coordinates). Additionally, following months of discussions between representative experts, in February 2022, MCSO adopted alternative methods for refining stop location and the timing of stops (spline procedures) that make comparisons between deputy stops much more accurate. More recently, MCSO found that special assignment traffic stops were undercounted in past annual reports. In response, MCSO published an analysis (TSQR9) discussing the undercount, its impact on past annual and monthly reports, and how to improve training and policy to identify such stops more easily in future analyses. The cleaning procedures MCSO has adopted are an enhancement of the quality control process and ensure timely reviews of data to support monthly analyses of traffic stop data. (See Paragraph 64.) MCSO consistently advises us of problems it identifies from these reviews and actions it takes to ensure data veracity following the specific protocols delineated in the TSAU Operations Manual. As such, based upon findings from prior TSQRs (TSQR3 and TSQR4), MCSO added two new Extended Traffic Stop Indicators (ETSI) to the drop-down box on VSCFs (license and “other issues”) that identify issues that may elongate traffic stops. MCSO also amended the data dictionary to include a new special assignment field on the VSCF that will more accurately collect special assignment dates. Deputies are expected to explain these extended stops and special assignment stops with clarifying comments. We will continue to examine the use of these fields in our reviews of the traffic stop samples selected each month.

MCSO also conducts audits of the 105 traffic stop sample that we request each reporting period. MCSO conducts more expansive reviews of 30 of the 105 sample pulls we request each reporting period to include passenger contacts and persons’ searches. EB-2 (Traffic Stop Data Collection) also requires regularly scheduled audits of traffic stop data on a monthly basis. We reviewed BIO’s monthly audits of the traffic samples for this quarter and found them to be thorough. Our compliance calculations for this period were slightly lower, due to the fact that we do not employ a matrix to assess compliance, but rather deem individual cases as deficient if any significant information is determined not to be consistent across traffic stop forms or CAD data. MCSO reported compliance rates exceeding 99% for the quarter, while our calculations were 91.4%, 94.2%, and 88.6% respectively for October through December. The deficiencies pertained to traffic stop conclusions, license plate mismatches, arrests not being recorded properly, and incomplete BWC recording.

Administrative Broadcast 15-96 addresses the security of paper traffic stop forms. The procedure requires that paper forms (traffic stop documentation that may be handwritten by deputies in the field if the TraCS system is nonoperational due to maintenance or lack of connectivity) be stored in a locked cabinet and overseen by the Division Commander. During our October 2023 and February 2024 site visits, we verified the security of and access to these documents and reviewed the logs held at the District offices. MCSO has a consistent and long-standing track record of complying with this requirement.

Paragraph 57. MCSO shall explore the possibility of relying on the CAD and/or MDT systems to check if all stops are being recorded and relying on on-person recording equipment to check whether Deputies are accurately reporting stop length. In addition, MCSO shall implement a system for Deputies to provide motorists with a copy of non-sensitive data recorded for each stop (such as a receipt) with instructions for how to report any inaccuracies the motorist believes are in the data, which can then be analyzed as part of any audit. The receipt will be provided to motorists even if the stop does not result in a citation or arrest.

In Full and Effective Compliance

To verify compliance for this Paragraph, we reviewed all TraCS forms for each traffic stop that were included in the sample. In addition, we reviewed a subset of CAD audio recordings and body-worn camera footage of the stops.

The system for providing “receipts” is outlined in EB-1 (Traffic Enforcement, Violator Contacts, and Citation Issuance) and EB-2 (Traffic Stop Data Collection). GJ-35 addresses the requirement that supervisors review recordings to check whether deputies are accurately reporting stop length. In addition to GJ-35, BIO developed a Body-Worn Camera Matrix for its inspectors to review camera recordings.

The deputy should provide every person contacted on a traffic stop with an Arizona Traffic Ticket or Complaint (Citation), a Written Warning/Repair Order (Warning), or an Incidental Contact Receipt. For this reporting period, in all of the 106 cases reviewed, deputies provided either citations, written warnings or Incidental Contact Receipts to each of the drivers. In one case, the deputy did not provide the driver with a citation, written warning, or an Incidental Contact Receipt, as required. AIU identified this issue and requested that the District prepare a BIO Action Form to document any corrective actions taken.

For the cases reviewed under Subparagraphs 25.d. and 54.g., contact with passengers, we did not identify any issues with deputies providing citations, warnings, or Incidental Contact Receipts to drivers.

For the cases reviewed under Subparagraph 54.k., searches of persons, we did not identify any issues with deputies providing citations, warnings, or Incidental Contact Receipts to drivers.

MCSO’s compliance rate with this requirement is 99%. MCSO remains in compliance with this portion of the Subparagraph.

The approved policies dictate that the CAD system will be used for verification of the recording of the initiation and conclusion of the traffic stop and that MCSO will explore the possibility of relying on the body-worn camera recordings to verify that the stop times reported by deputies are accurate. The deputy verbally announces the stop's initiation and termination on the radio, and then CAD permanently records this information. In May 2016, MCSO advised us that all deputies and sergeants who make traffic stops had been issued body-worn cameras and that they were fully operational. We verified this assertion during our July 2016 site visit; and since that time, we have been reviewing the body-worn camera recordings to determine if stop times indicated by CAD were accurate. MCSO's Audit and Inspections Unit (AIU) conducts monthly inspections of traffic stop data, which includes an assessment as to whether the body-worn camera video captured the traffic stop in its entirety; to verify the time the stop began; and to verify if all information on forms prepared for each traffic stop match the body-worn camera video. AIU conducts reviews of 30 body-worn camera recordings each reporting period.

During this reporting period, we requested from MCSO 30 body-worn camera recordings for our review. We are able to use the body-worn camera recordings that were provided for each stop to assess whether deputies are accurately reporting the stop length. The compliance rate for the sample of 30 cases selected from the 106 stops reviewed for using the body-worn camera recordings to determine if deputies are accurately reporting stop length is 100%. MCSO remains in compliance with this requirement.

On December 16, 2020, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

***Paragraph 58.** The MCSO shall ensure that all databases containing individual-specific data comply with federal and state privacy standards governing personally identifiable information. MCSO shall develop a process to restrict database access to authorized, identified users who are accessing the information for a legitimate and identified purpose as defined by the Parties. If the Parties cannot agree, the Court shall make the determination.*

In Full and Effective Compliance

To verify compliance for this Paragraph, we reviewed the applicable policies and requested that Technology Management Bureau personnel provide us with information regarding any unauthorized access and/or illegitimate access to any of MCSO's database systems that had been investigated by PSB. The policies state that the dissemination of Criminal History Record Information (CHRI) is based on federal guidelines, Arizona statutes, the Department of Public Safety (AZDPS), and the Arizona Criminal Justice Information System (ACJIS); and that any violation is subject to fine. No secondary dissemination is allowed. The policies require that the Professional Standards Bureau (PSB) provide written notification to the System Security Officer whenever it has been determined that an employee has violated the policy by improperly accessing any Office computer database system. Every new recruit class receives three hours of training on this topic during initial Academy training.

During this reporting period, we inquired whether there had been any instances of unauthorized access to and/or any improper uses of the database systems. MCSO informed us that there were two cases identified that met the criteria for this Paragraph. In each of the two cases, there was a finding of improper conduct involving employees assigned to Detention duties. The two employees were not disciplined, as they had either resigned or retired from MCSO prior to the conclusion of the investigation.

On June 22, 2020, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 59. *Notwithstanding the foregoing, the MCSO shall provide full access to the collected data to the Monitor and Plaintiffs' representatives, who shall keep any personal identifying information confidential. Every 180 days, MCSO shall provide the traffic stop data collected up to that date to the Monitor and Plaintiffs' representatives in electronic form. If proprietary software is necessary to view and analyze the data, MCSO shall provide a copy of the same. If the Monitor or the Parties wish to submit data with personal identifying information to the Court, they shall provide the personally identifying information under seal.*

In Full and Effective Compliance

Electronic traffic stop data capture began on April 1, 2014. The forms developed by MCSO capture the traffic stop details required by MCSO policy and Paragraphs 25 and 54. BIO provides the traffic stop data on a monthly basis, which includes a spreadsheet of all traffic stops for the reporting period, listing Event Numbers as described at the beginning of Section 7. All marked patrol vehicles used for traffic stops are now equipped with the automated TraCS system, and all Patrol deputies have been trained in TraCS data entry. MCSO has provided full access to all available electronic and written data collected since April 1, 2014. MCSO did not collect electronic data before this time. During this reporting period, MCSO has continued to provide full access to the traffic stop data.

On December 28, 2018, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

b. Electronic Data Entry

Paragraph 60. *Within one year of the Effective Date, the MCSO shall develop a system by which Deputies can input traffic stop data electronically. Such electronic data system shall have the capability to generate summary reports and analyses, and to conduct searches and queries. MCSO will explore whether such data collection capability is possible through the agency's existing CAD and MDT systems, or a combination of the CAD and MDT systems with a new data collection system. Data need not all be collected in a single database; however, it should be collected in a format that can be efficiently analyzed together. Before developing an electronic system, the MCSO may collect data manually but must ensure that such data can be entered into the electronic system in a timely and accurate fashion as soon as practicable.*

In Full and Effective Compliance

To verify compliance with this Paragraph, we reviewed the documents generated electronically that capture the required traffic stop data. The electronic data entry of traffic stop data by deputies in the field went online on April 1, 2015. If TraCS experiences a malfunction in the field, there is a protocol that requires the deputy to electronically enter the traffic stop data prior to the end of the shift.

MCSO continues to conduct monthly traffic stop inspections and forwards them for our review. Initially, the traffic stop data was captured on handwritten forms developed by MCSO, completed by the deputy in the field, and manually entered into the database by administrative personnel located at each District. Now all traffic stop data is entered electronically, whether in the field or at MCSO District offices. Occasionally, connectivity is lost in the field due to poor signal quality, and citations are handwritten. Per policy, deputies must enter electronically any written traffic stop data by the end of the shift in which the event occurred. As noted in our Paragraph 90 review, VSCFs are routinely entered into the system by the end of the shift.

Deputies have demonstrated their ability to access and use TraCS, as evidenced by the fact that their total time on a traffic stop averages 16 minutes or less.

On December 28, 2018, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

c. Audio-Video Recording of Traffic Stops

Paragraph 61. *The MCSO will issue functional video and audio recording equipment to all patrol deputies and sergeants who make traffic stops, and shall commence regular operation and maintenance of such video and audio recording equipment. Such issuance must be complete within 120 days of the approval of the policies and procedures for the operation, maintenance, and data storage for such on-person body cameras and approval of the purchase of such equipment and related contracts by the Maricopa County Board of Supervisors. Subject to Maricopa County code and the State of Arizona's procurement law, The Court shall choose the vendor for the video and audio recording equipment if the Parties and the Monitor cannot agree on one.*

In Full and Effective Compliance

During our September 2014 site visit, we met with two MCSO Deputy Chiefs and other personnel to discuss MCSO's progress of acquiring in-car video and audio equipment for all patrol vehicles used to conduct traffic stops. MCSO had initially set out to purchase fixed in-car cameras as required by the Order, but expressed an interest in acquiring body-worn video and audio recording devices for deputies. The Court issued an Order providing an amendment/stipulation on October 10, 2014, requiring on-body cameras. This was a prudent decision, in that it allows for capturing additional data, where a fixed mounted camera has limitations. We have documented MCSO's transition from in-car to body-worn cameras in our previous quarterly status reports.

Records indicate that MCSO began distribution of body-worn cameras on September 14, 2015, and full implementation occurred on May 16, 2016. The body-worn camera recordings are stored in a cloud-based system (on evidence.com) that can be easily accessed by supervisors and command personnel. The retention requirement for the recordings is three years. In July 2019, MCSO began distribution of the newer version of body-worn cameras to deputies. During our October 2019 site visit, MCSO reported that deputies assigned to the Districts have all been equipped with the new body-worn cameras; and that deputies in specialized assignments were being equipped with the new devices.

The current version of body-worn cameras purchased by MCSO is mounted on the chest area via a magnetic mount. MCSO is currently issuing newer model body-worn cameras to deputies. During some of our District visits in February 2024, MCSO personnel expressed concern that the battery life is not as long on the new models. Oftentimes, the MCSO personnel that have the battery life issue are assigned to work 12-hour shifts.

To verify that all Patrol deputies have been issued body-worn cameras, and that they properly use the devices, we review random samples of the traffic stops as described in Paragraphs 25 and 54, as well as random samples of traffic stops to evaluate contacts with passengers and searches of vehicle occupants. In addition, during our District visits in February 2024, we observed that deputies were equipped with body-worn cameras.

On December 9, 2019, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

***Paragraph 62.** Deputies shall turn on any video and audio recording equipment as soon the decision to initiate the stop is made and continue recording through the end of the stop. MCSO shall repair or replace all non-functioning video or audio recording equipment, as necessary for reliable functioning. Deputies who fail to activate and to use their recording equipment according to MCSO policy or notify MCSO that their equipment is nonfunctioning within a reasonable time shall be subject to Discipline.*

In Full and Effective Compliance

MCSO evaluated on-person body cameras from other jurisdictions and selected a vendor (TASER International, now known as Axon). Body-worn cameras have been implemented in all Districts since May 2016 and are fully operational. As noted under Paragraph 61, MCSO has obtained, and has equipped the deputies in the Districts with body-worn cameras, provided by Axon.

To verify compliance for this Paragraph, we reviewed the body-worn camera recordings included in our monthly samples. This includes the stops reviewed each month for Paragraphs 25 and 54; the stops reviewed each month for Subparagraph 54.k.; and the stops reviewed each month for Subparagraph 54.g. For purposes of calculating compliance, we exclude any stops where the deputies documented on the VSCF that the body-worn cameras malfunctioned during the stop.

For our selection of a sample to review body-worn camera recordings, we used the same sample of 30 cases we selected for the CAD audio request. In one case, a deputy documented on the VSCF that he realized after he commenced a traffic stop that the power switch was not activated.

The deputy then activated the power switch. Due to the error, the contact with the driver was not captured on the recording. AIU also identified the issue during their inspection of traffic stops. In each of the remaining stops that were reviewed, the deputies properly activated the body-worn cameras during the traffic stop events.

In our sample of body-worn camera recordings reviewed for Subparagraph 54.k., there was one case identified where an assisting deputy was not equipped with a body-worn camera during a traffic stop. The assisting deputy documented on the Assisting Employee and/or Volunteer Log that the body-worn camera was left at the District station in error. The primary deputy was equipped with a body-worn camera and captured the traffic stop event. In each of the remaining stops that were reviewed, the deputies properly activated the body-worn cameras during the traffic stop events.

In our sample of body-worn camera recordings for Subparagraph 54.g., in each of the stops that were reviewed, the deputies properly activated the body-worn cameras during the traffic stop events.

MCSO's compliance rate for this requirement is 99%.

Our reviews of the body-worn camera recordings often reveal instances of deputies exhibiting positive, model behavior; and, at times, instances of deputies making errors, or exhibiting less than model behavior – all of which would be useful for training purposes. We also reviewed the Professional Standards Bureau's monthly summaries of closed cases for October-December 2023. There continue to be examples of body-worn camera recordings assisting the investigators in making determinations as to whether deputies acted in accordance with MCSO policy. In some instances, deputies were found to have acted inconsistent with policy; and in some instances, it was determined that the allegations against the deputies were false. Body-worn cameras recordings have proven to be invaluable in resolving complaints alleging misconduct by deputies.

On January 6, 2023, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 63. *MCSO shall retain traffic stop written data for a minimum of 5 years after it is created, and shall retain in-car camera recordings for a minimum of 3 years unless a case involving the traffic stop remains under investigation by the MCSO or the Monitor, or is the subject of a Notice of Claim, civil litigation or criminal investigation, for a longer period, in which case the MCSO shall maintain such data or recordings for at least one year after the final disposition of the matter, including appeals. MCSO shall develop a formal policy, to be reviewed by the Monitor and the Parties pursuant to the process described in Section IV and subject to the District Court, to govern proper use of the on-person cameras; accountability measures to ensure compliance with the Court's orders, including mandatory activation of video cameras for traffic stops; review of the camera recordings; responses to public records requests in accordance with the Order and governing law; and privacy protections. The MCSO shall submit such proposed policy for review by the Monitor and Plaintiff's counsel within 60 days of the Court's issuance of an order approving the use of on-body cameras as set forth in this stipulation. The MCSO shall submit a request for funding to the Maricopa County Board of Supervisors within 45 days of the approval by the Court or the Monitor of such policy and the equipment and vendor(s) for such on-body cameras.*

In Full and Effective Compliance

MCSO developed and issued a protocol and policy that requires the original hardcopy form of any handwritten documentation of data collected during a traffic stop to be stored at the District level and filed separately for each deputy. When a deputy is transferred, his/her written traffic stop information follows the deputy to his/her new assignment. During our February 2024 site visit, we inspected the traffic stop written data files at Districts 1, 2, 3, 4, and 7 to ensure that hardcopies of traffic stop cases are stored for a minimum of five years. We found that the records were in order and properly secured.

During our February 2024 site visit, we met with MCSO to discuss the retention requirements of the body-worn camera video recordings. During the meeting, we requested that specific traffic stop video recordings be identified to ensure that the retention of the recordings is being done consistent with this requirement. We provided MCSO with six different traffic stop events. In each of the cases, the video recordings were located and were found to have been retained in accordance with this requirement. In addition, one of the traffic stop events took place just over five years ago; and it was located and was still retained more than the minimum of three years as it involved a felony arrest, which is required if the event is the subject of an ongoing criminal investigation, or an appeal is pending.

On June 22, 2020, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

d. Review of Traffic Stop Data

Paragraph 64. *Within 180 days of the Effective Date, MCSO shall develop a protocol for periodic analysis of the traffic stop data described above in Paragraphs 54 to 59 (“collected traffic stop data”) and data gathered for any Significant Operation as described in this Order (“collected patrol data”) to look for warning signs or indicia or possible racial profiling or other improper conduct under this Order.*

Phase 1: In compliance

- EB-1 (Traffic Enforcement, Violator Contacts, and Citation Issuance), most recently amended on June 15, 2023.
- EB-2 (Traffic Stop Data Collection), most recently amended on February 22, 2023.
- GJ-33 (Significant Operations), most recently amended on April 6, 2022.
- GH-4 (Bureau of Internal Oversight Audits and Inspections), most recently amended on February 22, 2024.
- GH-5 (Early Identification System), most recently amended on March 28, 2023.
- Traffic Stop Analysis Unit Operations Manual, published October 13, 2022.

Phase 2: In compliance

The incorporation of agreed-upon changes to GH-5 (Early Identification System) that stem from the completion of the TSMR pilot, Attachment A (Event Entry Types), and Attachment C (Supervisor EIS Alert Form), MCSO achieved Phase 1 compliance with this Paragraph during the first quarter of 2023. Since the completion of the TSMR pilot in October 2022, MCSO has continued to share the vetting decisions from the TSMR analysis in a timely fashion, as well as providing documentation each month for closed TSMR cases that proceed beyond the vetting stage. As a result, MCSO has achieved Phase 2 compliance with this Paragraph. We will continue to monitor the production of both the vetting and closed case documents as they are produced by MCSO.

Paragraph 65. *MCSO shall designate a group with the MCSO Implementation Unit, or other MCSO Personnel working under the supervision of a Lieutenant or higher-ranked officer, to analyze the collected data on a monthly, quarterly and annual basis, and report their findings to the Monitor and the Parties. This review group shall analyze the data to look for possible individual-level, unit-level or systemic problems. Review group members shall not review or analyze collected traffic stop data or collected patrol data relating to their own activities.*

Phase 1: In compliance

- GH-4 (Bureau of Internal Oversight Audits and Inspections), most recently amended on February 22, 2024.
- GH-5 (Early Identification System), most recently amended on March 28, 2023.

Phase 2: In compliance

The Traffic Stop Analysis Unit (TSAU) is directly responsible for analyses of traffic stop data on a monthly, quarterly, and annual basis to identify warning signs or indicia or possible racial profiling or other improper conduct as required by Paragraph 64. MCSO must report TSAU's findings from its analyses to the Monitor and the Parties.

Paragraph 65 requires annual analyses of traffic stop data. Traffic Stop Annual Report 8 (TSAR8) was published on June 30, 2023; and, as noted in the Sheriff's statement published in conjunction with the analytic report, the findings of disparities continue to identify possible systemic racial bias in MCSO's patrol function. The Sheriff's statement notes that some of the disparities have been reduced from prior years, and that no disparities were significantly worse than the prior year. The Sheriff's statement emphasized that investigating the presence of the continued disparities will remain a priority for TSAU in both quarterly and monthly analytic reports. TSARs are further discussed in Paragraph 66, which requires "one agency-wide comprehensive analysis of the data per year." MCSO also created a HUB training curriculum outlining the findings of TSAR8. During our February 2024 site visit, MCSO reported that 99% of sworn personnel had completed the TSAR8 training.

Paragraph 65 requires quarterly analyses of traffic stop data. MCSO completed its first quarterly report (TSQR1) on October 22, 2020. MCSO has published 10 other quarterly reports since that time. Due to the complexity of the analysis proposed for TSQR12, we granted approval to MCSO to conduct the analysis and produce only one report during the third and fourth quarters of 2023.

MCSO's latest quarterly report, TSQR12, 2022 District Analysis, was published on December 30, 2023. The report, which replicates the TSQR5 District Analysis, continues to find disparities for stop length for Hispanic and minority drivers in comparison to whites. Although the TSQR12 report found a slight reduction in stop length disparities compared to the TSQR5 report, these findings are somewhat mitigated by the expansion of ETSIs for "documentation and other" issues included on the VSCF dropdown menu in May 2022. Nearly 7% of stops were excluded from the stop length analysis due to the inclusion of these two ETSIs. TSQR12 also found disparities for arrests and searches, which may be due to some of the documentation issues noted above; but, even controlling for these factors, some disparities remain. Districts 1 and 5 appear to have the most significant issues in reference to the above. District 7 deputies were found to use stop sign and tail-light issues as a reason for stops more so than other Districts.

In response to the findings, MCSO conducted additional analyses of some traffic stops that appeared to cause the disparities by utilizing body-worn camera footage for select stops. Since this additional investigation was not a part of the original proposal, neither we nor the Parties had the opportunity to scrutinize the methods employed. Subsequently, we clarified with MCSO and the Parties, during our April site visit, how future responses to findings in quarterly reports should be addressed. In addition, during our February 2024 site visit, MCSO reported that the agency had conducted Town Halls in each District outlining the findings pertinent to that particular District in comparison to the organization as a whole.

TSQR11, Low Stop Volume Deputies, was published on June 30, 2023. The report examines whether the traffic stop outcomes of low-volume deputies differs from their high-volume counterparts. The report found that 41% of deputies make under 20 stops per year, and those stops (970) represent approximately 5% of all traffic stops for the agency during the year. MCSO found that low-volume deputies had a lower citation rate than their high-volume counterparts (35.88% vs. 52.41%) but in the process, low-volume deputies contacted a higher proportion of Hispanic drivers (33.4% vs. 23.50%). However, these differences did not result in findings of significantly greater disparities in the outcomes of white and Hispanic drivers among low-volume deputies, or, in disparities in comparison to their high-volume counterparts. In essence, the report concluded that any racial or ethnic disparities that do exist, occur amongst both high and low-volume deputies. MCSO states that the agency intends to continue exploring ways to reduce disparities across ethnicities through its inspections and TSMR reviews.

TSQR10, "Searches," was published on March 31, 2023. The report indicates that, out of all traffic stops, slightly more than 1.5% result in searches of persons and 1.4% result in searches of vehicles. More importantly, MCSO found through the examination of body-worn cameras (BWCs) that in a large minority of cases, deputies incorrectly identified searches as discretionary or nondiscretionary. MCSO used these findings to correct the data that was used in TSAR8. Additionally, MCSO has modified the VSCF to correctly capture the types of searches being conducted by deputies, provided updated training to deputies regarding searches, had TSAU liaisons attend District roll-calls to summarize the research findings and the changes being made to the VSCFs, and had command staff evaluate potential changes to policy to mitigate future potential disparities without compromising officer safety. We discussed TSQR10 at length with MCSO and the Parties during our April site visit.

We have discussed previous TSQRs in detail in our previous quarterly status reports.

Paragraph 65 also requires MCSO to conduct monthly analyses of traffic stop data. MCSO's original monthly process to analyze traffic stop data began in 2015, but was suspended in May 2016 due to our determination that the original process lacked statistical validity and required significant refinement to improve the identification of potential alerts in EIS. That commenced nearly a seven-year effort to identify the best methodology to identify potential bias in traffic stops at the individual deputy level, which is the focus of the monthly analysis. The process to finally arrive at an agreed-upon and approved methodology has been documented in great detail in our prior quarterly status reports.

In April 2021, MCSO began testing what was then the best version of the methodology in a pilot project. One of the key components of the methodology is using the prior 12 months of traffic stop data in the analysis each month. This "rolling" 12-month period was chosen to provide the most recent data available, but also provide a sufficient number of traffic stops for meaningful analysis. MCSO conducted 15 review cycles during the pilot period ending in October 2022. MCSO performed this every month, except when agreed to by us and the Parties so that MCSO could make modifications based upon experiences from earlier cycles. During this time, the methodology was collaboratively modified based on the input of experts from our Team, MCSO, the Plaintiffs, and the Plaintiff-Intervenor.

At the conclusion of the pilot, MCSO began the process of finalizing the policies that govern the implementation of the TSMR process. These policies were approved during the first quarter of 2023, and include updates pertaining to the TSMR process to both the TSAU Operations Manual and GH-5 (Early Identification System).

MCSO continues to share the monthly vetting of traffic stop data with us and the Parties. Although there were some delays in the delivery of the monthly vetting documents during the early post-pilot period, these have not occurred during the last six months. During the current quarter, all vetting materials were received within the timelines laid out in the TSAU Operations Manual. For this reporting period, MCSO evaluated 23 flags pertaining to 21 deputies, as the result of the statistical analysis (monthly vetting). Of these, seven were forwarded for a more complete review; and 16 were discounted. We concurred with the findings of the vetting process and notified MCSO within days of receiving the vetting materials each month. We will continue to monitor and report on these issues.

During this reporting period, MCSO also continued sharing the closure documents for those cases that were flagged as a result of the analysis. During the post-vetting review, MCSO can discount additional cases if it determines that the potential bias found in the statistical analysis is explained by a thorough review of similar stops (speeding, non-moving, licensure, etc.) when compared across ethnic/racial categories. For example, when five mile-per-hour speed categories are examined, the statistical difference may be due to one or more categories where only Hispanics or other minority groups are found to receive citations and others where white and minority drivers have been treated equally. This is only one potential example. However, even for those cases that are discounted, MCSO can recommend that a memo be sent to the District, if the in-depth review discovers minor policy or process issues. These issues, however, cannot be related to the race/ethnicity of the persons stopped. MCSO can recommend an intermediate intervention if the reviewer finds that while the statistical differences are minimized, there are still potential concerns regarding how individual drivers are treated that may be based on race or ethnicity. Finally, MCSO can recommend a full intervention if the more in-depth review of stops does not mitigate the potential bias found during the statistical analyses.

During the fourth quarter of 2023, we reviewed eight closed TSMR investigations. One of these was discounted at the second stage review, as the earlier discrepancies were explained during this review. Five resulted in a memo to the District, as the TSAU review discounted the original flag but found minor issues during the document and BWC review which required some counseling on the part of District supervisors. The response of supervisors to these memos showed that they addressed the issues raised in the memo with their deputies. The remaining two investigations ended in one intermediate and one full intervention. During the audio-recording of the full intervention, the deputy noted that he had been assigned to work for different supervisors during this time period and received different instructions from each on how to use/employ Extended Traffic Stop Indicators (ETSI).

The intermediate intervention covered issues involving how and when the deputy had requested whether a driver had a weapon in the vehicle. Each of the audio-recordings resulted in clarification of agency policies and ways that deputies might address similar situations more equitably in the future. Both deputies appeared responsive to the suggestions and appreciated the

clarity received from the intervention. The follow-up paperwork completed by supervisors from both interventions appeared to be complete and thorough. We will provide specific feedback regarding our review of completed TSMR cases during our site visits, as we have done since April 2023.

MCSO remains in Phase 2 compliance with this Paragraph.

***Paragraph 66.** MCSO shall conduct one agency-wide comprehensive analysis of the data per year, which shall incorporate analytical benchmarks previously reviewed by the Monitor pursuant to the process described in Section IV. The benchmarks may be derived from the EIS or IA-PRO system, subject to Monitor approval. The MCSO may hire or contract with an outside entity to conduct this analysis. The yearly comprehensive analysis shall be made available to the public and at no cost to the Monitor and Plaintiffs.*

In Full and Effective Compliance

MCSO has completed eight comprehensive Traffic Stop Annual Reports (TSARs) analyzing traffic stop data to look for systemic evidence of racial profiling or other bias-based policing. MCSO's first contract vendor, Arizona State University, produced the first three TSARs. MCSO's current vendor, CNA, produced the last five TSARs.

The most recent TSAR8 was published on June 30, 2023, and, as noted in the Sheriff's statement, published in conjunction with the analytic report, the findings of disparities continue to identify possible systemic racial bias in MCSO's patrol function. The Sheriff's statement notes that some of the disparities were reduced from the prior year, and that there were no significantly worse indicators in comparison to 2021. The statement emphasizes that investigating the presence of the continued disparities will remain a priority for TSAU in both quarterly and monthly analytic reports. The statement also notes a dramatic reduction in stop length for Hispanic drivers when compared to white drivers, but we note that two new extended traffic stop indicators (ETSIs) were added during 2022. The addition of these two indicators resulted in a 7% increase in stops being classified as justified extended stops. Moreover, in the calculation of average stop length, all stops with extended traffic stop indicators are removed from the analysis. We raised this issue with MCSO during our July site visit, but the agency had not yet conducted an analysis to determine if that was the reason for the reduction in Hispanic stop lengths.

MCSO proposed some changes to the methodology employed in TSAR8 that were accepted by us and the Parties after review. Many of these changes result from analytic findings from the TSMRs and others have been the result of TSQRs. The modifications adopted show the ability of MCSO to expand and broaden its methodology when new information uncovers potential improvements in the investigation of disparities in traffic stop outcomes, including findings from TSMR and TSQR analyses.

During our October 2023 site visit, MCSO acknowledged that comments the agency had received regarding TSAR8 had prompted MCSO to plan future TSQR analyses to overcome some of the issues raised – in particular, extended traffic stop indicators (ETSIs), stop length calculations and presentations, and jurisdictional analyses. (We will explore these in other Paragraphs as they are

produced.) MCSO personnel commented that the agency planned to propose enhanced training for personnel that covers the details of TSAR8. During our February 2024 site visit, MCSO advised us that 99% of all sworn personnel had completed the TSAR8 training via the HUB.

On March 31, 2023, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 67. *In this context, warning signs or indicia of possible racial profiling or other misconduct include, but are not limited to:*

- a. *racial and ethnic disparities in deputies', units' or the agency's traffic stop patterns, including disparities or increases in stops for minor traffic violations, arrests following a traffic stop, and immigration status inquiries, that cannot be explained by statistical modeling of race neutral factors or characteristics of deputies' duties, or racial or ethnic disparities in traffic stop patterns when compared with data of deputies' peers;*
- b. *evidence of extended traffic stops or increased inquiries/investigations where investigations involve a Latino driver or passengers;*
- c. *a citation rate for traffic stops that is an outlier when compared to data of a Deputy's peers, or a low rate of seizure of contraband or arrests following searches and investigations;*
- d. *indications that deputies, units or the agency is not complying with the data collection requirements of this Order; and*
- e. *other indications of racial or ethnic bias in the exercise of official duties.*

Phase 1: In compliance

- Early Intervention Unit (EIU) Operations Manual, most recently amended on June 15, 2023.
- EB-1 (Traffic Enforcement, Violator Contacts, and Citation Issuance), most recently amended on June 15, 2023.
- EB-2 (Traffic Stop Data Collection), most recently amended on February 22, 2023.
- GH-5 (Early Identification System), most recently amended on March 28, 2023.

Phase 2: In compliance

MCSO has conducted monthly and annual analyses of traffic stop data and provided documents discussing how the benchmarks required by this Paragraph are used to set alerts for possible cases of racial profiling or other deputy misconduct involving traffic stops. (Further discussion on the monthly and annual analyses are incorporated into Paragraphs 65 and 66.)

We have discussed in our previous quarterly status reports that MCSO has achieved Phase 1 compliance with this Paragraph with the publication of appropriate guiding policies. The benchmarks are highlighted below, and are generally referred to as post-stop outcomes in the TSMR and TSAR methodologies.

Paragraph 67.a. identifies three benchmarks pertaining to racial and ethnic disparities. The first benchmark references disparities or increases in stops for minor traffic violations (Benchmark 1). The second benchmark addresses disparities or increases in arrests following traffic stops (Benchmark 2). The third benchmark addresses disparities or increases in immigration status inquiries (Benchmark 3). Since these three benchmarks are incorporated into the EIU Operations Manual and are incorporated as post-stop outcomes in the TSMR methodology, MCSO is in compliance with Paragraph 67.a.

Paragraph 67.b. identifies a benchmark pertaining to evidence of an extended traffic stop involving Latino drivers or passengers (Benchmark 4). Since this benchmark is now incorporated into the EIU Operations Manual and is incorporated in the TSMR methodology, MCSO is in compliance with Paragraph 67.b.

Paragraph 67.c. identifies three benchmarks. The first benchmark pertains to the rate of citations (Benchmark 5): MCSO is required to identify citation rates for traffic stops that are outliers when compared to a deputy's peers. The second benchmark (Benchmark 6) pertains to seizures of contraband. MCSO is required to identify low rates of seizures of contraband following a search or investigation. The third benchmark in Paragraph 67.c. (Benchmark 7) is similar to Benchmark 6, but it pertains to arrests following a search or investigation. Since the three benchmarks are now incorporated into the EIU Operations Manual and are incorporated as post-stop outcomes in the TSMR methodology, MCSO is in compliance with Paragraph 67.c.

Paragraph 67.d. establishes a benchmark pertaining to agency, unit, or deputy noncompliance with the data collection requirements under the First Order (Benchmark 8). This benchmark requires that any cases involving noncompliance with data collection requirements results in an alert in EIS. EIU published an Administrative Broadcast on November 28, 2016 to instruct supervisors how to validate data in TraCS for those cases involving duplicate traffic stop records to deliver timely data validation for our review. MCSO's draft EIS Project Plan 4.0 reported that MCSO began the data validation process for this benchmark on November 28, 2016. Therefore, MCSO is in compliance with Paragraph 67.d.

Paragraph 67.e. allows for other benchmarks to be used beyond those prescribed by Paragraph 67.a.-d. MCSO has three benchmarks under Paragraph 67.e. Benchmark 9 is defined as racial or ethnic disparities in search rates. Benchmark 10 is defined as a racial or ethnic disparity in passenger contact rates. Benchmark 11 is defined for non-minor traffic stops. Benchmarks 9-11 are incorporated into the EIU Operations Manual, as well as the TSMR methodology. Therefore, MCSO is in compliance with Paragraph 67.e.

As noted earlier, the TSMR methodology, which incorporates these benchmarks, was approved following the completion of a lengthy pilot project in October 2022. MCSO finalized the guiding documents (TSAU Operations Manual and GH-5, including Attachment A [Definitions and Event Entry Types] and Attachment C [Supervisor EIS Traffic Stop Alert Form]) late in quarter 1 of 2023. MCSO regularly publishes inspections for several of these benchmarks in addition to continuing to produce the monthly TSMR according to the guiding documents. As a result, MCSO has Phase 2 compliance with this Paragraph.

Paragraph 68. *When reviewing collected patrol data, MCSO shall examine at least the following:*

- a. the justification for the Significant Operation, the process for site selection, and the procedures followed during the planning and implementation of the Significant Operation;*
- b. the effectiveness of the Significant Operation as measured against the specific operational objectives for the Significant Operation, including a review of crime data before and after the operation;*
- c. the tactics employed during the Significant Operation and whether they yielded the desired results;*
- d. the number and rate of stops, Investigatory Detentions and arrests, and the documented reasons supporting those stops, detentions and arrests, overall and broken down by Deputy, geographic area, and the actual or perceived race and/or ethnicity and the surname information captured or provided by the persons stopped, detained or arrested;*
- e. the resource needs and allocation during the Significant Operation; and*
- f. any Complaints lodged against MCSO Personnel following a Significant Operation.*

In Full and Effective Compliance

MCSO has not conducted a Significant Operation that met the requirements of the Order since Operation Borderline in December 2014. Subsequent activities (i.e., Operation Gila Monster in October 2016) have not met the criteria for review under this or other Paragraphs.

On December 28, 2018, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

As a result of this determination, MCSO District command staff – as well as Investigations and Enforcement Support – will no longer be required to submit monthly statements that they have not participated in Significant Operations as defined by this and other Paragraphs; however, MCSO is required to notify us should staff become involved in a Significant Operation. We will continue to assess Phase 2 compliance through interviews with command and District staff during our site visits.

During our October 2023 and February 2024 site visits, we inquired of administrative staff, District personnel, and the Deputy Chiefs of Patrol Bureaus East and West whether any Significant Operations had occurred since our prior site visit. There is no indication that MCSO has conducted any operations that meet the reporting requirements for this Paragraph since October 2014.

Paragraph 69. *In addition to the agency-wide analysis of collected traffic stop and patrol data, MCSO Supervisors shall also conduct a review of the collected data for the Deputies under his or her command on a monthly basis to determine whether there are warning signs or indicia of possible racial profiling, unlawful detentions and arrests, or improper enforcement of Immigration-Related Laws by a Deputy. Each Supervisor will also report his or her conclusions based on such review on a monthly basis to a designated commander in the MCSO Implementation Unit.*

Phase 1: In compliance

- EA-3 (Non-Traffic Contact), most recently amended on June 28, 2019.
- GH-5 (Early Identification System), most recently amended on March 28, 2023.

Phase 2: In compliance

MCSO has placed into production database interfaces with EIS, inclusive of Incident Reports (IRs), Non-Traffic Contact Forms (NTCFs), Administrative Office of Courts (AOC) records, and the Cornerstone software program (referred to as “the HUB”), that includes training and policy records for MCSO. Supervisors have demonstrated the ability to access these during our site visits, most recently in October 2023 and February 2024. Most audits and inspections of supervisory oversight activities indicate compliance, but several continue to show fluctuating trends of use or completion over time which we regularly monitor.

MCSO continues to provide us access each month to all Non-Traffic Contact Forms (NTCFs) involving investigative stops and field information. At times over the past year, our review of the NTCFs provided each month indicated that a higher proportion of Latinos are being contacted in particular areas of the County for relatively minor infractions. Our review of NTCFs for this quarter did not raise particular concern about disparate treatment, although the number of bike-related stops for lighting and other issues continue to show that Latinos represent a high proportion of those contacted.

Several months ago, MCSO proposed an initial study of how the form (NTCF) and the related policy are being used across the agency. Following a conference call between MCSO, us, and the Parties in February 2022, MCSO committed to conducting the first portion of the inquiry. The initial NTCF study was published in February 2023. While this analysis did not investigate potential indications of bias in how these stops are conducted by deputies or evaluated by supervisors, it did provide some insight into the modifications needed in both the form and policy going forward. We have provided MCSO with our comments and concerns regarding the initial study and MCSO has responded. Currently, MCSO is utilizing the initial study to review the NTCF form and policy (EA-3 [Non-Traffic Contact]) with the intent of suggesting modifications.

During our October 2023 site visit, we discussed MCSO’s progress in modifying the Non-Traffic Contact Form (NTCF) and policy. Following a historical summary of the issues, MCSO gave a PowerPoint presentation outlining its plans going forward. MCSO proposes to utilize NTCFs only for deputy-initiated, on-sight events. All calls for service that may have appeared in NTCFs in the past will be handled through Incident Reports or other means in the future. In addition, the NTCF itself will be modified to resemble the Vehicle Stop Contact Form (VSCF) to ensure that

analyses can be conducted. MCSO also believes the best way to analyze the limited number of NTCFs will be to use simple ratio analyses of non-traffic contacts per deputy for minority groups as opposed to whites. MCSO has advised us that its proposals regarding form changes, policy changes, and proposed analyses will be submitted by the end of December 2023. We will evaluate the proposed changes to the relevant policy, EA-3 (Non-Traffic Contact), and form once MCSO produces them.

MCSO also conducts evaluations of supervisory investigations into non-traffic stop alert investigations each month. We select a random sample of 15 cases, when the number of completed investigations exceeds that amount; and evaluate the sufficiency of the investigations undertaken. In 2022, MCSO requested to change the monthly inspection to quarterly due to the fact that reviewing so few cases each month increased the likelihood of being found noncompliant. We agreed, in principle, to convert the alert inspection to a quarterly process that includes an evaluation of the effectiveness of the interventions undertaken. MCSO produced this evaluation for the first time during the third and fourth quarters of 2022 and has continued to provide these to us throughout 2023. To include an evaluation of whether any alerts are recurring MCSO evaluates the closed alerts from nine months prior to the reporting period and examines all alerts for the next six months.

MCSO has established an EIS Alert Review Group (ARG) that evaluates the investigations of supervisors prior to closing an alert. The ARG ensures that the reports of the supervisors address all aspects of the assigned investigations and returns those that are deficient to the District for continued revision. Over the past several months, we have noted that the proportion of completed alert investigations being sent back to the Districts by the ARG is minimal. MCSO has emphasized supervisory investigations in the past years' training, as well as the creation of liaisons between BIO and the Districts to ensure that supervisors receive the necessary support and information to complete these investigations.

As noted above, the EIS Alert Investigations inspection comprises an evaluation of the timely completion of alert investigations for the prior quarter and an evaluation of whether alerts have reoccurred from nine months prior to the most recent quarter. As a result, we always report for the quarter prior to the current time period due to the need for sufficient time to pass to evaluate the success of interventions. During the third quarter EIS Alert Investigations inspection, MCSO found that nearly 92% of alert investigations were completed within the 30 days required by policy. This is slightly higher than the percentage reported in the second quarter, 90.5%, and significantly below the findings of the first quarter of 2023, 100%.

In the second section of the inspection, MCSO evaluates whether alert investigations closed during the fourth quarter of 2022 reoccurred during the first two quarters of 2023. MCSO notes that of the 48 closed investigations during the fourth quarter of 2022, eight occurred again for the same issue during the first two quarters of 2023. When this occurs, AIU staff investigate how supervisors responded to the new alert. For these eight cases, MCSO found that five supervisors responded to the second alert using the same intervention – and two even *reduced* the level of intervention. The inspection indicates that AIU recommends to supervisors that they attempt to use alternative interventions or elevate the interventions they employ. Given the totality of these findings, MCSO will have to hold supervisors accountable for both the failure to complete

investigations in a timely fashion as well as the failure to employ elevated interventions when their deputies trigger the same alert thresholds in successive periods, or this will adversely affect MCSO's compliance with this Paragraph.

The Audit and Inspections Unit (AIU) also conducts monthly audits of supervisory oversight via the Supervisor Notes made for each deputy. Minimally, each month, supervisors should be making a performance appraisal note and two Supervisor Note entries, reviewing two body-worn camera recordings, and reviewing the EIS profile of their subordinates. During the fourth quarter, MCSO reported compliance rates of 95.68% in October, 100% in November, and 97.30% in December. MCSO computes its compliance rates based upon a matrix of items, for randomized samples that we provide to them. Our computation of compliance is slightly lower than that reported by MCSO, as we deem an entire case reviewed as noncompliant if any of the key components making up the inspection are late or missing at the time of the inspection. Our computed compliance rate for October is 93.62%; and for December, 95.30%; we concur with the 100% for November. We will continue to monitor these reports.

AIU also conducts three inspections of traffic stop information: two pertain to the timely review and discussion of traffic stops by supervisors for each subordinate; and one inspects the correct completion of traffic forms and the coordination of these forms with databases such as CAD and the review of body-worn camera footage. For this quarter, for the traffic discussion inspections, MCSO reported compliance rates in excess of 99%; and for traffic review inspections, MCSO reported a rate of 100%. We concur with the rates reported by MCSO.

For the traffic data inspection, MCSO reported compliance rates exceeding 99% for the quarter. However, our compliance calculations for this period for the traffic data inspections were slightly lower, due to the fact that we do not employ a matrix to assess compliance; but rather deem individual cases as deficient if any significant information is determined to be inconsistent across traffic stop forms or CAD. Our compliance rates were 88.5%, 94.28%, and 88.5%, respectively. The lapses found for the data inspections were due to incongruent Information on the VSCF and CAD for correct contact conclusion, license plate mismatches, arrest and ethnicity errors, among others. All three inspections were based upon a stratified random sample of all traffic stops that our Team provided to MCSO. AIU sent BIO Action Forms to those Districts where it found deficiencies. As noted above, we will continue to monitor these reports; and we will withdraw compliance if our combined computed rates drop below 94%.

MCSO has developed an Incident Report Inspection that has been approved following several revisions. The inspection should include instances where prosecuting authorities turned cases down due to a lack of probable cause, among other matrix items developed by MCSO. MCSO reported compliance rates exceeding 99% for this quarter, with no instance of a case being turned down due to a lack of probable cause. Our review of the inspections found one instance each of a lack of articulation to support the charge, a failure to provide property receipts for confiscated items, boilerplate language, and a form noting "no" search although the narrative stated a subject was told to "empty pockets" without a right to refuse; in addition, there were several IRs that were not properly submitted. Our compliance rates for the quarter are 97.5%, 100%, and 95.3%, respectively.

For the deficiencies discovered during the inspection process, AIU sent BIO Action Forms to the appropriate Districts for additional review and action. More importantly, the inspectors noted that there was no indication that the immediate supervisors found these deficiencies within their own review of these IRs.

In our last quarterly status report, we issued a warning regarding compliance with this Paragraph as several inspections showed compliance rates under 94%. In the current quarter, we found some improvement with compliance rates for the traffic stop data inspections and supervisor note inspections. We will continue to monitor these trends, and we will withdraw compliance if MCSO fails to meet the requirements of this Paragraph.

Paragraph 70. *If any one of the foregoing reviews and analyses of the traffic stop data indicates that a particular Deputy or unit may be engaging in racial profiling, unlawful searches or seizures, or unlawful immigration enforcement, or that there may be systemic problems regarding any of the foregoing, MCSO shall take reasonable steps to investigate and closely monitor the situation. Interventions may include but are not limited to counseling, Training, Supervisor ride-alongs, ordering changes in practice or procedure, changing duty assignments, Discipline, or of other supervised, monitored, and documented action plans and strategies designed to modify activity. If the MCSO or the Monitor concludes that systemic problems of racial profiling, unlawful searches or seizures, or unlawful immigration enforcement exist, the MCSO shall take appropriate steps at the agency level, in addition to initiating corrective and/or disciplinary measures against the appropriate Supervisor(s) or Command Staff. All interventions shall be documented in writing.*

Phase 1: In compliance

- Early Intervention Unit (EIU) Operations Manual, most recently amended on June 15, 2023.
- EB-1 (Traffic Enforcement, Violator Contacts, and Citation Issuance), most recently amended on June 15, 2023.
- EB-2 (Traffic Stop Data Collection), most recently amended on February 22, 2023.
- GH-5 (Early Identification System), most recently amended on March 28, 2023.

Phase 2: Not in compliance

MCSO has finalized protocol and training-related plans for the Traffic Stop Monthly Reports (TSMRs) and memorialized these in the TSAU Operations Manual. MCSO has also modified GH-5 and incorporated the necessary documents from TSMR into that policy. The TSMR is intended to provide a timelier response to potential indications of bias at the deputy level through the examination of a rolling 12 months of traffic stop data for each deputy. MCSO has refined the vetting process for those cases where a deputy flags in the analysis and has recommended outcomes ranging from the discounting of a flag to the onset of full interventions, which would entail remedies based upon the findings of TSAU. MCSO has continued producing the monthly vetting analyses for ongoing review, as well as documentation of any cases that are closed as a

result of the completion of TSMR processes. After reviewing the intermediate and full interventions to date, we believe that the quality of interventions could be improved with more directed attention to promoting change in the deputy's behavior that resulted in the original disparity.

While MCSO has finalized the development of the EIU Operations Manual, MCSO regularly submits analyses and proposed changes to Appendix A as needed. During the first quarter of 2023, MCSO updated Appendix A "EIS Allegation and Incident Thresholds," as well as conducted threshold analyses for Vehicle Pursuits and Accidents to apply to Appendix A. During this reporting period, similar analyses were conducted for external and internal complaints. We will continue to work with MCSO on the refinement of this appendix. MCSO has received approval to move forward on several TSQR projects and published 12 of these reports through the fourth quarter of 2024.

MCSO published its eighth Traffic Stop Annual Report in June 2023 and continues to find in the examination of traffic stop outcomes disparities "that may indicate a systemic bias within the patrol function" that need to be addressed. In TSQR5 (published in 2021) and TSQR12 (published in 2023), MCSO further investigated these disparities and found that particular Districts were associated with certain traffic stop outcome disparities. Subsequently, following each of these investigations, BIO personnel reported that they held command staff and personnel meetings in each District outlining the particular disparities found for each District. Overall, the analytic methods used in the TSARs are not able to identify individual deputy activity; but should form the basis for organizational strategies to address potential systemic biases through training, practice, and policy.

During our October 2023 site visit, MCSO acknowledged that it had received comments regarding TSAR8 that had prompted the agency to plan future TSQR analyses to overcome some of the issues raised – in particular, extended traffic stop indicators (ETSI), stop length calculations and presentations, and jurisdictional analyses. These will be explored in other Paragraphs as they are produced. In addition, MCSO personnel commented that they would propose enhanced training for personnel that covers the details of TSAR8. During our February 2024 site visit meeting on Paragraph 70, MCSO noted that over 99% of sworn personnel had completed the training via the HUB. Additionally, MCSO noted that the agency was creating a dashboard of traffic stop activity to allow supervisors to view the accumulated data of their deputies' traffic stops. MCSO appeared open to suggestions from us and the Parties.

MCSO's Plan to Promote Constitutional Policing (also referred to as the Constitutional Policing Plan, or CPP) was drafted to address systemic issues identified in the Traffic Stop Annual Reports (TSARs). The CPP was approved by the Court on October 12, 2017. The CPP includes nine Goals and a timeline for the completion of the Goals. Our comments in this report pertain to compliance with the Plan during the fourth quarter of 2023. MCSO began using an online progress tracking tool (Smartsheet) and provided a link to the application in April 2020. The online spreadsheet is based on the plan originally agreed to by the Parties and approved by the Court. The spreadsheet provides additional details of MCSO's reported progress on each of the nine CPP Goals: the start date; the projected completion date; and the status of sub-Goals and projects.

We determine compliance with the CPP through several means. First, we issue monthly and quarterly document requests pertaining to specific Goals of the CPP, which we review. We have monthly document requests pertaining to projects under Goals 1, 3, 4, and 5. We review meeting agendas and discussion items to verify compliance with the projects noted under those Goals. For the training components of these Goals, MCSO submits training materials that must be reviewed and approved before delivery. We confirm completion of training requirements through HUB reports and reviews of BIO inspections of supervisor notes documenting briefings. Our standing requests for other Paragraphs of the First and Second Orders also provide information related to some of the CPP Goals. For Goal 1, we review MCSO monthly submissions related to supervisory corrective actions. For Goal 2, we review a selected sample of deputy and supervisor Employee Performance Appraisals (EPAs). For Goal 6, we conduct periodic meetings with MCSO, the Plaintiffs, and Plaintiff-Intervenor related to the evaluation of traffic stop data and associated monthly, quarterly, and annual reports. For Goal 9, we request statistical information, and compare these statistics to the previous quarter to determine if MCSO is making progress. We review the progress reported for all Goals and projects in the online spreadsheet and record our findings. Our comments below reflect what we learned as a result of our reviews of documentation during the fourth quarter of 2023, and pursuant to our inquiries following our February 2024 site visit.

Goal 1: Implementing an effective Early Intervention System (EIS) with supervisor discussions. For the fourth quarter of 2023, MCSO continued to report an overall 99% completion rate for Goal 1, the same as the previous three quarters. During our February site visit, we inquired if MCSO was planning to continue to use and update the online Smartsheet. MCSO advised us that the agency has not made a decision on this matter. There were six Town Halls conducted in the third quarter; there were no Town Halls conducted in the fourth quarter.

Goal 2: Evaluating supervisors' performances through an effective Employee Performance Appraisal process. For the fourth quarter 2023, continued to report a 98% completion rate for Goal 2. During our February site visit, we inquired with MCSO if there remained any pending issues for the agency to address in the EPA process. MCSO personnel reported that they are still working on the integration of BlueTeam notes into the Perform system. Up to this point, supervisors are still having to copy and paste supervisor notes into EPAs. MCSO reported that the agency is working with Maricopa County Human Resources to resolve some issues with the integration of data in the systems operated by each of the respective agencies. MCSO also reported working on an issue related to the accessibility of employee information in EIS. MCSO personnel believe that the issue may have led supervisors to not properly document employee information in EPAs, as it pertains to the requirements of Paragraph 99. For the third quarter of 2023, MCSO had achieved compliance with all EPA-related Paragraphs. During the fourth quarter there was some regression; and in three of the seven EPA-related Paragraphs, we issued noncompliance warnings.

Goal 3: Delivering enhanced implicit bias training. MCSO continued to report a 95% completion rate for Goal 3 during the fourth quarter. During our February site visit, we inquired about training for Goals 3, 4, and 5. MCSO reported that the training goals were closed as 100% completed for 2023. For 2024, MCSO is looking at similar enhanced training on the TSAR – specifically

addressing statistical modeling to make it more comprehensible. In 2024, enhanced trainings for Goals 3, 4, and 5 will focus on the results of traffic stop reports.

Goal 4: Enhanced Fair and Impartial Decision-Making training (FIDM). MCSO continued to report a 96% completion rate for Goal 4 during the fourth quarter. MCSO reported that at the October Captains' meeting, an in-house specialist conducted a presentation on Fair and Impartial Policing.

Goal 5: Delivering enhanced training on cultural competency and community perspectives on policing. MCSO continued to report a 93% completion rate for Goal 5, for the fourth quarter. For the fourth quarter, MCSO provided HUB training reports for cultural competency briefings. We reviewed the HUB reports to verify compliance. For sworn line personnel, compliance was reported as 97.53%. For sworn supervisors, compliance was reported as 92.59%. For reserve deputies, compliance was reported as 97.50%. For DSAs, compliance was reported as 100%. The overall compliance rating for the second half of 2023 was reported as 97.80%. During our February site visit, MCSO stated that the agency will be conducting Cultural Competency Training in 2024.

Goal 6: Improving traffic stop data collection and analysis. As of our February review, MCSO continued to report a 98% completion rate for Goal 6. MCSO continues to refine methodologies when necessary, through collaboration with us and the Parties. MCSO has also proposed enhanced training as a result of the findings in TSAR 8, published in June 2023. MCSO continues to propose analysis for TSQRs as they relate to disparate findings emanating from both the TSAR and TSMR analysis. In response to the disparate findings of TSQR12 "District Analysis," MCSO held meetings in each District explaining the disparities for that District and conducted additional analyses, similar to the TSMR, in which MCSO drilled down in the data further to better understand what might be causing the disparities. MCSO continues to share the findings of the TSMR analysis with us and the Parties on a monthly basis.

Goal 7: Encouraging and commending employees' performance and service to the community. This goal has been completed. This goal was not part of the requirements set by the First Order.

Goal 8: Studying the Peer Intervention Program. This goal has been completed. This goal was not part of the requirements set by the First Order.

Goal 9: Building a workforce that provides Constitutional and community-oriented policing and reflects the community we serve. MCSO's goal is to establish a hiring process that will build a workforce that provides Constitutional policing and reflects the community it serves. As of our February review, MCSO continued to report a 77% completion rate for Goal 9 on the online spreadsheet. During our February site visit meeting, we requested an update on the progress of Goal 9.

MCSO reported a total of 19 hiring outreach events during the fourth quarter. The October events were successful, and resulted in 36 new applicants visiting the Pre-Employment Unit. The outreach events held in November and December were not as productive. MCSO noted that the agency continues to use a variety of recruitment and retention strategies. Detention Officers continue to receive 5% critical staffing differential pay, but the vacancy rate is still relatively high.

State-funded sign-on incentives of up to \$5,000 for Detention and sworn personnel have been extended to August 2024.

In response to our February site visit request, MCSO reported a total of 1,135 overall vacancies as of December 31, 2023. MCSO reported 1,094 vacancies in the third quarter, and 1,069 vacancies in the second quarter of 2023. MCSO previously reported 999 vacancies in the first quarter of 2023, 971 vacancies in the fourth quarter of 2022, 938 vacancies in the third quarter of 2022, 903 vacancies in the second quarter of 2022, and 838 vacancies in the first quarter of 2022.

The vacancies reported for the fourth quarter of 2023 were 120 sworn (16.78%), 770 Detention (35.10%), and 245 civilian (22.48%). MCSO reported 80 voluntary separations during the fourth quarter. Of the 80 voluntary separations, five were sworn personnel. The demographics for sworn separations were 100% white. MCSO reported 33 voluntary separations of Detention personnel, of which the demographics were reported as 42.42% white, 39.39% Latino, 6.06% Black, 9.09% Asian, and 3.03% unknown. MCSO reported 42 voluntary separations of civilian personnel, with the demographics reported as 42.86% white, 40.48% Latino, 7.14% Black, 2.38% Asian, 2.38% Native Hawaiian/Other Pacific Islander, and 4.76% unknown.

With regard to the number of new hires for the fourth quarter of 2023, MCSO reported 93 new employees hired. Of those 93 new employees, eight were sworn, 19 were Detention, and 66 were civilian. The demographics for new sworn personnel were reported as 62.50% white, 12.50% Latino, 12.50% Asian, and 12.50% not specified. The demographics for new Detention personnel were reported as 47.37% white, 21.05% Latino, 15.79% Black, and 15.79% not specified. The demographics for new civilian personnel were reported as 30.30% white, 36.36% Latino, 19.70% Black, 3.03% Asian, 3.03% two or more races, 3.03% American Indian/Alaskan Native, and 4.55% not specified.

MCSO reported two Academy classes for Detention personnel. Class 984 was scheduled to graduate 13 Detention Officers on March 28, 2024. The demographics for the 13 recruits were reported as 54% white, 15% Latino, 23% Black, and 8% Native Hawaiian/Other Pacific Islander. Class 985 was scheduled to graduate 10 Detention Officers on May 9, 2024. The demographics were reported as 10% Latino and 90% not specified. With regard to sworn, Class 162 started on September 11, 2023, and was scheduled to graduate six deputies on February 23, 2024. The demographics of Class 162 were reported as 33% white, 50% Latino, and 17% two or more races. Class 163 is scheduled to graduate 17 deputies on July 11, 2024. The demographics were reported as 59% white, 18% Latino, 6% Asian, and 18% not specified. Class 164 is planned to start in October 2024, and currently has two deputy trainees.

We inquired as to the number of supervisors for all three classifications, and their demographics. MCSO reported 173 sworn supervisors. Current supervisor demographics for sworn were reported as 73.41% white, 20.23% Latino, 2.89% Black, 1.73% two or more races, 1.16% Asian, and 0.58% not specified. MCSO reported 249 Detention supervisors. Supervisor demographics for Detention were reported as 66.27% white, 24.50% Latino, 4.02% Black, 2.41% Asian, 0.80% Native Hawaiian/Pacific Islander, 0.40% American Indian/Alaskan Native, and 1.61% two or more races. MCSO reported 141 civilian supervisors. Supervisor demographics for civilian employees were reported as 56.03% white, 25.53% Latino, 9.22% Black, 1.42% American Indian/Alaskan Native, 3.55% Asian, 2.84% two or more races, and 1.42% not specified.

During our February site visit, we discussed Paragraph 70, and MCSO's obligation to address indicia of systemic bias. There are two parts to Paragraph 70. The first relates to individual deputies' actions and MCSO's response to those actions. We believe that the TSMR process is responsive to this requirement. The second part of Paragraph 70 requires MCSO to address organizational systemic problems. Based on MCSO's analyses of traffic stop data noted in the agency's TSARs, the steps taken by MCSO have not resulted in the reduction of indicia of disparate treatment of the Plaintiffs' class; therefore, the agency is not in compliance with this Paragraph. We will continue to report on the current format of the CPP until a suitable alternative is accepted by the Parties and approved by the Court.

***Paragraph 71.** In addition to the underlying collected data, the Monitor and Plaintiffs' representatives shall have access to the results of all Supervisor and agency level reviews of the traffic stop and patrol data.*

In Full and Effective Compliance

MCSO has provided us with access to existing data from monthly and annual reports.

While we continue to work with both MCSO and the Parties on specific issues of methodology for Non-Traffic Contact Forms, as well as the Annual, Monthly, and Quarterly Reports for traffic stop data, we have nonetheless been afforded complete access to all requests involving data. For example, MCSO published TSQR9 "2021: Special Assignments" (discussed in Paragraphs 65 and 69), and the agency put into place mechanisms to ensure that the undercounting of stops conducted during special assignments does not reoccur. MCSO has also suggested actions which could improve the consistency of traffic stop actions taken by deputies regardless of assignment. MCSO reported some differences in the magnitude of significant findings between TSAR7 and TSQR9, but otherwise the findings of potential bias were unchanged as it relates to those special assignment stops that were previously undercounted. In TSQR10 (Searches), MCSO found that nearly two dozen searches had been coded incorrectly as either discretionary or non-discretionary searches. This was largely due to a deputy having indicated multiple search types during an incident which the coding syntax could not adequately address. The agency has used this discovery to modify the data prior to any analysis for the eighth annual report. MCSO's quarterly report, TSQR11, Low Stop Volume Deputies, published on June 30, 2023, examines whether the traffic stop outcomes of low-volume deputies differ from their high-volume counterparts. The report found that 41% of deputies make under 20 stops per year and those stops (970) represent approximately 5% of all traffic stops for the agency during the year. MCSO found that low-volume deputies had a lower citation rate than their high-volume counterparts (35.88% vs. 52.41%) but in the process low-volume deputies contacted a higher proportion of Hispanic drivers (33.4% vs. 23.50%). However, these differences did not result in findings of significantly greater disparities in the outcomes of white and Hispanic drivers for low-stop deputies, or disparities in comparison to their high-volume counterparts. In essence, the report concluded that any disparities that do arise are not dependent upon the volume of traffic stops made by deputies. MCSO reports that the agency intends to continue exploring ways to reduce disparities across ethnicities through its inspections and TSMR reviews.

Finally, during the TSAR proposal process, the Plaintiff-Intervenor requested a modification in the methodology for propensity score matching processes. MCSO advised that the agency would accommodate that request.

MCSO has been forthcoming when the agency recognizes any data deficiencies and has modified data quality procedures when issues arise. We will review additional data quality procedures as they are made available to us.

On December 28, 2018, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Section 8: Early Identification System (EIS)

COURT ORDER IX. EARLY IDENTIFICATION SYSTEM (“EIS”)

a. Development and Implementation of the EIS

Paragraph 72. *MCSO shall work with the Monitor, with input from the Parties, to develop, implement and maintain a computerized EIS to support the effective supervision and management of MCSO Deputies and employees, including the identification of and response to potentially problematic behaviors, including racial profiling, unlawful detentions and arrests, and improper enforcement of Immigration-Related Laws within one year of the Effective Date. MCSO will regularly use EIS data to promote lawful, ethical and professional police practices; and to evaluate the performance of MCSO Patrol Operations Employees across all ranks, units and shifts.*

Phase 1: In compliance

- Early Intervention Unit (EIU) Operations Manual, most recently amended on June 15, 2023.
- EA-3 (Non-Traffic Contact), most recently amended on June 28, 2019.
- GH-5 (Early Identification System), most recently amended on March 28, 2023.

Phase 2: Not in compliance

As a result of interfaces for remote databases introduced in 2017, the Early Intervention System (EIS) now includes Incident Reports (IRs), Non-Traffic Contact Forms (NTCFs), records from the Administrative Office of the Courts (AOC), and training completion and policy acknowledgement records from the Cornerstone software (the HUB). MCSO continues to update the EIU Operations Manual to memorialize the collection, analysis, and dissemination of relevant data, as well as the responsibilities and roles of agency and EIU personnel. During the first quarter of 2023, MCSO updated Appendix A, “EIS Allegations and Incident Thresholds” following extensive review of the thresholds, as well as EIS Alert Process (302). In addition, MCSO has conducted threshold analyses on vehicle pursuits, deputy accidents, as well as internal and external complaints; and applied the results accordingly to the Appendix. Going forward, MCSO has produced a plan to modify and review the thresholds on a regular basis. During the third and fourth quarters of 2022, MCSO also modified the EIS Alert inspection from a monthly to a quarterly report and included in the latter quarter an evaluation of the effectiveness of interventions undertaken. Each of these additions or modifications has improved the process of oversight and evaluation of potential bias and provides needed tools for early intervention should such issues arise.

To capture the activities of deputies in non-traffic stops of individuals, MCSO developed Non-Traffic Contact Forms (NTCFs), which were interfaced with EIS in mid-2017. MCSO has provided us with access to investigative stops that make up a portion of NTCFs since their inception. Over the past several years, we have suggested that MCSO create a methodology to

statistically examine these civilian contacts to ensure that there is no evidence of bias in the way they are conducted. MCSO proposed an initial study of how the NTCFs and the related policy are being used across the agency. Following a conference call among MCSO, us, and the Parties in February 2022, MCSO committed to conducting the first portion of the inquiry. The NTCF study was published in February 2023. While this analysis did not investigate potential indications of bias in how these stops are conducted by deputies or evaluated by supervisors, it did provide some insight into the modifications needed in both the form and policy going forward. We have provided MCSO with our comments and concerns regarding the initial study and MCSO has responded. Currently, MCSO is utilizing the initial study to review the NTCF form and policy (EA-3 [Non-Traffic Contact]) with the intent of suggesting modifications.

During our October 2023 site visit, MCSO presented a preview of an upcoming proposal to limit NTCFs to only deputy-initiated, on-scene events. Examples might include if a deputy observes a person riding a bike without a light or someone lurking behind a business at night. The NTCF will not be used for service calls, as these will be captured on various other forms, like the Incident Report (IR), when required by a call for service. The NTCFs will be modified so that they are similar to Vehicle Stop Contact Forms (VSCFs) to allow analyses that are less than, but approximate, the type of comparative analyses of traffic stops. The analytic approach being investigated, according to MCSO, is outlined on the U.S. Department of Justice website and involves a ratio comparison of deputies' non-traffic contacts (NTCs) for Hispanics, or other minority groups, compared to whites. MCSO responded to questions from us and the Parties, and advised us that the NTCF proposal would be published by the end of 2023. We will evaluate the policy (EA-3 [Non-Traffic Contacts]) and the form as they are made available to us.

We will continue to work with MCSO to finalize each of these data analytic methods. MCSO continues to regularly publish a number of reports on deputy activity and supervisory oversight that are not tied to the methodologies of the TSMR, TSQR, or TSAR.

The Audits and Inspections Unit (AIU) produces a monthly report evaluating Supervisor Notes based upon a random sample we draw that indicates whether the selected supervisors are reviewing the EIS data of deputies under their command. The inspection looks for indications that supervisors made entries for each person they supervise with regard to two randomly selected BWC videos, provide one EPA note, make two supervisor entries, and indicate that the supervisor has reviewed their deputies' EIS status. The compliance rates reported by MCSO are based on a matrix developed for this inspection. For this quarter, the compliance rates reported by MCSO exceeded 95% for each month. Our calculations differed by two percentage points in October and December, as we deem individual cases as noncompliant for any missed timeframes or other requirements. For this quarter, our calculated a compliance rates were 93.6% and 95.3% in October and December, while we concurred with the 100% in November. In these two months, there were two or more supervisors who missed one component of the requirement for a deputy under his/her supervision. AIU continues to send BIO Action Forms to the Districts with deficiencies, and we have always had the opportunity to review these forms when requested.

In the Traffic Stop Data Inspection for this quarter, MCSO reported compliance rates in excess of 99%. Our calculations are slightly lower each month due to several missing notations as to how contacts were concluded, license plate incongruities, incorrect notation regarding an arrest, and an incorrect ethnicity. As a result, our compliance rates are 88.5%, 94.28%, and 88.5%, respectively. The compliance rates for the Traffic Stop Discussion and Review Inspections all exceeded 99% for this quarter. We concurred with these findings. All the inspections for traffic stops are based upon stratified random samples that we draw on a monthly basis. The deficiencies noted by the inspectors resulted in BIO Action Forms being sent to the appropriate Districts for this quarter.

While we can look for trends in deficiencies over each quarter, we have suggested to MCSO that AIU conduct an evaluation of all BIO Action Forms sent to Districts to ensure that there are not long-term trends by Districts or supervisors that cannot be distinguished while looking at shorter timeframes. MCSO conducted a preliminary analysis of BIO Action Forms from January to May 2019 and reported these findings during our July 2019 site visit. MCSO found that there was indeed a small number of deputies who had received several BIO Action Forms. With the review of us and the Parties, MCSO produced a methodology to conduct a repeatable inspection of BIO Action Forms. In September 2022, MCSO published the first BAF tracking inspection covering 2021. In May 2023, MCSO published the second BIO Action Form Study. We note similarities between the first and second BAF inspection studies. First, the highest deficiency category is Lack of Documentation. Second, Lake Patrol stood out for problems of incorrect documentation in the Traffic Stop Data Inspection. Finally, the report concluded that IR and Traffic Stop Data Inspections were again in the top three inspections with the most issues. The third inspection related to CP-8 (Preventing Racial and Other Biased-Based Policing). This study was discussed during our July site visit. MCSO concluded that personnel were not meeting deadlines for the required review of CP-8 materials. We also noted that in the discussion of issues potentially causing an increase in BAFs, several Districts were struggling to address the impact of staffing and shift adjustments during the data year. Finally, in the discussion regarding high incident supervisors (those supervisors with a disproportionate number of BAFs), MCSO notes that it does not appear that any one deputy created repetitive problems but that some supervisors had issues arise amongst a number of their subordinates. MCSO has suggested that, rather than have supervisors implement individual interventions, a more effective strategy would be squad interventions. During our July site visit, MCSO noted that the agency continues to study this suggestion. MCSO will conduct the BAF inspection every six months using one year of data that overlaps the prior reporting period by six months.

EIU also produces a monthly report on non-traffic alerts triggered within EIS. EIU personnel review the alerts and disseminate them to supervisors and District command if alerts indicate the potential for biased activity or thresholds are exceeded for particular actions such as external complaints, data validations, and others. Once the supervisors receive the alert investigation, they employ a template (Attachment B of GH-5 [Early Identification System]) to conduct the investigation and report their findings and results to the chain of command through BlueTeam. MCSO has also established an EIS Alert Review Group (ARG) to evaluate the closure of alert investigations. We had no immediate concerns with our review of alert closures for the quarter, but are concerned, as noted in Paragraph 69, that some recurring alerts are not being addressed with elevated interventions. We will discuss this issue with MCSO during our next site visit.

***Paragraph 73.** Within 180 days of the Effective Date, MCSO shall either create a unit, which shall include at least one full-time-equivalent qualified information technology specialist, or otherwise expand the already existing role of the MCSO information technology specialist to facilitate the development, implementation, and maintenance of the EIS. MCSO shall ensure that there is sufficient additional staff to facilitate EIS data input and provide Training and assistance to EIS users. This unit may be housed within Internal Affairs (“IA”).*

In Full and Effective Compliance

In September 2023, MCSO supplied documentation of its reorganization of the Bureau of Internal Oversight (BIO) and the Court Implementation Division (CID). The major change moves the Traffic Stop Analysis Unit (TSAU) from BIO to CID without changing the important functions of this unit.

BIO is overseen by a captain and is comprised of two Units designed to achieve different compliance functions. Each is a fully operational Unit headed by a lieutenant with both sworn and civilian staff responsible for diverse but interrelated oversight functions.

The Early Intervention Unit (EIU) coordinates the daily operation of the EIS. This Unit evaluates alerts generated by the EIS, reviews them, and sends out investigations to District personnel as prescribed by policy.

The Audits and Inspections Unit (AIU) has developed and carries out ongoing inspections to ensure that deputies and supervisors are using the EIS properly and to the fullest extent possible. When AIU discovers deficiencies, it sends out BIO Action Forms to the affected Districts and individuals; and ensures the return of the appropriate forms.

The Traffic Stop Analysis Unit (TSAU) was established due to the complexities of generating all the statistical reports related to traffic and patrol functions of MCSO. TSAU, comprised of both civilian and sworn personnel, responds to specific requests made by us and the Parties; and to answer any questions related to the operation or analysis of data during and between our site visit meetings.

Over the last 18 months, MCSO has expanded the EIS database to include Incident Reports (IRs), Non-Traffic Contact Forms (NTCFs), records from the Administrative Office of Courts (AOC), and training and policy receipt records from the Cornerstone software program (the HUB). Supervisors now have much more information available to them about the deputies under their command than they ever had in the past.

On October 5, 2020, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

***Paragraph 74.** MCSO shall develop and implement a protocol setting out the fields for historical data, deadlines for inputting data related to current and new information, and the individuals responsible for capturing and inputting data.*

In Full and Effective Compliance

MCSO has met the requirements of this Paragraph by identifying the data to be collected and the responsibility of persons across the organization to review, verify, and inspect the data making up the early intervention system. These roles and responsibilities are originally developed in GH-5 (Early Identification System) and more comprehensively elaborated in Section 200 (Duties and Responsibilities), approved in August 2019, of the EIU Operations Manual.

MCSO has continually refined the data-handling protocol since the publication of earlier TSARs, which were fraught with problems. These processes have been memorialized in the EIU Operations Manual (Section 306), which was approved in July 2020. Aside from Section 200, noted above, Section 305 (Software Change Control Processes), approved in October 2018, is intended to ensure that all modifications to software or data collection are coordinated in a prospective fashion before any implementation occurs. These software changes are provided to us on a monthly basis through regular document requests and are discussed during the quarterly site visit meetings. For example, during the fourth quarter of 2022, MCSO introduced a Special Assignment update that allows deputies to identify traffic stops that occur during DUI, Aggressive driving, Click It and Ticket, or other special assignment patrols. Deputies are also provided the ability to add clarifying comments to their selections. In the third quarter of 2022, MCSO introduced two new drop-down items for extended stops as a result of findings in prior TSQR analyses. The first is the ability of deputies to note license issues arising during the stop, and the second is a broader “other issue” that may lead to extended stops. The deputies are required to elaborate in comment fields what those issues may involve. Each of these sections of the EIU Operations Manual expands upon policy that has already been approved.

MCSO has also established a committee of personnel from each unit that handles, or adds to, traffic data before it is analyzed. The reports from the regular monthly meetings of this group are made available to us and show the attention to detail and memorialization of changes put in place to improve data processes. During the current quarter, MCSO reported that changes in the approval process for VSCFs would be implemented in February 2024 and that VSCFs would include a mandatory passenger contact field as well as the ability to note a warrant arrest. During our October 2023 site visit, we met with this group and discussed the ongoing nature of the monthly meetings. We found the EIU lieutenant and staff to be well-versed in every aspect about which we inquired.

Additionally, in TSQR10, "Searches," published in March 2023, MCSO found that nearly two dozen searches had been coded incorrectly as either discretionary or non-discretionary searches. This was largely due to a deputy having indicated multiple search types during an incident, which the coding syntax could not adequately address. As a result, MCSO recoded the data prior to any analysis for TSAR8. The agency is also reviewing the training, policy, and analytic syntax related to searches to ensure that such miscoding does not reoccur.

Finally, EIU produces a monthly report for benchmarks not related to the traffic stop methodologies. We routinely use these monthly tables to evaluate compliance with various Paragraphs within the Court Order. For traffic-related Benchmarks 3 and 8 (Paragraph 67), MCSO documents both traffic stops involving immigration inquiries and data validation errors committed by deputies. During this reporting period, there were no immigration inquiries, however, there were 27 data validation alerts: zero in October; one in November; and 26 in December. We will follow up with MCSO on the December findings.

On September 25, 2023, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 75. *The EIS shall include a computerized relational database, which shall be used to collect, maintain, integrate, and retrieve:*

- a. *all misconduct Complaints or allegations (and their dispositions), excluding those made by inmates relating to conditions of confinement or conduct of detention officers (i.e., any complaint or allegation relating to a traffic stop shall be collected and subject to this Paragraph even if made by an inmate);*
- b. *all internal investigations of alleged or suspected misconduct;*
- c. *data compiled under the traffic stop data collection and the patrol data collection mechanisms;*
- d. *all criminal proceedings initiated, as well as all civil or administrative claims filed with, and all civil lawsuits served upon, the County and/or its Deputies or agents, resulting from MCSO Patrol Operations or the actions of MCSO Patrol Operation Personnel;*
- e. *all arrests;*

- f. *all arrests in which the arresting Deputy fails to articulate probable cause in the arrest report, or where an MCSO Supervisor, court or prosecutor later determines the arrest was not supported by probable cause to believe a crime had been committed, as required by law;*
- g. *all arrests in which the individual was released from custody without formal charges being sought;*
- h. *all Investigatory Stops, detentions, and/or searches, including those found by the Monitor, an MCSO supervisor, court or prosecutor to be unsupported by reasonable suspicion of or probable cause to believe a crime had been committed, as required by law;*
- i. *all instances in which MCSO is informed by a prosecuting authority or a court that a decision to decline prosecution or to dismiss charges, and if available, the reason for such decision;*
- j. *all disciplinary action taken against employees;*
- k. *all non-disciplinary corrective action required of employees;*
- l. *all awards and commendations received by employees;*
- m. *Training history for each employee; and*
- n. *bi-monthly Supervisory observations of each employee.*

Phase 1: In compliance

- EA-3 (Non-Traffic Contact), most recently amended on June 28, 2019.
- GC-13 (Awards), most recently amended on February 14, 2023.
- GH-5 (Early Identification System), most recently amended on March 28, 2023.
- Early Intervention Unit (EIU) Operations Manual, most recently amended on June 15, 2023.
- Professional Services Bureau Operations Manual, most recently amended on December 21, 2020.

Phase 2: In compliance

Since 2017, MCSO has placed into production data interfaces for Incident Reports (IRs), Non-Traffic Contact Forms (NTCFs), Justice Court turndowns (AOC) and the Cornerstone software program (the HUB) that provides reports for training and policy acknowledgment. MCSO continues to develop some inspections or analytic reports that ensure that personnel are accurately using the EIS data available; however, the data do exist in the EIS and are accessible by personnel we have interviewed during site visits. We will continue to evaluate and monitor the use of EIS in furtherance of the Orders. We have noted in previous quarterly status reports that, prior to the onset of the pandemic, we were able to observe data pertaining to each Subparagraph below during our site visits.

During our October 2023 site visit, EIU personnel demonstrated how the data for the following Subparagraphs appear on-screen and are accessible to first-line supervisors. We were able to request and witness how easily the data can be searched for particular deputies, incidents, or groupings (personnel or incident types). We found no issues of concern during this review. We anticipate conducting a similar reviews and inquiries during future site visits.

Paragraph 75.a. requires that the database include “all misconduct Complaints or allegations (and their dispositions),” with some exclusions.

EIPro, a web-based software application that allows employees and supervisors to view information in the IAPro case management system, includes the number of misconduct complaints and allegations against deputies. Since February 2017, both open and closed cases have been viewable by supervisors. PSB controls the ability to view open cases based upon the parties who may be involved. PSB personnel developed a protocol to write the summaries for both open and closed cases that appear in the EIS. This protocol has been approved and incorporated into the PSB Operations Manual that was published on December 13, 2018. Each month, we receive a spreadsheet of open and closed external complaints as they appear in EI Pro for supervisors to review. Our examination of these descriptions for October-December found that these summaries met our expectations.

Additionally, during our October 2023 and February 2024 site visits, we observed that field supervisors could easily access these summaries and understand the types of issues involved in the complaints. Supervisors conducting alert investigations have also routinely referred to a review of complaint summaries as a portion of their investigative process. Supervisors also advised us that they can always contact EIU and PSB for clarification if it is necessary.

MCSO is in compliance with this Subparagraph.

Paragraph 75.b. requires that the database include “all internal investigations of alleged or suspected misconduct.”

Corresponding to the discussion above involving external complaints, internal investigation summaries also appear in the IAPro system. All complaint summaries, open and closed, have been viewable since February 2017. PSB uses a standard protocol to develop the case summaries and access limits. We approved this protocol, and it is included in the PSB Operations Manual. Each month, we receive a spreadsheet of internal allegations as they appear to supervisors in EIS. Our review of the summaries for October-December found these summaries to be transparent and easily understandable. During our October 2023 and February 2024 site visits, we have found that line supervisors are also able to easily access the summaries of open and closed internal investigations pertaining to their subordinates. Supervisors also have referred to these summary fields while conducting alert investigations. Field supervisors always have the option of requesting additional information from EIU and PSB should they deem the summaries insufficient.

MCSO is in compliance with this Subparagraph.

Paragraph 75.c. requires that the database include “data compiled under the traffic stop data collection and the patrol data collection mechanisms.”

MCSO has developed electronic forms to collect data from traffic stops, incidental contacts, and warnings.

MCSO has also developed interfaces with EIS for remote databases including Incident Reports (IRs) and Non-Traffic Contact Forms (NTCFs). These reports are readily available to supervisors to review within EIS. During our October 2023 and February 2024 visits to several Districts, field supervisors demonstrated that they have the ability to view IRs and NTCFs. AIU already conducts an inspection of IRs and has revised the methodology to improve and streamline the inspection process. We have suggested that MCSO create a similar inspection for NTCFs, as well as propose an analytical strategy to examine whether any racial or ethnic inconsistencies may exist in the incidents documented on the NTCF. MCSO produced a brief proposal of the methods they would use to analyze NTCFs based upon these ongoing discussions. We, the Plaintiffs, and the Plaintiff-Intervenor provided comments on these proposals and MCSO produced the NTCF study in February 2023. While this analysis did not investigate potential indications of bias in how these stops are conducted by deputies or evaluated by supervisors, it did provide some insight into the modifications needed in both the form and policy going forward. As noted in earlier paragraphs during our October 2023 and February site visits, MCSO provided a PowerPoint presentation of the agency's proposed changes to the NTCF, policy, and analytics for non-traffic contacts. Currently, MCSO is utilizing the initial study, and the feedback during our site visit, to propose both form and policy modifications. We will evaluate these when they are produced. MCSO has made available all investigative stop and field interview NTCFs each month. Our review of NTCFs for the current quarter did not find any issues of concern, although we continue to notice that most bike-related stops are of Hispanic operators. However, a statistical methodology would allow a more comprehensive examination. We will continue to work with MCSO as this process moves forward.

This Paragraph requires that the data for such activities exists within EIS; however, Paragraphs 72, 81a., and 81b.vi. require an analysis of these stops. Therefore, while MCSO complies with this Subparagraph, MCSO will not achieve compliance for the other Paragraphs until a method of analysis is approved.

MCSO is in compliance with this Subparagraph.

Paragraph 75.d. requires that the database include "all criminal proceedings initiated, as well as all civil or administrative claims filed with, and all civil lawsuits served upon, the County and/or its Deputies or agents, resulting from MCSO Patrol Operations or the actions of MCSO Patrol Operation Personnel."

MCSO's Legal Liaison Section receives and forwards this information to EIU for entry into the EIS database. Supervisors have demonstrated the ability to access this information during our October 2023 site visit. During the first quarter of 2023, MCSO also updated Appendix G (Unique Incident Procedures) of the EIU Operations Manual to include instructions on how to handle Notice of Claims.

MCSO is in compliance with this Subparagraph.

Paragraph 75.e. requires that the database include "all arrests."

Arrests may not always occur as a result of a traffic stop. MCSO, therefore, has placed into production an interface between EIS and the Jail Management System (JMS). This interface allows supervisors to easily access information regarding arrests that cannot be viewed through traffic data. During our October 2023 site visit, supervisors demonstrated the ability to access the IRs and related arrest information. The timeliness and sufficiency of that review is evaluated under Paragraph 93.

MCSO is in compliance with this Subparagraph.

Paragraph 75.f. requires that the database include “all arrests in which the arresting Deputy fails to articulate probable cause in the arrest report, or where an MCSO Supervisor, court or prosecutor later determines the arrest was not supported by probable cause to believe a crime had been committed, as required by law.”

Incident Reports (IRs) are housed in the TraCS (Traffic and Criminal Software) system. Supervisors must review and sign off on IRs for each deputy involving an arrest or detention of a suspect within 72 hours of the incident. Supervisors are also required to ensure that probable cause exists for each charge or arrest outlined within an IR. AIU additionally conducts an inspection of IRs to ensure that all policy requirements are met. During this quarter, MCSO reported IR compliance rates in excess of 99%, using a matrix to assess compliance. Our compliance findings were slightly lower as we deem a case to be non-compliant if any major issues are found during the review. During this quarter, there was one instance of a deputy failing to completely articulate support for the charges indicated, one instance of a deputy noting no search but indicating a suspect was told to empty pockets without providing an ability to refuse, and one instance of boilerplate language. Our compliance rates for the quarter were 95% or greater.

If a court or prosecutor decides not to prosecute a case, both the deputy and their immediate supervisor are notified. In 2019, MCSO conducted a new inspection that combined IR and County Attorney Turndown inspections. MCSO’s intent is to catch instances of reasonable suspicion and probable cause issues earlier in the process. Other deficiencies result in BIO sending Action Forms to the appropriate District personnel.

MCSO is in compliance with this Subparagraph.

Paragraph 75.g. requires that the database include “all arrests in which the individual was released from custody without formal charges being sought.”

The ability to capture this information depends upon what actually occurred within the context of the interaction. If the suspect was taken into physical custody but released prior to booking, there would be a JMS record, as indicated in Subparagraph 75.e. above. Therefore, MCSO could use the interface described above to pull the relevant data elements into EIS. However, if the incident does not rise to the point of physical custody and detention, then it would likely yield an Incident Report, covered under Subparagraph 75.f. above or an Investigatory Stop under Subparagraph 75.h. to follow. The interfaces for IR and NTCF data became operational prior to July 1, 2017. The inspection process referred to above will capture elements useful for the evaluation of this Subparagraph.

MCSO is in compliance with this Subparagraph.

Paragraph 75.h. requires that the database include “all Investigatory Stops, detentions, and/or searches, including those found by the Monitor, an MCSO supervisor, court or prosecutor to be unsupported by reasonable suspicion of/or probable cause to believe a crime had been committed, as required by law.”

MCSO has developed interfaces for both IRs and NTCFs. As noted in 75.f., our compliance calculation for inspection of IRs were slightly lower than those of MCSO. AIU sent BIO Action Forms (BAFs) to Districts with deficiencies. In addition, AIU published two BIO Action Form Tracking Studies that includes an evaluation of IR practices by supervisors. We have discussed that in detail in other Paragraphs, but this inspection does provide additional information for evaluating the compliance of MCSO with this Paragraph.

In July 2017, the interface between EIS and the database for NTCFs was placed into production. MCSO also reissued EA-3 (Non-Traffic Contact) and amended the policy on June 14, 2018 (and further amended it on June 28, 2019). This policy specifies the responsibility of MCSO personnel regarding different types of search occurrences. If the search is related to a traffic stop, it should be captured on the VSCF. Searches occurring within activities resulting in an Incident Report will be captured under Subparagraph 75.e., and NTCF searches fall under this Subparagraph.

The development of a statistical examination of NTCF stops should be a priority for MCSO now that the Traffic Stop Methodologies for the Monthly Analyses are complete. Such an examination is required by Paragraphs 72 and 81.b.vi. During our October 2023 and February 2024 site visits, MCSO outlined the changes the agency was considering for the NTCF form and policy, as well as the creation of a means to analyze NTCFs. We will evaluate this proposal when it is officially published.

Since NTCFs and IRs are included in EIS, MCSO is in compliance with this Subparagraph. Our review of investigative stops and field interviews during this quarter yielded no issues of concern.

MCSO is in compliance with this Subparagraph.

Paragraph 75.i. requires that the database include “all instances in which MCSO is informed by a prosecuting authority or a court that a decision to decline prosecution or to dismiss charges, and if available, the reason for such decision.”

The EIS database has included both County Attorney Actions and an interface with the Justice Courts (AOC) since July 2017. MCSO began using a method that merged the County Attorney Turndown Inspection with the IR inspection. The first inspection was produced in August 2019 using July data. For this quarter, our computed compliance rates for the IRs were slightly lower than those of MCSO (Subparagraph 75f). The IR inspection did not include any County Attorney Turndowns, as none were received indicating a problem with probable cause. AIU sent several BIO Action Forms relating to the use of boilerplate language or missing documents or the lack of articulation of probable cause to the Districts for review due to the deficiencies found by the inspectors. For this Subparagraph, we also receive a random selection of IRs turned down for prosecution from MCSO and the Justice Courts. Our review of these indicate that most had been turned down using the generic phrases “no reasonable likelihood of conviction,” “dismissed to

aide in prosecution,” or “self-defense/mutual combat.” We found no significant problems with the reports reviewed. We will continue to evaluate the inspection and IRs in future quarterly status reports.

MCSO is in compliance with this Subparagraph.

Paragraph 75.j. requires that the database include “all disciplinary action taken against employees.”

MCSO currently tracks disciplinary actions in the IAPro system (for this and Paragraphs 26, 28, 69, and 89), which allows supervisors to search the history of their employees in EIS.

Additionally, the Administrative Services Division replies to a monthly request that incorporates this Subparagraph; and the Division’s report indicates that no discipline was imposed for bias-related incidents between July and September 2023. In addition, during our October 2023 site visit, EIU personnel were able to modify the search for this Subparagraph to include all discipline or any subset thereof. MCSO also provides Incident Reports, when necessary, that involve fraud that may include a suspect of Hispanic origin. Our review of two incidents for this quarter found no issues of concern.

MCSO is in compliance with this Subparagraph.

Paragraph 75.k. requires that the database include “all non-disciplinary corrective action required of employees.”

The information required by this Subparagraph is captured in the EIS. MCSO produces a Supervisory Note inspection (in particular, bimonthly reviews of a deputy’s performance) and the monthly alert report described in the previous Subparagraph to fulfill the requirements for this Subparagraph. In addition, we also review up to 15 closed alert inspections conducted by supervisors each month. (If there are more than 15, the cases are randomly selected from the total.) As noted previously, the majority of cases are closed through a meeting with a supervisor.

Supervisors also are required to make two comments regarding their subordinates each month in their BlueTeam Notes. In the Supervisor Notes inspections for this quarter, there were four deficiencies for different supervisors in the months of October and December.

MCSO is in compliance with this Subparagraph.

Paragraph 75.l. requires that the database include “all awards and commendations received by employees.”

MCSO first published GC-13 (Awards) on November 30, 2017, and most recently revised this policy on February 14, 2023. With this publication, MCSO established categories for awards or commendations that could be tracked within the EIS database. With the introduction of the newest version of EIPro, these fields are also searchable by supervisors. During our past site visits, supervisors demonstrated how they could search these fields and locate awards of their subordinates in the EIS data. According to the monthly alert inspection reports for October-December, there was one award recipient entered, and one higher award nomination.

MCSO is in compliance with this Subparagraph.

Paragraph 75.m. requires that the database include the “[t]raining history for each employee.”

MCSO has transitioned from the Skills Manager System to the Cornerstone (the HUB) software program. The HUB has replaced the E-Policy and E-Learning programs. The HUB routinely updates recent training and policy reviews for deputies and is visible by immediate supervisors. MCSO also developed an interface between the HUB and EIS.

During our October 2023 site visit, all field supervisors who we contacted stated that they were familiar with the HUB and were able to access the information contained therein. MCSO personnel informed us that supervisors have ready access to the training and policy reviews of their subordinates. We will continue to evaluate supervisors’ ability to easily search and use EIS during future site visits. As noted above, this will include not only a review with EIU technical staff but field supervisors at the Districts.

MCSO is in compliance with this Subparagraph.

Paragraph 75.n. requires that the database include “bi-monthly Supervisory observations of each employee.”

The Audits and Inspections Unit (AIU) conducts a monthly inspection of Supervisor Notes. One of the indicators AIU evaluates is whether supervisors are making two notes per deputy each month. For this quarter, AIU reported three instances: two in October and one in December, where a supervisor failed to make two reviews for each of their subordinates. BIO issued Action Forms to the relevant Districts for processing.

MCSO is in compliance with this Subparagraph.

With the operationalization of interfaces for Incident Reports, Non-Traffic Contact Forms, the Administrative Office of the Courts, and the HUB, EIS contains the information required by the Order. MCSO has worked diligently to use some of the data above to investigate compliance rates with the Orders. MCSO continues to develop other inspections or data analytic methods in response to our recommendations.

Paragraph 76. *The EIS shall include appropriate identifying information for each involved Deputy (i.e., name, badge number, shift and Supervisor) and civilian (e.g., race and/or ethnicity).*

In Full and Effective Compliance

MCSO has instituted a quality check process for Vehicle Stop Contact Forms (VSCFs) that requires supervisors to review all traffic stop documents within three days of the stop. AIU also conducts an inspection of the timeliness of these reviews as well as a second inspection on Traffic Stop Data. Each of these inspections are based upon a stratified random sample of traffic stops that we conducted. The Traffic Stop Data inspection employs a matrix that ensures that the name, serial number, and unit of the deputy is included on the VSCF in addition to the identity and race/ethnicity of the driver. The overall rate of compliance for the Traffic Stop Data inspections reported by MCSO exceeded 99% for this reporting period, and none of the deficiencies involved identification of deputies or drivers. As previously noted, our compliance calculations for this period were lower, due to the fact that we do not employ a matrix to assess compliance, but rather deem individual cases as deficient if any significant information is determined not to be consistent across traffic stop forms or CAD.

MCSO has incorporated patrol data into the EIS through the creation of interfaces for Incident Report (IR) and Non-Traffic Contact Form (NTCF) documents. Each of these documents lists the required name of the deputy and civilian, as well as the ethnicity of the civilian, in accordance with this Paragraph. AIU conducts an inspection of IRs, including a check for racial/ethnic bias in the reporting documents and the identification of all parties contacted as a result of the incident. We have found no recent instances where the identity of a deputy or persons contacted was not included on these forms. Non-Traffic Contact Forms contain the same basic information about the identity of the deputy making the contact and the persons being contacted. While MCSO does not yet have an inspection of NTCFs, they do provide us with copies of all the documents for investigative stops and field information. Up to this point, we have not found a repetitive problem with NTCF documentation that includes the criteria required by this Paragraph.

On December 16, 2020, MCSO asserted Full and Effective Compliance with this Paragraph. After review we concurred with this assertion.

Paragraph 77. *MCSO shall maintain computer hardware, including servers, terminals and other necessary equipment, in sufficient amount and in good working order to permit personnel, including Supervisors and commanders, ready and secure access to the EIS system to permit timely input and review of EIS data as necessary to comply with the requirements of this Order.*

In Full and Effective Compliance

Since our earliest site visits in 2014, we have addressed the issue of “necessary equipment, in sufficient amount and in good working order” with MCSO. As part of our monthly document requests, we receive an accounting, by District, of how many vehicles have functioning TraCS systems.

Since the end of 2015, we have found that all marked patrol vehicles were properly equipped with TraCS equipment. MCSO developed EB-2 (Traffic Stop Data Collection), which states that in the event that a TraCS vehicle is not operational, or available, each District possesses the necessary equipment at the substation for deputies to input his/her traffic stop information before the end of the shift. Due to the mountainous regions throughout Maricopa County, there have always been connectivity issues. However, these areas are well-known to Patrol deputies; and they have demonstrated how they adapt to connectivity problems. The VSCF also allows deputies to note issues with technology on a traffic stop.

During our past visits to the Districts, we regularly spot-checked the facilities and patrol cars; and found that they had functioning TraCS equipment, and that each District office had available computers for any occurrence of system failures with vehicle equipment. During our October 2023 and February site visits, we found that each patrol unit in service had functioning equipment; and the Districts possessed replacement vehicles and body-worn cameras in sufficient quantity.

At present, the technology and equipment available at MCSO meet the requirements of the Order.

On December 28, 2018, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 78. *MCSO shall maintain all personally identifiable information about a Deputy included in the EIS for at least five years following the Deputy's separation from the agency. Information necessary for aggregate statistical analysis will be maintained indefinitely in the EIS. On an ongoing basis, MCSO shall enter information into the EIS in a timely, accurate, and complete manner, and shall maintain the data in a secure and confidential manner. No individual within MCSO shall have access to individually identifiable information that is maintained only within EIS and is about a deputy not within that individual's direct command, except as necessary for investigative, technological, or auditing purposes.*

In Full and Effective Compliance

GH-5 (Early Identification System) clearly states that employees only have access to EIS in furtherance of the performance of their duties, and that any other unauthorized access will be addressed under MCSO's discipline policy. The policy also notes that access to individual deputy information will be limited to appropriate supervisory/administrative personnel associated with that deputy. In addition, the policy states that personal information will be maintained in the database for at least five years following an employee's separation from the agency; however, all other information will be retained in EIS indefinitely.

As a result of an audit conducted in 2017, MCSO discovered that a substantiated misuse of computer systems occurred in both 2011 and 2015, but had not been effectively communicated between organizational bureaus. As a result, in November 2017, MCSO published a System Log Audit operating procedure that required PSB to notify the Technology Management Bureau of any investigations involving a system breach. We fully vetted this operating procedure (BAS SOP 17-4) during our January 2018 site visit. MCSO reported no system breaches in past reviews for this Paragraph.

In July 2023, MCSO provided its second quarter submission for Paragraphs 58 and 78. During the second quarter, PSB closed three cases relevant to these Paragraphs and notified the Technology Management Bureau of those cases: IA2016-0383 involved a Posse member who utilized CAD to run two record checks on himself; IA2022-0494 involved a Detention Officer who used MCSO data access to locate a former inmate for personal reasons; and IA2022-0504 involved a deputy using MCSO data access regarding a personal relationship. During the fourth quarter there were two relevant cases to this Paragraph: IA2018-0523 involving a SIMS clerk who accessed ACJIS data for personal reasons; and IA2023-0388 involving detention personnel who used MCSO databases to access inmate information that was not approved. In each case, PSB noted that the offending party resigned before discipline could be imposed.

MCSO's concern for the integrity of information in EIS is further exemplified by the protocols that PSB has established to meet the requirements of Subparagraphs 75.a. and 75.b. regarding purview of open complaints and internal investigations. PSB not only controls who can view summaries of open investigations – but has established a protocol for creating the summaries of open investigations to protect the integrity of the cases while they are being processed.

MCSO has also established a work group to ensure the integrity of traffic stop data used for analysis. The protocols used by this work group are incorporated into Section 306 of the EIU Operations Manual. We have approved this section, and it has been incorporated into the manual as finalized.

On March 16, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 79. *The EIS computer program and computer hardware will be operational, fully implemented, and be used in accordance with policies and protocols that incorporate the requirements of this Order within one year of the Effective Date. Prior to full implementation of the new EIS, MCSO will continue to use existing databases and resources to the fullest extent possible, to identify patterns of conduct by employees or groups of Deputies.*

Phase 1: In compliance

- GH-5 (Early Identification System), most recently amended on March 28, 2023.

Phase 2: Not in compliance

During the fourth quarter of 2022, MCSO completed the pilot project for the Traffic Stop Monthly Report (TSMR); however, the finalization of guiding policies did not take place until late March 2023. We have also recommended to MCSO that the agency needs to create an analytical plan for the Non-Traffic Contact Forms that have accumulated over the past several years. During our October 2023 and February site visits, MCSO presented the outline of its proposal to modify the NTCF form, related policy, and the creation of a new analytic method for NTCFs. We and the Parties asked clarifying questions and now await the publication of these proposals. Until this analysis is complete and operational, MCSO will not achieve Phase 2 compliance with this Paragraph. MCSO did publish the first-stage review of NTCFs in February 2023. This study focused on how deputies employ the NTCF form and understand the associated policy; however,

this analysis did not investigate potential indications of bias in how these stops are conducted by deputies or evaluated by supervisors. It did, however, provide some insight into the modifications needed in both the form and the policy going forward. We have provided MCSO with our comments and concerns regarding the initial study, and MCSO has responded. Currently, MCSO is using the initial study to review the NTCF form and policy (EA-3 Non-Traffic Contact) with the intent of suggesting modifications. We will evaluate these when they are produced.

MCSO published its eighth Traffic Stop Annual Report (TSAR), which is discussed in other Paragraphs. Although the report concludes that systemic bias in patrol functions through traffic stop outcomes does appear to exist, they have not yet shown a statistically significant change in the level of potential bias. For instance, for stop length, MCSO reported a decline from 2018 to 2019 for Latinos and minorities combined, but an increase from 2019 to 2020 and a decrease from 2020 to 2021. A similar trend was found for searches of Latinos and minorities combined. Additionally, MCSO reported an increasing citation rate for Latinos from 2018 to 2019 and 2020; however, a decline occurred for 2021 for all minorities grouped together and Latinos compared separately. In a recent Traffic Stop Quarterly Report (TSQR8) "Disparities Over Time," MCSO investigated the disparities between stop length, citations, arrests, and searches over time. The agency analyzed data from the time period 2017 to 2021 in a variety of ways and found some positive and some negative changes. MCSO summarized these findings in the conclusions: "The results of the analyses performed do not demonstrate a clear pattern of disparities consistently increasing or decreasing over time." MCSO also noted that the agency believes that the lack of longer-term trends may be due to the fact that many changes to practice and policy occurred prior to 2017. We will continue to work with MCSO on the issue of trend analyses.

MCSO's plan for the analysis of monthly traffic data also stems from the foundation created by the fourth through the seventh TSARs. MCSO completed a pilot program for TSMR in October 2022. The methodologies and processes have been modified each time a problem with the analysis or interventions occurred. The information from these analyses has been used to inform and refine the vetting processes developed in conjunction with us and the Parties. Based on the vetting processes, TSAU recommends actions ranging from discounting of flags to full intervention processes involving remedies for the particular issues that arose during the vetting process. We and the Parties have been involved in each step of these processes. Additionally, we have begun reviewing the vetting and closure of TSMR cases during our quarterly site visits, most recently in February 2024.

EIU and AIU pull together data to produce reports and inspections of both deputy and supervisor activity. The EIS automatically triggers alerts for repetitive actions, such as receiving multiple BIO Action Forms or external complaints. For the past two years BIO has been reevaluating the threshold levels that trigger several of these alerts and, in some instances, suspended them during this period. During the first quarter of 2023, MCSO published Appendix A (EIS Allegation and Incident Thresholds) to the EIU Operations Manual as well as producing two threshold analyses for vehicle pursuits and accidents. The EIU uses this information to create monthly reports and to determine whether an investigation by a supervisor is required. AIU publishes a quarterly inspection on EIS Alert Processes to ensure that alert investigations are conducted within policy timeframes and to summarize the manner in which investigations were closed. The EIS Alert

report for the third and fourth quarters of 2022 noted 100% compliance with the policy timelines. In the second quarter of 2023, MCSO noted that the compliance rate for timely completion of investigations was 90.4% and rose to 91.9% in the third quarter as several cases, each quarter, exceeded the policy timeframes. We concurred with these findings. During the fourth quarter of 2022, one investigation led to a meeting with a commander; another resulted in additional training for a deputy; and a third was referred to PSB. In the second quarter of 2023, we noted one case concluding with a meeting with a Commander, another with additional training for the deputy, and one in which the supervisor rode along with the deputy. We have observed that the majority of cases, across all quarters, are resolved with a meeting between the deputy and a supervisor. MCSO has also developed an extension of this inspection, to include an evaluation of the effect of interventions that supervisors recommend and implement. For the third quarter report, MCSO noted that eight of 48 cases reviewed involved recurring alerts for the same deputy (compliance rate of 83.3%). More importantly, the report indicates several supervisors intervened with deputies at the same level as was done following the first alert. MCSO issued a statement to Districts within the report that supervisors should consider elevated interventions for repetitive issues. We concur with this suggestion, and will raise this issue with MCSO during our future site visits.

AIU also uses the EIS database to generate numerous inspections of traffic stop data, Supervisor Notes, and Incident Report inspections, among many others. When deficiencies are found, AIU sends out BIO Action Forms to the District command to rectify the situation and memorialize what actions are taken. These inspections are critical to evaluate compliance with several Paragraphs in the Order.

b. Training on the EIS

Paragraph 80. MCSO will provide education and training to all employees, including Deputies, Supervisors and commanders regarding EIS prior to its implementation as appropriate to facilitate proper understanding and use of the system. MCSO Supervisors shall be trained in and required to use EIS to ensure that each Supervisor has a complete and current understanding of the employees under the Supervisor's command. Commanders and Supervisors shall be educated and trained in evaluating and making appropriate comparisons in order to identify any significant individual or group patterns. Following the initial implementation of the EIS, and as experience and the availability of new technology may warrant, MCSO may propose to add, subtract, or modify data tables and fields, modify the list of documents scanned or electronically attached, and add, subtract, or modify standardized reports and queries. MCSO shall submit all such proposals for review by the Monitor pursuant to the process described in Section IV.

In Full and Effective Compliance

MCSO's curriculum for Supervisor Responsibilities: Effective Law Enforcement (SRELE) regularly includes a refresher and updates for supervisors regarding how most effectively to use EIS tools and complete Alert Investigations for their subordinates within policy guidelines. MCSO has modified the Traffic Stop Monthly Report (TSMR) analysis and participated in regular conference calls with us and the Parties during the TSMR pilot, which was completed in October

2022. Additionally, MCSO has published the first 11 Traffic Stop Quarterly Reports (TSQRs). As we have noted in earlier Paragraphs, the conclusions and recommendations of each of these reports could prove useful for the continued refinement of supervisory training conducted by MCSO. We will continue to assist MCSO as it formulates training curriculum to enhance the supervisory functions of the Office.

On September 30, 2022, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

c. Protocol for Agency and Supervisory Use of the EIS

Paragraph 81. *MCSO shall develop and implement a protocol for using the EIS and information obtained from it. The protocol for using the EIS shall address data storage, data retrieval, reporting, data analysis, pattern identification, identifying Deputies for intervention, Supervisory use, Supervisory/agency intervention, documentation and audit. Additional required protocol elements include:*

- a. comparative data analysis, including peer group analysis, to identify patterns of activity by individual Deputies and groups of Deputies;*
- b. identification of warning signs or other indicia of possible misconduct, including, but not necessarily limited, to:

 - i. failure to follow any of the documentation requirements mandated pursuant to this Order;*
 - ii. racial and ethnic disparities in the Deputy's traffic stop patterns, including disparities or increases in stops for minor traffic violations, arrests following a traffic stop, and immigration status inquiries, that cannot be explained by statistical modeling of race neutral factors or characteristics of Deputies' specific duties, or racial or ethnic disparities in traffic stop patterns when compared with data of a Deputy's peers;*
 - iii. evidence of extended traffic stops or increased inquiries/investigations where investigations involve a Latino driver or passengers;*
 - iv. a citation rate for traffic stops that is an outlier when compared to data of a Deputy's peers, or a low rate of seizure of contraband or arrests following searches and investigations;*
 - v. complaints by members of the public or other officers; and*
 - vi. other indications of racial or ethnic bias in the exercise of official duties;**
- c. MCSO commander and Supervisor review, on a regular basis, but not less than bimonthly, of EIS reports regarding each officer under the commander or Supervisor's direct command and, at least quarterly, broader, pattern-based reports;*

- d. *a requirement that MCSO commanders and Supervisors initiate, implement, and assess the effectiveness of interventions for individual Deputies, Supervisors, and units, based on assessment of the information contained in the EIS;*
- e. *identification of a range of intervention options to facilitate an effective response to suspected or identified problems. In any cases where a Supervisor believes a Deputy may be engaging in racial profiling, unlawful detentions or arrests, or improper enforcement of Immigration-Related Laws or the early warning protocol is triggered, the MCSO shall notify the Monitor and Plaintiffs and take reasonable steps to investigate and closely monitor the situation, and take corrective action to remedy the issue. Interventions may include but are not limited to counseling, Training, Supervisor ride-alongs, ordering changes in practice or procedure, changing duty assignments, Discipline, or other supervised, monitored, and documented action plans and strategies designed to modify activity. All interventions will be documented in writing and entered into the automated system;*
- f. *a statement that the decision to order an intervention for an employee or group using EIS data shall include peer group analysis, including consideration of the nature of the employee's assignment, and not solely on the number or percentages of incidents in any category of information recorded in the EIS;*
- g. *a process for prompt review by MCSO commanders and Supervisors of the EIS records of all Deputies upon transfer to their supervision or command;*
- h. *an evaluation of whether MCSO commanders and Supervisors are appropriately using the EIS to enhance effective and ethical policing and reduce risk; and*
- i. *mechanisms to ensure monitored and secure access to the EIS to ensure the integrity, proper use, and appropriate confidentiality of the data.*

Phase 1: In compliance

- GH-5 (Early Identification System), most recently amended on March 28, 2023.

Phase 2: Not in compliance

MCSO completed the Traffic Stop Monthly Report (TSMR) pilot program and published all related documents and protocols during the fourth quarter of 2022 in the TSAU Operations Manual. Late in the first quarter of 2023, MCSO modified GH-5 (Early Identification System) with the TSMR materials and appendices. The TSMRs will assist MCSO and its supervisors in evaluating the activity of individual deputies with regard to traffic stops and examine any behaviors that might suggest biased activity. MCSO will continue to share the results of its monthly vetting analyses with us and the Parties, in addition to providing all documents related to the closing of any cases that have gone beyond the initial vetting process. During this quarter, MCSO recommended actions ranging from discounting of flags to full interventions as outlined in other paragraphs.

To date, MCSO has also published 12 TSQRs. The topics of these analyses and their findings have been discussed in detail in other sections of this report, and in our previous quarterly reports. Each of these analyses has yielded information that informs the development of training, modification of policy, future analyses, and the dissemination of resources to improve supervisory capabilities and deputy performance.

Paragraph 81.a. requires that MCSO's EIS protocols include "comparative data analysis, including peer group analysis, to identify patterns of activity by individual Deputies and groups of Deputies."

The EIU has conducted monthly and annual analyses looking for outliers that may indicate that an individual is behaving in a biased or unprofessional manner, in accordance with Paragraphs 65, 66, and 67. The Traffic Stop Monthly Reports (TSMRs) had been suspended for several years, beginning in 2016. However, in conjunction with us and the Parties, MCSO completed an 18-month pilot of the TSMR in October 2022; and finalized all relevant documents and protocols in the TSAU Operations Manual. As noted above, MCSO has also modified GH-5 (Early Identification System) to include those protocols that are pertinent from the completion of the TSMR pilot. Both the TSAR and TSMR employ comparative peer group analyses to identify any indications that deputies may be conducting traffic stops in potentially discriminatory ways.

MCSO has also developed an interface for Non-Traffic Contact Forms (NTCFs) to be available in the EIS database; however, MCSO has not yet completed the methodology to investigate whether patterns of problematic behavior, action, or bias might be occurring in the stops these forms document. In February 2023, MCSO had published an initial inquiry into how deputies use NTCFs. We commented on this initial inquiry. There was no evaluation in this initial study evaluating potential bias in the contacts between deputies and citizens. MCSO also reported that an evaluation of EA-3 (Non-Traffic Contact) is underway following this initial investigation. During our October 2023 and February 2024 site visits, MCSO provided form, policy, and analytic proposals to investigate the actions of deputies during non-traffic contact (NTC) events. MCSO is in the process of completing this review. We will evaluate the review of EA-3 and the proposed methodology once they are published.

MCSO is not in compliance with this Subparagraph.

Paragraph 81.b. requires that MCSO's EIS protocols include "identification of warning signs or other indicia of possible misconduct."

GH-5 (Early Identification System) provides significant direction for employees and supervisors alike to understand what type of behaviors will be viewed as problematic. As noted above, the intent of the TSMR is to identify deputies who might be engaged in biased activity regarding who they arrest, cite, warn, or search. MCSO completed the TSMR pilot program in October 2022 and have been providing all expected analyses and documentation since that time.

MCSO has also revised the EIU Operations Manual, which includes sections on data protocols and the several analyses based upon the traffic stop and patrol data. In particular, MCSO recently modified and published Appendix A (EIS Allegations and Incident Thresholds) along with new threshold analyses for vehicle pursuits, accidents, as well as internal and external complaints. MCSO has also updated the EIS Alert Process (Section 302) along with several other appendices.

We will continue to work with MCSO to refine and implement any new processes, as well as evaluate any additional modifications to the Operations Manual or its related appendices.

Finally, as noted in Subparagraph 81.a. and 81.b.vi, MCSO should utilize all patrol data to evaluate the behavior of deputies in comparison to their peers. While the volume of Non-Traffic Contact Forms (NTCFs) pales in comparison to traffic stops, there are enough accumulated forms for analyses to commence. Following the publication of the initial inquiry into the use of NTCFs by deputies, MCSO reports that the agency has begun an evaluation of EA-3 (Non-Traffic Contact). As noted above, we will review these proposals as they are made available.

MCSO is not in compliance with this Subparagraph.

Paragraph 81.c. requires that MCSO's EIS protocols include "MCSO Commander and Supervisor review, on a regular basis, but not less than bimonthly, of EIS reports regarding each officer under the Commander or Supervisor's direct command and, at least quarterly, broader, pattern-based reports."

Supervisory Note inspections include four measures to assess how well supervisors are using EIS information to oversee the activity and behavior of their subordinates: making supervisory comments on deputies; reviewing their body-worn camera footage; making Employee Performance Appraisal (EPA) notations; and reviewing subordinates' EIS profiles. The overall compliance rate reported by MCSO for this quarter exceeded 95%, with a rate of 100% for November. Our calculations are slightly lower for October and December, as we evaluate any case as deficient if a significant issue or process is incomplete, whereas MCSO employs a matrix. Our compliance calculations for the quarter are 93.6%, 100%, and 95.3%. MCSO was not in compliance (below 94% overall) with this Subparagraph due to the low compliance rates for quarters one and two of 2023. Given the third quarter rates, and those calculated above, MCSO is in compliance with this Subparagraph for this reporting period.

When deficiencies are found, AIU sends out BIO Action Forms to those Districts, no matter the level of compliance. We have also repeatedly requested additional information from MCSO when we encounter an issue of concern and MCSO has always willingly provided the needed information or additional data. Rarely have we noted deficiencies involving the same supervisors in consecutive months. MCSO has already included repetitive BIO Action Form (BAF) deficiencies as an alert allegation. AIU has developed and placed into production a means to better track BAFs by type, individual, and District to ensure that any corrective actions are targeted at the most appropriate level and to be able to determine if there are particular supervisors that appear repeatedly within specified timeframes. We have noted in our review of 15 randomly selected alert investigations each month, that there appears to have been an increase in investigations due to repetitive BAFs. We believe the first and second BAF tracking inspections completed in September 2022 and May 2023, discussed in prior Paragraphs, will be instrumental for MCSO in evaluating and adjusting the actions of deputy and supervisory personnel.

MCSO is in compliance with this Subparagraph.

Paragraph 81.d. requires that MCSO's EIS protocols include "a requirement that MCSO Commanders and Supervisors initiate, implement and assess the effectiveness of interventions for individual Deputies, Supervisors, and units, based on assessment of the information contained in the EIS."

The EIS database generates alerts for issues ranging from data entry errors to internal and external complaints. From these alerts, EIU personnel send out for investigation those alerts that are not redundant or mischaracterized in some fashion. Supervisors have a set amount of time – 30 days – to return these investigations with a description of their investigation and the outcome.

MCSO has established an EIS Alert Review Group (ARG) that evaluates the investigations of supervisors prior to closing an alert. The group ensures that the reports of the supervisors address all aspects of the assigned investigation and returns those that are deficient to the District for continued revision. Following the creation of the ARG, we have found the supervisors' investigations and summaries to be more complete and thorough. Over time, the review group's request for additional information has dropped well below one third of the investigations evaluated. MCSO has provided us with the original alert investigation documents (Attachment B of GH-5 [Early Identification System]), as well as modified ones arising from the ARG's requests. Additionally, during our October 2023 site visit, we met with the ARG to discuss the processes the ARG employs in evaluating the closure of investigations. The ARG provided invaluable insight into the processes it employs, and we are confident that the ARG is raising the importance of these investigations across the organization.

AIU has also conducted an inspection for EIS Alert Review Processes. This inspection initially determines whether the investigation was completed within policy timeframes of 30 days. The compliance rate for the third, fourth and first quarters (2022 and 2023, respectively) was 100%; the compliance rate for the second quarter of 2023 was 90.4% and the third quarter was 91.9%. We concur with these findings. In the fourth quarter of 2022, MCSO also produced an EIS Alerts Inspection which included a method of evaluating whether the interventions triggered by alert investigations may, or may not, be mitigating the problematic activity giving rise to the original alert. For the third quarter of 2023 the examination of the effect of interventions looked at the 48 alert investigations from the fourth quarter of 2022. MCSO then investigated whether these deputies had alert flags during the ensuing two quarters. The report found that eight of these cases involved recurring alerts for the same issue (an 83% successful completion rate). More troubling is that MCSO found that in seven of the eight cases supervisors responded in the same manner, or less, than the initial intervention. MCSO has directed supervisors to impose graduated sanctions in response to recurring alerts. We will pursue this issue during future site visits.

This addition to the quarterly EIS Alert Inspection fulfills the need to ensure that repetitive problematic behavior is being flagged and addressed appropriately. However, if the recurring alert cases are not addressed through elevated interventions, or appropriate explanations justifying the supervisor's response, MCSO will be taken out of compliance.

MCSO is in compliance with this Subparagraph.

Paragraph 81.e. requires MCSO's EIS protocols to include "identification of a range of intervention options to facilitate an effective response to suspected or identified problems. In any case where a Supervisor believes a Deputy may be engaging in racial profiling, unlawful detentions or arrests, or improper enforcement of Immigration-Related Laws or the early warning protocol is triggered, MCSO shall notify the Monitor and Plaintiffs and take reasonable steps to investigate and closely monitor the situation and take corrective action to remedy the issue. Interventions may include but are not limited to counseling, Training, Supervisor ride-alongs, ordering changes in practice or procedure, changing duty assignments, Discipline, or other supervised, monitored, and documented action plans and strategies designed to modify activity. All interventions will be documented in writing and entered into the automated system."

GC-17 (Employee Disciplinary Procedures) and GH-5 (Early Identification System) provide a wide range of options for supervisor interventions, as well as practical guidelines about how to employ those options. As noted above, GH-5 includes Attachment B, "Early Identification Alert Response Form." This form specifies the responsibility of supervisors and serves as a checklist of processes the supervisor should use. EIU also attaches any documents, citations, or BWC recordings the supervisor might need to conduct an inquiry. We began observing the use of these forms in April 2017. Over the past year, we have found that alert investigations conducted by supervisors has improved. During the fourth quarter of 2022, supervisors recommended over one dozen meetings with a supervisor, one meeting with a commander, and one reassignment of a deputy. In the first quarter of 2023, supervisors recommended over one dozen meetings with a supervisor, one reassignment, one additional training, and one extended supervisor evaluation period. In the second quarter of 2023, supervisors recommended a meeting with a Commander, additional training, and a supervisor ride-along, in addition to 16 instances of meeting with a supervisor. Finally, in the third quarter of 2023, supervisors recommended nearly 20 instances of supervisor meetings, one employee services and one squad briefing.

MCSO has also established an EIS Alert Review Group (ARG) to ensure that the closure of alerts is supported by documentation from supervisors and responsive to the needs of the organization. MCSO has established an extension protocol for alert investigation timeframes when documentation issues delay the process. During our October 2023 site visit, we found that the ARG group effectively reviewed and responded to the information included by the supervisors regarding the investigations conducted. We will continue to evaluate these as they are produced.

MCSO is in compliance with this Subparagraph.

Paragraph 81.f. requires that MCSO's EIS protocols include "a statement that the decision to order an intervention for an employee or group using EIS data shall include peer group analysis, including consideration of the nature of the employee's assignment, and not solely on the number or percentages of incidents in any category of information recorded in the EIS."

In the development of GH-5 (Early Identification System), MCSO has taken into consideration the nature of the employee's assignment. In prior versions of GH-5, MCSO created an appendix for thresholds that indicated, for example, that the "use of force" threshold was different for Detention and Patrol personnel. Detention personnel are much more likely to need to employ force than their Patrol counterparts. During the first quarter of 2022, MCSO produced a Threshold Analysis Review Proposal which was approved. MCSO used the approved proposal to modify Appendix A (EIS Allegations and Incident Thresholds) to the EIU Operations manual as well as conducting threshold reviews of traffic accident and pursuit policies during the first quarter of 2023.

MCSO and its data analysis vendor proposed and employed an expansion of "peer" comparisons beyond just the location of the traffic stop in the fourth TSAR and has made modifications where necessary in the fifth through the eighth TSARs. MCSO has also concluded the pilot-testing for the TSMR using these new peer comparison strategies. As a result of these experiences, MCSO also added refinements to the time and location of traffic stops that more precisely allows for comparisons of similarly situated deputies through a statistical splining procedure. As a result of the completion of the pilot and operationalization of the TSMR, MCSO is now in compliance with the Subparagraph.

MCSO is in compliance with this Subparagraph.

Paragraph 81.g. requires that MCSO's EIS protocols include "a process for prompt review by MCSO Commanders and Supervisors of the EIS records of all Deputies upon transfer to their supervision or command."

MCSO has noted the need for a prompt review in both the "Supervisor Responsibilities" and "Command Staff Responsibilities" sections of GH-5 (Early Identification System). EIU specifically addressed this issue during the EIS and SRELE training completed in November 2017 and updated each year thereafter. EIU advised supervisors to document when they conducted their review in Supervisor Notes, as well as how long the deputy had been working in their chain of command when the review was conducted. As noted, this was also reiterated in the SRELE training that was approved on September 30, 2019. During our visits to several Districts in 2019, 2020, and most recently in October 2023 and February 2024, MCSO personnel informed us that most Command staff attempt to review these materials within the first few days that a deputy, or supervisor, moves to their District. In no cases have we found information where the 14-day limit outlined in policy has been problematic.

MCSO is in compliance with this Subparagraph.

Paragraph 81.h. requires that MCSO's EIS protocols include "an evaluation of whether MCSO Commanders and Supervisors are appropriately using the EIS to enhance effective and ethical policing and reduce risk."

EIU has improved the processing and tracking of alert investigations. The development of Attachment B to GH-5 (Early Identification System) and training completed in EIS and SRELE has dramatically improved the information provided by supervisors when closing alerts. AIU also conducted an EIS Alert Review Process inspection that specifically looks for indications that supervisors have conducted a thorough examination within policy timeframes and selected

appropriate responses to the allegations included in the alert investigation. Initially, this inspection was limited to reviewing whether supervisors were completing alert investigations within the 30-day policy requirements. MCSO's compliance rate for EIS inspections for the third and fourth quarter of 2022, and the first quarter of 2023, was 100%; the compliance rate for the second quarter of 2023 was 90.4% and for the third quarter of 2023 was 91.9%, due several investigations that fell outside the timeline requirements. This rate matches up with our own review. AIU sent out BIO Action Forms for those investigations that did not meet the time requirements.

As noted above, MCSO has also implemented a process following the closure of an investigation to ensure that no similar alerts are triggered within the next two quarters. Our review of the third quarter inspection regarding recurring alerts found the AIU staff noted that eight of 48 deputies had alerts recur during the first two quarters of 2023. In five instances, supervisors responded in the same way they had responded to the first alert and in two instances, the response of supervisors was less than their response to the first alert. Without further explanation such findings are inconsistent with the protocol stating that recurring alerts should have an enhanced response. This inspection will become a valuable component to ensure that supervisors and command staff are using EIS to promote efficiency and ethical policing during the alert investigation process. We will continue to evaluate these inspections as they become available. MCSO is on notice that recurring alerts must show an enhanced intervention or explain why this was not possible in any particular case. If the next quarterly report uncovers similar issues MCSO will not be in compliance with this sub-paragraph.

MCSO has also conducted a Post-Stop Perceived Ethnicity Inspection, which looks specifically at traffic stops where the driver has a traditionally Latino surname, but the VSCF indicates a white driver. The inspectors review BWC recordings and evaluate whether the deputy correctly marked the form for the driver and any potential passengers within the vehicle stopped. MCSO reported compliance rates of 100% for October and December and 95% for November. We concurred with these findings.

MCSO is in compliance with this Subparagraph.

Paragraph 81.i. requires that MCSO's EIS protocols include "mechanisms to ensure monitored and secure access to the EIS to ensure the integrity, proper use, and appropriate confidentiality of the data."

MCSO has addressed the security and integrity of data in GH-5 (Early Identification System), as well as instituting facility inspections throughout the Districts – including the security of terminals, access to information, and mobile displays. We spot-check technology and security of old forms during our site visits and have found no problems to date. Additionally, on November 6, 2017, MCSO published the operating procedure for System Log Audit Requests; this became effective on November 30, 2017. The procedure outlines how PSB personnel will notify the Technology Management Bureau of any allegations of misuse of MCSO information systems and request an audit of the suspected breach. We discussed this operating procedure, BAS SOP 17-4, during our January 2018 site visit meetings; it meets all of the concerns voiced since the February 2017 discovery of two cases where data was compromised, but no one notified the Technology Management Bureau. We believe this procedure has proven effective to this point,

as referenced in Paragraph 78. In addition, we are provided all internal investigation summaries initiated each month. As noted in our Paragraph 78 discussion, two cases required PSB to notify the Technology Management Bureau during the fourth quarter of 2023. We will continue to evaluate the effectiveness of MCSO's attention to data integrity.

MCSO is in compliance with this Subparagraph.

MCSO meets some of the requirements of Paragraph 81, but there remain a variety of activities that are currently ongoing that need to be completed before MCSO will be fully compliant. AIU has improved the tracking of alert investigations with the creation of the EIS Alert Review Process Inspection; and initiated an analysis of BIO Action Form tracking. Since the fourth quarter of 2022, MCSO has also produced an analysis of whether there are recurring alerts for deputies who have previously experienced an intervention; however, we have seen that most recurring alerts are not treated more seriously than the first. We will continue to evaluate the new inspections. We have also requested that MCSO devise an audit for the NTCFs that have accumulated over the past several years. MCSO has completed an initial evaluation of how deputies use the NTCF form and is currently evaluating EA-3 (Non-Traffic Contact) and the necessary forms associated with these stops.

During our October 2023 and February site visits, MCSO discussed the upcoming proposal to modify the policy, forms, and analysis related to non-traffic contacts. We will evaluate these as the proposal is formalized. Command staff have taken a more active role in evaluating the work of supervisors as evidenced by the number of alert investigations returned to supervisors for revision or additional inquiry. To comply with this and other Paragraphs, however, the methods would also have to be able to indicate statistically whether potential bias might be occurring with regard to how different ethnicities and races are being selected and treated during these encounters captured on the NTCFs. We will continue to evaluate MCSO's progress toward the goals outlined in this Paragraph.

Section 9: Supervision and Evaluation of Officer Performance

COURT ORDER X. SUPERVISION AND EVALUATIONS OF OFFICER PERFORMANCE

Paragraph 82. MCSO and the County shall ensure that an adequate number of qualified first-line Supervisors are available to provide the effective supervision necessary to ensure that Deputies are following the Constitution and laws of the United States and State of Arizona, MCSO policy, and this Order. First-line Supervisors shall ensure that Deputies are policing actively and effectively, are provided with the instruction necessary to correct mistakes, and are held accountable for misconduct. To achieve these outcomes, MCSO shall undertake the following duties and measures:

a. General Duties of Supervisors

Paragraph 83. MCSO Supervisors shall provide the effective supervision necessary to direct and guide Deputies. Effective supervision requires that Supervisors: respond to the scene of certain arrests; review each field interview card and incident report; confirm the accuracy and completeness of Deputies' daily activity reports; respond to each Complaint of misconduct; ensure Deputies are working actively to engage the community and increase public trust and safety; provide counseling, redirection, support to Deputies as needed, and are held accountable for performing each of these duties.

In Full and Effective Compliance

We reviewed a sample of 86 Incident Reports for October, for the randomly selected date of October 17, 2023. All of the 86 Incident Reports were submitted before the end of the shift. We confirmed timely supervisory review in 85 of the 86 incident reports. One Arrest Report was not reviewed within the required 72 hours and had other issues, as noted below. In total, 14 of the 15 Arrest Reports received were reviewed and approved by supervisors within the required timeframe. There were 13 Vehicle Crash Reports submitted in the October sample, and we verified timely supervisory reviews on all of them. We conducted a review of a 10% sample of the Incident Reports submitted for the date requested, to determine quality and completeness. We found one Arrest Report where the arresting deputy mistakenly identified a witness in the incident as the offender. This error was not corrected by the reviewing supervisor, who was also late in completing the review. There were no other issues of concern noted in our quality reviews. In total, 85 of 86 Incident Reports we reviewed were in compliance, for a compliance rate of 98.84%.

For October, MCSO reported a total of 691 staff hours dedicated to community policing. MCSO reported 303 occasions of community policing throughout its components, with 283 of those attributed to deputies in the Patrol function. The October report from Community Outreach Division (CoRD) documented 71 events in which MCSO staff met with and interacted with members of different community organizations. From our reviews of the 20 community policing worksheets selected for the month, Patrol deputies reported 35.62 hours of community policing,

with 463 community members involved with those activities. MCSO reported community policing activities in Sun City, Fountain Hills, Phoenix, Peoria, Litchfield Park, Guadalupe, Buckeye, Queen Creek, Tonopah, and Gila Bend.

We reviewed a representative sample of 48 Incident Reports for November for the randomly selected date of November 23, 2023. All 48 Incident Reports were submitted before the end of the shift. All 48 Incident Reports had proper documentation of timely submission and supervisory review. Of the 48 Incident Reports, five were vehicle collisions, of which all had documentation of supervisory review and approval. There were 10 Arrest Reports submitted for the month, and all had proper documentation of supervisory review. The overall compliance rate for timely submission and review of Incident Reports in November was 100%. We conducted a review of a 10% sample of the Incident Reports submitted for the date requested, to determine quality and completeness. We found no deficiencies or issues of concern during our quality reviews.

For November, MCSO reported a total of 579 staff hours dedicated to community policing. MCSO reported 315 occasions of community policing throughout its components, with 300 of those attributed to deputies in the Patrol function. The November report from COrD documented 69 events in which MCSO staff met with and interacted with members of several groups from Maricopa County. In our reviews of a sample of 20 community policing worksheets, deputies reported a total of 22.92 hours of community policing, with 463 community members involved with those activities. MCSO reported community policing activities in Sentinel, Wickenburg, Fountain Hills, Phoenix, Peoria, Litchfield Park, Sun City West, and Guadalupe.

We reviewed a representative sample of 71 Incident Reports for December, for the randomly selected date of December 7. Sixty-two of 71 reports were in compliance with timely submission and timely supervisory review. There were 13 incidents involving vehicle crashes listed, but we could only confirm supervisory review on four of the vehicle crashes. The spreadsheet documenting supervisor reviews of vehicle crashes did not list eight of the vehicle crashes, so we could not verify compliance. There was also an incident where no report was provided. All 10 Arrest Reports reviewed were in compliance. We found no issues of concern during our quality reviews. The compliance rate for December was 87.32%.

For December, MCSO reported a total of 505 staff hours dedicated to community policing. MCSO reported 277 occasions of community policing throughout its components, with 266 of those attributed to deputies in the Patrol function. The December report from COrD documented 46 instances in which MCSO staff participated in community events. For December we reviewed a sample of 20 community policing worksheets. On the community policing worksheets, deputies reported 33.15 hours of community policing, with 1,932 community members involved with those activities. MCSO reported community policing activities in Peoria, Fountain Hills, Aguila, Avondale, Guadalupe, Scottsdale, Sun City West, Phoenix, Carefree, Morristown, Anthem, New River, and Youngtown.

For each month of the quarter, we selected a supervisor and a squad of deputies from each District. We requested several documents, including Patrol Activity Logs (PALs), for each deputy. We reviewed PALs for each month of the quarter to assess if deputies turned them in by the end of each shift, and if supervisors reviewed each PAL.

For October, we reviewed PALs for 26 deputies and six supervisors. All 26 deputies' Patrol Activity Logs contained documentation of supervisory review. All six supervisors' Patrol Activity Logs contained documentation of command-level review. For November, we reviewed Patrol Activity Logs for 23 deputies and six supervisors. All 23 deputies' PALs contained documentation of supervisory review. All six supervisors' PALs contained documentation of command-level review. For December, we reviewed Patrol Activity Logs for 23 deputies and six supervisors. All 23 deputies' PALs contained documentation of supervisory review; all six sergeants' PALs contained documentation of command-level review.

Based on the review of PAL samples selected for 26 deputies in October, on a daily basis, deputies completed an average of 0.77 Incident Reports, handled an average of 3.73 calls for service, completed an average of 1.19 self-initiated calls, made 0.16 arrests, and traveled an average of 48.31 miles. There were no community policing events documented in the PALs reviewed for October. Based on the review of PAL samples selected for 23 deputies in November, on a daily basis, deputies completed an average of 0.65 Incident Reports, handled an average of 4.09 calls for service, completed an average of 1.91 self-initiated calls, made no arrests, and traveled an average of 72.09 miles. There were no community policing events documented in the PALs reviewed for November. Based on the review of PAL samples selected for 23 deputies in December, on a daily basis, deputies completed an average of 0.78 Incident Reports, handled an average of 2.65 calls for service, completed an average of 1.83 self-initiated calls, made no arrests, and traveled an average of 56.22 miles.

We also reviewed deputies' and supervisors' PALs to determine if supervisors provided on-scene supervision, and if those supervisor-deputy contacts were documented. For the sample dates selected in October, there were 22 supervisor-deputy field contacts reported by deputies and supervisors. For the sample dates selected in November, there were 31 supervisor-deputy field contacts reported by deputies and supervisors. For the sample dates selected in December, there were 11 supervisor-deputy field contacts reported by deputies and supervisors.

For October, November, and December we reviewed selected samples of non-traffic incidents involving stops and detentions, which were recorded on Non-Traffic Contact Forms (NTCFs). For October, we selected a sample of 20 NTCFs for review. The compliance rate for timely submission and review of NTCFs was 95%. One NTCF was not reviewed by a supervisor within the required 72 hours. For November, we selected 15 NTCFs to review. All 15 NTCFs were submitted prior to the end of the shift, and all 15 NTCFs were reviewed and approved by supervisors within the required timeframe. The compliance rate in November was 100%. For December, we selected 15 NTCFs for review. The compliance rate for timely submission and review of NTCFs was 93.33%. One NTCF was not reviewed by a supervisor within the required 72 hours. For the fourth quarter of 2023, the compliance rate for timely submission and timely supervisory review of NTCFs was 96%. For the period in review, MCSO was in compliance with the requirements of this Paragraph. We assess compliance with this Paragraph as it relates to NTCFs, in conjunction with timely reviews of VSCFs, under Paragraph 90.

Our reviews for this reporting period revealed that in October, of the 20 NTCFs we reviewed, eight stops involved white individuals who were contacted in separate incidents. Nine stops involved Latino individuals who were contacted in separate incidents. One stop involved an

Asian-Pacific Islander. Two stops involved Black individuals contacted during separate incidents. For November, we reviewed 15 NTCFs. Of the 15 stops we reviewed, six stops involved white individuals, with a total of seven white individuals involved in those incidents. Six stops involved Latino individuals, with a total of nine Latino individuals contacted during those incidents. One stop involved an Asian-Pacific Islander. One stop involved an individual who was not identified by ethnicity. For December, we reviewed 15 NTCFs, of which seven stops involved white individuals who were contacted in separate incidents. Six stops involved Latino individuals contacted in separate incidents. One stop involved a Black individual. One stop involved an individual whose ethnicity was marked as unknown.

Our reviews of NTCFs for this quarter revealed that white individuals were involved in approximately 44% of the stops. Latino individuals were involved in approximately 42% of the stops. Black individuals were involved in approximately 6% of the stops. Asian-Pacific Islanders were involved in 4% of the stops. Individuals whose ethnicity was undetermined were involved in 4% of the stops.

During our February site visit, we visited Districts 1, 2, 3, 4, and 7. District 1 reported that the District is currently not fully staffed with deputies, and consequently, the District's span of control averages four deputies per shift. On most shifts, even if a supervisor is absent, the span of control will not be exceeded due to the short staffing. District 1 reported that it currently has one DSA and are slated to have an additional two DSAs, once their training is complete. District 2 reported that sergeants call in sick on occasion. When this happens, the District attempts to identify a replacement. If a replacement is not found, the lieutenant monitors the activities in the field. The District reported the need for additional deputies. The District has one DSA in training, so there is frequent interaction with supervisors to address questions and concerns. In between calls for service, deputies are directed to work on issues of concern identified by the community. District 2 identified homelessness as one of the important issues the District needs work on with the community. District 3 reported that it is the busiest District, and uses its administrative sergeant to fill in when a field supervisor becomes unavailable at the last minute. District 3 commanders have deputies complete training requirements in the HUB and follow-up on previous calls during time between calls for service. Morale is an issue, due to the level of scrutiny and the need for more income, and some deputies are looking for positions in other law enforcement agencies. District 3 has one DSA who does an excellent job, according to the staff; there are two more DSAs being assigned to the District as soon as they complete their training. DSAs do not negatively impact the supervisors' workload. District 4 reported no span of control issues since each shift averages four deputies. The biggest concern in the District, according to its personnel, is short staffing. Deputies are directed to have more community interaction between calls for service, but they need more deputies in the District to handle the workload. District 7 reported that it does not have any span of control concerns, and the District's shifts have a maximum of four deputies. MCSO has a contract to provide services in District 7, for Fountain Hills. Deputies are directed to do community outreach during their time between calls for service, and supervisors review PALs to ensure deputies are not just aimlessly patrolling. District 7 has one DSA and will reportedly be receiving two more DSAs to assist with calls for service.

On September 30, 2022, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion. Following our assessment in our last quarterly status report, we issued a noncompliance warning. For this reporting period, MCSO remains in Full and Effective Compliance with the requirements of this Paragraph.

***Paragraph 84.** Within 120 days of the Effective Date, all patrol Deputies shall be assigned to a single, consistent, clearly identified Supervisor. First-line field Supervisors shall be assigned to supervise no more than twelve Deputies.*

In Full and Effective Compliance

To verify Phase 2 compliance with this Paragraph, we reviewed monthly rosters and shift rosters for the fourth quarter of 2023. For October, we reviewed a sample of shift rosters from Districts 4, 5, and 7. For November, we reviewed a sample of shift rosters from Districts 1, 2, and 3. For December, we reviewed a sample of shift rosters from Districts 4, 5, and 7. Our reviews of monthly and daily rosters indicated that deputies were assigned to a single consistent supervisor, and deputies worked the same shifts as their supervisors. There were no shifts where supervisors had responsibility for more deputies than permitted by this Paragraph.

For October, District 1 submitted six span of control memos. During two shifts, on different days, a supervisor had oversight of 10 deputies. On one shift, a supervisor had oversight of 10 deputies and one DSA. On three consecutive days a supervisor had oversight of nine deputies during each shift. District 2 submitted one span of control memo that documented one shift where a supervisor had nine deputies. District 3 submitted eight span of control memos. During two successive days a supervisor had oversight of nine deputies. Later in the month, the same supervisor had three successive days where he had oversight of nine or more deputies. There were three other memos documenting shifts where supervisors had oversight of nine or more deputies during their shifts. Districts 4, 5, and 7 did not submit any span of control memos for October.

For November, District 1 submitted two span of control memos. During one shift, a supervisor had oversight of nine deputies. On another shift, as supervisor had oversight of eight deputies, one DSA, and one Posse member. District 2 submitted one span of control memo that documented one shift where a supervisor had 10 deputies. District 3 submitted four span of control memos. The memos documented four shifts, on different dates, where the same supervisor had oversight of nine deputies. Districts 4, 5, and 7 did not submit any span of control memos for November.

For December, District 1 submitted two span of control memos. The first memo documented a shift where a supervisor had oversight of 10 deputies. The second memo documented a shift where another supervisor had oversight of nine deputies. District 3 submitted three span of control memos. On two shifts, on different days, a supervisor had oversight of nine deputies during each shift. The third span of control memo was submitted by a supervisor who documented a shift where he had oversight of eight deputies and one officer in training (OIT). Deputies in training are not taken into account in span of control considerations unless they are authorized to ride solo. Districts 4, 5, and 7 did not submit any span of control memos for December. Additional reviews of span of control requirements are found under Paragraph 266.

On September 9, 2019, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

***Paragraph 85.** First-line field Supervisors shall be required to discuss individually the stops made by each Deputy they supervise with the respective Deputies no less than one time per month in order to ensure compliance with this Order. This discussion should include, at a minimum, whether the Deputy detained any individuals stopped during the preceding month, the reason for any such detention, and a discussion of any stops that at any point involved any immigration issues.*

In Full and Effective Compliance

To assess MCSO's compliance with this Paragraph, we requested that MCSO provide copies of reports documenting that supervisors are meeting with and discussing individually the stops made by each deputy, at least once per month. We then requested documentation for one randomly selected supervisor from each District, for each month of the reporting period, and the squad of deputies who reports to that supervisor. Supervisors record the discussion of traffic stops by applying the "Discussed with Deputy" option. MCSO documents supervisor-deputy discussions in a spreadsheet, which it submits for inspection. The spreadsheet also documents timely supervisory review of VSCFs. In addition to the spreadsheet, MCSO submits all VSCFs for the month in review. We select a 10% random sample of VSCFs from each District to review for content. We also inspect the sample of VSCFs submitted for review of traffic stops under Paragraphs 25 and 54, as part of compliance with Paragraph 91, to verify if supervisors are addressing deficiencies in the documentation related to the stops.

Paragraph 85 requires that supervisors discuss traffic stops at least once per month with their deputies. To efficiently manage this requirement along with other administrative and operational duties, supervisors generally conduct several traffic stop-related discussions with each deputy during the month. Supervisor-deputy discussions of traffic stops that occurred toward the latter part of the month may not get reviewed until the following month. Our selections for these discussions change every month, so to obtain complete records for each deputy, MCSO holds the submission until all of the information requested for the month is complete. Accordingly, the documentation of supervisory-deputy discussions of traffic stops is submitted 30 days retroactively.

For October MCSO submitted the September traffic stops for each deputy, by District. The total number of traffic stops for each District was: District 1, three; District 2, 39; District 3, 24; District 4, 27; District 5, 22; and District 7, 121. There was a total of 236 traffic-related events for all Districts, and sergeants discussed 235 of these events with the deputies who conducted them, for a compliance rate of 99%.

For November MCSO submitted the October traffic stops for each deputy, by District. The total number of traffic stops for each District was: District 1, 36; District 2, seven; District 3, five; District 4, 17; District 5, 20; and District 7, 55. There was a total of 140 traffic-related events for all Districts, and sergeants discussed all 140 of these with the deputies that conducted them, for a compliance rate of 100%.

For December, MCSO submitted the November traffic stops for each deputy, by District. The total number of traffic stops for each District was: District 1, 24; District 2, nine; District 3, 19; District 4, 22; District 5, 27; and District 7, 46. There was a total of 147 traffic-related events for all Districts, and sergeants discussed all of 147 these events with the deputies who conducted them, for a compliance rate of 100%.

For this reporting period, there was a total of 523 traffic stops reported. We received documentation that supervisors discussed 522 of these stops with the deputies that conducted them. This is a compliance rate of 99.81%.

On October 5, 2020, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

MCSO remains in Full and Effective Compliance with this Paragraph.

***Paragraph 86.** On-duty field Supervisors shall be available throughout their shift to provide adequate on-scene field supervision to Deputies under their direct command and, as needed, to provide Supervisory assistance to other units. Supervisors shall be assigned to and shall actually work the same days and hours as the Deputies they are assigned to supervise, absent exceptional circumstances.*

In Full and Effective Compliance

To verify Phase 2 compliance with this Paragraph, we reviewed monthly rosters and shift rosters for the fourth quarter of 2023. For October, we reviewed a sample of shift rosters from Districts 4, 5, and 7. For November, we reviewed a sample of shift rosters from Districts 1, 2, and 3. For December, we reviewed a sample of shift rosters from Districts 4, 5, and 7.

MCSO deputies' and sergeants' activities are captured in Patrol Activity Logs (PALs). We selected a random sample of one day per month, and one squad per District, for review. For October we reviewed PALs for six sergeants and 26 deputies. We noted a total of 22 field supervisor-deputy contacts between the combined deputies' and sergeants' PALs for the selected dates. For November, we requested PALs for six sergeants and 23 deputies. We received and reviewed all requested PALs, and noted a total of 31 field supervisor-deputy contacts between the combined deputies' and sergeants' PALs for the selected dates. For December, we reviewed PALs for six sergeants and 23 deputies. We noted a total of 11 field supervisor-deputy contacts between the combined deputies' and sergeants' PALs for the selected dates.

We reviewed the monthly shift rosters for each month of the reporting period. Our reviews indicate that supervisors are assigned to work the same hours as the deputies under their supervision. Our reviews of Patrol Activity Logs indicate that supervisors have been available to provide on-scene supervision.

On October 5, 2020, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 87. *MCSO shall hold Commanders and Supervisors directly accountable for the quality and effectiveness of their supervision, including whether commanders and Supervisors identify and effectively respond to misconduct, as part of their performance evaluations and through non-disciplinary corrective action, or through the initiation of formal investigation and the disciplinary process, as appropriate.*

Phase 1: In compliance

- GC-4 (Employee Performance Appraisals), most recently amended on April 13, 2023.
- GC-4 (S) (Employee Performance Management), most recently amended on April 13, 2023.
- GC-17 (Employee Disciplinary Procedures), most recently amended on February 22, 2024.

Phase 2: In compliance

To assess compliance with this Paragraph, on a monthly basis we request the names of deputies and supervisors whose performance appraisals were completed during the previous month. From the list of employees submitted, we request a representative sample. The selection of deputies and supervisors whose EPAs are requested is based on the number of requirements set forth in the First and Second Orders. Supervisors have a greater number of requirements that must be met; therefore, we review a greater number of supervisor performance appraisals for compliance.

We requested and reviewed Employee Performance Appraisals submitted for five deputies and 10 supervisors whose EPAs were completed in October. Four of the five deputy EPAs appropriately addressed each employee's performance for the period under review. One deputy EPA failed to note a misconduct investigation that was initiated during the appraisal period. All 10 supervisor EPAs met compliance requirements for this Paragraph. All of the 10 supervisor EPAs rated the supervisors on the quality and effectiveness of their supervision. All 10 supervisor EPAs rated the supervisors on their ability to identify and respond to misconduct. All of the 10 supervisor EPAs met compliance requirements for Paragraph 99. For October, including both deputy and supervisor EPAs, 14 of 15 EPAs, or 93.33%, were in compliance with Paragraph 87.

We requested and reviewed Employee Performance Appraisals submitted for five deputies and 10 supervisors whose performance evaluations were completed in November. All five deputy EPAs were in compliance, and nine of the 10 supervisor EPAs met Paragraph 87 requirements. One supervisor EPA failed to assess the supervisor's skills and abilities in conducting and/or reviewing misconduct investigations and did not assess the supervisor's skills and abilities in identifying and responding to misconduct. For November, including both deputy and supervisor EPAs, 14 of 15 EPAs, or 93.33%, were in compliance with the requirements of this Paragraph.

We requested and reviewed Employee Performance Appraisals submitted for five deputies and 10 supervisors whose EPAs were completed in December. Four of the five deputy EPAs sufficiently addressed all required areas of assessment. One deputy EPA failed to note a misconduct investigation that was completed during the appraisal period, and the rater did not comment on the resulting corrective action taken. All 10 supervisor EPAs met the requirements of Paragraph 87. All 10 supervisor EPAs appropriately rated the employees on the quality and effectiveness of their supervision. All 10 EPAs included comments related to the supervisor's ability to identify and respond to misconduct. All of the 10 supervisor EPAs sufficiently documented required entries with regard to the quality of reviews of their subordinates' EIS profiles, as required by Paragraphs 92 and 95. For December, including both deputy and supervisor EPAs, 14 of 15 EPAs were in compliance, or 93.33%.

For the fourth quarter of 2023, we reviewed EPAs for 15 deputies and 30 supervisors. As it pertains to the requirements of this Paragraph, 13 of 15 deputy EPAs were in compliance, and 29 of the 30 supervisor EPAs were in compliance. For this review period, 42 of the 45 EPAs reviewed were in compliance with the requirements of this Paragraph, for a compliance rate of 93.33%.

During the third quarter, MCSO achieved compliance with this Paragraph. However, during the fourth quarter, we again noted some of the same type of deficiencies we had been previously finding in EPAs. We continue to find EPAs that do not document misconduct investigations initiated or closed during the evaluation period, and EPAs that do not address the quality of supervisory reviews in their entirety. MCSO advised us that there are certain misconduct allegations that may not be visible to rating supervisors when they review EIPro, due to their confidential nature, so supervisors may not document these as open investigations in EPAs. However, unless we receive documentation to corroborate these confidential investigations, we must assess compliance based on the documentation we receive. As per our methodology, we will issue a warning for this review period. If MCSO fails to meet the requirements of this Paragraph in the next quarter, we will withdraw compliance.

b. Additional Supervisory Measures

Paragraph 88. *To ensure compliance with the terms of this Order, first-line Supervisors in any Specialized Units enforcing Immigration-Related Laws shall directly supervise the law enforcement activities of new members of the unit for one week by accompanying them in the field, and directly supervise the in-the-field-activities of all members of the unit for at least two weeks every year.*

In Full and Effective Compliance

MCSO does not have any specialized units that enforce immigration-related laws. We continue to monitor arrests and detentions as part of our review process to ensure that MCSO is in compliance with its own directives on this issue.

For this reporting period we received lists containing all incidents involving MCSO arrests and criminal citations. For each month, we requested a random sample of arrests and criminal citations. In total, we reviewed 60 incidents involving arrests and 60 incidents involving criminal citations. We also reviewed a random sample of 205 Incident Reports for this reporting period. During our reviews of the documentation provided for this reporting period, we have found no evidence to indicate any violations of this Paragraph.

On December 28, 2018, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 89. *A Deputy shall notify a Supervisor before initiating any immigration status investigation, as discussed in Paragraph 28. Deputies shall also notify Supervisors before effectuating an arrest following any immigration-related investigation or for an Immigration Related Crime, or for any crime related to identity fraud or lack of an identity document. The responding Supervisor shall approve or disapprove the Deputy's investigation or arrest recommendation based on the available information and conformance with MCSO policy. The Supervisor shall take appropriate action to address any deficiencies in Deputies' investigation or arrest recommendations, including releasing the subject, recommending non-disciplinary corrective action for the involved Deputy, and/or referring the incident for administrative investigation.*

In Full and Effective Compliance

To assess MCSO's compliance with this Paragraph, we requested all reports related to immigration status investigations, any immigration-related crimes, or any incidents or arrests involving lack of identity documents. The Incident Reports requested were for the period in review. Any incident wherein a deputy requests a supervisor's permission to contact Immigration and Customs Enforcement (ICE) or Customs and Border Patrol (CBP) – to ascertain the legal status of an individual involved in a stop, detention, or any incident under investigation by MCSO – falls under the reporting requirements of this request.

For the fourth quarter of 2023, MCSO submitted two arrests that fell within the reporting requirements of this Paragraph. One individual was arrested for identity theft, forgery, and fraudulent schemes. The other individual was arrested for attempted assault with a deadly weapon, discharging a firearm, and possession of a firearm by a prohibited possessor. We reviewed the documentation provided for both incidents, and determined that both arrests were in compliance with MCSO policy and the requirements of this Paragraph.

On December 9, 2019, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 90. *MCSO Deputies shall submit documentation of all stops and Investigatory Detentions conducted to their Supervisors by the end of the shift in which the action occurred. Absent exceptional circumstances, within 72 hours of receiving such documentation, a Supervisor shall independently review the information. Supervisors shall review reports and forms for Boilerplate or conclusory language, inconsistent information, lack of articulation of the legal basis for the action, or other indicia that the information in the reports or forms is not authentic or correct. Appropriate disciplinary action should be taken where Deputies routinely employ Boilerplate or conclusory language.*

In Full and Effective Compliance

We reviewed 35 incidents involving traffic stops for October 2023. There were 14 stops related to speeding, of which nine resulted in citations and five resulted in warnings. Thirteen stops were for moving violations other than speeding. Five stops related to registration or license plate violations. Three stops were due to equipment violations. Sixteen of the 35 stops resulted in citations, and 19 resulted in written warnings. All 35 Vehicle Stop Contact Forms we reviewed noted the serial number of the reviewing supervisor, date, and time of supervisory review. For October, MCSO submitted a spreadsheet documenting each VSCF by District, for a total of 110 VSCFs. Supervisors reviewed all 110 VSCFs within 72 hours, for a compliance rate of 100%.

We reviewed 35 incidents involving traffic stops for November 2023. Twenty of the 35 traffic stops related to speeding. Of the 20 stops related to speeding, 18 drivers received citations, and six received warnings. Seven of the stops involved moving traffic infractions other than speeding. Three stops were due to equipment violations. Seven stops related to registration or license plate violations. Of the 35 stops, 20 resulted in citations, and 15 resulted in written warnings. For November, MCSO submitted a spreadsheet documenting each VSCF by District, for a total of 157 VSCFs. Supervisors reviewed all 157 VSCFs within 72 hours, for a compliance rate of 100%.

We reviewed 35 incidents involving traffic stops for December 2023. Fourteen of the 35 traffic stops involved speeding violations. Of the 14 stops related to speeding, seven drivers received citations and seven drivers received warnings. Five stops involved equipment violations. Eight stops involved traffic violations other than speeding. Eight stops involved registration or license plate violations. Of the 35 stops, 13 resulted in citations, 22 resulted in warnings. For December, MCSO submitted a spreadsheet documenting each VSCF by District, for a total of 148 VSCFs. We reviewed the data and supervisors reviewed all 148 VSCFs within 72 hours, for a 100% compliance rate.

For every month of the review period, we reviewed selected samples of non-traffic incidents involving stops and detentions, which were recorded on Non-Traffic Contact Forms (NTCFs). Our assessment of compliance also included reviews of BWC recordings on selected cases, some of which included searches of the individuals detained. For October, we selected a sample of 20 NTCFs to review. All 20 NTCFs had been submitted prior to the end of the shift. Nineteen of the 20 NTCFs were reviewed and approved by supervisors within 72 hours, as required. We reviewed BWC recordings submitted with six of the incidents and noted no issues of concern. The compliance rate for timely submission and timely supervisory review of NTCFs in October was 95%. For November, we selected a sample of 15 NTCFs to review. All 15 NTCFs were turned in before the end of the shift, and all had supervisory reviews documented within 72 hours.

We reviewed body-worn camera recordings associated with six cases and noted no issues of concern. The compliance rate for timely submission and timely supervisory review of NTCFs in November was 100%. For December, we reviewed a sample of 15 NTCFs generated during the month. All 15 NTCFs were submitted prior to the end of the shift. Fourteen of the 15 NTCFs were reviewed and approved by supervisors within the required timeframe. The compliance rate for timely submission and timely supervisory review of NTCFs in December was 93.33%. There were no incidents involving searches, so there were no videos submitted for December. For the fourth quarter of 2023, 48 of 50 NTCFs reviewed were in compliance with timely supervisory review. The overall compliance rate was 96%.

We take into account all stops and detentions, both traffic and non-traffic, when we determine the compliance rate for this Paragraph. For the fourth quarter of 2023, all 415 VSCFs reviewed were in compliance, and 48 of 50 NTCFs reviewed were in compliance. The compliance rate for timely reviews of all combined stops and detentions, from the samples chosen for this reporting period, was 99.57%. For this reporting period, our inspection of the documentation provided did not reveal any evidence of boilerplate or conclusory language, inconsistent or inaccurate information, or lack of articulation, as to the legal basis for stops and detentions.

On December 19, 2023, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

***Paragraph 91.** As part of the Supervisory review, the Supervisor shall document any Investigatory Stops and detentions that appear unsupported by reasonable suspicion or are otherwise in violation of MCSO policy, or stops or detentions that indicate a need for corrective action or review of agency policy, strategy, tactics, or Training. The Supervisor shall take appropriate action to address all violations or deficiencies in Investigatory Stops or detentions, including recommending non-disciplinary corrective action for the involved Deputy, and/or referring the incident for administrative or criminal investigation.*

In Full and Effective Compliance

We reviewed traffic stop data reported by MCSO for its October inspection (BI2023-0149). To determine compliance with this Paragraph, we randomly selected 35 traffic-related events, which BIO then audited for compliance. Of the 35 traffic-related events, MCSO reported a 99.50% compliance rate. As a result of the inspection, seven BIO Action Forms were generated.

The first deficiency was attributed to a District 2 deputy who failed to document an assisting unit present during a traffic stop, on the VSCF. The second deficiency was attributed to a District 2 deputy who recorded license plate information, on the VSCF and citation, that did not match CAD records. The third deficiency was attributed to a District 2 deputy who failed to seize a driver's license, as required by policy. The fourth deficiency was attributed to a District 7 deputy who documented the wrong ethnicity for the driver, on the VSCF. The fifth deficiency was attributed to a District 5 deputy who recorded license plate information, on the VSCF and citation, that did not match CAD records. The sixth deficiency was attributed to a District 5 deputy who cleared the call with the wrong code. The seventh deficiency was attributed to a District 5 deputy who failed to complete an Assisting Employee and/or Volunteer Form. We do not consider any of these serious deficiencies. For October, all 35 stops we reviewed were in compliance with this Paragraph.

We reviewed a spreadsheet documenting each VSCF by District for October, to determine if supervisors were reviewing VSCFs within the required 72 hours. We reviewed data for 110 traffic stops and determined that supervisors had completed timely reviews of all 110 VSCFs, or 100% of the cases. For October, we requested a sample of 20 NTCFs generated for the month, from the list that MCSO submitted. We reviewed the 20 NTCFs to determine if supervisors were reviewing them within the required 72 hours and determined 19 of 20 reviews, or 95%, were in compliance.

For October, we requested a sample of 10 corrective actions generated during the month. Corrective actions are documented on BlueTeam Supervisor Notes. Four corrective actions were related to Body-Worn Camera (BWC) issues. All were the result of late activation of the Body-Worn Camera. Three corrective actions were the result of policy violations related to traffic stops. One corrective action was the result of a policy violation not involving a traffic stop. On two corrective actions, we could not determine if any deficiencies were identified. For the month in review, we requested all corrective actions relative to the sample of 35 traffic stops that were selected for the monthly Traffic Stop Data Collection Inspection. There were no BlueTeam corrective actions submitted pertaining to the 35 stops selected for October.

We reviewed traffic stop data reported by MCSO for its November inspection (BI2023-0162). We randomly selected 35 traffic-related events, which BIO then audited for compliance. The inspection resulted in a 99.60% compliance rating. Our review of the inspection report found that five stops were listed as having deficiencies, resulting in four BIO Action Forms. The first deficiency was attributed to a District 1 deputy who failed to complete an Assisting Employee and/or Volunteer Form. The second deficiency was attributed to a District 1 deputy who failed to conduct a license/warrant check on the driver. The third deficiency was attributed to a District 2 deputy who failed to complete an Assisting Employee and/or Volunteer Form. The fourth deficiency was attributed to a District 4 deputy whose documentation of the license plate, on the VSCF and citation, did not match CAD records. The fifth deficiency was attributed to a District 7 deputy who failed to activate his BWC during the stop. We do not consider any of these to be serious deficiencies. For November, we found all 35 stops reviewed to be in compliance with the requirements of this Paragraph.

We reviewed a spreadsheet documenting each VSCF by District for November, to determine if supervisors were reviewing VSCFs within the required 72 hours. We reviewed 157 VSCFs and determined that supervisors had completed timely reviews of documentation in all 157 stops, for a 100% compliance rating. From the list submitted by MCSO, we requested 15 NTCFs that were generated in November. We inspected the NTCFs to determine if supervisors were reviewing them within the required 72 hours. We determined that supervisors had completed timely reviews of all 15 NTCFs, for 100% compliance.

For November, we requested a list of corrective actions. From the list submitted, we selected a sample of 10 corrective actions generated for the month. Two corrective actions were the result of late activation of the BWC. Three corrective actions were the result of erroneous or missing information required on traffic stop documentation. Four corrective actions were the result of policy violations related to traffic stops. One corrective action was associated with deputy performance related to lack of self-initiated production. For the month in review, we requested all corrective actions relative to the sample of 35 traffic stops that were selected for the monthly Traffic Stop Data Collection Inspection. There were no BlueTeam corrective action notes submitted pertaining to the 35 stops selected for November.

We reviewed traffic stop data reported by MCSO for its December inspection (BI2023-0175). We randomly selected 35 traffic-related events, which BIO then audited for compliance. The inspection resulted in a 99.30% compliance rating. Our review of the inspection report found that 10 stops were listed as having deficiencies. As a result of the inspection, 10 BIO Action Forms were generated. The first deficiency was attributed to a District 2 deputy who noted a warning on the VSCF when a citation was issued for the violation. The second deficiency was attributed to a District 2 deputy who failed to conduct a license/warrants check on the driver. The third deficiency was attributed to a District 4 deputy who failed to document an additional assisting unit on the stop. The fourth deficiency was attributed to a District 4 deputy who did not introduce himself upon initial contact. The fifth deficiency was attributed to a District 7 deputy who failed to document an additional assisting unit on the stop. The sixth deficiency was attributed to a District 7 deputy who recorded license plate information, on the VSCF and citation, that did not match CAD records. The seventh deficiency was attributed to a District 5 deputy who failed to note on the VSCF that the violator was issued a criminal citation. The eighth deficiency was attributed to a District 5 deputy who noted the wrong MCSO vehicle number on the VSCF. The ninth deficiency was attributed to a District 5 deputy who failed to activate his BWC during a traffic stop. The tenth deficiency was attributed to a deputy assigned to the Training Division whose documentation of the violator's license plate, on the VSCF and written warning, did not match CAD records. We do not consider any of these to be serious deficiencies. For December, we found all 35 stops in compliance with the requirements of this Paragraph.

For December, we requested a list of corrective actions. From the list submitted, we selected a sample of 10 corrective actions that were generated for the month. Three corrective actions were the result of late activation of the BWC. One corrective action was the result of erroneous or missing information required on traffic stop documentation. Five corrective actions were the result of policy violations related to traffic stops. One corrective action was associated with deputy performance related to incomplete reports. For the month in review, we requested all

corrective actions relative to the sample of 35 traffic stops that were selected for the monthly Traffic Stop Data Collection Inspection. There were no BlueTeam corrective action notes submitted pertaining to the 35 stops selected for December.

We reviewed a spreadsheet documenting each VSCF by District. For December, we reviewed 148 VSCFs and determined that supervisors had completed timely reviews of all 148 VSCFs, or in 100% of the cases. For December, we requested 15 NTCFs generated by Patrol deputies. We reviewed all 15 NTCFs to determine if supervisors were reviewing NTCFs within the required 72 hours. We determined that supervisors had completed timely reviews in all 14 of 15 NTCFs. This is a compliance rate of 93.33%.

Paragraph 90 requires timely supervisory reviews of documentation pertaining to stops and detentions. Paragraph 91 requires supervisors to identify policy violations, deficiencies, and training issues noted in stops and detentions. Of the sample of 105 stops inspected for this reporting period, we found that all 105 stops were in compliance with this Paragraph. The compliance rate for Paragraph 91 for this reporting period was 100%.

On June 23, 2023, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 92. *Supervisors shall use EIS to track each subordinate's violations or deficiencies in Investigatory Stops or detentions and the corrective actions taken, in order to identify Deputies needing repeated corrective action. Supervisors shall notify IA. The Supervisor shall ensure that each violation or deficiency is documented in the Deputy's performance evaluations. The quality and completeness of these Supervisory reviews shall be taken into account in the Supervisor's own performance evaluations. MCSO shall take appropriate corrective or disciplinary action against Supervisors who fail to conduct complete, thorough, and accurate reviews of Deputies' stops and Investigatory Detentions.*

Phase 1: In compliance

- GC-4 (Employee Performance Appraisals), most recently amended on April 13, 2023.
- GC-4 (S) (Employee Performance Management), most recently amended on April 13, 2023.

Phase 2: In compliance

To determine compliance, we review the EIS and IAPro histories for each of the employees whose EPAs were selected for review under Paragraph 87. We then review the information to determine if all violations, deficiencies, PSB investigations, and corrective actions taken pertaining to stops and detentions, which were listed in the employee's EIS and IAPro resumes, were accurately documented in the employee's EPA. Failure to identify and memorialize any issues and actions taken as noted in the employee's EIS and IAPro resumes reflects on the quality of the supervisor's reviews. By reviewing EIS and IAPro resumes, we also can identify if a deputy has repeated entries of any specific violations, and if subsequent actions taken to correct the issue have been documented in the employee's EPA. For applicable supervisors' EPAs, in addition to the above

metric, we review comments made in reference to the quality of supervisory reviews to ensure that the rater has specific comments addressing this Paragraph's requirements. Both of these requirements must be met for compliance. Deficiencies in quality of EIS reviews by supervisors will also impact our assessment of compliance for Paragraph 100. To ensure fairness to the agency, when we assess compliance with this Paragraph, we also look at the performance appraisal as a whole to determine if the intent and spirit of the Paragraph under review was captured.

For October, we reviewed five deputy EPAs and 10 supervisor EPAs. All five deputy EPAs reviewed were in compliance, and all 10 supervisor EPAs were in compliance. For November, we reviewed five deputy EPAs and 10 supervisor EPAs. All five deputy EPAs were in compliance, and all 10 supervisor EPAs were in compliance. For December we reviewed five deputy EPAs and 10 supervisor EPAs. All five deputy EPAs were in compliance. All 10 supervisor EPAs addressed the quality and completeness of EIS reviews, which are requirements of this Paragraph.

For the fourth quarter, all 15 deputy EPAs reviewed were in compliance with this Paragraph. Of the 30 supervisor EPAs reviewed, all were in compliance. Including deputy and supervisor EPAs, there was a total of 45 EPAs, of which all met the requirements of this Paragraph. The compliance rate for this reporting period was 100%. For the fourth quarter of 2023, MCSO was in compliance with the requirements of this Paragraph.

Paragraph 93. *Absent extraordinary circumstances, MCSO Deputies shall complete all incident reports before the end of shift. MCSO field Supervisors shall review incident reports and shall memorialize their review of incident reports within 72 hours of an arrest, absent exceptional circumstances.*

In Full and Effective Compliance

We reviewed a sample of 86 Incident Reports for October, for the randomly selected date of October 17, 2023. All of the 86 Incident Reports were submitted before the end of the shift. We confirmed timely supervisory review in 85 of 86 incident reports. Fourteen of 15 Arrest Reports were reviewed and approved by supervisors within the required 72 hours. There were 13 Vehicle Crash Reports submitted in the October sample, and we verified timely supervisory reviews on all of them. We conducted a review of a 10% sample of the Incident Reports submitted for the date requested, to determine quality and completeness. We noted one Arrest Report where the deputy mistakenly identified the complainant/witness as the individual that was arrested. In addition, this report was not reviewed by the supervisor within 72 hours. In total, 85 of 86 Incident Reports we reviewed were in compliance, for a compliance rate of 98.84%.

We reviewed a representative sample of 48 Incident Reports for November for the randomly selected date of November 23, 2023. All of the 48 Incident Reports were submitted before the end of the shift. All of the 48 Incident Reports had proper documentation of timely submission and supervisory review. Of the 48 Incident Reports, five were vehicle collisions, of which all had documentation of supervisory review and approval. There were 10 Arrest Reports submitted for the month, and all had proper documentation of supervisory review. We conducted a review of

a 10% sample of the Incident Reports submitted for the date requested, to determine quality and completeness. No serious deficiencies were noted in our reviews. The overall compliance rate for timely submission and review of Incident Reports for November was 100%.

We reviewed a representative sample of 71 Incident Reports for December, for the randomly selected date of December 7. Sixty-two of 71 Incident Reports had documentation that they had been submitted before the end of the shift. One incident submission lacked the actual Incident Report, and eight vehicle crash reports were not listed in the spreadsheet that is submitted as proof of compliance with supervisory reviews of crash reports. All 10 Arrest Reports were in compliance. The compliance rate for December was 87.32%. We conducted a quality review of a 10% sample of the Incident Reports submitted and found no significant issues of concern. For the fourth quarter of 2023, we found that 195 of 205 Incident Reports were in compliance, or 95.12%.

On March 17, 2020, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

***Paragraph 94.** As part of the Supervisory review, the Supervisor shall document any arrests that are unsupported by probable cause or are otherwise in violation of MCSO policy, or that indicate a need for corrective action or review of agency policy, strategy, tactics, or Training. The Supervisor shall take appropriate action to address violations or deficiencies in making arrests, including notification of prosecuting authorities, recommending non-disciplinary corrective action for the involved Deputy, and/or referring the incident for administrative or criminal investigation.*

Phase 1: In compliance

- EA-11 (Arrest Procedures), most recently amended on April 5, 2022.
- GF-5 (Incident Report Guidelines), most recently amended on June 15, 2023.

Phase 2: In compliance

To assess compliance with this Paragraph, we request a list of bookings and criminal citations for the period in review. We randomly select a sample of 20 bookings and 20 criminal citations, which BIO then inspects for compliance. In addition, MCSO reviews all cases involving immigration arrests, and arrests related to lack of identity documents. MCSO also reviews all Maricopa County Attorney's Office (MCAO) turndowns for lack of probable cause and submits those for our review. The total of cases selected per month does not exceed 60. We review Incident Report Inspection reports as part of the documentation to determine compliance with Paragraphs 94 and 96. The BIO inspection covers the selected cases, which are retroactive two months.

We review the Incident Report Inspection Report and its corresponding Inspection Matrix for each month of the reporting period. Some inspection points in the matrix are given stronger consideration in our reviews than others, as these are fundamental requirements of Paragraph 94; if deficiencies are noted, they may also impact the successful conclusion of the case. In all the cases described below, we relied on the BIO inspector's notations and observations to determine our findings.

In addition to documentation described above, we review all Incident Report Memorialization (IRM) forms submitted for the quarter. The Incident Report Memorialization form is used by supervisors to document deficient arrests and corrective actions taken. In accordance with this Paragraph and MCSO policy, supervisors are required to document arrests that are unsupported by probable cause or are otherwise in violation of MCSO policy, or that indicate a need for corrective action or review of agency policy, strategy, tactics, or training. The supervisor generating the IRM, and the commander reviewing the IRM, should ensure that the documentation includes the corrective action taken to resolve issues caused by the deficiency, as well as the remedial action taken to prevent future reoccurrence.

For October, we reviewed the September Incident Report Inspection (BI2023-0132). We selected 20 bookings and 20 criminal citations, which BIO then inspected for compliance. MCSO did not submit any immigration-related arrests, cases involving identity theft investigations, or County Attorney turndowns for lack of probable cause. The inspection resulted in a 98.81% compliance rating. The BIO Inspection Report noted deficiencies in three cases, which resulted in five BIO Action Forms. As a result of our review of all the documentation submitted, including the matrix, we determined that two cases had serious deficiencies that should have been addressed by first-line supervisors, and therefore were not in compliance with this Paragraph. The first noncompliant case was an arrest from District 2 where it was determined that the deputy did not properly articulate probable cause and the legal basis for the action taken. The second noncompliant case was an arrest from District 5 where the deputy did not properly articulate the charges and did not document that an individual involved in the incident wanted to be listed as a victim. In both cases, the reviewing supervisors approved the reports with the noted deficiencies. The third deficiency identified was a report from District 3 that was not submitted prior to the end of the shift. We do not consider this to be a serious deficiency. In total, we reviewed 40 cases, of which 38 were in compliance.

For November, we reviewed the October Incident Report Inspection (BI2023-0151). We selected 20 bookings and 20 criminal citations, which BIO then inspected for compliance. There were no immigration-related arrests, and no cases involving identity theft investigations reported by MCSO. There were no County Attorney turndowns for lack of probable cause. The inspection resulted in a 99.16% compliance rating. We reviewed the inspection report, which noted two deficient cases, and reviewed the matrix used by BIO for the inspection. The first deficiency was an arrest from District 2 where the report was not reviewed by a supervisor within the required timeframe. We do not consider this a serious deficiency. The second deficiency was a District 5 arrest where the report lacked articulation to support the charge of assault; the deputy's supervisor approved the report with the noted deficiency. We believe this is a serious deficiency that the reviewing supervisor should have addressed. This case was not in compliance. In total, we reviewed 40 cases, of which 39 were in compliance.

For December, we reviewed the November Incident Report Inspection (BI2023-0164). We selected 20 bookings and 20 criminal citations, which BIO then inspected for compliance. There were no immigration-related arrests, and no cases involving identity theft investigations reported by MCSO. There were no County Attorney turndowns for lack of probable cause. The inspection resulted in a 100% compliance rating. We reviewed the inspection report and the inspection matrix, which noted no deficient cases. In total, we reviewed 40 cases and we found all 40 to be in compliance.

Pursuant to our reviews of the BIO Incident Report Inspections for this quarter, as well as the corresponding Inspection Matrices, we determined that three arrest cases were noncompliant. There were 11 Incident Report Memorialization (IRM) forms submitted for the fourth quarter. Of the 11 IRMs submitted, we determined that one did not involve an arrest; therefore, it was not applicable to the assessment of compliance for this Paragraph. After review of the 10 relevant IRMs submitted, we concluded that nine of the 10 IRMs were in compliance. There were 120 arrest cases selected for inspection for this quarter, and 10 IRMs submitted for review. Of the 120 cases inspected, we determined that 117 cases were in compliance. Of the total 130 arrest cases reviewed, we established that 126 were in compliance. The compliance rating for the fourth quarter of 2023 was 96.92%. MCSO remains in compliance with this Paragraph.

Paragraph 95. *Supervisors shall use EIS to track each subordinate's violations or deficiencies in the arrests and the corrective actions taken, in order to identify Deputies needing repeated corrective action. The Supervisor shall ensure that each violation or deficiency is noted in the Deputy's performance evaluations. The quality of these supervisory reviews shall be taken into account in the Supervisor's own performance evaluations, promotions, or internal transfers. MCSO shall take appropriate corrective or disciplinary action against Supervisors who fail to conduct reviews of adequate and consistent quality.*

Phase 1: In compliance

- GC-4 (Employee Performance Appraisals), most recently amended on April 13, 2023.
- GC-4 (S) (Employee Performance Management), most recently amended on April 13, 2023.

Phase 2: In compliance

There are two primary areas of assessment for this Paragraph. The first is to determine if supervisors are tracking subordinates' deficiencies and violations in arrests, and accurately documenting these issues along with corrective actions in employees' EPAs. In addition, repeated corrective actions should be addressed in EPAs. The second is to determine if the quality of supervisory EIS reviews are being addressed in supervisors' EPAs. The quality and effectiveness of interventions, as a result of deficiencies pertaining to stops and detentions, is a requirement which we assess under Paragraph 97.

To determine compliance, we will review the EIS and IAPro histories for each of the employees whose EPAs were selected for review under Paragraph 87. We will then review the information to determine if all violations, deficiencies, IA investigations, and corrective actions taken pertaining to arrests, which were listed in the employee's EIS and IAPro resumes, were accurately documented in the employee's EPA. Failure to identify and memorialize any issues and actions taken as noted in the employee's EIS and IAPro resumes, reflects on the quality of the supervisor's reviews. By reviewing EIS and IAPro resumes, we are also able to identify if a deputy has repeated entries of any specific violations, and if subsequent actions taken to correct the issue have been documented in the employee's EPA. For applicable supervisors' EPAs, in addition to the above metric, we will review comments made in reference to the quality of supervisory reviews to ensure that the rater has specific comments addressing this Paragraph's requirements. Both of these requirements must be met for compliance.

Deficiencies in quality of EIS reviews by supervisors will also reflect in our assessment of compliance for Paragraph 100. To ensure fairness to the agency, when we assess compliance with this Paragraph, we also try look at the performance appraisal as a whole to determine if the intent and spirit of the Paragraph under review was captured.

For October, we reviewed five deputy EPAs and 10 supervisor EPAs. All five deputy EPAs reviewed were in compliance, and all of the 10 supervisor EPAs were in compliance. For November, we reviewed five deputy EPAs and 10 supervisor EPAs. All five deputy EPAs were in compliance, and all 10 supervisor EPAs were in compliance. For December we reviewed five deputy EPAs and 10 supervisor EPAs. All five deputy EPAs were in compliance. All 10 supervisor EPAs addressed the quality and completeness of EIS reviews, which are requirements of this Paragraph.

For the fourth quarter, all 15 deputy EPAs reviewed were in compliance with this Paragraph. Of the 30 supervisor EPAs reviewed, all were in compliance. Including deputy and supervisor EPAs, there was a total of 45 EPAs, of which all met the requirements of this Paragraph. The compliance rate for this reporting period was 100%. For the fourth quarter of 2023, MCSO was in compliance with the requirements of this Paragraph.

Paragraph 96. *A command-level official shall review, in writing, all Supervisory reviews related to arrests that are unsupported by probable cause or are otherwise in violation of MCSO policy, or that indicate a need for corrective action or review of agency policy, strategy, tactics, or Training. The commander's review shall be completed within 14 days of receiving the document reporting the event. The commander shall evaluate the corrective action and recommendations in the Supervisor's written report and ensure that all appropriate corrective action is taken.*

Phase 1: In compliance

- EA-11 (Arrest Procedures), most recently amended on April 5, 2022.

Phase 2: Not in compliance

This Paragraph requires that a command-level official review a supervisor's investigation of the circumstances pertaining to any arrest that lacks probable cause, is in violation of policy, or where there is a need for corrective action or review of the agency's policy, strategy, tactics, or training. This Paragraph also requires that the commander evaluate the corrective action and recommendations to ensure that these are appropriate.

Our reviews to determine compliance with this Paragraph are associated with the documentation provided for Paragraph 94. If BIO identifies deficient cases in the Incident Report inspection, and the deficiencies fall within any of the four areas noted in Paragraphs 94 and 96, we will review the documentation to determine compliance. Since this Paragraph pertains to command reviews of supervisory investigations of deficient arrests, we will also review Incident Report Memorialization (IRM) forms to determine compliance. Our reviews for compliance with this Paragraph are determined by the command staff's timely reviews of IRMs once submitted by supervisors, and commanders' evaluation of the corrective actions taken.

For this reporting period, MCSO submitted 11 Incident Report Memorialization (IRM) forms. Upon further review, we determined that 10 IRMs were relevant to this Paragraph. One IRM was not associated with an arrest; therefore, we did not review this IRM for compliance with this Paragraph.

The first incident occurred on January 19, 2023. A lieutenant observed a subject who appeared to be passed out in the driver's seat of a vehicle that was parked in a convenience store lot and called for a unit to handle the investigation. Upon further inquiry, the subject was found to have several warrants. In addition, the vehicle was reported stolen and the license plate was not registered to that vehicle. A deputy was assigned to conduct the investigation and complete the report, and a supervisor reviewed and approved the report. The deficiencies in this case were discovered by a BIO audit, not chain of command review. BIO found that the Arrest Report written by the deputy lacked probable cause for the charges. The deputy did not conduct a follow-up investigation to corroborate or refute the subject's explanation of the reason he was in possession of the stolen vehicle, or why the license plate on the vehicle was not registered to the vehicle. In addition, the deputy charged the subject with possession of a narcotic substance without first confirming that it was an illegal substance. After the deficiencies were discovered, a Patrol supervisor met with the deputy and discussed the shortcomings of the investigation and what the deputy is required to do in the future. However, the IRM did not address any corrective action taken on the supervisor who reviewed and approved the faulty Arrest Report. In addition, command review of the IRM did not occur within the required 14 days. This IRM was not in compliance.

The second incident occurred on October 22, 2022. A deputy completed a report wherein a suspect assaulted his sister in a domestic violence incident. The sister had a slight swelling and minor bleeding on her right cheek. During questioning, the suspect admitted to striking the victim. The charges were submitted to MCAO from prosecution, but MCAO declined, stating it was mutual combat. A review of the turndown found that the wrong statute was used for the offense, but this would not have mattered in the County Attorney's decision not to prosecute. The deputy was on approved leave. The IRM noted that the supervisor will meet with the deputy to discuss the deficiencies noted, once the deputy returns from leave. Command review was conducted within the required timeframe. This IRM was in compliance.

The third incident occurred on July 21, 2023. Deputies conducted an investigation regarding reports of shots fired. The deputy contacted two subjects who were in a vehicle matching the description of a vehicle involved in the shooting. The suspects in the vehicle provided false information about their identity to the deputies investigating the shooting. The subjects were subsequently arrested for providing false information. A supervisor reviewing the report noted that the Form 4 submission to MCAO did not articulate the probable cause needed to charge the subjects. However, the Incident Report did contain all the required elements for the arrest. The supervisor met with the deputy who drafted the Arrest Report and the error was corrected. A supplemental report was submitted to the prosecutor. Command review was conducted within the required timeframe. This IRM was in compliance.

The fourth incident occurred on July 25, 2023. This IRM was completed after an MCSO turndown for no reasonable likelihood of conviction. A review by a commander determined that the deputy did not have probable cause for the charge of disorderly conduct. This was a submission to MCAO, not a direct arrest. The deputy who submitted the charges and the supervisor who signed off on the charges are no longer with MCSO. There was no corrective action taken. This IRM was in compliance.

The fifth incident occurred on October 1, 2023. A deputy who responded to a “shots fired” call stopped a male in the area. After a pat down, a firearm was found on the subject. During the investigation, and after Miranda rights were read, the male admitted to firing several rounds in the street. The weapon was checked through the National Crime Information Center (NCIC) and it was determined to be stolen. A commander who reviewed the documentation pertaining to the incident determined that the Form 4 for the incident did not properly document probable cause for the possession of a stolen firearm charge, which requires the defendant to knowingly possess the stolen firearm. The two other charges of discharging a firearm within city limits and disorderly conduct were appropriate and remained on the charging document. The commander had a meeting with the deputy and the supervisor who reviewed the report to discuss the deficiencies. Command review was conducted within the required timeframe. This IRM was in compliance.

The sixth incident occurred on November 7, 2023. A deputy conducted a traffic stop for a registration violation. The driver had a suspended license. The driver also had a warrant for his arrest. In the Arrest Report, the deputy charged the driver with the warrant, but charged him with a criminal violation, when the violation was, in fact, a civil infraction. A supervisor reviewing the report noted the error and provided the deputy with direction on how to rectify the mistake. Command review was conducted within the required timeframe. This IRM was in compliance.

The seventh incident occurred on November 21, 2023. A deputy made a DUI arrest, and prior to a blood draw, the person detained requested to speak to an attorney. The driver was told he would not be provided an opportunity to speak to an attorney until the blood draw was completed. The blood draw was completed, and the case was submitted for prosecution. MCAO declined to prosecute stating that the law requires that the individual detained be allowed to contact an attorney if he or she makes that desire clearly known. A commander reviewing the MCAO turndown met with the deputy who made the arrest and provided instruction on the correct procedure. The commander noted that a fellow commander also was unaware of this requirement and recommended that this be handled as an agency-wide training issue. Command review was conducted within the required timeframe. This IRM was in compliance.

The eighth incident occurred on September 7, 2023. A deputy completed a report for an incident in which an individual driving a vehicle struck a gas pump at a convenience store and fled the scene. There were several witnesses on the scene, one of which noted the license plate of the offending vehicle. The report was completed and submitted to MCAO for prosecution, but was turned down by the County Attorney. The commander reviewing the turndown noted there was no probable cause for the charge listed in the report. In addition, the deputy failed to list and contact the witnesses to the incident. The commander also noted that the deputy failed to contact the driver for an interview. The commander met with the deputy to provide instruction on the correct procedure. The deputy stated that the offender lived outside of the county, that is why there was no attempt to contact him. The commander noted that this information should have been documented in the report. A year had passed since the incident and the time the MCAO turndown was received. The commander noted that the deputy had accepted responsibility and improved his performance. Command review was conducted within the required timeframe. This IRM was in compliance.

The ninth incident occurred on November 5, 2023. A deputy completed a report for a traffic crash with injuries. The driver of the vehicle at fault was driving a motorcycle. The driver at fault was a juvenile who was cited with six violations, including not having a working stop light. The commander reviewing the Arrest Report had some concerns about where the accident occurred and reviewed the BWC. The commander noted that a supervisor on the scene directed the deputy to issue a citation for a non-functional stop lamp, when the deputy had informed the supervisor that he was not certain if the stop lamp was working or not. The state statute requires that the issuing deputy verify that the equipment was not working correctly, and that the driver be aware of the problem. The commander met with the sergeant and the deputy, and provided instruction on what the law requires. Command review was conducted within the required timeframe. This IRM was in compliance.

The tenth incident occurred on December 23, 2020. A deputy completed an incident report regarding a fraud or con game, after a complainant contacted MCSO and stated that a suspicious person was collecting donations for an organization supporting veterans. The complainant called the organization and found out that the person taking the donations was no longer employed and was not authorized to collect donations. The suspect was taken to District 2 and questioned. The individual stated that he had been authorized to collect funds by his former supervisor. The former supervisor was contacted and stated that the individual was no longer an employee and was no longer authorized to collect donations. The suspect also admitted that he would keep part of the funds collected. The suspect was charged with Fraudulent Schemes and Practices. MCAO declined prosecution. The commander reviewing the report noted that the report lacked documentation of the details of the investigation and was poorly written. The report was approved by a supervisor who no longer works for MCSO. A supervisor note was entered for the deputy, and the issue will be addressed when the deputy returns from extended leave. Command review was conducted within the required timeframe. This IRM was in compliance.

For the fourth quarter of 2023, MCSO submitted 11 IRMs, of which we determined that 10 were responsive to the requirements of this Paragraph. Of the 10 IRMs reviewed, we determined that nine were in compliance, for a compliance rating of 90%. In our quarterly status report for the second quarter of 2023, MCSO submitted one IRM for assessment of compliance with this Paragraph. After review, we found this IRM to be noncompliant and we issued a noncompliance warning. In our last quarterly status report, for the third quarter of 2023, MCSO did not submit any IRMs for our compliance review of this Paragraph. Therefore, we carried over the noncompliance warning from the second quarter. For this reporting period, MCSO failed to achieve compliance with this Paragraph.

Paragraph 97. *MCSO Commanders and Supervisors shall periodically review the EIS reports and information, and initiate, implement, or assess the effectiveness of interventions for individual Deputies, Supervisors, and units based on that review. The obligations of MCSO Commanders and Supervisors in that regard are described above in Paragraphs 81(c)–(h).*

Phase 1: In compliance

- GH-5 (Early Identification System), most recently amended on March 28, 2023.

Phase 2: Not in compliance

As per GH-5 (Early Identification System) and GB-2 (Command Responsibility), supervisors are required to conduct EIS reviews twice per month for sworn members. Command review of EIS profiles of supervisory and command personnel began in February 2017. To assess MCSO's compliance with this Paragraph, for every month of the reporting period, we select a supervisor and a squad of deputies from each District. We then review the documentation provided as verification of compliance with this Paragraph. We also request that EIS reviews of the commanders responsible for the selected personnel be included. The purpose of conducting EIS reviews is for supervisors to oversee the performance of subordinates and take appropriate action on issues that need to be corrected. This Paragraph also requires that the effectiveness of interventions be evaluated. EIS reviews should be thorough and completed within a timeframe that allows supervisors to monitor performance and address any concerns noted in a timely manner. We believe that periodic EIS reviews should be conducted on a schedule that maximizes their usefulness. We understand that an exact 14-day timeframe may not be possible for all EIS reviews; and we will therefore conduct our reviews using a standard of reasonableness. Two EIS reviews conducted within a short time period, on the same employee, led to questions regarding the purpose and quality of the reviews. EIS reviews conducted too close to each other do not address the intent of this Paragraph. We review documentation to determine if EIS reviews are being conducted in accordance with the requirements of this Paragraph, or if they are being conducted perfunctorily without regard for usefulness or quality.

During the fourth quarter of 2023, we reviewed eight closed TSMR investigations. One of these was discounted at the second stage review, as the earlier discrepancies were explained during this review; five resulted in a memo to the District as the TSAU review discounted the original flag but found minor issues during the document and BWC review which required some counseling on the part of supervisors. The response of supervisors to these memos showed that they addressed the issues raised in the memo with their respective deputies. The remaining two investigations ended in one intermediate and one full intervention. During the audio-recording of the full intervention, the deputy noted that they had been assigned to work for different supervisors during this time, and the deputy had received different instructions from each on how to use and employ ETISs (Extended Traffic Stop Indicators). The intermediate intervention covered issues involving how and when the deputy had asked whether a driver had a weapon in the vehicle. Each of the audio-recordings resulted in clarification of Office policies and ways that deputies might address similar situations more equitably in the future. Both deputies appeared responsive to the suggestions and appreciated the clarity received from the intervention. The follow-up paperwork completed by supervisors from both interventions appeared complete and thorough.

For October, we reviewed Supervisor Notes requested as verification of compliance for 47 employees. Of the 47 selected employees, 43 had appropriate documentation of timely EIS reviews, for a compliance rate of 91.49%. Three employees had only one EIS review conducted for the month, and one employee had two EIS reviews conducted within close proximity.

For November, we requested Supervisor Notes as verification of compliance of EIS reviews for 46 employees. We received Supervisor Notes for 45 of the 46 employees, which we then reviewed for compliance. One employee was on extended leave so there were no EIS reviews completed for that individual. Of the Supervisor Notes we reviewed for 45 employees, all had appropriate documentation of compliance with this Paragraph, for a compliance rate of 100%.

For December, we requested and received Supervisor Notes as verification of compliance of EIS reviews for 42 employees. Of the 42 employees, 35 had appropriate documentation of compliance with this Paragraph, for a compliance rate of 83.33%. Four employees had two EIS reviews conducted within close proximity. Three employees had only one EIS review conducted during the month.

For the fourth quarter of 2023, we reviewed the documentation provided for 134 employees – which included the ranks of deputy, sergeant, lieutenant, and captain. Of the 134 employees, 123 had documentation that met compliance requirements. The compliance rate for the fourth quarter was 91.79%. In our last quarterly status report, for the third quarter of 2023, we found MCSO out of compliance with this Paragraph; and we issued a noncompliance warning. For this reporting period, MCSO was not in compliance with the requirements of this Paragraph.

d. Regular Employee Performance Review and Evaluations

Paragraph 98. *MCSO, in consultation with the Monitor, shall create a system for regular employee performance evaluations that, among other things, track each officer's past performance to determine whether the officer has demonstrated a pattern of behavior prohibited by MCSO policy or this Order.*

Phase 1: In compliance

- GC-4 (Employee Performance Appraisals), most recently amended on April 13, 2023.
- GC-4 (S) (Employee Performance Management), most recently amended on April 13, 2023.

Phase 2: In compliance

There are several Paragraphs in the First and Second Orders that have requirements pertaining to the assessment, documentation, and tracking of employee performance. The methodologies for the assessment of compliance are explained under each of those Paragraphs. This Paragraph requires that MCSO create and implement a system for regular employee performance evaluations that tracks past performance, in part, to determine if there are patterns of prohibited behavior. MCSO completely revised the employee performance evaluation system and trained all supervisors on the new policies. We believe the new system implemented provides supervisors with the means to effectively evaluate and track employee performance. There have been

occasions when supervisors have not followed the required guidelines in the completion of EPAs and compliance has been affected in a number of Paragraphs. We have identified a number of deficiencies and areas of concern in our quarterly status reports, and we have discussed these with MCSO during our site visits. It appears to us that most of these deficiencies have been due to oversight or the inattentiveness of rating supervisors, as opposed to issues with the functionality of the system or the quality of the training provided. In our quarterly status report for the third quarter of 2023, MCSO achieved compliance with all EPA-related Paragraphs. This indicates that the performance evaluation system instituted can achieve desired the outcomes in meeting the requirements of EPA-related Paragraphs, if proper guidelines are followed. The responsibility of meeting the requirements related to the assessment and documentation of employee performance then primarily falls on the rating supervisor. We therefore conclude that MCSO has met the requirements of this Paragraph, for the creation of a viable employee performance evaluation system. The assessment of compliance for each Paragraph related to the evaluation of employee performance will be assessed based on each Paragraph's specific requirements.

***Paragraph 99.** The review shall take into consideration all past Complaint investigations; the results of all investigations; Discipline, if any, resulting from the investigation; citizen Complaints and commendation; awards; civil or administrative claims and lawsuits related to MCSO operations; Training history; assignment and rank history; and past Supervisory actions taken pursuant to the early warning protocol.*

Phase 1: In compliance

- GC-4 (Employee Performance Appraisals), most recently amended on April 13, 2023.
- GC-4 (S) (Employee Performance Management), most recently amended on April 13, 2023.

Phase 2: In compliance

The current EPA form has an acknowledgement at the conclusion that supervisors are required to include in their performance appraisal, affirming that they have done due diligence in researching and documenting the requirements of Paragraph 99. Supervisors completing EPAs are required to document their findings relevant to these areas, if their reviews reveal any applicable events or actions. The areas of review include: complaint investigations and dispositions; discipline; citizen complaints; commendations; awards; civil or administrative claims; and past supervisory actions taken pursuant to EIS Alerts. We do not rely solely on the supervisor's affirmation that a thorough review was completed. We verify supporting documentation to ensure the supervisor has conducted a thorough review and that the information provided under Paragraph 99 is accurate. We review EIS and IAPro resumes for each employee whose EPA we received during the quarter, under Paragraphs 87, 92, and 95. We review these resumes and compare them to the notations listed by the supervisor authoring the EPA, under Paragraph 99. We verify that any past actions noted in the resumes are captured in the EPA. We have emphasized to MCSO the importance of accurate documentation and thorough reviews of EIS profiles.

For this reporting period, we reviewed Employee Performance Appraisals for 15 deputies and 30 supervisors. For October, we found four of five deputy EPAs, and all 10 supervisor EPAs in compliance. One deputy EPA failed to document a misconduct investigation that was initiated during the employee's EPA rating period. For November, we found all five deputy EPAs and all 10 supervisor EPAs in compliance. For December, we found four of five deputy EPAs in compliance, and all 10 supervisor EPAs in compliance. One deputy EPA failed to document a misconduct investigation that was initiated during the employee's EPA rating period. For the fourth quarter of 2023, of the total 45 EPAs reviewed, 43 were in compliance. This is a compliance rate of 95.56%. For this reporting period, MCSO was in compliance with this Paragraph.

***Paragraph 100.** The quality of Supervisory reviews shall be taken into account in the Supervisor's own performance evaluations.*

Phase 1: In compliance

- GC-4 (Employee Performance Appraisals), most recently amended on April 13, 2023.
- GC-4 (S) (Employee Performance Management), most recently amended on April 13, 2023.

Phase 2: In compliance

The current EPA form has a rating dimension where supervisors are required to document the quality of supervisory reviews and supervisor accountability. This Paragraph only pertains to supervisor EPAs, and we review comments to ensure that the rater has addressed all areas associated with the quality of supervisory reviews. We have previously noted that we take into account the requirements of Paragraphs 92 and 95, as it pertains to the quality of supervisory reviews of EIS. The quality of reviews of supervisors' misconduct investigations, as per Paragraph 176, is also factored into the assessment of compliance for this Paragraph.

We reviewed Employee Performance Appraisals for 30 supervisors and commanders who received EPAs during this reporting period. Paragraphs 92 and 95 require supervisors to review and track violations and corrective actions in EIS. For October, our reviews indicated that all 10 supervisor EPAs were in compliance with the requirements of this Paragraph. For November, our reviews indicated that nine of the 10 supervisor EPAs were in compliance with the requirements of this Paragraph. One supervisor EPA failed to assess supervisory review requirements of Paragraphs 87 and 176. For December, all 10 supervisor EPAs were in compliance.

Of the 30 supervisor EPAs reviewed for this quarter, 29 were in compliance with the requirements of this Paragraph, or 96.67%. MCSO remains in compliance with this Paragraph.

Paragraph 101. *Within 180 days of the Effective Date, MCSO shall develop and implement eligibility criteria for assignment to Specialized Units enforcing Immigration-Related Laws. Such criteria and procedures shall emphasize the individual's integrity, good judgment, and demonstrated capacity to carry out the mission of each Specialized Unit in a constitutional, lawful, and bias-free manner. Deputies assigned to a Specialized Unit who are unable to maintain eligibility shall be immediately re-assigned.*

In Full and Effective Compliance

MCSO does not have any specialized units that enforce immigration-related laws. Therefore, by default, MCSO is in Phase 2 compliance with this Paragraph. We continue to monitor arrests and detentions as part of our review process to ensure that MCSO is in compliance with its own directives on this issue.

For October, November, and December, we received lists containing all incidents involving MCSO arrests and criminal citations. For each month, we requested a random sample of arrests and criminal citations. In total, we reviewed 60 incidents involving arrests and 60 incidents involving criminal citations. We also reviewed a random sample of 205 Incident Reports for this reporting period. During our reviews of the documentation provided for this reporting period, we found no evidence to indicate any violations of this Paragraph.

On December 28, 2018, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Section 10: Misconduct and Complaints

COURT ORDER XI. MISCONDUCT AND COMPLAINTS

a. Internally-Discovered Violations

Paragraph 102. *MCSO shall require all personnel to report without delay alleged or apparent misconduct by other MCSO Personnel to a Supervisor or directly to IA that reasonably appears to constitute: (i) a violation of MCSO policy or this Order; (ii) an intentional failure to complete data collection or other paperwork requirements required by MCSO policy or this Order; (iii) an act of retaliation for complying with any MCSO policy; (iv) or an intentional provision of false information in an administrative investigation or any official report, log or electronic transmittal of information. Failure to voluntarily report or document apparent misconduct described in this Paragraph shall be an offense subject to Discipline.*

In Full and Effective Compliance

During our assessments of compliance with this Paragraph, we have reviewed hundreds of misconduct investigations involving MCSO personnel. Many of them have been internally generated.

During this reporting period, we reviewed 153 administrative misconduct investigations. Forty-two were generated internally. MCSO has continued to identify and address misconduct that is raised by other employees or identified by supervisory personnel. While some of these investigations did not meet all requirements for the proper reporting or completion of misconduct investigations, we address these failures in other Paragraphs in this report.

On December 16, 2020, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

b. Audit Checks

Paragraph 103. *Within one year of the Effective Date, MCSO shall develop a plan for conducting regular, targeted, and random integrity audit checks to identify and investigate Deputies possibly engaging in improper behavior, including: Discriminatory Policing; unlawful detentions and arrests; improper enforcement of Immigration-Related Laws; and failure to report misconduct.*

Phase 1: In compliance

- Audits and Inspections Unit Operations Manual, Section 303, published on August 27, 2020.
- GH-4 (Bureau of Internal Oversight Audits and Inspections), most recently amended on February 22, 2024.

Phase 2: In compliance

Paragraph 103 requires that MCSO conduct “regular, targeted, and random integrity audit checks.” MCSO’s Audits and Inspections Unit (AIU), a Unit of the Bureau of Internal Oversight (BIO), is responsible for these requirements. This Paragraph does not set frequency standards for integrity tests. During this reporting period, AIU published several completed inspection reports to fulfill the “regular” and “random” elements of this Paragraph. AIU’s inspections examined complaint intake tests, Early Identification System (EIS) alerts, Supervisor Notes, Patrol Activity Logs, traffic stop data, post-stop ethnicity, passenger contacts, County Attorney turndown dispositions, Patrol Shift Rosters, and others.

For this reporting period, AIU did not submit any inspections to fulfill the “targeted” requirements of Paragraph 103. We will continue to review AIU’s tests to verify that MCSO maintains continued compliance with this Paragraph. During our February 2024 site visit, AIU informed us that the Unit is developing a targeted audit based on data provided by TSAU, after an analysis of traffic stop data was conducted. We will evaluate the audit once it is completed.

c. Complaint Tracking and Investigations

Paragraph 104. *Subject to applicable laws, MCSO shall require Deputies to cooperate with administrative investigations, including appearing for an interview when requested by an investigator and providing all requested documents and evidence. Supervisors shall be notified when a Deputy under their supervision is summoned as part of an administrative investigation and shall facilitate the Deputy’s appearance, absent extraordinary and documented circumstances.*

In Full and Effective Compliance

In the fall of 2015, MCSO developed a draft checklist and investigative format for administrative investigations. All the requirements in this Paragraph were included in these protocols and approved for use in 2016. Effective June 1, 2016, all administrative investigations have been required to include these forms. Since that time, the forms have been revised to provide additional clarification on procedural requirements. MCSO has consistently met the requirement to use these forms, and includes the checklists in administrative investigation files forwarded for our review.

During this reporting period, we reviewed 153 administrative misconduct investigations. Eighty-five involved sworn personnel. All 85 included the use of the approved investigative format and checklist. We continue to note that deputies consistently appear for scheduled interviews, provide all required information to investigators, and cooperate with investigations. There were no instances identified where a supervisor failed to facilitate a deputy’s attendance at an interview or where an investigator failed to notify the employee’s supervisor of an intended administrative interview.

On March 17, 2020, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 105. *Investigators shall have access to, and take into account as appropriate, the collected traffic stop and patrol data, Training records, Discipline history, and any past Complaints and performance evaluations of involved officers.*

In Full and Effective Compliance

Our reviews of investigations conducted by MCSO have verified that the information required for compliance with this Paragraph is consistently provided in the checklist and investigative reports.

As a result of the Second Order and effective July 20, 2016, the PSB Commander makes all preliminary disciplinary decisions. The PSB and Administrative Services Division Commanders developed a worksheet that provides information regarding how MCSO makes disciplinary decisions, and how MCSO considers employees' work history. PSB includes this form in the sustained investigation documentation that we receive and review for compliance.

During this reporting period, we reviewed 59 sustained administrative misconduct investigations. Thirty-four of these involved misconduct by sworn personnel only. Twenty involved misconduct by Detention personnel only, and six involved misconduct by civilian personnel only. In 17 of the cases, none of the involved employees were still employed by MCSO at the time of the completion of the investigation or the discipline process. Forty-one of the sustained investigations identified one or more principal still employed by MCSO at the time final findings or discipline decisions were made.

In all 41 of the sustained investigations involving known MCSO personnel, the PSB Commander determined the findings and presumptive range of discipline for the sustained violations. We found that generally, where appropriate, discipline history, past complaints, performance evaluations, traffic stop and patrol data, and training records were included in the documents considered for discipline findings. All 41 were referred for discipline or other corrective action.

On October 5, 2020, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 106. *Records of Complaints and investigations shall be maintained and made available, un-redacted, to the Monitor and Plaintiffs' representatives upon request. The Monitor and Plaintiffs' representatives shall maintain the confidentiality of any information therein that is not public record. Disclosure of records of pending investigations shall be consistent with state law.*

In Full and Effective Compliance

MCSO has two obligations under this Paragraph: to maintain and make records available. The Paragraph also covers the requirement that MCSO make unredacted records of such investigations available to the Plaintiffs' attorneys and Plaintiff-Intervenor as well.

MCSO has been responsive to our requests, and neither the Plaintiffs nor Plaintiff-Intervenor have raised any concerns related to the requirements of this Paragraph for this or the past several reporting periods. MCSO, via its counsel, distributes responses to our document and site visit requests via a document-sharing website. The Plaintiffs' attorneys and Plaintiff-Intervenor have access to this information, including documents applicable to this Paragraph, at the same time as we do.

On June 3, 2019, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Section 11: Community Engagement

COURT ORDER XII. COMMUNITY ENGAGEMENT

a. Community Outreach Program

Paragraph 107. *To rebuild public confidence and trust in the MCSO and in the reform process, the MCSO shall work to improve community relationships and engage constructively with the community during the time that this order is in place. To this end, the MCSO shall conduct the following district community outreach program.*

Paragraph 109. *The Monitor shall hold at least one public meeting per quarter to coincide with the quarterly site visits by the Monitor in a location convenient to the Plaintiffs class. The meetings shall be for the purpose of reporting the MCSO's progress in implementing this Order. These meetings shall be used to inform community members of the policy changes or other significant actions that the MCSO has taken to implement the provisions of this Order. Summaries of audits and reports completed by the MCSO pursuant to this Order shall be made available. The meetings shall be under the direction of the Monitor and/or his designee. The Sheriff and/or the MCSO will participate in the meetings to provide substantive comments related to the Melendres case and the implementation of the orders resulting from it, as well as answer questions related to its implementation, if requested to do so by the Monitor or the community. If the Sheriff is unable to attend a meeting due to other obligations, he shall notify the Monitor at least 30 days prior to that meeting. The Monitor shall consult with Plaintiffs' representatives and the Community Advisory Board on the location and content of the meetings. The Monitor shall clarify for the public at these meetings that MCSO does not enforce immigration laws except to the extent that it is enforcing Arizona and federal criminal laws.*

Phase 1: Not applicable

Phase 2: Not applicable

This Paragraph, per the June 3, 2019 Order (Document 2431), returned the community meetings to the Monitor's supervision and directed the Monitor to hold at least one public meeting per quarter to coincide with the quarterly site visits by the Monitor in a location convenient to the Plaintiffs' class.

The requirements of this Paragraph are not applicable as they apply to actions that the Monitor, not MCSO, is required to take regarding community meetings. After consulting with the CAB regarding a location that would be convenient and accessible to members of the Plaintiffs' class, we held a community meeting on Thursday, February 22, 2024, at the Cartwright School District Training Center in the Maryvale community in Phoenix. The meeting was attended by approximately 25 community members.

At the meeting, we welcomed the attendees and provided an overview of MCSO's compliance with the Court's Orders. The Monitor emphasized that the purpose of the meeting was to explain the purpose and role of the Monitoring Team; and to hear the comments, questions, and concerns of the attendees. The Sheriff, and representatives of the Plaintiffs, the Plaintiff-Intervenor, and the CAB also made presentations.

During the event, some community members shared concerns that they mistrusted and feared law enforcement and were made to feel like second-class citizens. One attendee stated that he believed the community was optimistic about the future, and that he wanted to help the Sheriff be successful and hoped to see compliance with the Court Order. Another attendee said he believed that previous Sheriffs resisted the Court Orders and asked the new Sheriff about his position on the reforms. The Sheriff responded that he has been a law enforcement professional for 34 years and was committed to the reforms.

***Paragraph 110.** The meetings present an opportunity for the Monitor and MCSO representatives to listen to community members' experiences and concerns about MCSO practices. The Monitor may investigate and respond to those concerns. The Monitor shall inform the public that the purpose of the meeting is to discuss the Melendres case and the orders implementing the relief of that case. To the extent that the Monitor receives concerns at such meetings that are neither within the scope of this order nor useful in determining the Defendant's compliance with this order, it may inform the complainant how to file an appropriate complaint with the MCSO or appropriate law enforcement agency. The Sheriff may respond to non-Melendres questions raised at meetings to the extent, in his sole discretion, if the Sheriff wishes to do so.*

Phase 1: Not applicable

Phase 2: Not applicable

The requirements of this Paragraph are not applicable as they apply to actions that the Monitor, not MCSO, is required to take regarding community meetings. We held a community meeting on Thursday, February 22, 2024, at the Cartwright District School Training Center in the Maryvale community of Phoenix. We consulted with the CAB to select a venue for the meeting that was accessible and convenient for members of the Plaintiffs' class. At the meeting, we informed the attendees that the purpose of the meeting was to discuss the Court Orders implementing the relief of the *Melendres* case. We offered the attendees the opportunity to ask questions or offer comments regarding their experiences and concerns about MCSO practices.

Paragraph 111. *English and Spanish-speaking Monitor Personnel shall attend these meetings and be available to answer questions from the public about its publicly available reports concerning MCSO's implementation of this Order and other publicly available information. The Plaintiffs' and Plaintiff-Intervenor's representatives shall be invited to attend and the Monitor shall announce their presence and state their availability to answer questions.*

Phase 1: Not applicable

Phase 2: Not applicable

The requirements of this Paragraph are not applicable as they apply to actions that the Monitor, not MCSO, is required to take regarding community meetings. As noted above, we held a community meeting on Thursday, February 22, 2024, at the Cartwright School District Training Center in the Maryvale community of Phoenix. English and Spanish-speaking Monitoring Team personnel attended the meeting, and a professional interpreter provided consecutive Spanish interpretation. We introduced representatives of the Plaintiffs, Plaintiff-Intervenor, MCSO, and the CAB who offered remarks; and we advised the attendees that they were available to answer community members' questions.

Paragraph 112. *At least ten days before such meetings, the Monitor shall widely publicize the meetings in English and Spanish after consulting with Plaintiffs' representatives and the Community Advisory Board regarding advertising methods. Options for advertising include, but are not limited to, television, radio, print media, internet and social media, and any other means available. Defendants shall either provide a place for such meetings that is acceptable to the Monitor or pay the Monitor the necessary expenses incurred in arranging for such meeting places. The Defendants shall also pay the reasonable expenses of publicizing the meetings as required above, and the additional reasonable personnel and expenses that the Monitor will incur as a result of performing his obligations with respect to the Community Outreach Program. If any party determines there is little interest or participation in such meetings among community members, or that they have otherwise fulfilled their purpose, it can file a request with the Court that this requirement be revised or eliminated.*

Phase 1: Not applicable

Phase 2: Not applicable

The requirements of this Paragraph are not applicable as they apply to actions that the Monitor, not MCSO, is required to take regarding community meetings. We held a community meeting on February 22, 2024 at the Cartwright School District Training Center in the Maryvale community of Phoenix. To promote the meeting, we reached out to the Maryvale-area community and non-profit organizations, churches, and schools to request their assistance to inform community members of the meeting. We distributed English-Spanish flyers throughout locations in Maricopa County, posted information about the meeting on community calendars and websites, and advertised the meeting on a Spanish-language radio station recommended by the CAB.

b. MCSO Community Liaison

Paragraph 113. *MCSO shall select or hire a Community Liaison who is fluent in English and Spanish. The hours and contact information of the MCSO Community Outreach Division (“COD”) shall be made available to the public including on the MCSO website. The COD shall be directly available to the public for communications and questions regarding the MCSO.*

In Full and Effective Compliance

This Paragraph requires that MCSO select or hire a Community Liaison who is fluent in English and Spanish. MCSO’s Community Outreach Division (COrD) has two Community Liaison Officers who are fluent in English and Spanish. The COrD uses the term “Community Liaison” for these two individuals and its other staff members, though not all of them are bilingual.

The MCSO website lists the hours and contact information of the COrD and its staff – as well as the COrD’s mission and overarching goals, and frequently asked questions regarding MCSO. The MCSO website includes information about the language abilities of COrD’s Community Liaison Officers.

On June 17, 2022, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 114. *The COD shall have the following duties in relation to community engagement:*

- a. *to coordinate the district community meetings described above in Paragraphs 109 to 112;*
- b. *to provide administrative support for, coordinate and attend meetings of the Community Advisory Board described in Paragraphs 117 to 118; and*
- c. *to compile any complaints, concerns and suggestions submitted to the COD by members of the public about the implementation of this Order and the Court’s order of December 23, 2011, and its findings of fact and conclusions of law dated May 24, 2013, even if they don’t rise to the level of requiring formal action by IA or other component of the MCSO, and to respond to Complainants’ concerns; and*
- d. *to communicate concerns received from the community at regular meetings with the Monitor and MCSO leadership.*

In Full and Effective Compliance

Pursuant to the June 3, 2019 Order (Document 2431), Subparagraphs a. and b. of this Paragraph are no longer applicable.

During this reporting period, as in the past, some CAB members participated in a few of our compliance meetings during our January site visit – including meetings on MCSO’s interaction with the CAB and community engagement, and MCSO’s Constitutional Policing Plan.

MCSO has provided documentation that all current COrD personnel completed an online Complaint Intake and Processing course, to assist them in receiving and appropriately directing any complaints or concerns they receive from community members, including complaints of

potential employee misconduct. When new personnel are assigned to the COrD, we request and review documentation that the new staff members have completed this training. During our most recent site visit, COrD personnel reported that one new person was assigned to the Division within the last quarter. We verified that he completed the Complaint Intake and Processing course.

In the past, COrD personnel have reported that when they receive concerns from community members, they forward those that are complaints to PSB; and that they sometimes receive inquiries for which COrD staff believe it is appropriate to direct community members to written materials or MCSO's website. In addition, COrD has developed a form for capturing information on complaints, concerns, and suggestions submitted by members of the public to the COrD; however, COrD personnel maintain that they did not receive any *Melendres*-related complaints, concerns, or suggestions from the public during this reporting period. In its submission for this reporting period, COrD personnel wrote, "The Community Outreach Division did not receive any complaints, concerns, or suggestions by members of the public regarding the implementation of the Court's Orders" during this time period.

During our upcoming site visit, we will discuss with COrD personnel any complaints, concerns, and suggestions it has received from the public; as well as the requirement that COrD communicate any concerns received from the community at regular meetings with the Monitor and MCSO leadership.

On June 17, 2022, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

c. Community Advisory Board

Paragraph 115. *MCSO and Plaintiffs' representatives shall work with community representatives to create a Community Advisory Board ("CAB") to facilitate regular dialogue between the MCSO and the community, and to provide specific recommendations to MCSO and the Monitor about policies and practices that will increase community trust and ensure that the provisions of this Order and other orders entered by the Court in this matter are met. The MCSO shall cooperate with the Monitor to assure that members of the CAB are given appropriate access to relevant material, documents, and training so the CAB can make informed recommendations and commentaries to the Monitor.*

Phase 1: In compliance

- Court Implementation Division Operations Manual, most recently revised on January 3, 2023.

Phase 2: In compliance

MCSO's responsiveness to the CAB's inquiries and requests for information continues to meet the requirements of this Paragraph. CAB members continue to provide recommendations to MCSO about policies and practices that will increase community trust and ensure that the provisions of the Orders entered by the Court in this matter are met. During this reporting period, CAB members reviewed and provided feedback on MCSO policies EA-3 (Non-Traffic Contact),

EA-11 (Arrest Procedures), and EB-1 (Traffic Enforcement, Violator Contacts, and Citation Issuance). During our last site visit, we discussed with MCSO's liaison to the CAB our concern that while CAB members have, in fact, forwarded to MCSO their commentary on some of the agency's proposed policies, the commentary was never received by the Policy Section in the past. Since that time, MCSO's liaison has appropriately forwarded the CAB's feedback and questions regarding policies to the Policy Section.

We continue to closely monitor the measure to which MCSO facilitates a good working relationship with the CAB.

***Paragraph 116.** The CAB shall have five members, two to be selected by MCSO and two to be selected by Plaintiffs' representatives. One member shall be jointly selected by MCSO and Plaintiffs' representatives. Members of the CAB shall not be MCSO Employees or any of the named class representatives nor any of the attorneys involved in this case. The CAB shall continue for at least the length of this Order.*

In Full and Effective Compliance

The CAB is a five-member body – with two members selected by MCSO, two members selected by Plaintiffs' attorneys, and one member jointly selected by MCSO and Plaintiffs' attorneys. None of the CAB members are MCSO employees, named class representatives, or attorneys involved in this case.

On December 19, 2023, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

***Paragraph 117.** The CAB shall hold meetings at regular intervals. The meetings may be either public or private as the purpose of the meeting dictates, at the election of the CAB. The Defendants shall provide a suitable place for such meetings. The Monitor shall coordinate the meetings and communicate with CAB members, and provide administrative support for the CAB.*

Phase 1: Not applicable

Phase 2: Not applicable

The requirements of this Paragraph do not require any action on the part of MCSO; thus, they are not applicable. During this reporting period, CAB members met regularly as a group, often with members of the Monitoring Team. A member of the Monitoring Team coordinated the meetings and provided administrative support for the CAB.

In addition, during our January site visit, some CAB members participated in a few of our compliance meetings – including meetings on the Constitutional Policing Plan, community engagement/CAB, and other topics. In our regular interactions with CAB members via conference calls and virtual meetings, we have provided information about MCSO's progress achieving compliance with the Orders and discussed ways to improve the relationship between the Plaintiffs' class and MCSO.

Paragraph 118. *During the meetings of the CAB, members will relay or gather concerns from the community about MCSO practices that may violate the provisions of this Order and the Court's previous injunctive orders entered in this matter and transmit them to the Monitor and the MCSO for investigation and/or action. The Parties will also be given the CAB's reports and recommendations to the Monitor.*

Phase 1: Not applicable

Phase 2: Not applicable

The requirements of this Paragraph do not require any action on the part of MCSO; thus, they are not applicable. As noted above, during this reporting period, as in the past, some CAB members participated in a few of our compliance meetings during our October site visit.

We requested from MCSO documentation of concerns received from CAB members during their meetings about MCSO practices that may be in violation of the Court's Orders that were transmitted to the MCSO for investigation and/or action during this reporting period. MCSO did not report any such concerns during this reporting period.

During the last reporting period, in August 2023, the CAB held a hybrid (Zoom and in-person) meeting to inform community members about the *Melendres* case and the issues that were of primary concern to CAB members – including racial profiling and MCSO's delays in completing PSB investigations. This was the CAB's third such community meeting; and it was attended by approximately 15 community members, as well as a member of the Monitoring Team and Plaintiffs' representatives. In addition, at the CAB's invitation, three COrD personnel attended to listen to the community members' comments and questions. During our October 2023 site visit, we inquired with the COrD as to how it followed up or shared with MCSO leadership the concerns that were raised during the CAB's community meeting. According to a CAB member, some participants at the CAB's community meeting observed that the COrD personnel did not take notes, causing them to wonder if the issues they raised would actually be shared with the Sheriff and MCSO leadership. The meeting was not audio- or video-recorded.

We continue to encourage the CAB to share community concerns with MCSO. We also continue to encourage COrD or other MCSO personnel who hear *Melendres*-related concerns from the community at the CAB's meetings to share that information with the Monitor and MCSO leadership for investigation and/or action, as required by this Paragraph – and to more clearly convey to the community members who attend the CAB's meetings that the MCSO representatives intend to share their concerns and questions with the Sheriff and MCSO leadership.

Second Supplemental Permanent Injunction/Judgment Order

Section 12: Misconduct Investigations, Discipline, and Grievances

COURT ORDER XV. MISCONDUCT INVESTIGATIONS, DISCIPLINE, AND GRIEVANCES

***Paragraph 163.** The Sheriff will ensure that all allegations of employee misconduct, whether internally discovered or based on a civilian complaint, are fully, fairly, and efficiently investigated; that all investigative findings are supported by the appropriate standard of proof and documented in writing; and that all officers who commit misconduct are held accountable pursuant to a disciplinary system that is fair, consistent, unbiased and provides due process. To achieve these outcomes, the Sheriff shall implement the requirements set out below.*

A. Policies Regarding Misconduct Investigations, Discipline, and Grievances

***Paragraph 165.** Within one month of the entry of this Order, the Sheriff shall conduct a comprehensive review of all policies, procedures, manuals, and other written directives related to misconduct investigations, employee discipline, and grievances, and shall provide to the Monitor and Plaintiffs new policies and procedures or revise existing policies and procedures. The new or revised policies and procedures that shall be provided shall incorporate all of the requirements of this Order. If there are any provisions as to which the parties do not agree, they will expeditiously confer and attempt to resolve their disagreements. To the extent that the parties cannot agree on any proposed revisions, those matters shall be submitted to the Court for resolution within three months of the date of the entry of this Order. Any party who delays the approval by insisting on provisions that are contrary to this Order is subject to sanction.*

Phase 1: Not applicable

Phase 2: In compliance

MCSO provided us with the following:

- Administrative Services Division Operations Manual, most recently amended on November 14, 2023.
- Audits and Inspections Unit Operations Manual, currently under revision.
- Body-Worn Camera Operations Manual, published on December 22, 2016.
- CP-2 (Code of Conduct), most recently amended on January 11, 2024.
- CP-3 (Workplace Professionalism: Discrimination and Harassment), most recently amended on December 16, 2021.
- CP-5 (Truthfulness), most recently amended on November 17, 2022.

- CP-8 (Preventing Racial and Other Bias-Based Profiling), most recently amended on October 13, 2022.
- CP-11 (Anti-Retaliation), most recently amended on January 6, 2022.
- EA-2 (Patrol Vehicles), most recently revised on January 11, 2024.
- GA-1 (Development of Written Orders), most recently amended on November 9, 2023.
- GB-2 (Command Responsibility), most recently amended on December 5, 2023.
- GC-4 (Employee Performance Appraisals), most recently amended on April 13, 2023.
- GC-4 (S) (Employee Performance Management), most recently amended on April 13, 2023.
- GC-7 (Transfer of Personnel), most recently amended on January 12, 2024.
- GC-11 (Employee Probationary Periods and Unclassified Employees), most recently amended on November 30, 2023.
- GC-12 (Hiring and Promotional Procedures), most recently amended on November 17, 2022.
- GC-16 (Employee Grievance Procedures), most recently amended on November 14, 2023.
- GC-17 (Employee Disciplinary Procedures), most recently amended on February 22, 2024.
- GD-9 (Litigation Initiation, Document Preservation, and Document Production Notices), most recently amended on October 26, 2023.
- GE-4 (Use, Assignment, and Operation of Vehicles), most recently amended on January 12, 2024.
- GG-1 (Peace Officer Training Administration), most recently amended on October 26, 2023.
- GG-2 (Detention/Civilian Training Administration), most recently amended on October 26, 2023.
- GH-2 (Internal Investigations), most recently amended on November 14, 2023.
- GH-4 (Bureau of Internal Oversight Audits and Inspections), most recently amended on February 22, 2024.
- GH-5 (Early Identification System), most recently amended on March 28, 2023.
- GI-5 (Voiance Language Services), most recently amended on October 31, 2023.
- GJ-24 (Community Relations and Youth Programs), most recently revised on November 9, 2023.
- GJ-26 (Sheriff's Reserve Deputy Program), most recently amended on March 16, 2023.

- GJ-27 (Sheriff's Posse Program), most recently amended on January 19, 2024.
- GJ-35 (Body-Worn Cameras), most recently amended on May 19, 2023.
- Professional Standards Bureau Operations Manual, published on December 13, 2018.
- Training Division Operations Manual, most recently amended on January 11, 2024.

This Paragraph implies that the review process and final adoption of the updated policies would take two months to complete, assuming that the new or revised policies were provided within one month of the issuance of the Second Order. This is due, in some measure, to researched and well-considered recommendations by the Parties; and robust discussion about policy language, application, and outcomes during our site visit meetings.

We received a majority of the documents listed above within one month of the entry of the Order. We and the Parties conducted initial reviews and returned the revised documents, with additional recommendations, to MCSO for additional work. MCSO continues provide us and the Parties with any new and revised policies for review and recommendations. MCSO remains in compliance with this Paragraph.

Paragraph 166. *Such policies shall apply to all misconduct investigations of MCSO personnel.*

Paragraph 167. *The policies shall include the following provisions:*

- a. *Conflicts of interest in internal affairs investigations or in those assigned by the MCSO to hold hearings and make disciplinary decisions shall be prohibited. This provision requires the following:*
 - i. *No employee who was involved in an incident shall be involved in or review a misconduct investigation arising out of the incident.*
 - ii. *No employee who has an external business relationship or close personal relationship with a principal or witness in a misconduct investigation may investigate the misconduct. No such person may make any disciplinary decisions with respect to the misconduct including the determination of any grievance or appeal arising from any discipline.*
 - iii. *No employee shall be involved in an investigation, whether criminal or administrative, or make any disciplinary decisions with respect to any persons who are superior in rank and in their chain of command. Thus, investigations of the Chief Deputy's conduct, whether civil or criminal, must be referred to an outside authority. Any outside authority retained by the MCSO must possess the requisite background and level of experience of internal affairs investigators and must be free of any actual or perceived conflicts of interest.*

- b. *If an internal affairs investigator or a commander who is responsible for making disciplinary findings or determining discipline has knowledge of a conflict of interest affecting his or her involvement, he or she should immediately inform the Commander of the Professional Standards Bureau or, if the holder of that office also suffers from a conflict, the highest-ranking, non-conflicted chief-level officer at MCSO or, if there is no non-conflicted chief-level officer at MCSO, an outside authority. Any outside authority retained by the MCSO must possess the requisite background and level of experience of internal affairs investigators and must be free of any actual or perceived conflicts of interest.*
- c. *Investigations into an employee's alleged untruthfulness can be initiated by the Commander of the Professional Standards Bureau or the Chief Deputy. All decisions not to investigate alleged untruthfulness must be documented in writing.*
- d. *Any MCSO employee who observes or becomes aware of any act of misconduct by another employee shall, as soon as practicable, report the incident to a Supervisor or directly to the Professional Standards Bureau. During any period in which a Monitor is appointed to oversee any operations of the MCSO, any employee may, without retaliation, report acts of alleged misconduct directly to the Monitor.*
- e. *Where an act of misconduct is reported to a Supervisor, the Supervisor shall immediately document and report the information to the Professional Standards Bureau.*
- f. *Failure to report an act of misconduct shall be considered misconduct and may result in disciplinary or corrective action, up to and including termination. The presumptive discipline for a failure to report such allegations may be commensurate with the presumptive discipline for the underlying misconduct.*
- g. *No MCSO employee with a rank lower than Sergeant will conduct an investigation at the District level.*

In Full and Effective Compliance

To determine Phase 2 compliance with this Paragraph, we review administrative misconduct investigations.

During this reporting period, we reviewed 153 closed administrative misconduct investigations, 11 of which were critical incidents. Sworn, Detention, or civilian personnel assigned to PSB conducted 94 of the investigations we reviewed. PSB outsourced 18 of the investigations to outside vendors. Sworn supervisors in Districts or Divisions outside of PSB conducted the remaining 41.

Paragraph 167.a.i-iii. prohibits any employee with any conflicts of interest from participating in, holding hearings on, or making any disciplinary decisions in a misconduct investigation. During this reporting period, there was one instance where a potential conflict of interest was identified; and the investigation was appropriately outsourced to an outside vendor.

Paragraph 167.b. requires that if the internal affairs investigator or a commander responsible for making disciplinary decisions identifies a conflict of interest, appropriate notifications must be made immediately. There were no instances during this reporting period where a supervisor failed to identify a conflict of interest and inappropriately conducted an investigation.

Paragraph 167.c. requires that investigations into truthfulness be initiated by the Chief Deputy or the PSB Commander. MCSO identified nine instances during this reporting period where PSB believed that a truthfulness allegation was appropriate and conducted the proper investigation. We did not identify any investigations during this reporting period where we believe that MCSO should have initiated an investigation into truthfulness – and failed to do so.

Paragraph 167.d. requires that any MCSO employee who observes or becomes aware of misconduct by another employee shall immediately report such conduct to a supervisor or directly to PSB. Per the requirement, during the period in which the Monitor has authority to oversee any operations of MCSO, any employee may also report alleged misconduct to the Monitor. Of the 153 administrative cases we reviewed for this reporting period, there were 30 investigations where an employee reported potential misconduct by another employee, or a supervisor identified potential employee misconduct. We identified one instance where a supervisor failed to identify and report potential misconduct as required. PSB took appropriate action. There were three complaints sent directly to our Team. These were forwarded to MCSO and investigated as required.

Paragraph 167.e. requires that when supervisors learn of an act of misconduct, the supervisor shall immediately document and report the information to PSB. We identified one instance where a supervisor failed to document and report potential misconduct as required. PSB took appropriate action.

Paragraph 167.f. provides for the potential for a disciplinary sanction or other corrective action if an employee fails to bring forth an act of misconduct. We identified one instance where a supervisor failed to bring forward misconduct as required and appropriate action was taken by PSB.

Paragraph 167.g. requires that a sergeant or higher-ranking employee conduct all misconduct investigations conducted at the District level. All District-level cases that we reviewed for this reporting period complied with this requirement.

On December 23, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 168. *All forms of reprisal, discouragement, intimidation, coercion, or adverse action against any person, civilian, or employee because that person reports misconduct, attempts to make or makes a misconduct complaint in good faith, or cooperates with an investigation of misconduct constitute retaliation and are strictly prohibited. This also includes reports of misconduct made directly to the Monitor, during any period in which a Monitor is appointed to oversee any operations of the MCSO.*

In Full and Effective Compliance

To assess Phase 2 compliance with this Paragraph, we reviewed 153 administrative misconduct investigations that were completed during this reporting period.

There were six investigations where allegations applicable to compliance with this Paragraph were made. None of the six had sustained findings relative to the requirements of this Paragraph. We agree with the findings in all six.

On December 23, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 169. *Retaliating against any person who reports or investigates alleged misconduct shall be considered a serious offense and shall result in discipline, up to and including termination.*

In Full and Effective Compliance

To assess Phase 2 compliance with this Paragraph, we reviewed 153 administrative misconduct investigations that were completed during this reporting period.

There were six investigations where allegations applicable to compliance with this Paragraph were made. None of the six had sustained findings relative to the requirements of this Paragraph. We agree with the findings in all six.

On December 23, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 170. *The Sheriff shall investigate all complaints and allegations of misconduct, including third-party and anonymous complaints and allegations. Employees as well as civilians shall be permitted to make misconduct allegations anonymously.*

In Full and Effective Compliance

To assess Phase 2 compliance with this Paragraph, we reviewed 153 administrative misconduct investigations during this reporting period. Forty-two were initiated as a result of internal complaints, and 111 were externally generated. We also reviewed seven criminal investigations conducted by MCSO. Four were initiated as a result of an external complaint, and three were internally generated.

Of the 153 administrative misconduct investigations we reviewed for this reporting period, 12 involved anonymous complaints. Eleven others were complaints from identified third-party complainants. We have not become aware of any evidence indicating that MCSO refused to accept and complete any investigations initiated by third-party or anonymous complainants. None of the 153 administrative misconduct investigations we reviewed during this reporting period included any allegations indicating that any third-party or anonymous complaint was not appropriately accepted and investigated.

On December 23, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

***Paragraph 171.** The MCSO will not terminate an administrative investigation solely on the basis that the complainant seeks to withdraw the complaint, or is unavailable, unwilling, or unable to cooperate with an investigation, or because the principal resigns or retires to avoid discipline. The MCSO will continue the investigation and reach a finding, where possible, based on the evidence and investigatory procedures and techniques available.*

In Full and Effective Compliance

To assess Phase 2 compliance with this Paragraph, we reviewed 153 administrative misconduct investigations during this reporting period.

We determined that 21 of the 153 completed administrative investigations we reviewed involved complainants who sought to withdraw their complaints; or were unavailable, unwilling, or unable to cooperate. MCSO completed all 21 investigations and reached a finding as required. We also found that in 29 of the 153 investigations, all of the identified principals left MCSO employment prior to the finalization of the investigation or discipline process. MCSO completed all of these investigations and reached a finding as required. Fourteen of these 29 investigations resulted in a sustained finding for one or more employees. The remaining 15 did not result in any sustained findings for any employee. None of the 153 investigations we evaluated for compliance were prematurely terminated.

On December 23, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 172. *Employees are required to provide all relevant evidence and information in their custody and control to internal affairs investigators. Intentionally withholding evidence or information from an internal affairs investigator shall result in discipline.*

In Full and Effective Compliance

To assess Phase 2 compliance with this Paragraph during this reporting period, we reviewed 153 completed administrative misconduct investigations. There were two investigations where PSB identified that an employee had failed to accurately provide all information or evidence required during the investigation. In both, PSB initiated truthfulness investigations and the allegations were sustained. In one, the employee was dismissed; and in another, the employee resigned prior to the completion of the investigation and discipline process.

On December 23, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 173. *Any employee who is named as a principal in an ongoing investigation of serious misconduct shall be presumptively ineligible for hire or promotion during the pendency of the investigation. The Sheriff and/or the MCSO shall provide a written justification for hiring or promoting an employee or applicant who is a principal in an ongoing investigation of serious misconduct. This written justification shall be included in the employee's employment file and, during the period that the MCSO is subject to Monitor oversight, provided to the Monitor.*

Phase 1: In compliance

- GC-4 (Employee Performance Appraisals), most recently amended on April 13, 2023.
- GC-4 (S) (Employee Performance Management), most recently amended on April 13, 2023.
- GC-11 (Employee Probationary Periods and Unclassified Employees), most recently amended on November 30, 2023.
- GC-12 (Hiring and Promotional Procedures), most recently amended on November 17, 2022.

Phase 2: In compliance

MCSO has established a protocol to address the requirements of this Paragraph. When a promotion list is established for sworn or Detention personnel, a copy of the list is forwarded to the Professional Standards Bureau (PSB). Before any promotion is finalized, PSB conducts a check of each employee's disciplinary profile in the automated system (IAPro). As part of the promotional process, members of MCSO's command staff meet to discuss each employee's qualifications. During this meeting, the results of the IAPro checks are provided to the staff for review and consideration. The PSB Commander generally attends the promotion meetings for both Detention and sworn personnel, and clarifies any questions regarding the disciplinary history that the staff may have. When an employee is moved from a civilian employment position to a sworn employment position, MCSO conducts a thorough background investigation. The process

involves a review and update of the candidate's PSB files, which is completed by Pre-Employment Services. For Detention employees who are moving to sworn positions, the information in the employee's file is updated to include any revised or new information. Due to the scheduling of our site visits, we inspect personnel files for employees who were promoted during the last month of the preceding quarter, and the first two months of the current reporting period. In our reviews, we ensure that the documentation, as it pertains to compliance with this Paragraph, is included in personnel files.

MCSO reported a total of 17 promotions during this review period. All promotions involved civilian employees. Sixteen of the 17 civilian employees promoted had no discipline histories. One civilian employee had an open minor misconduct investigation. We reviewed the information provided and noted no issues of concern.

MCSO reported hiring five employees during the fourth quarter, of which four were civilian and one was a deputy sheriff trainee. Three of the four civilian employees had no record of discipline. One civilian employee had an open investigation involving minor misconduct. We reviewed the documentation provided and noted no issues of concern. The sworn employee had no record of discipline.

During our February site visit, we selected and reviewed 33 files of promoted employees and nine files of employees who had been transferred into PSB, CID, and BIO between July and December 2023. The list for selected promoted employees included 32 civilian employees and one sworn employee. We reviewed the personnel files of all 42 selected employees to ensure that the information submitted was included in each of the employee files, as required by this Paragraph. Our reviews indicated that each employee file contained the required information. All 42 personnel files were in compliance.

Paragraph 174. Employees' and applicants' disciplinary history shall be considered in all hiring, promotion, and transfer decisions, and this consideration shall be documented. Employees and applicants whose disciplinary history demonstrates multiple sustained allegations of misconduct, or one sustained allegation of a Category 6 or Category 7 offense from MCSO's disciplinary matrices, shall be presumptively ineligible for hire or promotion. MCSO shall provide a written justification for hiring or promoting an employee or applicant who has a history demonstrating multiple sustained allegations of misconduct or a sustained Category 6 or Category 7 offense. This written justification shall be included in the employee's employment file and, during the period that the MCSO is subject to Monitor oversight, provided to the Monitor.

In Full and Effective Compliance

For employees who are promoted, the documentation submitted by MCSO generally includes the disciplinary history for the previous 10 years and any applicable disciplinary actions. MCSO also provides the disciplinary history of Detention and civilian employees who have been upgraded in classification to sworn status.

For the fourth quarter of 2023, MCSO reported the promotion of 17 employees. The promoted employees were all civilians. We reviewed the documentation provided for all the promotions. One civilian employee had an open minor misconduct investigation. We reviewed the information provided and noted no issues of concern. The remaining 16 civilian employees who were promoted had no record of discipline. MCSO reported the hiring of five employees during the fourth quarter, of which four were civilian and one was sworn. Three of the four civilian employees had no record of discipline. The sworn employee had no record of discipline. One civilian employee had an open investigation involving minor misconduct. We reviewed the documentation provided and noted no issues of concern.

On June 17, 2022, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

***Paragraph 175.** As soon as practicable, commanders shall review the disciplinary history of all employees who are transferred to their command.*

Phase 1: In compliance

- GH-5 (Early Identification System), most recently amended on March 28, 2023.
- GC-7 (Transfer of Personnel), most recently amended on January 12, 2024.

Phase 2: In compliance

Per policy, MCSO is to conduct an EIS review within 14 days of an affected employee's transfer. We requested a list of employees that were transferred during this reporting period. From the list, we selected a sample of employees to review and verify that there was documentation of the required EIS reviews. To verify compliance with this Paragraph, we review the transfer request documents that MCSO completes for each employee. The documents memorialize the commander's acknowledgment of review of the transferred employee's disciplinary history, as well as the review of the employee's performance appraisals for the previous five years. This review is generally conducted before the gaining commander accepts the transfer, a few days prior to the transfer becoming effective.

For October, we requested a list of all employees who were transferred during the month. MCSO submitted a list, and we selected a sample of 25 employees who would fall under the requirements of this Paragraph. The list we requested was comprised of 13 Detention employees and 12 sworn employees. Of the 13 Detention employees requested, 12 had proper documentation of command review of their EIS profiles. One Detention employee transfer had no date documented for the gaining commander's review. Therefore, we could not determine if the EIS review was conducted during the required timeframe. All sworn employees had proper documentation of command review of their EIS profile. For October, 24 of 25 employee transfers were in compliance with timely command review of the employees' EIS profiles.

For November, we requested documentation for all 21 employees who were transferred during the month. The list was comprised of 13 Detention employees and eight sworn employees. We reviewed the documentation submitted for all the transfers. Of the 13 Detention employees

requested, all had proper documentation of command review of their EIS profiles. Of the eight sworn employees requested, all had proper documentation of command review of their EIS profiles. For November, all 21 transfers were in compliance with the requirements of this Paragraph.

For December, we requested a list of all employees who were transferred during the month. From the list, we selected all 12 employees to review. This list was comprised of nine Detention employees and three sworn employees. All nine Detention employees had proper documentation of command review of their EIS profiles. All three sworn employees had proper documentation of command review of their EIS profiles. For December, all 12 transfers were in compliance with the requirements of this Paragraph.

For the fourth quarter of 2023, 57 of 58 employees transferred had proper documentation of timely command review of their EIS profiles. The compliance rate for the fourth quarter was 98.28%. For the period in review, MCSO was in compliance with the requirements of this Paragraph.

***Paragraph 176.** The quality of investigators' internal affairs investigations and Supervisors' reviews of investigations shall be taken into account in their performance evaluations.*

Phase 1: In compliance

- GC-4 (Employee Performance Appraisals), most recently amended on April 13, 2023.
- GC-4 (S) (Employee Performance Management), most recently amended on April 13, 2023.

Phase 2: In compliance

This Paragraph requires that employees who conduct misconduct investigations have an assessment on the quality of their investigations documented in their Employee Performance Appraisals. This Paragraph also requires that Commanders who review their subordinates' misconduct investigations be assessed on the quality of those reviews in their own EPAs. To assess compliance with this Paragraph, we look for specific comments by raters completing EPAs. In supervisor EPAs, we look for comments addressing the quality of investigations. In commanders' EPAs, we look for comments assessing the quality of reviews of investigations. In many instances, the employee being rated does not have any subordinates, or has not completed or reviewed any misconduct investigations. In these cases, we look for comments by the rater that indicate why the employee was not rated on this requirement.

In addition, we review a list of all PSB memos indicating investigative deficiencies in misconduct investigations. If we find any deficiencies that correspond to the employee's evaluation period, we expect those to be identified in the employee's EPA. If we find documented deficiencies for the employee who is being evaluated, and the rater fails to note these deficiencies in the EPA, it will affect compliance with the requirements of this Paragraph.

We reviewed Employee Performance Appraisals for 30 supervisors and commanders who received EPAs during this reporting period. Twenty-nine of the 30 supervisor EPAs that we reviewed for this quarter had assessments of the supervisors' quality of internal affairs

investigations or the quality of their reviews of internal affairs investigations. One supervisor EPA did not properly address the requirements of this Paragraph. For supervisors who did not conduct any internal affairs investigations or reviewed any internal affairs investigations during the appraisal period, this information was appropriately documented on their EPAs. One supervisor received a deficiency memo from PSB for a faulty misconduct investigation. The memo was issued during the evaluation period, and was properly documented in the employee's EPA. For this reporting period, 29 of 30 supervisor EPAs reviewed were in compliance with the requirements of this Paragraph, for a 96.67% compliance rating.

Paragraph 177. *There shall be no procedure referred to as a "name-clearing hearing." All pre-disciplinary hearings shall be referred to as "pre-determination hearings," regardless of the employment status of the principal.*

In Full and Effective Compliance

To assess Phase 2 compliance with this Paragraph, we reviewed 153 administrative misconduct investigations during this reporting period.

In misconduct investigations that resulted in serious discipline and in which the employee was afforded the opportunity for an administrative hearing, the only reference to the hearing was "pre-determination hearing."

On June 18, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

B. Misconduct-Related Training

Paragraph 178. *Within three months of the finalization of these policies consistent with ¶ 65 of this Order, the Sheriff will have provided all Supervisors and all personnel assigned to the Professional Standards Bureau with 40 hours of comprehensive training on conducting employee misconduct investigations. This training shall be delivered by a person with subject matter expertise in misconduct investigation who shall be approved by the Monitor. This training will include instruction in:*

- a. *investigative skills, including proper interrogation and interview techniques, gathering and objectively analyzing evidence, and data and case management;*
- b. *the particular challenges of administrative law enforcement misconduct investigations, including identifying alleged misconduct that is not clearly stated in the complaint, or that becomes apparent during the investigation;*
- c. *properly weighing the credibility of civilian witnesses against employees;*
- d. *using objective evidence to resolve inconsistent statements;*
- e. *the proper application of the appropriate standard of proof;*
- f. *report-writing skills;*

- g. requirements related to the confidentiality of witnesses and/or complainants;*
- h. considerations in handling anonymous complaints;*
- i. relevant MCSO rules and policies, including protocols related to administrative investigations of alleged officer misconduct; and*
- j. relevant state and federal law, including Garrity v. New Jersey, and the requirements of this Court's orders.*

Deferred

MCSO supplied the PSB40 curriculum to all personnel assigned to PSB and District supervisors when it was first developed. Subsequently, all promotional candidates receive this curriculum in the Supervisors' Program prior to or shortly after their promotion.

MCSO delivered the 2020 PSB40 curriculum once during this reporting period to 25 personnel (10 sworn, 15 Detention). No personnel needed test remediation.

This course is reserved for delivery on an as-needed basis to new sergeants and newly hired civilian investigators.

During our October 2023 site visit, we had requested MCSO's implementation timeline for revision to the PSB40 curriculum for consistency with the requirements of the Third Order. We further discussed the projected timeline during our February site visit. MCSO advised us that the proposed 2024 PSB40 content revisions were currently being reviewed to determine content that continues to be applicable and relevant, and content that requires revision or removal. The Training Division intends to reorganize content to achieve better efficiency and overall curriculum structure. The revised PSB40 will also incorporate all material used to develop the 2023 PSB8 Combined class. A new test is being drafted which will merge the previously utilized two test structure into a single test. Due to the volume of new or revised material, MCSO anticipates a review submission near the end of the second quarter of 2024. MCSO personnel do not believe that the anticipated timeline will present any adverse effects on students because currently, the primary use of this curriculum is for delivery in the Supervisor Orientation classes for new and/or proposed supervisors, and for new individuals being assigned as PSB investigators. MCSO personnel do not anticipate a need for a delivery until after the second quarter of 2024. We advise MCSO that a failure to update this lesson plan *prior* to any further deliveries of the PSB40 will affect the agency's compliance rating for this Paragraph.

On June 17, 2022, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion. In our last quarterly status report for this Paragraph, we warned MCSO that the agency's continued neglect to update the PSB40 curriculum with current, relevant concerns we have raised through our review of cases could result in a noncompliant finding in the near future. Pursuant to this warning and the delayed implementation of the 2023 PSB8 Combined training, we are deferring our compliance assessment with this Paragraph.

***Paragraph 179.** All Supervisors and all personnel assigned to the Professional Standards Bureau also will receive eight hours of in-service training annually related to conducting misconduct investigations. This training shall be delivered by a person with subject matter expertise in misconduct investigation who shall be approved by the Monitor.*

In Full and Effective Compliance

MCSO supplies the PSB8 External curriculum, which consists of eight hours of annual in-service training, to District supervisors. Additionally, MCSO supplies the PSB8 Internal curriculum, which consists of eight hours of annual in-service training, to PSB personnel. External vendors commonly deliver this. When an external vendor cannot be obtained for any reason, PSB personnel must attend the PSB8 External classroom training.

MCSO did not deliver the PSB8 Internal or the PSB8 External during this reporting period.

MCSO will deliver a combined 2023 PSB8 to individuals assigned to the PSB and all District supervisors. We further discussed MCSO's October timeline presented to us and the Parties during our February site visit. MCSO had created the timeline predicated on the review and approval of any processes and forms by the Monitoring Team and the Parties. MCSO anticipated submitting content for review six weeks after this approval.

We approved the main policies of GH-2 and GC-17 for publication on November 14, 2023. This date started the timeline MCSO had presented. MCSO continued with development of materials as it related to the Third Order. Content related to Investigative Planning was ongoing, and the finalization of this material and the related PowerPoint presentation was pending final internal approvals before submission. Content related to Extensions and Timelines mirrored Third Order requirements. Investigative Efficiencies and Strategies was revised and developed based on our site visit discussions directed at "over writing" transcriptions, interviews, and BWC footage. MCSO anticipates a learning activity associated with this content. In addition, MCSO will incorporate content related to PSB case deficiencies that we have identified in our reviews, such as leading questions, inappropriate findings, and the failure to investigate additional misconduct. We had anticipated the receipt of the curriculum content in December 2023, though MCSO did not provide the curriculum and supporting documents for review until January 26, 2024. The 2023 PSB8 Combined remains under review. Once approved, MCSO anticipates six to eight delivery sessions, to include a train-the-trainer session.

The 2024 PSB8 Internal class, delivered to all PSB personnel, is expected to be delivered by a vendor. The class content is anticipated to be content curated from the vendor FBI-LEEDA (Law Enforcement Executive Development Association). The Training Division is currently in discussions with the vendor and attempting to schedule based on the vendor's availability. During our February site visit, MCSO advised us the agency was in the procurement phase for this training.

The 2024 PSB-8 External, delivered to District personnel, will be developed after the previous two classes are approved. According to MCSO, delivery will likely be in the late third quarter or early fourth quarter of 2024 once approval has been achieved.

On June 17, 2022, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 180. *Within three months of the finalization of these policies consistent with ¶ 165 of this Order, the Sheriff will provide training that is adequate in quality, quantity, scope, and type, as determined by the Monitor, to all employees on MCSO's new or revised policies related to misconduct investigations, discipline, and grievances. This training shall include instruction on identifying and reporting misconduct, the consequences for failing to report misconduct, and the consequences for retaliating against a person for reporting misconduct or participating in a misconduct investigation.*

In Full and Effective Compliance

MCSO distributes new or annually revised policies via the HUB, an electronic training management system. This training includes updates to all policies related to misconduct investigations, discipline, and grievances. Each distribution requires all employees to complete personal attestations to indicate that they have read and understand the policy requirements.

To assess compliance with this Paragraph, we review the HUB generated reports of attestations that identify each individual and their dates of review. Compliance assessments for this Paragraph are based on the review of attestations for the following policies: CP-2 (Code of Conduct); CP-3 (Workplace Professionalism: Discrimination and Harassment); CP-11 (Anti-Retaliation); GB-2 (Command Responsibility); GH-2 (Internal Investigations); GC-16 (Employee Grievance Procedures); and GC-17 (Employee Disciplinary Procedures).

During this reporting period, we reviewed the status of individual reviews for Briefing Board (BB) 23-04 (CP-2), BB 21-70 (CP-3), BB 22-01 (CP-11), BB 23-50 (GB-2), BB 22-56 (GH-2), BB 23-42 (GC-16), and BB 23-43 (GC-17). All employee categories remain in compliance.

On June 17, 2022, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 181. *Within three months of the finalization of these policies consistent with ¶ 165 of this Order, the Sheriff will provide training that is adequate in quality, quantity, scope, and type, as determined by the Monitor, to all employees, including dispatchers, to properly handle civilian complaint intake, including how to provide complaint materials and information, and the consequences for failing to take complaints.*

Phase 1: In compliance

- GC-17 (Employee Disciplinary Procedures), most recently amended on February 22, 2024.
- GH-2 (Internal Investigations), most recently amended on November 14, 2023.
- GG-1 (Peace Officer Training Administration), most recently amended on October 26, 2023.

- GG-2 (Detention/Civilian Training Administration), most recently amended on October 26, 2023.
- Training Division Operations Manual, most recently amended on January 11, 2024.

Phase 2: In compliance

On January 11, 2023, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we did not concur with this assertion.

MCSO currently delivers the 2021 Complaint Intake and Reception Training via the HUB to all new hires in all personnel categories. This first training provides important guidance when interacting with members of the public who wish to file a complaint against MCSO personnel. We discussed this curriculum during our April site visit. The 2021 Complaint Intake and Reception curriculum previously received annual review. All employee classes are still in compliance.

***Paragraph 182.** Within three months of the finalization of these policies consistent with ¶ 165 of this Order, the Sheriff will provide training that is adequate in quality, quantity, scope, and type, as determined by the Monitor, to all Supervisors on their obligations when called to a scene by a subordinate to accept a civilian complaint about that subordinate's conduct and on their obligations when they are phoned or emailed directly by a civilian filing a complaint against one of their subordinates.*

In Full and Effective Compliance

This Paragraph requires that all supervisors receive training on their obligations when responding to a scene by a subordinate to accept a civilian complaint, or when they receive a complaint by telephone or email. All existing and new supervisors receive this first training content within the Misconduct Investigative Training (PSB40) and the Complaint Reception and Processing training; and it is covered in subsequent annual Supervisors' Responsibilities: Effective Law Enforcement (SRELE) and Annual Combined Training (ACT) programs. All active supervisors receive this training at least once; and in most cases, more than once.

On September 24, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

C. Administrative Investigation Review

Paragraph 183. *The Sheriff and the MCSO will conduct objective, comprehensive, and timely administrative investigations of all allegations of employee misconduct. The Sheriff shall put in place and follow the policies set forth below with respect to administrative investigations.*

Paragraph 184. *All findings will be based on the appropriate standard of proof. These standards will be clearly delineated in policies, training, and procedures, and accompanied by detailed examples to ensure proper application by internal affairs investigators.*

In Full and Effective Compliance

To determine Phase 2 compliance with this Paragraph, we reviewed 153 administrative misconduct investigations during this reporting period.

Of the 153 cases we reviewed, 147 (97%) complied with the requirements of this Paragraph. In two, we believe findings of sustained should have been made and were not. In one, we do not believe there was adequate evidence to unfound the allegation and it should have been not sustained. In two, we do not believe that MCSO conducted adequate investigations to arrive at the findings; and in one, we believe there was inadequate evidence to sustain an allegation. As is our practice, we will discuss these cases with MCSO during our next site visit.

On June 18, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 185. *Upon receipt of any allegation of misconduct, whether internally discovered or based upon a civilian complaint, employees shall immediately notify the Professional Standards Bureau.*

In Full and Effective Compliance

To determine Phase 2 compliance with this Paragraph, we reviewed 153 administrative misconduct investigations during this reporting period. There was one instance where PSB was not appropriately notified at the time of complaint as required. PSB took appropriate action. We also reviewed seven criminal misconduct investigations conducted by MCSO. PSB was appropriately notified in all of these investigations.

On June 18, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 186. *Effective immediately, the Professional Standards Bureau shall maintain a centralized electronic numbering and tracking system for all allegations of misconduct, whether internally discovered or based upon a civilian complaint. Upon being notified of any allegation of misconduct, the Professional Standards Bureau will promptly assign a unique identifier to the incident. If the allegation was made through a civilian complaint, the unique identifier will be provided to the complainant at the time the complaint is made. The Professional Standards Bureau's centralized numbering and tracking system will maintain accurate and reliable data regarding the number, nature, and status of all misconduct allegations, from initial intake to final disposition, including investigation timeliness and notification to the complainant of the interim status, if requested, and final disposition of the complaint. The system will be used to determine the status of misconduct investigations, as well as for periodic assessment of compliance with relevant policies and procedures and this Order, including requirements of timeliness of investigations. The system also will be used to monitor and maintain appropriate caseloads for internal affairs investigators.*

In Full and Effective Compliance

During numerous site visits, we have met with PSB personnel to discuss and observe the capabilities of IAPro, which serves as the technology instrument that meets the compliance criteria of this Paragraph. IAPro logs critical dates and times, alerts regarding timeframes and deadlines, chronological misconduct investigation status, notifications, and dispositions. The tracking system provides estimates of key timeframes for all investigators to ensure that they learn of previous and upcoming investigative milestones. PSB has confirmed that civil notice claims are entered in the tracking system. The IAPro system integrates exceptionally well with the EIS and BlueTeam technology systems and can be remotely accessed.

PSB has a management analyst dedicated to the administration of the centralized tracking system. The documentation that PSB has provided to us for review, and the direct user access that a member of our Team has to the centralized numbering and tracking system, indicates that the system possesses the functionality as required by this Paragraph and is being used according to the requirements of this Paragraph.

During this reporting period, we found that all 153 administrative misconduct investigations we reviewed were properly assigned a unique identifier. Of the 153, 111 involved an external complaint requiring that PSB provide the complainant with this unique identifier. In all of these cases, PSB sent an initial letter to the complainant providing the case number or provided an acceptable reason for not doing so. In some cases, anonymous complainants do not provide contact information; and in others, known complainants decline to provide MCSO with adequate contact information. PSB has developed a form that identifies the reason why a required notification letter is not sent and includes this document in the cases it forwards for our review.

On June 18, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 187. *The Professional Standards Bureau shall maintain a complete file of all documents within the MCSO's custody and control relating to any investigations and related disciplinary proceedings, including pre-determination hearings, grievance proceedings, and appeals to the Maricopa County Law Enforcement Merit System Council or a state court.*

In Full and Effective Compliance

To determine compliance with this Paragraph, we have verified that PSB maintains both hardcopy and electronic files intended to contain all the documents required for compliance with this Paragraph.

During our site visits, a member of our Team inspects the file rooms where hardcopies of investigations are stored and randomly reviewed case files to verify compliance. We have verified that criminal and administrative investigation files are stored in separate rooms, and access to these rooms is restricted. Our Team member has also used the access granted to IAPro to randomly select internal affairs case files to verify that all information is being maintained electronically.

In May 2018, PSB relocated to its new offsite facility. We confirmed at that time that PSB maintained both hardcopy and electronic files intended to contain all documents required for compliance with this Paragraph at the new facility.

During our January 2019 site visit, a member of our Team verified continued compliance at the PSB facility by inspecting both the criminal and administrative investigation file rooms and randomly selecting internal affairs case files to verify that all information was also being electronically maintained in IAPro.

During our October 2019 site visit, a member of our Team verified continued compliance at the PSB facility by inspecting both the criminal and administrative investigation file rooms. We also randomly reviewed both electronic and hard-copy documents to ensure that all information was being maintained as required for compliance with this Paragraph.

During our October 2023 site visit, members of our Team inspected the file rooms where hardcopies of investigations are stored and randomly reviewed case files to verify compliance. We verified that criminal and administrative investigation files are stored in separate rooms, and access to these rooms is restricted. Our Team members also used the access granted to IAPro to randomly select internal affairs case files to verify that all information is being maintained electronically.

During our February 2024 site visit, we again met with PSB and reviewed the data being maintained in IAPro.

On June 18, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 188. *Upon being notified of any allegation of misconduct, the Professional Standards Bureau will make an initial determination of the category of the alleged offense, to be used for the purposes of assigning the administrative investigation to an investigator. After initially categorizing the allegation, the Professional Standards Bureau will promptly assign an internal affairs investigator.*

In Full and Effective Compliance

To assess Phase 2 compliance with this Paragraph, we review administrative misconduct investigations, Service Complaints, and PSB Diversions.

We previously concurred with MCSO that Phase 2 compliance with this Paragraph would be based on PSB's determination of the initial allegations, and not which category of offense was determined once the investigation is completed.

During this reporting period, we reviewed 153 administrative misconduct investigations. All but one of the 153 complied with the requirements of this Paragraph. Forty-two were internally generated and 111 were externally generated.

We reviewed 72 Service Complaints during this reporting period. All 72 were externally generated. In all of the 72, PSB made the appropriate decision regarding categorizing the complaint. One of the 72 (1%) was appropriately reclassified to an administrative misconduct investigation. In the other 71 complaints, we agree with PSB's determination to address them as Service Complaints; and found them in 100% compliance with the requirements established in the Service Complaint process.

As we have consistently noted in our review of Service Complaints, the majority of these complaints involve laws, policies, or procedures where there is no employee misconduct; or are complaints where it is determined that MCSO employees are not involved. During this reporting period, 40 (56%) of the 71 closed Service Complaints did not involve misconduct. Twenty-two (31%) did not involve MCSO employees, and nine (13%) were closed due to lack of specificity.

In July 2019, we and the Parties approved MCSO's proposal to use an expedited process to handle Service Complaints where it could be immediately determined that the complaint did not involve MCSO personnel, and the Service Complaint form was revised. PSB also added a signature line to this revised form requiring District and Division Command personnel to review and approve Service Complaints completed by their personnel prior to them being forwarded to PSB for a final review.

Consistent with the provisions of policies on internal investigations and discipline, the PSB Commander has had the discretion to determine if internal complaints alleging minor policy violations could be addressed through the use of a coaching without a formal investigation if certain criteria existed. If the PSB Commander made this determination, it had to be documented.

In May 2021, revisions to GH-2 (Internal Investigations) modified the authority of the PSB Commander as it related to internal complaints that met certain criteria. The revised policy allowed the PSB Commander to address qualifying internal complaints through the use of an approved supervisor-initiated intervention and was no longer limited to only coaching. This became referred to as the PSB Diversion process.

During the last reporting period, the PSB Commander used his discretion to determine that two internally generated complaints were eligible for the PSB Diversion process.

In November 2023, revisions to GH-2 (Internal Investigations) again modified and expanded the authority of the PSB Commander as a result of the Third Order. The new policies provide greater latitude to the PSB Commander in determining what types of complaints may be eligible to be resolved through the use of the PSB Diversion process.

During this reporting period, we reviewed 19 instances where the PSB Commander determined that a complaint could be handled with an approved PSB Diversion. All 19 were initiated as a result of the review of backlog cases. We discussed and initially approved the diversions during our meetings with PSB regarding backlog cases. Our later review of the completed cases determined that all contained the required justification and documentation. We found all of the PSB Diversions to be in compliance. Further discussion of the specific reasons for each Diversion that resulted from the revised PSB policies will be covered in Paragraphs 348 and 353 of this report.

Compliance with this Paragraph was based on our findings for administrative misconduct investigations (153), Service Complaints (72), and PSB Diversions (19) and was 100%.

On June 18, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 189. *The Professional Standards Bureau shall administratively investigate:*

- a. misconduct allegations of a serious nature, including any allegation that may result in suspension, demotion, or termination; and*
- b. misconduct indicating apparent criminal conduct by an employee.*

In Full and Effective Compliance

To assess Phase 2 compliance with this Paragraph during this reporting period, we reviewed 153 completed administrative misconduct investigations conducted by MCSO personnel.

Division or District personnel outside of PSB investigated 41 of the 153 administrative misconduct investigations we reviewed during this reporting period. PSB investigators conducted 94 of the investigations, and 18 were outsourced to an outside investigator. PSB also submitted seven criminal investigations for review. We identified one misconduct investigation that a District supervisor conducted where we believe that potential misconduct identified should have resulted in the investigation being forwarded to PSB for completion and it was not. We will discuss this case with PSB during our next site visit.

On December 23, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 190. *Allegations of employee misconduct that are of a minor nature may be administratively investigated by a trained and qualified Supervisor in the employee's District.*

In Full and Effective Compliance

To determine Phase 2 compliance with this Paragraph, we reviewed a total of 160 employee misconduct investigations during this reporting period. Of these, 153 were administrative investigations, and seven were criminal investigations. All seven of the criminal investigations were conducted by PSB.

Of the 153 administrative misconduct cases we reviewed for this Paragraph, PSB investigators conducted 94. PSB outsourced 18, and 41 were investigated at the District or Division level. We identified one instance where a District or Division supervisor conducted an investigation that should have been conducted by PSB. We will discuss this case with PSB during our next site visit.

MCSO has complied with the requirements to train all supervisors who conduct minor misconduct investigations.

On September 30, 2022, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 191. *If at any point during a misconduct investigation an investigating Supervisor outside of the Professional Standards Bureau believes that the principal may have committed misconduct of a serious or criminal nature, he or she shall immediately notify the Professional Standards Bureau, which shall take over the investigation.*

In Full and Effective Compliance

To determine Phase 2 compliance with this Paragraph, we reviewed 153 administrative misconduct investigations during this reporting period. Of the 41 administrative misconduct cases investigated at the District or Division level, we identified one case where we believe that potential serious misconduct existed and the supervisor failed to forward the case to PSB. We will discuss this case with PSB during our next site visit.

On December 23, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 192. *The Professional Standards Bureau shall review, at least semi-annually, all investigations assigned outside the Bureau to determine, among the other matters set forth in ¶ 251 below, whether the investigation is properly categorized, whether the investigation is being properly conducted, and whether appropriate findings have been reached.*

In Full and Effective Compliance

PSB command personnel advised us that they continue to review investigations in “real time” as they come into the Bureau. During this reporting period, MCSO continued to provide copies of PSB’s reviews of completed Division-level misconduct investigations that were assigned outside

of the Bureau. The review template used by PSB includes sections that address whether or not the investigation is properly categorized, whether the investigation is properly conducted, and whether appropriate findings have been reached. Additionally, copies of emails detailing the quality of the investigation, identified deficiencies, and required edits sent electronically to affected Division Commanders were provided for each case reviewed.

PSB included the information required by this Paragraph in its semi-annual public Misconduct Investigations Report, which is required under Paragraph 251. The reports have routinely contained an analysis as to whether cases assigned outside of PSB were properly categorized, whether the investigations were properly conducted, and whether appropriate findings have been reached.

In the past, MCSO has published the semi-annual report just over six months from the end of the semi-annual period; however, the June 30-December 31, 2021 report was published in August 2022, over seven months from the end of the semi-annual period. The report for the semi-annual period of January 1-June 30, 2022, was published in March 2023, over eight months after the conclusion of the semi-annual period. MCSO published the report for the period of July 1-December 31, 2022, in August 2023, over seven months from the end of the semi-annual period. We discussed the timeliness issue with MCSO during our July and October 2023 site visits. We informed MCSO that it must ensure that the reports are published in a consistent and timely manner going forward; otherwise, it will affect MCSO's compliance status with this requirement. During our October 2023 site visit, MCSO informed us that future reports will be published in a more efficient manner. MCSO informed us that the agency is processing information for the report on an ongoing basis, as opposed to waiting until the end of the semi-annual period. MCSO stated that it anticipates that future reports will be published within four to six months after the conclusion of the semi-annual period using this process.

During the last reporting period, we noted that MCSO would remain in compliance with this Paragraph; however, if MCSO's next semi-annual report was not published in a timely manner, it may adversely affect MCSO's Phase 2 compliance with this Paragraph. MCSO published the most recent report, covering the semi-annual period of January 1-June 30, 2023, in November 2023, which we consider timely, and is less than six months after the conclusion of the semi-annual period. The report contains an analysis as to whether cases assigned outside of PSB were properly categorized, whether the investigations were properly conducted, and whether appropriate findings have been reached. MCSO remains in compliance with this requirement.

On September 30, 2022, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 193. *When a single act of alleged misconduct would constitute multiple separate policy violations, all applicable policy violations shall be charged, but the most serious policy violation shall be used for determining the category of the offense. Exoneration on the most serious offense does not preclude discipline as to less serious offenses stemming from the same misconduct.*

In Full and Effective Compliance

To determine Phase 2 compliance with this Paragraph, we reviewed 153 administrative misconduct investigations during this reporting period. Fifty-nine had sustained allegations against one or more employees. In 41 of these investigations, at least one principal employee was still an MCSO employee at the time the investigation was completed or discipline decisions were made. In all 41, the most serious policy violation was used to determine the final category of the offense for discipline purposes, if more than one policy violation was sustained.

In cases where multiple violations of policy occurred, this information was listed on the preliminary discipline document. There were no cases where the exoneration of any offense precluded discipline for any sustained allegations.

On December 23, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 194. *The Commander of the Professional Standards Bureau shall ensure that investigations comply with MCSO policy and all requirements of this Order, including those related to training, investigators' disciplinary backgrounds, and conflicts of interest.*

Phase 1: In compliance

- CP-2 (Code of Conduct), most recently amended on January 11, 2024.
- CP-3 (Workplace Professionalism: Discrimination and Harassment), most recently amended on December 16, 2021.
- CP-5 (Truthfulness), most recently amended on November 17, 2022.
- CP-11 (Anti-Retaliation), most recently amended on January 6, 2022.
- GC-16 (Employee Grievance Procedures), most recently amended on November 14, 2023.
- GC-17 (Employee Disciplinary Procedures), most recently amended on February 22, 2024.
- GH-2 (Internal Investigations), most recently amended on November 14, 2023.
- Administrative Services Division Operations Manual, most recently amended on November 14, 2023.
- Professional Standards Bureau Operations Manual, most recently amended on November 13, 2023.

Phase 2: Not in compliance

We determine Phase 2 compliance with this Paragraph by a review of completed misconduct investigations conducted by MCSO, the review of attendance by internal investigators at required Misconduct Investigative Training, the disciplinary backgrounds of internal investigators, and the efforts being made by the PSB Commander to reach compliance.

We reviewed 153 administrative misconduct investigations, 11 of which were critical incidents, and seven criminal investigations during this reporting period. All seven of the criminal investigations complied with MCSO policy and the requirements of the Second Order.

Administrative investigations are required to be completed within 60 days if completed outside of PSB and within 85 days if completed by PSB personnel. Of the 153 investigations reviewed for this reporting period, 52 (34%) were completed within the required timeframes or an extension was approved by the Monitor. This represents an increase in compliance from 25% during the last reporting period.

Of the 153 administrative misconduct cases we reviewed, PSB personnel completed 94. Twenty-four were conducted by sworn investigators. Fifty-five were conducted by Detention investigators, and 15 were conducted by civilian investigators. We found deficiencies other than extensions in two (2%) of the total 94 investigations. With the inclusion of those investigations that were found noncompliant based on our review of extension requests, 22 (23%) of the 94 investigations conducted by PSB were in overall compliance – the same percentage as the last reporting period.

We reviewed 18 investigations that PSB outsourced to an outside investigator. Of these, three (17%) were found noncompliant due to investigative concerns. This is an increase in noncompliance from the last reporting period. With the inclusion of those investigations found noncompliant due to timelines, three (17%) of the 18 cases were in overall compliance, a decrease from 38% during the last reporting period.

Districts or Divisions outside of PSB conducted 41 investigations. We found deficiencies other than timeliness in nine (22%) of the 41 cases we reviewed. This is an increase in investigative noncompliance from 14% during the last reporting period. With the inclusion of those investigations found noncompliant due to timelines, 21 (51%) of the 41 cases were not in overall compliance, a decrease from 64% noncompliance during the last reporting period. Though the number of cases with investigative deficiencies did increase for this reporting period, overall compliance increased, primarily due to the number of cases found in full compliance based on timeliness. Twenty (49%) were in full compliance with all requirements for the completion of misconduct investigations, an increase in compliance from 35% during the last reporting period.

As a result of both investigative deficiencies and administrative deficiencies, including those related to extension compliance, overall compliance for all administrative investigations conducted by MCSO that are within the purview of the PSB Commander was 29% for this reporting period, an increase from 27% during the last reporting period.

There are many factors that impact the PSB Commander's ability to determine compliance in all cases. One factor is that the PSB Commander must rely on other PSB staff members to conduct case reviews and ensure proper documentation is completed. We continue to find that PSB personnel are identifying and ensuring that corrections are made, and all documentation is completed in those cases that they review. In some cases, deficiencies cannot be corrected after the fact.

Another factor affecting the PSB Commander's ability to ensure that all investigations are properly completed is that the Appointing Authority – not the PSB Commander – determines the final findings and discipline. During this reporting period, there were two instances where the Appointing Authority changed the findings of an investigation. There were three cases where he mitigated the discipline. We agreed with all but one of these decisions.

The investigative quality of District and Division cases has also had an adverse impact on the ability of the PSB Commander to ensure investigations are properly completed. During the last several reporting periods, we have found ongoing overall improvement in those cases investigated outside of PSB and are encouraged by the level of attention and oversight being provided. Though there was a decline in investigative compliance this reporting period, overall compliance continues to increase.

Since 2016, PSB has taken a number of actions to address both investigative deficiencies and other concerns with the completion of administrative investigations. We have continued to meet with PSB and District and Division personnel since that time to update them on our identification of training and performance issues that adversely affect compliance with the Second Order. Members of the Monitoring Team also meet with PSB every two weeks to discuss Class Remedial Matters, and we use this opportunity to discuss other ongoing concerns that affect compliance. In our meetings with PSB and the Parties during site visits, we have also discussed additional opportunities and potential remedies to address the challenges of completing quality investigations within the required timelines. The Parties have also addressed this issue in both the meet-and-confer process and litigation. The Court appointed an outside expert to examine issues relevant to the deficiencies associated with PSB investigations. The Parties reviewed the expert's recommendations, and the Court issued its Third Order in November 2022. Since that time, MCSO proposed revised draft policies and procedures; and we and the Parties made many recommendations. The revised policies were finalized and approved in November 2023.

Since the approval of the revised policies, we have been working closely with PSB to review cases in the backlog to determine which could be resolved without conducting a full investigation and which cases may be eligible for an expedited resolution of some kind. We discuss these reviews further in the Third Order Paragraphs in this report.

In 2014, PSB initiated 717 internal investigations. In 2015, PSB initiated 916 cases: and in 2016, 847 cases. There were 1,028 cases initiated in 2017. In 2018, there were 1,114 investigations initiated. In 2019, PSB initiated a total of 1,072 investigations and in 2020, PSB opened a total of 1,204 investigations. In 2021, PSB opened a total of 1,172 investigations, a small decrease from 2020. In 2022, PSB opened a total of 1,062 cases.

In 2016, prior to the entry of the Second Order, PSB investigators were carrying an average active caseload of 12-16 cases each month. By the end of 2021, the average monthly caseload in PSB was 74 cases per investigator. The average days to complete an administrative investigation in PSB at the end of 2021 was 704 days. For investigations completed outside of PSB, the average number of days to complete an investigation was 439 days.

The number of pending investigations has continued to increase each year. By the end of 2020, there were 2,010 pending investigations. At the end of 2021, the number of pending investigations had increased to 2,149. While the total numbers included administrative misconduct investigations, Service Complaints, criminal investigations, and critical incident investigations, the majority continued to be administrative misconduct investigations and Service Complaints. By the end of 2022, the total number of pending investigations was 2,375. The vast majority of these cases continue to be assigned to PSB for completion.

Our concerns with the growing number of cases and MCSO's inability to conduct timely investigations has been articulated in our reports for numerous years. Despite training, efforts to streamline processes, and the creation of alternative methods to handle some complaints, the problem has continued to grow. MCSO simply has not had enough personnel assigned to PSB to address these investigations. While some budget requests have been made to increase staffing in PSB, approved requests were often not filled in a timely manner; and even when filled, the number of authorized positions remained insufficient to address the growing need. In late 2022, the Court interceded and placed requirements on MCSO regarding the minimum number of investigative personnel to be assigned to PSB.

During our October 2023 site visit, PSB advised us that the total number of pending investigations for the third quarter of 2023 was 2,322. Of those, 2,138 were administrative misconduct investigations. This was a 3% decrease in pending cases from the second quarter of 2023. The average time from initiation of a complaint to full closure increased from 542 days to 699 days. The average investigative time was 602 days. For those cases assigned to PSB, the average completion time was 755 days, and the average investigative time was 671 days.

During our February 2024 site visit, PSB advised us that the total number of pending investigations at the end of 2023 was 2,137. Of those, 1,984 were administrative misconduct investigations, a decrease from 2,138 at the end of September 2023. This is a 7% decrease in pending cases from the third quarter of 2023. The average time from initiation of a complaint to full closure increased from 699 days to 827 days. For those cases assigned to PSB, the average investigative time increased to 885 days, an increase from 755 days during the last quarter. The ongoing increases in investigative and closure times are not unexpected given the number of older cases being completed.

The average caseload for a PSB investigator at the end of this reporting period was 42 active cases per month, the same number as the last reporting period.

As a result of the Court's Third Order, we agreed with MCSO that those cases that would be considered to be administrative misconduct backlog cases would be those administrative investigations and critical incidents where required investigative actions were still pending and the investigation had not been completed in accordance with the timelines established in

Paragraph 204, and an extension had not been granted as per Paragraph 365. An investigation would be considered complete when all investigative actions have been completed and the PSB commander has signed off in concurrence. The date the PSB Commander signs off on the investigation would be the date the investigation was no longer counted as part of the backlog, irrespective of the findings. At the end of October 2023, of the total pending administrative misconduct cases, 1,765 met the agreed upon definition for a backlog case. At the end of December 2023, 1,732 met the agreed-upon definition of a backlog case.

During our past site visits, PSB staff have continued to communicate that they are outsourcing those cases where conflicts of interest exist. PSB contracts with a qualified private vendor to conduct these investigations. During our January 2021 site visit, PSB personnel advised us that they were considering retaining additional outside contract investigators but had not identified any who met the hiring criteria. PSB was also considering outsourcing additional investigations to the current contract investigator if he had the staff to accept additional investigations. During our April 2021 site visit, PSB personnel advised us that they had identified another vendor and outsourced 25 cases to this entity as a pilot program. Since April 2021, PSB has continued to outsource investigations to this second vendor.

During this reporting period, PSB advised us that 13 new cases had been outsourced to an outside vendor and 57 outsourced cases were pending completion. We received and reviewed 18 cases conducted by one of the outside vendors during this reporting period.

After the entry of the Second Order, PSB reviewed the disciplinary backgrounds of all those who might conduct internal investigations and notified us of those supervisors who would be prohibited from conducting such investigations due to their backgrounds. At that time, MCSO identified two supervisors who were ineligible to conduct internal investigations. Neither of these two employees are still employed at MCSO. MCSO has since identified additional supervisors who are ineligible to conduct administrative investigations. At the end of the last reporting period, three supervisors were ineligible to conduct administrative misconduct investigations.

At the end of this reporting period, three supervisors remain ineligible to conduct administrative misconduct investigations. No additional supervisors were found to be ineligible to conduct administrative misconduct investigations during this reporting period.

Paragraph 195. *Within six months of the entry of this Order, the Professional Standards Bureau shall include sufficient trained personnel to fulfill the requirements of this Order.*

Phase 1: In compliance

- Professional Standards Bureau Operations Manual, most recently amended on November 13, 2023.

Phase 2: Not in compliance

In conjunction with this Paragraph, Paragraph 178 mandates that within three months of the finalization of policies consistent with Paragraph 165, all PSB personnel would receive 40 hours of comprehensive training. Paragraph 178 requires training of all supervisors within three months

of the finalization of policies, and further requires sufficient trained personnel in PSB within six months of the entry of the Order. The first week of the required Misconduct Investigative Training commenced on September 18, 2017, and the training was completed prior to the end of 2017.

Between 2016 and 2021, the number of investigators assigned to PSB remained between 24 and 26 – despite an increase in initiated cases that grew from 847 in 2016 to 1,072 in 2021; a backlog of cases that had grown to 2,149 cases; and an average investigator monthly caseload that had grown from 12 cases to 74 cases.

Between January 2022 and December 2022, the number of pending cases continued to increase. By the end of 2022, the pending case list had grown to 2,375 cases, and the average caseload for an investigator in PSB was 65 cases.

During our January 2023 site visit and after intervention by the Court, PSB advised us that the Bureau's total number of investigators at the end of December 2022 was 40: 12 sworn investigators, 17 Detention investigators, and 11 civilian investigations. The only vacancies remaining in PSB were three civilian administrative positions.

During our April 2023 site visit, PSB advised that the Bureau's total number of investigators at the end of March 2023 had grown to 44: 12 sworn investigators, 17 Detention investigators, and 15 civilian investigators. The only vacancies in PSB at the end of March 2023 were the three civilian administrative positions.

During our July 2023 site visit, PSB advised that the Bureau's total number of investigators at the end of June 2023 remained at 44: 11 sworn investigators, 17 Detention investigators, and 16 civilian investigators. The only vacancies were three civilian administrative positions.

During our October 2023 site visit, PSB advised that the Bureau's total number of investigators at the end of September 2023 was 46: 11 sworn investigators, 17 Detention investigators, and 18 civilian investigators. PSB noted one Detention lieutenant and seven civilian administrative vacancies.

During our February 2024 site visit, PSB advised that the Bureau's total number of investigators at the end of December 2023 was 43; this included 11 sworn investigators, 17 civilian investigators, and 15 civilian investigators. PSB noted one Detention lieutenant and five civilian administrative vacancies. The total number of pending investigations was 2,197, 1,984 of which were administrative misconduct investigations. The average monthly caseload for a PSB investigator was 42 active cases and the average number of days for a PSB investigator to complete the investigative portion of a case was 805 days.

The Second Order requires that PSB have “sufficient trained personnel to fulfill the requirements of this Order.” MCSO has delivered the required Misconduct Investigative Training, and our focus remains on the ability of PSB staff to carry out its mission. As we have documented in numerous previous reports, MCSO has remained understaffed for years. While we continue to acknowledge that staffing levels in PSB have increased, until MCSO is able to demonstrate that this level of staffing is sufficient to address the investigative caseload assigned to their personnel and results in timely investigations, we will not find MCSO in compliance with this Paragraph.

Paragraph 196. *Where appropriate to ensure the fact and appearance of impartiality, the Commander of the Professional Standards Bureau or the Chief Deputy may refer administrative misconduct investigations to another law enforcement agency or may retain a qualified outside investigator to conduct the investigation. Any outside investigator retained by the MCSO must possess the requisite background and level of experience of Internal Affairs investigators and must be free of any actual or perceived conflicts of interest.*

In Full and Effective Compliance

As a result of the Second Order, MCSO retained an outside contractor to conduct some investigations identified in the Court's Findings of Facts and has continued to outsource additional cases to this vendor, primarily those for which a potential conflict of interest exists. In 2017, the PSB Commander indicated that MCSO did not envision any need to retain additional contract investigators beyond the one investigator that had been already retained.

In 2021, due to the increasing case backlog, MCSO contracted with a second vendor to assist with reducing the backlog. PSB began outsourcing cases due to both potential conflicts of interest and to assist MCSO in reducing the number of pending cases. This second vendor employs multiple investigators who are assigned cases by PSB. These investigators were initially assigned older cases that had minimal additional follow up needed, but PSB now assigns them current investigations as well.

During our February 2024 site visit, PSB advised us that there were 57 outsourced cases pending. Fifteen were assigned to the original contract investigator, and 42 to the second vendor. We reviewed 18 investigations completed by the second vendor during this reporting period. While we continue to support PSB's outsourcing cases to outside vendors, we remain concerned about the timeliness of the completion of some of these investigations. We continue to urge PSB to monitor and address the timeliness of investigations conducted by these outside vendors.

On December 23, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 197. *The Professional Standards Bureau will be headed by a qualified Commander. The Commander of the Professional Standards Bureau will have ultimate authority within the MCSO for reaching the findings of investigations and preliminarily determining any discipline to be imposed. If the Sheriff declines to designate a qualified Commander of the Professional Standards Bureau, the Court will designate a qualified candidate, which may be a Civilian Director in lieu of a sworn officer.*

In Full and Effective Compliance

In January 2018, MCSO advised us that due to reorganizations within the Office, the responsibility to serve as the PSB Commander for purposes of compliance with this Order would be transferred to a captain within PSB. An Executive Chief would maintain overall oversight of PSB.

During this reporting period, we continued to interact with the Captain now serving as the PSB Commander. In addition to our regularly scheduled meetings to discuss CRMs and other internal affairs matters, we have had additional meetings to discuss overall concerns with investigations, case specific concerns, and concerns with PSB processes and protocols when appropriate. The PSB Commander continues to discuss with us both his immediate priorities and his continuing efforts to improve processes and quality where necessary. In those cases where we have expressed concerns or requested information, he has provided timely responses.

The revised policies affecting misconduct investigations have been finalized and approved. We have been working closely with the PSB Commander during this reporting period to review and address the backlog cases affected by the revised policies. PSB has developed a good process for reviewing these cases, and the PSB Commander has been able to provide all information we need to determine whether these cases may be eligible to be handled as PSB Diversions. We continue to find the PSB Commander focused on improvement and timely resolution of complaint investigations and other processes affecting his Bureau.

During prior site visit discussions, we have noted that this Commander has made numerous efforts to improve and enhance the operations of PSB. These efforts have included staffing changes that allow more personnel to be focused on investigations rather than reviews, development of a strategic plan to guide the Bureau, update of the intake process, implementation of a fast-track team to address those incoming cases that can be resolved without a significant amount of investigative time, ensuring that older cases, some initiated as far back as 2016, are being resolved, using administrative staff to assist with case preparation, and examining the Bureau's processes and workflow. As a result of discussion and direction by the Monitoring Team, PSB also resumed the practice of assigning administrative misconduct investigations to Districts and Divisions outside PSB when appropriate.

During our July 2023 site visit, the PSB Commander informed us that the fast-track team concept continues to work well; administrative personnel in PSB were being sent to the PSB training to give them a broader knowledge base; PSB was continuing to work on hiring employees for the vacant civilian positions; and the Bureau was also creating eligibility lists for sworn and Detention investigators to fill any vacancies that may occur.

During our October 2023 site visit, the PSB Commander advised us that the fast-track process continued to work well. He also informed us that he would be recommending including report writing training in future PSB8 training and was continuing to work on filling administrative vacancies.

During our February 2024 site visit, the PSB Commander told us he believes the Bureau continues to move in the right direction as they continue to deal with a heavy workload and the existing backlog of cases. He noted that PSB continues to look for additional strategies for addressing investigations and believes the pending PSB8 training will be very helpful to investigative personnel. He also noted that the Bureau has a good team of personnel, and that they continue to gain momentum.

On January 6, 2023, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 198. *To promote independence and the confidentiality of investigations, the Professional Standards Bureau shall be physically located in a facility that is separate from other MCSO facilities, such as a professional office building or commercial retail space. This facility shall be easily accessible to the public, present a non-intimidating atmosphere, and have sufficient space and personnel for receiving members of the public and for permitting them to file complaints.*

In Full and Effective Compliance

In May 2018, PSB moved into the first and second floors of 101 West Jefferson Street. PSB's address is available on the comment and complaint form that is accessible to the public at the Districts and on MCSO's website. PSB's criminal investigators are housed on the first floor, and administrative investigators are housed on the second floor of the building. PSB's off-site facility has two dedicated security personnel assigned during normal business hours of 8:00 a.m.-4:00 p.m., Monday-Friday. MCSO remains in compliance with this requirement. A lease for a different location, also an off-site location, has been negotiated for housing PSB. We discussed this with MCSO during our February 2024 site visit, and learned that the new space, at 4000 North Central Avenue in Phoenix, is currently being adapted for PSB's use. PSB plans to move into the space in May 2024.

We will continue to monitor the plans going forward to ensure that the intended change of location is in compliance with this requirement.

On September 30, 2022, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 199. *The MCSO will ensure that the qualifications for service as an internal affairs investigator shall be clearly defined and that anyone tasked with investigating employee misconduct possesses excellent investigative skills, a reputation for integrity, the ability to write clear reports, and the ability to be fair and objective in determining whether an employee committed misconduct. Employees with a history of multiple sustained misconduct allegations, or one sustained allegation of a Category 6 or Category 7 offense from MCSO's disciplinary matrices, will be presumptively ineligible to conduct misconduct investigations. Employees with a history of conducting deficient investigations will also be presumptively ineligible for these duties.*

In Full and Effective Compliance

This Paragraph requires that any individual who is assigned to investigate employee misconduct meet the qualifications of an internal affairs investigator, as noted in this Paragraph. We verify compliance by reviewing documentation submitted for employees transferred into PSB, as well as employees hired for assignment to PSB as internal affairs investigators. In addition, we ensure that none of the misconduct investigations we review for compliance are completed by any employee on the PSB ineligibility list. Any employee who has a history of conducting deficient investigations, or has multiple sustained misconduct allegations, or has one sustained allegation of a Category 6 or Category 7 offense, is presumptively ineligible to conduct misconduct

investigations. GH-2 reflects the directive of this Paragraph, to ensure that only supervisors who meet the criteria established by this Paragraph are assigned misconduct investigations. The PSB Operations Manual, which formalizes the review process, states that if any supervisor is deemed ineligible, the PSB commander will notify the supervisor's commander in writing, and will ensure that a BlueTeam entry is made to memorialize the supervisor's ineligibility to conduct misconduct investigations. A record of supervisors deemed ineligible to conduct misconduct investigations is maintained in PSB. These procedures were finalized and documented in the PSB Operations Manual, published on December 13, 2018.

During the fourth quarter of 2023, MCSO did not add any employees to the list of supervisors who are ineligible to conduct internal affairs investigations. The current list documents three supervisors as ineligible to conduct misconduct investigations. During the fourth quarter, there was one deputy and one supervisor transferred into PSB. These transfers are discussed in our reviews of Paragraph 268.

On December 23, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 200. *In each misconduct investigation, investigators shall:*

- a. *conduct investigations in a rigorous and impartial manner designed to determine the facts;*
- b. *approach investigations without prejudging the facts and without permitting any preconceived impression of the principal or any witness to cloud the investigation;*
- c. *identify, collect, and consider all relevant circumstantial, direct, and physical evidence, including any audio or video recordings;*
- d. *make reasonable attempts to locate and interview all witnesses, including civilian witnesses;*
- e. *make reasonable attempts to interview any civilian complainant in person;*
- f. *audio and video record all interviews;*
- g. *when conducting interviews, avoid asking leading questions and questions that may suggest justifications for the alleged misconduct;*
- h. *make credibility determinations, as appropriate; and*
- i. *attempt to resolve material inconsistencies between employee, complainant, and witness statements.*

In Full and Effective Compliance

To determine Phase 2 compliance with this Paragraph, we reviewed 153 administrative misconduct investigations during this reporting period. All but two were initiated and completed after the new IA and discipline policies became effective in May 2017. PSB investigated 94 of the cases, 18 were outsourced, and District or Division supervisory personnel investigated 41 of the cases. Of the cases we reviewed, 111 involved external complaints, and 42 were internally generated.

Paragraph 200.a. requires that misconduct investigations be conducted in a rigorous and impartial manner. During this and the last two reporting period, all completed investigation that we reviewed complied with the requirements of this Subparagraph.

Paragraph 200.b. requires that investigations be approached without prejudging the facts or permitting preconceived impressions. We carefully review completed investigations, examining statements made by complainants, witnesses, investigative leads, and principal employees – and reviews available documentation and independent evidence to ensure that allegations of misconduct are properly resolved. We focus on the process followed by the investigators and the completeness of the investigation, and verify that all conclusions are based on the evidence presented. During this and the last six reporting periods, all completed investigations we reviewed complied with the requirements of this Subparagraph.

Paragraph 200.c. requires that investigators identify, collect, and consider all relevant evidence. During the last four reporting periods, all completed investigations we reviewed complied with the requirements of this Subparagraph. During this reporting period, one investigation (1%) failed to comply with the requirements of this Subparagraph.

Paragraph 200.d. requires that investigators make reasonable attempts to locate and interview all witnesses. During the last reporting period, three investigations (2%) we reviewed fell short of compliance with this Subparagraph. During this reporting period, three (2%) of the completed investigations we reviewed again failed to comply with the requirements of this Subparagraph.

Paragraph 200.e. requires that investigators make reasonable attempts to interview civilian complainants in person. During this reporting period, 111 investigations were initiated based on external complaints. In 21, an in-person interview was not offered to the complainant. Twenty of these 21 investigations contained an acceptable reason for not offering the in-person interview, including: complainants who were out of state; anonymous complainants; and COVID restrictions in place at the time of the investigation. In the remaining cases, in-person interviews were offered. We continue to note that in many cases, though offered an in-person interview, complainants state that they prefer to have the interview conducted by phone. We identified only one investigation (1%) where appropriate attempts were not made to conduct an in-person interview; and no acceptable explanation was provided. PSB discontinued the authorization to conduct telephone interviews based on COVID restrictions, effective May 1, 2022.

Paragraph 200.f. requires audio- and video-recording of all interviews. Of the 153 administrative investigations reviewed for this reporting period, there were 50 cases where interviews were not both audio- and video-recorded. In all but two (1%), an acceptable explanation was provided by the investigator.

Paragraph 200.g. requires that when conducting interviews, investigators avoid asking leading questions or questions that may suggest justification for the alleged misconduct. During the last reporting period, all investigations reviewed complied with the requirements of this Subparagraph. During this reporting period, four cases (3%) fell short of compliance with this Subparagraph.

Paragraph 200.h. requires that proper credibility determinations be made. During the last reporting period, one investigation we reviewed fell short of compliance with this Subparagraph. During this reporting period, all investigations we reviewed complied with the requirements of this Subparagraph.

Paragraph 200.i. requires that investigators attempt to resolve all material inconsistencies. During the last reporting period, one investigation failed to comply with the requirements of this Subparagraph. During this reporting period, three investigations (2%) fell short of compliance with this Subparagraph.

On September 30, 2022, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 201. *There will be no automatic preference for an employee's statement over a non-employee's statement. Internal affairs investigators will not disregard a witness's statement solely because the witness has some connection to either the complainant or the employee or because the witness or complainant has a criminal history, but may consider the witness's criminal history or any adjudicated findings of untruthfulness in evaluating that witness's statement. In conducting the investigation, internal affairs investigators may take into account the record of any witness, complainant, or officer who has been determined to have been deceptive or untruthful in any legal proceeding, misconduct investigation, or other investigation.*

In Full and Effective Compliance

To determine Phase 2 compliance with this Paragraph, we reviewed 153 administrative misconduct investigations during this reporting period.

Of the 153 investigations, 111 involved complainants that were not identified as MCSO employees. Thirty-three investigations included interviews with witnesses or investigative leads who were not MCSO employees. We did not identify any case where we believe there was an automatic preference for the statement of an employee over a non-employee's statement.

We did not identify any completed investigations where a witness's statement was disregarded solely because of any connection identified in this Paragraph, nor where a witness's criminal history or findings of truthfulness were considered.

On December 23, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 202. *Internal affairs investigators will investigate any evidence of potential misconduct uncovered during the course of the investigation, regardless of whether the potential misconduct was part of the original allegation.*

In Full and Effective Compliance

To determine Phase 2 compliance with this Paragraph, we reviewed 153 administrative misconduct investigations during this reporting period. In 28 of the 153 investigations, MCSO identified additional potential misconduct during the investigations and properly added additional allegations, initiated new investigations, or addressed the violations with an appropriate supervisor intervention. We identified two investigations (1%) during this reporting period where we believe that additional misconduct may have occurred and was not addressed by MCSO.

On September 30, 2022, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 203. *If the person involved in the encounter with the MCSO pleads guilty or is found guilty of an offense, internal affairs investigators will not consider that information alone to be determinative of whether an MCSO employee engaged in misconduct, nor will it by itself justify discontinuing the investigation. MCSO training materials and policies on internal investigations will acknowledge explicitly that the fact of a criminal conviction related to the administrative investigation is not determinative of whether an MCSO employee engaged in misconduct and that the mission of an internal affairs investigator is to determine whether any misconduct occurred.*

In Full and Effective Compliance

To determine Phase 2 compliance with this Paragraph, we reviewed administrative misconduct investigations during this reporting period.

There were no indications in any of the completed investigations we reviewed that any MCSO investigators considered alone any pleading or finding of guilty by any person as a reason to make any determination regarding the potential misconduct of any MCSO personnel, nor were any investigations discontinued for this reason.

On September 30, 2022, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 204. *Internal affairs investigators will complete their administrative investigations within 85 calendar days of the initiation of the investigation (60 calendar days if within a Division). Any request for an extension of time must be approved in writing by the Commander of the Professional Standards Bureau. Reasonable requests for extensions of time may be granted.*

Phase 1: In compliance

- GH-2 (Internal Investigations), most recently amended on November 14, 2023.

Phase 2: Not in compliance

To determine Phase 2 compliance with this Paragraph, we review administrative misconduct investigations conducted by MCSO.

PSB conducted 94 of the 153 administrative misconduct investigations we reviewed for this reporting period. Twenty-two (23%) of the 96 were completed within the required 85-day timeframe or had an extension approved by our Team, an increase from 20% compliance during the last reporting period. Eighteen investigations were outsourced to an outside entity by PSB. Three (17%) were completed within the required timeframe, a decrease in compliance from 38% during the last reporting period. None had an approved extension.

Of the 41 investigations completed by Districts and Divisions outside of PSB, 27 (66%) were initially submitted to PSB within the required timeframe. None had an approved extension. This is a significant improvement from the 36% compliance during the previous reporting period. As has been our practice for numerous reporting periods, we determine the 60-day period compliance findings for those investigations conducted by personnel outside of PSB based on the original date the investigation is approved by the District or Division Commander and forwarded to PSB. In those cases where deficiencies are identified, the cases will continue to be found noncompliant in other relevant Paragraphs, and specifically in Paragraph 213, which requires the District or Division Commander ensure that investigations conducted by their personnel are complete and the findings are supported by the evidence prior to their submittal to PSB.

As we noted in Paragraph 194, timely completion of administrative investigations has continued to be of concern for many reporting periods. Of the total 153 administrative misconduct investigations we reviewed during this reporting period, 52 investigations (34%) were completed and submitted by the investigator within the required 60- or 85-day timeframe or had an approved extension. This is an increase in compliance from 25% during the last reporting period.

In addition to those investigations not completed within 60 or 85 days as required by this Paragraph, of the 153 total investigations, 97 (63%) were not completed within 180 days. This is a slight decrease in noncompliance from 66% during the last reporting period.

During our April 2023 site visit, PSB advised us that the average time for full closure of administrative misconduct investigations was 494 days, a decrease from 593 days in January 2023. We also discussed that the closure numbers we received were from the initiation of the investigation until final disposition, which includes the time needed for review by the Conduct Resolution Section and any associated discipline or other administrative actions. To ensure that we delineate investigative time from full closure time, we agreed that future statistics reported would include both full closure information as well as investigative time.

During our July 2023 site visit, PSB advised us that the average time from initiation of a complaint until full closure, which included review and associated discipline or other administrative actions, was 542 days. This was an increase from 494 days at the end of April 2023. The average investigative time was 489 days. This time period covers the time from the initiation of the investigation until it is approved by the PSB Commander.

During our October 2023 site visit, PSB advised us that the average time from initiation of a complaint until full closure was 699 days, a significant increase from the last reporting period. The average investigative time was 608 days, again a significant increase from the last reporting period.

During our February 2024 site visit, PSB advised us that the average time from the initiation of a complaint until full closure of the investigation was 827 days, an increase from 699 days during the last reporting period. The average investigative time was 738 days, an increase from 608 days during the last reporting period. We continue to note that the focus on completing backlog investigations is likely at least partially responsible for the noted increases.

As we have noted in our last 14 quarterly status reports, we no longer accept workload as the justification for the failure to complete investigations in a timely manner. Regardless of the breakdown between investigative and closure time, it continues to be clear from our reviews during this and prior reporting period that the time it takes to conduct administrative misconduct investigations remains unacceptable.

MCSO is not in Phase 2 compliance for this Paragraph.

***Paragraph 205.** The Professional Standards Bureau shall maintain a database to track all ongoing misconduct cases, and shall generate alerts to the responsible investigator and his or her Supervisor and the Commander of the Professional Standards Bureau when deadlines are not met.*

In Full and Effective Compliance

We determine compliance with this Paragraph by assigning a member of our Team to observe demonstrations of the IAPro database during our site visits or other meetings with PSB throughout the reporting period. The IAPro technology serves as the centralized electronic numbering and tracking system for all allegations of misconduct, whether internally discovered or based on an external complaint. This database contains the capacity to manage and store information required for compliance with this Paragraph.

During our site visits, on numerous occasions, we have met with PSB personnel and observed IAPro to ensure that the system generates appropriate alerts to responsible investigators and PSB commanders if deadlines are not met. We have reviewed emails PSB disseminates each month to Districts and Divisions to identify investigative deadlines. We have also reviewed the BlueTeam Dashboard, which uses a color-coded system to identify investigations that are nearing deadlines or are past deadlines. The information appears in each supervisor's BlueTeam account when they are monitoring open cases.

A civilian supervisor is primarily responsible for administering the centralized tracking system. In addition, all PSB and Division investigators can access the electronic BlueTeam database – a system that integrates with IAPro – at any time to view the assignment and status of administrative investigations.

In May 2018, PSB relocated to an offsite location. In July 2018, a member of our Team verified that the existing tracking mechanisms continue to be used for the tracking of investigations at the new facility.

During our January, July, and October 2019 site visits, a member of our Team verified that the tracking mechanisms remain in place. We also continued to receive monthly notifications from PSB regarding closed administrative investigations, and we evaluate these closed investigations for the entirety of a reporting period against a multitude of criteria, including whether the cases were completed in a timely fashion.

During our October 2023 site visit, members of our Team confirmed that tracking mechanisms in IAPro for investigations remain in place. During our meeting with PSB staff, we observed that there is a tracking sheet maintained for each investigation. Alerts regarding timelines and deadlines are being entered and overdue cases are also tracked. It is also possible to generate specific reports from the system when needed.

During our February 2024 site visit, we again reviewed the tracking of cases in IAPro and found that PSB continues to use this system; updates are entered regularly.

During this reporting period, we continued to receive monthly notifications from PSB regarding closed administrative misconduct investigations; and we continue to evaluate these closed investigations for the entirety of a reporting period against a multitude of criteria, including whether the cases were completed in a timely fashion. (See Paragraph 204.)

On June 23, 2023, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 206. *At the conclusion of each investigation, internal affairs investigators will prepare an investigation report. The report will include:*

- a. a narrative description of the incident;*
- b. documentation of all evidence that was gathered, including names, phone numbers, and addresses of witnesses to the incident. In situations in which there are no known witnesses, the report will specifically state this fact. In situations in which witnesses were present but circumstances prevented the internal affairs investigator from determining the identification, phone number, or address of those witnesses, the report will state the reasons why. The report will also include all available identifying information for anyone who refuses to provide a statement;*
- c. documentation of whether employees were interviewed, and a transcript or recording of those interviews;*
- d. the names of all other MCSO employees who witnessed the incident;*
- e. the internal affairs investigator's evaluation of the incident, based on his or her review of the evidence gathered, including a determination of whether the employee's actions appear to be within MCSO policy, procedure, regulations, orders, or other standards of conduct required of MCSO employees;*
- f. in cases where the MCSO asserts that material inconsistencies were resolved, explicit credibility findings, including a precise description of the evidence that supports or detracts from the person's credibility;*
- g. in cases where material inconsistencies must be resolved between complainant, employee, and witness statements, explicit resolution of the inconsistencies, including a precise description of the evidence relied upon to resolve the inconsistencies;*
- h. an assessment of the incident for policy, training, tactical, or equipment concerns, including any recommendations for how those concerns will be addressed;*
- i. if a weapon was used, documentation that the employee's certification and training for the weapon were current; and*
- j. documentation of recommendations for initiation of the disciplinary process; and*
- k. in the instance of an externally generated complaint, documentation of all contacts and updates with the complainant.*

In Full and Effective Compliance

Paragraph 206.a. requires a written description on the incident be included in the investigative report. All completed investigations that we reviewed complied with the requirements of this Subparagraph.

Paragraph 206.b. requires documentation of evidence gathered, including all known information about witnesses. All of the completed investigation we reviewed complied with the requirements of this Subparagraph.

Paragraph 206.c. requires documentation of whether employees were interviewed, and a transcript or recording of these interviews. All completed investigations that we reviewed complied with the requirements of this Subparagraph.

Paragraph 206.d. requires that the names of all MCSO employees who witnessed the incident be included in the report. All completed investigations we reviewed complied with the requirements of this Subparagraph.

Paragraph 206.e. requires that the internal affairs investigator's evaluation of the incident includes a determination of whether the employee's actions appear to be within MCSO policy, procedure, regulations, orders, or other standards of conduct required of MCSO employees. All completed investigations that we reviewed complied with the requirements of this Subparagraph.

Paragraph 206.f. requires that when MCSO asserts that material inconsistencies were resolved, explicit credibility findings, including a precise description of the evidence that supports or detracts from the person's credibility must be provided. During this reporting period, we identified three investigations (2%) where we believe MCSO failed to provide sufficient credibility assessments as required. We continue to meet with PSB Command staff to discuss the importance of continuing to clearly identify these requirements in investigative reports and will continue to closely monitor compliance with this Subparagraph.

Paragraph 206.g. requires that when material inconsistencies must be resolved, a precise description of the evidence be included in the report. During this reporting period, we did identify three investigations (2%) where we believe MCSO failed to properly resolve material inconsistencies when it was possible to do so. We continue to meet with PSB Command staff to discuss the ongoing importance of clearly identifying these requirements in investigative reports and will continue to closely monitor compliance with this Subparagraph.

Paragraph 206.h. requires that assessment of the incident for policy, training, tactical, or equipment concerns be included in the investigative report, to include any recommendations. All but one of the completed investigations that we reviewed complied with the requirements of this Subparagraph.

Paragraph 206.i. requires that if a weapon was used, documentation that the employee's certification and training for the weapon must be included in the investigative written report. All of the completed investigations we reviewed complied with the requirements of this Subparagraph.

Paragraph 206.j. requires that documentation of the initiation of the disciplinary process be included in the investigation. Compliance is achieved when the misconduct investigator completes the investigation with a finding of sustained, when applicable, and the PSB Commander subsequently approves the finding. This is considered the initiation of the disciplinary process. Forty-one of the 153 administrative misconduct investigations we reviewed had sustained findings against one or more active MCSO employee. All complied with the requirements of this Subparagraph.

Paragraph 206.k. requires that any contacts and updates with the complainant be documented in the investigative report. We did not identify any instances during this reporting period where this did not occur.

On September 30, 2022, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 207. *In assessing the incident for policy, training, tactical, or equipment concerns, investigation reports will include an assessment of whether:*

- a. the law enforcement action was in compliance with training and legal standards;*
- b. the use of different tactics should or could have been employed;*
- c. the incident indicates a need for additional training, counseling, or other non-disciplinary corrective actions; and*
- d. the incident suggests that the MCSO should revise its policies, strategies, tactics, or training.*

In Full and Effective Compliance

During this reporting period, we reviewed 153 administrative misconduct investigations. MCSO properly assessed and documented whether any of the requirements of this Paragraph were relevant in all but one of the completed cases we reviewed. MCSO identified nine cases where action related to this Paragraph was appropriate. Memorandums of Concern were generated and forwarded to the appropriate Divisions for resolution.

PSB continues to use an internal tracking form to ensure that those concerns that are forwarded to other Divisions within MCSO for action or review are addressed. We receive and review this tracking document each month. During our January 2023 site visit meeting, we discussed our ongoing concerns with the number of issues that had not been addressed, and the way the tracking system was being used. We requested that PSB provide a presentation during our next site visit meeting to clarify the processes involved with addressing these concerns and explain why there is such a large number of concerns that have not yet been resolved.

During our April 2023 site visit, we met with MCSO Command personnel to discuss our ongoing concerns with the resolution of those issues PSB had documented and forwarded to Divisions outside of PSB. In some cases, MCSO advised us that the concern had been addressed but had just not been documented. In others, there was no explanation for the failure to resolve the noted concern.

During our July 2023 site visit, we again discussed the tracking form used to document and address concerns that have been identified during an investigation. While PSB has continued to properly document the concerns and forward them to the appropriate Division for resolution, there continue to be numerous concerns that have not been properly addressed.

During our October 2023 site visit, we met with MCSO personnel to discuss the identified concerns tracking. MCSO Command personnel provided updates on what they had found in their reviews of pending concerns. The PSB Commander also discussed the progress that PSB personnel have made in auditing the entire pending list of concerns and their intent to modify the process moving forward.

During our February 2024 site visit, we again met with MCSO personnel to discuss the identified concerns tracking. We confirmed that concerns are being identified and PSB continues to properly track these concerns and forward them to the appropriate Division for resolution when appropriate.

This Paragraph addresses only the requirement for an assessment and documentation by the investigator of policy, training, tactical, or equipment concerns; and we continue to find this Paragraph in compliance. Our concern with resolution of these concerns, once identified, is addressed in Paragraph 216.

On December 19, 2023, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 208. *For each allegation of misconduct, internal affairs investigators shall explicitly identify and recommend one of the following dispositions for each allegation of misconduct in an administrative investigation:*

- a. *“Unfounded,” where the investigation determines, by clear and convincing evidence, that the allegation was false or not supported by fact;*
- b. *“Sustained,” where the investigation determines, by a preponderance of the evidence, that the alleged misconduct did occur and justifies a reasonable conclusion of a policy violation;*
- c. *“Not Sustained,” where the investigation determines that there is insufficient evidence to prove or disprove the allegation; or*
- d. *“Exonerated,” where the investigation determines that the alleged conduct did occur but did not violate MCSO policies, procedures, or training.*

In Full and Effective Compliance

To assess Phase 2 compliance with this Paragraph, we review administrative misconduct investigations conducted by MCSO personnel and completed during this reporting period. We evaluate compliance with this Paragraph against the standard of whether a finding was made, and whether the finding was correct.

During the last reporting period, we concurred with the findings of the PSB Commander in 132 (99%) of the 134 cases that we reviewed.

During this reporting period, we concurred with the findings of the PSB Commander in 147 (96%) on the 153 investigations we reviewed for compliance with this Paragraph. In two, we believe findings of sustained should have been made and were not. In one we believe the facts of the

investigation did not support a finding of unfounded and the finding should have been not sustained. In two, we do not believe adequate investigation was conducted to come to a finding; and in one, we believe a sustained allegation should have been not sustained. As is our practice, we will discuss these cases with MCSO during our next site visit.

On January 6, 2023, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

***Paragraph 209.** For investigations carried out by Supervisors outside of the Professional Standards Bureau, the investigator shall forward the completed investigation report through his or her chain of command to his or her Division Commander. The Division Commander must approve the investigation and indicate his or her concurrence with the findings.*

In Full and Effective Compliance

To assess Phase 2 compliance with this Paragraph, we reviewed 41 administrative misconduct investigations conducted by Districts or Divisions outside of PSB. All 41 were forwarded to PSB as required, and all contained the approval of the responsible District or Division Commander. As noted in previous reporting periods, and again during *this* reporting period, some of the District or Division level investigations were not in compliance with various requirements of the Second Order – as indicated throughout this report. However, we assessed MCSO’s compliance with this Paragraph based on these cases being forwarded through the chain of command for approval of the investigation and findings.

On September 25, 2023, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

***Paragraph 210.** For investigations carried out by the Professional Standards Bureau, the investigator shall forward the completed investigation report to the Commander.*

In Full and Effective Compliance

To assess Phase 2 compliance with this Paragraph, we reviewed 94 administrative misconduct investigations that were conducted by PSB personnel. All 94 complied with the requirements of this Paragraph. The 18 investigations outsourced by PSB also complied with the requirements of this Paragraph.

On September 24, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 211. *If the Commander—meaning the Commander of the PSB or the Commander of the Division in which the internal affairs investigation was conducted—determines that the findings of the investigation report are not supported by the appropriate standard of proof, the Commander shall return the investigation to the investigator for correction or additional investigative effort, shall document the inadequacies, and shall include this documentation as an addendum to the original investigation. The investigator’s Supervisor shall take appropriate action to address the inadequately supported determination and any investigative deficiencies that led to it. The Commander shall be responsible for the accuracy and completeness of investigation reports prepared by internal affairs investigators under his or her command.*

Phase 1: In compliance

- GH-2 (Internal Investigations), most recently amended on November 14, 2023.

Phase 2: Not in compliance

To assess Phase 2 compliance with this Paragraph, we reviewed 153 administrative misconduct investigations conducted by MCSO and completed during this reporting period.

PSB investigated 94 of the 153 administrative misconduct investigations we reviewed during this reporting period and outsourced an additional 18. In 92 (98%) of the 94 investigations conducted by PSB, we found the investigations to be thorough, the reports well-written and we agreed with the findings. We identified specific concerns with two investigations conducted by PSB. In one, we believe the facts of the investigation did not support a not sustained finding and the allegation should have been sustained. In the second case, we believe PSB failed to appropriately interview all witnesses or investigative leads, which in this cases could have resulted in additional information being obtained. Based on our review of these cases, which includes all compliance requirements, 22 investigations (23%) of the total investigations are in full compliance, the same percentage as the last reporting period.

PSB outsourced 18 of the completed investigations we reviewed for this reporting period. All 18 were outsourced to the second vendor contracted to assist in reducing the backlog of cases. Three (17%) of the 18 were completed within the required 85-day timeline. Three (17%) were in full compliance with all requirements, including timelines. Twelve (67%) were not compliant due only to timeliness. In three (17%), we found multiple investigative deficiencies. We will discuss these cases with PSB during our next site visit. During our meetings with the PSB Commander to discuss the quality and timeliness of outsourced cases, he has informed us they continue to have one-on-one meetings with the investigators when deficiencies are identified, and continue to author deficiency memos for investigations conducted by contract vendors when appropriate.

Districts and Divisions outside of PSB conducted 41 of the completed investigations we reviewed for this reporting period. Twenty (49%) of the investigations were in full compliance with all requirements, including extensions, an increase from 36% during the last reporting period. Twelve (29%) were not compliant, only due to timeliness. Nine investigations (22%) were not compliant due to investigative deficiencies, including: leading questions; unsupported findings; and failure to conduct all necessary follow-up. This is an increase in investigative deficiencies from 14% during the last reporting period. While overall compliance and timeliness did improve for this reporting period, investigative compliance decreased. After three consecutive reporting

periods with increased compliance, we are hopeful that the decrease in investigative compliance this reporting period is anomalous and not an indication of additional concerns with investigations conducted outside of PSB.

In January 2018, we requested that MCSO begin providing us with documentation that reflects the actions being taken to address deficient misconduct investigations. We requested that PSB and command personnel provide a response to this request on a monthly basis. We have consistently received the requested documentation since March 2018.

During this reporting period, we again noted instances where District Command personnel, or a Deputy Chief either identified or addressed deficiencies brought to their attention in response to the protocols put in place to comply with the requirements of Paragraph 211. We also identified some instances where deficiencies in investigations were identified and addressed prior to forwarding the investigations to PSB. While in some cases, the investigations were still not compliant, we continue to be encouraged by the current level of oversight being provided.

We have noted in numerous prior reporting periods that both the supervisors who complete deficient investigations and the command personnel who approve them must be held accountable if MCSO is to achieve Phase 2 compliance with this Paragraph. During this reporting period, our review of cases completed by PSB personnel continues to indicate PSB's ongoing efforts to achieve compliance. PSB's investigative compliance was 98% an increase from 94% during the last reporting period. Investigative compliance for those cases investigated by Districts and Divisions outside PSB decreased from 86% to 78%.

In previous reporting periods, we have addressed the necessity for MCSO to address deficient investigations in a timely manner. Since then, we have continued to note that identified Commander deficiencies are being properly identified and addressed by the responsible command officers in a timelier manner.

***Paragraph 212.** Where an internal affairs investigator conducts a deficient misconduct investigation, the investigator shall receive the appropriate corrective and/or disciplinary action. An internal affairs investigator's failure to improve the quality of his or her investigations after corrective and/or disciplinary action is taken shall be grounds for demotion and/or removal from a supervisory position or the Professional Standards Bureau.*

In Full and Effective Compliance

To assess Phase 2 compliance with this Paragraph, we reviewed 153 administrative misconduct investigations during this reporting period.

The 40-hour Misconduct Investigative Training was completed in late 2017. In January 2018, we requested that MCSO begin providing us with a document that reflects what actions are being taken to address deficient misconduct investigations on a monthly basis. As discussed in Paragraph 211, we have consistently received documentation since March 2018. During this reporting period, PSB identified and documented some deficiencies with investigations. District Commanders and Division Chiefs also identified and addressed several investigations where deficiencies were found in investigations conducted by their personnel.

PSB investigators consistently complete thorough investigations as has been demonstrated by their high compliance rate over numerous reporting periods. While there are occasional errors made, or disagreements with outcomes, we have not identified any investigator in PSB who we believe does not conduct a quality investigation on any ongoing basis.

In the case of investigations conducted outside of PSB, some Districts continue to use a single supervisor to conduct all investigations for the District when possible to do so. We previously identified that two of these assigned supervisors had completed multiple deficient investigations over several reporting periods. We brought those to the attention of MCSO. One has since left employment with MCSO, and the other is no longer assigned to conduct District investigations.

For this reporting period, we reviewed 41 investigations conducted by supervisors in Districts and Divisions outside of PSB. As some Districts continue to use a single supervisor to investigate misconduct investigations assigned to the District, there were two different supervisors who conducted a total of 10 of the 41 investigations. Only one of these had any investigative deficiencies. Deficiencies were found in eight additional investigations conducted by other District or Division supervisors. In six of these, the deficiencies were either identified and addressed prior to forwarding the case to PSB or by PSB upon their review. In two cases, our Team identified concerns that had not been addressed by either the Districts and Divisions or PSB. We will discuss these cases with PSB during our next site visit.

As we have previously noted during our reviews over multiple reporting periods, even experienced supervisors sometimes have little experience in conducting administrative misconduct investigations and in other cases, investigations are conducted by newly promoted supervisors, who have no experience in conducting administrative misconduct investigations. We have not observed any instances of repetitive deficiencies by District or Division supervisors who conduct administrative misconduct investigations that we believe would be cause for discipline or other administrative actions.

On June 23, 2023, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

***Paragraph 213.** Investigations of minor misconduct conducted outside of the Professional Standards Bureau must be conducted by a Supervisor and not by line-level deputies. After such investigations, the investigating Supervisor's Commander shall forward the investigation file to the Professional Standards Bureau after he or she finds that the misconduct investigation is complete and the findings are supported by the evidence. The Professional Standards Bureau shall review the misconduct investigation to ensure that it is complete and that the findings are supported by the evidence. The Professional Standards Bureau shall order additional investigation when it appears that there is additional relevant evidence that may assist in resolving inconsistencies or improving the reliability or credibility of the findings. Where the findings of the investigation report are not supported by the appropriate standard of proof, the Professional Standards Bureau shall document the reasons for this determination and shall include this documentation as an addendum to the original investigation.*

Phase 1: In compliance

- GH-2 (Internal Investigations), most recently amended on November 14, 2023.

Phase 2: In compliance

To assess Phase 2 compliance with this Paragraph, we reviewed 153 administrative misconduct investigations during this reporting period. Of the 153 investigations, 94 were investigated by PSB personnel, 18 were outsourced, and 41 were investigated by MCSO personnel outside of PSB.

None of the documentation we received regarding investigations conducted outside of PSB indicated that any person below the rank of sergeant was responsible for conducting the investigation.

During the last reporting period, all 22 District or Division-level approved cases were forwarded to, and reviewed by, PSB as required. Three investigations (14%) had identified investigative deficiencies.

During this reporting period, all 41 District or Division-level investigations we reviewed were forwarded to and reviewed by PSB as required. Nine (22%) of the 41 had identified deficiencies, an increase from 14% during the last reporting period. Deficiencies for this reporting period included leading questions, failure to conduct a thorough investigation and unsupported findings. All but four of these investigations were initiated in 2020 or later, after the increased oversight by command personnel began; and all were reviewed for compliance by one or more members of District or Division command staff prior to forwarding them to PSB.

During the last reporting period, we noted increased compliance with District and Division investigations. During this reporting period, 20 investigations (49%) were in full compliance, an increase from 36% during the last reporting period. Investigative compliance however declined from 86% during the last reporting period to 78% this reporting period. As is our practice, we will discuss those cases with deficiencies with MCSO during our next site visit.

***Paragraph 214.** At the discretion of the Commander of the Professional Standards Bureau, a misconduct investigation may be assigned or re-assigned to another Supervisor with the approval of his or her Commander, whether within or outside of the District or Bureau in which the incident occurred, or may be returned to the original Supervisor for further investigation or analysis. This assignment or re-assignment shall be explained in writing.*

In Full and Effective Compliance

To assess Phase 2 compliance with this Paragraph, we reviewed 153 administrative misconduct investigations during this reporting period.

Our analysis for this reporting period revealed that of the 41 investigations conducted outside of PSB, none were returned by PSB to the original investigating supervisor for further investigation or analysis, and none were reassigned to a different investigator.

On September 24, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 215. *If, after an investigation conducted outside of the Professional Standards Bureau, an employee's actions are found to violate policy, the investigating Supervisor's Commander shall direct and ensure appropriate discipline and/or corrective action. Where the incident indicates policy, training, tactical, or equipment concerns, the Commander shall also ensure that necessary training is delivered and that policy, tactical, or equipment concerns are resolved.*

In Full and Effective Compliance

To assess Phase 2 compliance with this Paragraph, we reviewed 41 administrative misconduct investigations conducted by MCSO personnel outside of PSB and completed during this reporting period.

Twelve of the 41 completed misconduct investigations conducted outside of PSB resulted in sustained findings against personnel still employed by MCSO. In all 12, the reports included documentation of the discipline or corrective action that was taken. There were no instances where other actions by Command personnel were necessary.

On September 24, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 216. *If, after an investigation conducted by the Professional Standards Bureau, an employee's actions are found to violate policy, the Commander of the Professional Standards Bureau shall direct and ensure appropriate discipline and/or corrective action. Where the incident indicates policy, training, tactical, or equipment concerns, the Commander of the Professional Standards Bureau shall also ensure that necessary training is delivered and that policy, tactical, or equipment concerns are resolved.*

Phase 1: In compliance

- GC-17 (Employee Disciplinary Procedures), most recently amended on February 22, 2024.
- GH-2 (Internal Investigations), most recently amended on November 14, 2023.
- Professional Standards Bureau Operations Manual, most recently amended on November 13, 2023.

Phase 2: In compliance

To assess Phase 2 compliance with this Paragraph, we reviewed 153 administrative misconduct investigations during this reporting period.

Ninety-four of the completed investigations were conducted by PSB. The 18 outsourced cases are also included here as PSB maintains responsibility for these cases. Twenty-nine of these 112 cases resulted in sustained findings against current MCSO employees. In all 29, the PSB Commander ensured that appropriate discipline and/or corrective action was recommended for the sustained allegations.

We continue to note that the PSB Commander cannot ensure that appropriate discipline or corrective action are the final outcome of sustained misconduct investigations, as the Appointing Authority makes the final decisions for discipline in both minor misconduct cases and in serious misconduct cases that result in PDHs. This hearing officer has the authority to change the findings or reduce the discipline. In 36 of the 41 sustained cases, the final sanction was the presumptive discipline identified by the PSB Commander or another designated employee. In three cases, the Appointing Authority mitigated the discipline as allowed by MCSO policy. We agree with his decisions in these cases. The Appointing Authority also modified the allegations and findings of PSB in two cases. In one, we agree with his decision; and in the other, we believe the decision by PSB had been appropriate. We will discuss this case with PSB during our next site visit.

The PSB Commander has consistently ensured that, when appropriate, policy, training, tactical, and equipment concerns are identified. PSB then forwards these concerns to the appropriate Division for follow-up or resolution. PSB personnel maintain a list of these concerns and track the progress of each concern that was forwarded. While investigators have been properly identifying these concerns and authoring appropriate memos of concern, many of the concerns have remained unaddressed by those responsible for doing so. We have acknowledged that while the nature of some of these concerns, particularly those that may require policy revision, may take a lengthy amount of time to resolve, many of these have remained pending for several years according to the tracking document provided by PSB. Concerns regarding training, tactical, and equipment have also remained pending for lengthy periods of time. We have discussed this issue with MCSO during multiple site visit meetings, and we have also discussed this under Paragraph 207.

During our January 2023 site visit, we discussed this concern and urged MCSO to take action on these pending concerns. We also asked PSB to provide greater detail on the status of these concerns at our April 2023 site visit.

During our April 2023 site visit, we met with MCSO Command personnel to discuss our ongoing concerns with the resolution of those issues PSB had documented and forwarded to Divisions outside of PSB. In some cases, MCSO advised us that the concern had been addressed but had just not been documented. In others, there was no explanation for the failure to resolve the noted concern. The PSB Commander reported that he was reviewing the entire list; he understood that there were more than 99 unresolved concerns; he was working to improve the tracking system; and that he intended to incorporate the use of BlueTeam to track these in the future.

During our July 2023 site visit, we met with those MCSO Command personnel who oversee Divisions and Bureaus that have responsibility for resolution of those concerns identified and forwarded to them by PSB. These personnel provided detailed information on how concerns are addressed, as well as acknowledging that in some cases, there was a lengthy delay in addressing concerns, and in other cases, there did not appear to have been a response as required.

During this meeting, the two Executive Chiefs with oversight over Divisions and Bureaus provided input on efforts being made to address this issue, along with information on improvements they would be directing to address and resolve these concerns. They also noted that moving forward, all concerns identified would be forwarded directly to Deputy Chiefs to ensure they are properly addressed and resolved in a timely manner. The PSB Commander also

advised of the continued efforts being made in PSB to review all pending concerns, research what needed to be done, and ensure that appropriate follow up was conducted and documented. There were 108 pending concerns at the end of the reporting period, as new concerns had been received and PSB was still in the process of reviewing those that were pending.

During our October 2023 site visit, we again met with PSB and Command personnel who oversee Divisions and Bureaus who are responsible for resolving concerns identified and forwarded to them by PSB. At the end of this reporting period, the number of pending concerns was reduced from 108 to 76; and many of those remaining involve policy review or training, or personnel no longer employed by MCSO. Most require significant research to determine the history of the concern and the actions that were taken. PSB maintains a tracking document that documents, in detail, this research and the outcomes of those concerns that are being closed. The PSB Commander advised us that he ensures all actions have been taken prior to approving a closure.

During our February 2024 site visit, we discussed the current status of the identified concerns tracking process. We have continued to see a decline in pending concerns and more timely resolution of new concerns being brought forward. At the end of the last reporting period, there were 76 pending concerns. During this reporting period, there were 48 concerns still pending; and again, many involve policy review or training. It continues to be evident that MCSO is paying attention to this issue and that MCSO executive staff are taking an active role in addressing these identified concerns. We are satisfied with the progress being made in this area; the reduction in the number of pending concerns; and that PSB has both an interim solution, and a long term one. We will continue to closely monitor MCSO's ongoing efforts in addressing these concerns. MCSO remains in compliance with this Paragraph.

***Paragraph 217.** The Professional Standards Bureau shall conduct targeted and random reviews of discipline imposed by Commanders for min or misconduct to ensure compliance with MCSO policy and legal standards.*

In Full and Effective Compliance

Based on the requirements of the Second Order, District and Division Commanders will not impose discipline for minor misconduct. In all cases, the PSB Commander will determine the final findings for internal investigations and the presumptive range of discipline for those cases with sustained findings. The Appointing Authority will then make the final determination of discipline.

On September 24, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 218. *The Professional Standards Bureau shall maintain all administrative investigation reports and files after they are completed for record-keeping in accordance with applicable law.*

In Full and Effective Compliance

To determine compliance with this Paragraph, we have observed that PSB maintains both hardcopy and electronic files intended to contain all documents required for compliance with this Paragraph.

A member of our Team inspected the file rooms where hardcopies of administrative investigations were stored and randomly reviewed case files to verify compliance on multiple occasions when PSB was housed at MCSO Headquarters. Our Team member also used the access granted to IAPro to randomly select internal affairs case files to verify that all information was being maintained electronically.

PSB completed the move to its new offsite facility in May 2018. Subsequent to the move, a member of our Team conducted an inspection of the file rooms in the new facility; and reviewed a random sample of internal investigations in IAPro to verify ongoing compliance.

During our January 2019 site visit, a member of our Team verified continued compliance at the new PSB facility by inspecting both the criminal and administrative investigation file rooms and randomly reviewing internal affairs case files to verify that all information was also being electronically maintained in IAPro.

During our October 2019 site visit, a member of our Team verified compliance at the PSB facility by inspecting both the criminal and administrative investigation file rooms and randomly reviewing internal affairs case files to verify that all information is also being electronically maintained in IAPro.

During our October 2023 site visit, members of our Team verified compliance at the PSB facility by inspecting both the criminal and administrative investigation file rooms and randomly reviewing internal affairs case files to verify that all information is also being electronically maintained in IAPro.

During our February 2024 site visit, members of our Team conducted a review of IAPro at the PSB facility to verify that all information continues to be electronically maintained.

On September 24, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 219. *The Sheriff shall ensure that discipline for sustained allegations of misconduct comports with due process, and that discipline is consistently applied, fair, and based on the nature of the allegation, and that mitigating and aggravating factors are identified and consistently applied and documented regardless of the command level of the principal of the investigation.*

Paragraph 220. *To ensure consistency in the imposition of discipline, the Sheriff shall review the MCSO's current disciplinary matrices and, upon approval of the parties and the Monitor, will amend them as necessary to ensure that they:*

- a. establish a presumptive range of discipline for each type of violation;*
- b. increase the presumptive discipline based on an employee's prior violations;*
- c. set out defined mitigating and aggravating factors;*
- d. prohibit consideration of the employee's race, gender, gender identity, sexual orientation, national origin, age, or ethnicity;*
- e. prohibit conflicts, nepotism, or bias of any kind in the administration of discipline;*
- f. prohibit consideration of the high (or low) profile nature of the incident, including media coverage or other public attention;*
- g. clearly define forms of discipline and define classes of discipline as used in policies and operations manuals;*
- h. provide that corrective action such as coaching or training is not considered to be discipline and should not be used as a substitute for discipline where the matrix calls for discipline;*
- i. provide that the MCSO will not take only non-disciplinary corrective action in cases in which the disciplinary matrices call for the imposition of discipline;*
- j. provide that the MCSO will consider whether non-disciplinary corrective action is also appropriate in a case where discipline has been imposed;*
- k. require that any departures from the discipline recommended under the disciplinary matrices be justified in writing and included in the employee's file; and*
- l. provide a disciplinary matrix for unclassified management level employees that is at least as demanding as the disciplinary matrix for management level employees.*

Phase 1: In compliance

- GC-17 (Employee Disciplinary Procedures), most recently amended on February 22, 2024.
- GH-2 (Internal Investigations), most recently amended on November 14, 2023.
- Administrative Services Division Operations Manual, most recently amended on November 14, 2023.

- Professional Standards Bureau Operations Manual, most recently amended on December 31, 2019.

Phase 2: In compliance

To assess Phase 2 compliance with this Paragraph, we review completed misconduct investigations.

During this reporting period, the PSB Commander sustained misconduct against one or more identified employees in 59 of the 153 administrative misconduct investigations we reviewed. In 41 of the sustained investigations, one or more of the known principal employees were still employed at MCSO at the time findings or discipline decisions were made. Eight sustained investigations resulted in the dismissal of an employee, six resulted in suspensions for one or more employees, 17 resulted in written reprimands for one or more employee, and 13 resulted in coachings for one or more employees. Compliance for this Paragraph is based on the discipline findings for both minor and serious discipline. In those cases where only serious discipline is recommended, compliance findings specific to those cases are addressed in Paragraph 226.

Paragraph 220.a. requires a presumptive range of discipline for each type of violation. Of the 59 total sustained cases, 41 involved known employees still employed by MCSO at the time discipline decisions were made. The PSB Commander determined and documented the presumptive discipline range in compliance with this Subparagraph in all of these cases.

Paragraph 220.b. requires that presumptive discipline be increased if an employee has prior violations. In 10 of the 41 investigations with sustained findings, an employee had prior sustained violations. The PSB Commander considered and increased the presumptive discipline based on the Matrices in place at the time of the misconduct.

Paragraph 220.c. requires that mitigating and aggravating factors be defined. Aggravating and mitigating factors are not specifically defined in the internal affairs investigation or discipline policy in effect prior to May 18, 2017. The revised discipline policy, effective May 18, 2017, defined these factors. These aggravating or mitigating factors are not identified by the PSB Commander – but by the Appointing Authority when making the final disciplinary decisions.

During this reporting period, all of the sustained cases were initiated after May 18, 2017. In all 41, the Appointing Authority provided justification and documentation for all factors considered when making the final decisions in all of the cases based on the Matrices in place at the time of the misconduct. We also found that he continues to specifically identify those instances where there are aggravating or mitigating factors in the justification documents when appropriate.

Paragraph 220.d. prohibits the consideration of any prohibited biases when determining discipline. None of the sustained cases that resulted in discipline that we reviewed during this reporting period included any indication that any biases were considered when determining discipline.

Paragraph 220.e. prohibits any conflicts, nepotism, or bias of any kind in the administration of discipline. None of the sustained cases we reviewed during this reporting period had any indication of conflicts, nepotism, or bias of any kind when determining the disciplinary sanction.

Paragraph 220.f. prohibits the consideration of the high (or low) profile nature of an incident when determining discipline. None of the sustained cases we reviewed during this reporting period indicated any consideration of the high- or low-profile nature of the incident when considering discipline.

Paragraph 220.g. requires that clearly defined forms of discipline and classes of discipline be defined. Phase 2 compliance is not applicable to this Subparagraph.

Paragraph 220.h. requires that corrective action such as coaching or training is not considered to be discipline and should not be used as a substitute for discipline. There were no instances identified during this reporting period where a coaching was used as a substitute for discipline.

Paragraph 220.i. requires that MCSO will not take only non-disciplinary action in cases where the Discipline Matrices call for the imposition of discipline. There were no instances during this reporting period where MCSO took non-disciplinary action for an act of misconduct that was ineligible to be handled in this manner.

Paragraph 220.j. requires that MCSO consider whether non-disciplinary corrective action is also appropriate. There were no instances during this reporting period where non-disciplinary actions were also found to be appropriate.

Paragraph 220.k. requires that any departure from the discipline recommended under the Discipline Matrices be justified in writing and included in the employee's file. Forty-one investigations with sustained findings resulted in employee discipline or other approved corrective action.

The Appointing Authority overturned findings made by PSB in two investigations during this reporting period. We disagree with his decision to do so in one. In three cases, the Appointing Authority mitigated the discipline for the sustained allegations. The Appointing Authority provided justification and documentation as required and we agree with his decisions in these three cases. In the remaining cases, the final discipline was the presumptive identified for the sustained policy violations.

As we have previously noted, compliance for this Paragraph is based on the final outcome for all sustained investigations. Those instances that involve only serious discipline are specifically covered in Paragraph 226.

Paragraph 220.l. requires that a Discipline Matrix for unclassified management employees be at least as demanding as the Discipline Matrix for management-level employees. We reviewed the approved policies that affect discipline for unclassified management employees, and they comply with this requirement. During this reporting period, MCSO did not complete or submit any administrative investigations involving unclassified management employees.

During this reporting period, all of the sustained investigations were both initiated and completed after May 18, 2017; and are subject to all the requirements relative to investigations and disciplinary procedures contained in policies revised on that date and have both a discipline range and a presumptive discipline. The Appointing Authority provided a written justification in all sustained cases where he made the final decision.

Paragraph 221. *The Sheriff shall mandate that each act or omission that results in a sustained misconduct allegation shall be treated as a separate offense for the purposes of imposing discipline.*

In Full and Effective Compliance

To assess Phase 2 compliance with this Paragraph, we review completed misconduct investigations.

During this reporting period, we reviewed 41 misconduct investigations with sustained allegations that resulted in the recommendation for corrective action or discipline for MCSO employees. We found that MCSO met the requirements for compliance with this Paragraph.

On September 24, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 222. *The Sheriff shall also provide that the Commander of the Professional Standards Bureau shall make preliminary determinations of the discipline to be imposed in all cases and shall document those determinations in writing, including the presumptive range of discipline for the sustained misconduct allegation, and the employee's disciplinary history.*

In Full and Effective Compliance

To assess Phase 2 compliance with this Paragraph, we review completed misconduct investigations.

During this reporting period, there were 41 investigations with sustained findings that resulted in recommendations for discipline or other corrective action. In all 41, the PSB Commander determined and documented in writing the presumptive range of discipline based on the policies and Discipline Matrices in effect at the time of the investigation. The documentation submitted for this Paragraph included the category, offense number, and employee's discipline history.

On September 30, 2022, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

E. Pre-Determination Hearings

Paragraph 223. *If the Commander of the Professional Standards Bureau makes a preliminary determination that serious discipline (defined as suspension, demotion, or termination) should be imposed, a designated member of MCSO's command staff will conduct a pre-determination hearing and will provide the employee with an opportunity to be heard.*

In Full and Effective Compliance

To assess Phase 2 compliance with this Paragraph, we review completed misconduct investigations conducted by MCSO personnel where MCSO holds a Pre-Determination Hearing (PDH).

During this reporting period, 41 administrative misconduct investigations resulted in sustained findings against current MCSO employees. Thirteen of the sustained investigations resulted in recommendations for serious discipline. In 12 of these, a PDH was held. In one, though a PDH was scheduled, the employee did not attend.

On September 24, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 224. Pre-determination hearings will be audio and video recorded in their entirety, and the recording shall be maintained with the administrative investigation file.

In Full and Effective Compliance

To assess compliance with this Paragraph, we review completed misconduct investigations conducted by MCSO personnel.

During this reporting period, in the 12 cases where a Pre-Determination Hearing was held, the hearing was audio- and video-recorded as required, included in the administrative file, and reviewed by a member of our Team.

On September 24, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 225. If an employee provides new or additional evidence at a pre-determination hearing, the hearing will be suspended and the matter will be returned to the internal affairs investigator for consideration or further investigation, as necessary. If after any further investigation or consideration of the new or additional evidence, there is no change in the determination of preliminary discipline, the matter will go back to the pre-determination hearing. The Professional Standards Bureau shall initiate a separate misconduct investigation if it appears that the employee intentionally withheld the new or additional evidence during the initial misconduct investigation.

In Full and Effective Compliance

To assess compliance with this Paragraph, we review completed misconduct investigations conducted by MCSO personnel.

During this reporting period, 12 sustained investigations resulted in a Pre-Determination Hearing and we reviewed all of the recordings of these hearings. There were no instances where a principal employee provided new or additional information requiring additional consideration or investigation relevant to the sustained investigation.

On September 24, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 226. *If the designated member of MCSO's command staff conducting the pre-determination hearing does not uphold the charges recommended by the Professional Standards Bureau in any respect, or does not impose the Commander of the Professional Standards Bureau's recommended discipline and/or non-disciplinary corrective action, the Sheriff shall require the designated member of MCSO's command staff to set forth in writing his or her justification for doing so. This justification will be appended to the investigation file.*

In Full and Effective Compliance

To assess compliance with this Paragraph, we review completed misconduct investigations conducted by MCSO personnel.

During our site visits, we have met with the Appointing Authority and the Administrative Services Division as necessary to discuss any concerns we have with final outcomes or decisions that result from Pre-Determination Hearings. During these meetings, we have discussed that the Appointing Authority does not have the authority to reduce discipline based only on timeframe concerns when an employee appeals discipline in these cases. It is the Maricopa County Attorney's Office (MCAO) that reviews these cases and determines whether the cases should go forward. Both the Appointing Authority and the representative from the MCAO advised us that they have taken some of these cases forward; but in others, they did not believe it was appropriate to do so, based on the totality of circumstances.

We have also discussed those cases where a decision may be made after a Pre-Determination Hearing that a reduction in discipline will occur, and those cases where a decision to reduce the discipline may occur if an appeal is filed. It is our understanding from our meetings with the Appointing Authority and other staff who have been present that MCSO consults with MCAO attorneys in these cases and their input is related to the final outcomes. We continue to note that all the documentation we receive and review is authored and signed by the Appointing Authority, so our assessment can only consider any final decisions as his.

During the last reporting period, 20 cases forwarded for consideration of serious discipline resulted in serious discipline or dismissal of the employee. In all 20, the Appointing Authority provided a justification for the final decisions; and this information was provided to our Team in the submissions regarding closed internal affairs investigations.

During this reporting period, 13 cases were forwarded for consideration of serious discipline. Twelve resulted in serious discipline. In three cases, the Appointing Authority mitigated the discipline and in two, he overturned the findings made by PSB. The Appointing Authority provided a justification for all final decisions; and this information was provided to our Team in the submissions regarding closed administrative misconduct investigations.

On January 6, 2023, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 227. *The Sheriff shall promulgate MCSO policy which shall provide that the designated member of MCSO's command staff conducting a pre-determination hearing should apply the disciplinary matrix and set forth clear guidelines for the grounds on which a deviation is permitted. The Sheriff shall mandate that the designated member of MCSO's command staff may not consider the following as grounds for mitigation or reducing the level of discipline prescribed by the matrix:*

- a. his or her personal opinion about the employee's reputation;*
- b. the employee's past disciplinary history (or lack thereof), except as provided in the disciplinary matrix;*
- c. whether others were jointly responsible for the misconduct, except that the MCSO disciplinary decision maker may consider the measure of discipline imposed on other employees involved to the extent that discipline on others had been previously imposed and the conduct was similarly culpable.*

In Full and Effective Compliance

To assess compliance with this Paragraph, we review completed misconduct investigations.

During this reporting period, we reviewed 41 administrative misconduct investigations where discipline or corrective action was recommended. The serious sustained allegations in 13 of these investigations resulted in their referrals for Pre-Determination Hearings.

Paragraph 227.a. prohibits the designated member of command staff conducting a Pre-Determination Hearing from considering a personal opinion of an employee's reputation when determining discipline. There were no indications in our reviews of these investigations that any personal opinion was considered in making a disciplinary decision.

Paragraph 227.b. prohibits the consideration of the employee's past disciplinary history (or lack thereof), except as provided in the Discipline Matrix. There were no instances where we determined that the member of command staff responsible for conducting the Pre-Determination Hearing considered disciplinary history outside of the requirements of this Paragraph.

Paragraph 227.c. prohibits the consideration of others jointly responsible for misconduct, except that the decision-maker may consider such discipline to the extent that discipline on others had been previously imposed and the conduct was similarly culpable. There were no indications in our reviews that the misconduct of others was improperly considered in the disciplinary decisions that were made.

On March 16, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 228. *The Sheriff or his designee has the authority to rescind, revoke or alter any disciplinary decision made by either the Commander of the Professional Standards Bureau or the appointed MCSO disciplinary authority so long as:*

- a. *that decision does not relate to the Sheriff or his designee;*
- b. *the Sheriff or his designee provides a thorough written and reasonable explanation for the grounds of the decision as to each employee involved;*
- c. *the written explanation is placed in the employment files of all employees who were affected by the decision of the Sheriff or his designee; and*
- d. *the written explanation is available to the public upon request.*

In Full and Effective Compliance

To assess compliance with this Paragraph, we review completed misconduct investigations.

During this reporting period, we did not review any cases where the Sheriff or his designee rescinded, revoked, or altered any disciplinary decision made by either the Commander of the Professional Standards Bureau or the appointed MCSO disciplinary authority.

On March 16, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 229. *Whenever an internal affairs investigator or Commander finds evidence of misconduct indicating apparent criminal conduct by an employee, the Sheriff shall require that the internal affairs investigator or Commander immediately notify the Commander of the Professional Standards Bureau. If the administrative misconduct investigation is being conducted by a Supervisor outside of the Professional Standards Bureau, the Sheriff shall require that the Professional Standards Bureau immediately take over the administrative investigation. If the evidence of misconduct pertains to someone who is superior in rank to the Commander of the Professional Standards Bureau and is within the Commander's chain of command, the Sheriff shall require the Commander to provide the evidence directly to what he or she believes is the appropriate prosecuting authority—the Maricopa County Attorney, the Arizona Attorney General, or the United States Attorney for the District of Arizona—without notifying those in his or her chain of command who may be the subject of a criminal investigation.*

In Full and Effective Compliance

To assess Phase 2 compliance with this Paragraph, we review completed criminal misconduct investigations.

During this reporting period, we reviewed seven criminal investigations. Four were externally generated, and three were internally generated. All seven were appropriately assigned to criminal investigators in PSB. The investigations were brought to the attention of the PSB Commander as required and an administrative misconduct investigation was also initiated.

On March 16, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 230. *If a misconduct allegation will be investigated criminally, the Sheriff shall require that the Professional Standards Bureau not compel an interview of the principal pursuant to Garrity v. New Jersey, 385 U.S. 493 (1967), until it has first consulted with the criminal investigator and the relevant prosecuting authority. No other part of the administrative investigation shall be held in abeyance unless specifically authorized by the Commander of the Professional Standards Bureau in consultation with the entity conducting the criminal investigation. The Sheriff shall require the Professional Standards Bureau to document in writing all decisions regarding compelling an interview, all decisions to hold any aspect of an administrative investigation in abeyance, and all consultations with the criminal investigator and prosecuting authority.*

In Full and Effective Compliance

To assess Phase 2 compliance with this Paragraph, we review completed misconduct investigations conducted by both criminal and administrative investigators to ensure that they contain appropriate documentation that complies with the requirements of this Paragraph.

We previously determined that in many cases, the administrative investigation is not submitted and reviewed during the same reporting period as the criminal investigation, as generally, administrative investigations are finalized after the completion of the criminal investigation. We discussed this issue with PSB during our January 2017 site visit. To resolve the concern, PSB agreed to provide us with a copy of any criminal investigation when PSB submits the administrative misconduct investigation for our review, even if the criminal investigation has been previously submitted. MCSO has been consistently providing copies of these criminal investigations with the administrative investigation since that time.

During this reporting period, we reviewed nine administrative misconduct investigations where criminal conduct may have occurred. In seven, the cases had also been investigated by PSB criminal investigators. In two others, the criminal investigation was conducted by another law enforcement agency with jurisdiction where the offense was alleged to have occurred.

On March 16, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 231. *The Sheriff shall require the Professional Standards Bureau to ensure that investigators conducting a criminal investigation do not have access to any statements by the principal that were compelled pursuant to Garrity.*

In Full and Effective Compliance

PSB is divided into criminal and administrative sections. Criminal investigators and administrative investigators are housed on separate floors of the building. Criminal investigators do not have access to the IAPro database for administrative investigations, and there are separate file rooms for criminal and administrative investigative documents and reports. We have previously verified during our site visits that the required separation of criminal and administrative investigations and restricted access to IAPro is in place.

In May 2018, PSB relocated to a new offsite location. After PSB's move to its new facility, we verified that criminal and administrative investigation files were housed on separate floors in the new facility. Criminal investigators do not have access to the IAPro database for administrative investigations, and there are separate and secured file rooms for criminal and administrative documents and reports.

During our October 2019 site visit, a member of our Team again verified that criminal and administrative investigative files are housed on separate floors, there is restricted access to both file rooms, and restricted access to IAPro remains in place.

During our October 2023 site visit, members of our Team again verified that criminal and administrative investigative files are housed on separate floors, there is restricted access to both file rooms, and restricted access to IAPro also remains in place.

On March 16, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

***Paragraph 232.** The Sheriff shall require the Professional Standards Bureau to complete all such administrative investigations regardless of the outcome of any criminal investigation, including cases in which the prosecuting agency declines to prosecute or dismisses the criminal case after the initiation of criminal charges. The Sheriff shall require that all relevant provisions of MCSO policies and procedures and the operations manual for the Professional Standards Bureau shall remind members of the Bureau that administrative and criminal cases are held to different standards of proof, that the elements of a policy violation differ from those of a criminal offense, and that the purposes of the administrative investigation process differ from those of the criminal investigation process.*

In Full and Effective Compliance

To determine MCSO's compliance with this Paragraph, we review administrative misconduct and criminal investigations.

During this reporting period, we reviewed seven criminal misconduct investigations conducted by MCSO personnel. All seven have a companion administrative misconduct investigation, as required; and are in compliance with the requirements of this Paragraph.

On March 16, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 233. *If the investigator conducting the criminal investigation decides to close the investigation without referring it to a prosecuting agency, this decision must be documented in writing and provided to the Professional Standards Bureau. The Commander of the Professional Standards Bureau shall separately consider whether to refer the matter to a prosecuting agency and shall document the decision in writing.*

In Full and Effective Compliance

To determine MCSO's compliance with this Paragraph, we review criminal misconduct investigations.

During this reporting period, investigators documented their conclusions and decisions to close four of the seven criminal investigations we reviewed without submittal to a prosecuting agency and the PSB Commander approved these decisions.

On March 16, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 234. *If the investigator conducting the criminal investigation decides to refer the matter to a prosecuting agency, the Professional Standards Bureau shall review the information provided to the prosecuting agency to ensure that it is of sufficient quality and completeness. The Commander of the Professional Standards Bureau shall direct that the investigator conduct additional investigation when it appears that there is additional relevant evidence that may improve the reliability or credibility of the investigation. Such directions shall be documented in writing and included in the investigatory file.*

In Full and Effective Compliance

To determine MCSO's compliance with this Paragraph, we review criminal misconduct investigations.

During this reporting period, we reviewed seven criminal misconduct investigations conducted by PSB personnel. Three resulted in arrests and charges were filed by the prosecuting agency.

On March 16, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 235. *If the prosecuting agency declines to prosecute or dismisses the criminal case after the initiation of criminal charges, the Professional Standards Bureau shall request an explanation for this decision, which shall be documented in writing and appended to the criminal investigation report.*

In Full and Effective Compliance

To determine MCSO's compliance with this Paragraph, we review criminal misconduct investigations.

During this reporting period, three of the criminal investigations we reviewed resulted in arrests. In all three, charges were filed by the MCAO. There were no instances where a prosecuting agency declined to prosecute investigations forwarded by MCSO.

On March 16, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 236. *The Sheriff shall require the Professional Standards Bureau to maintain all criminal investigation reports and files after they are completed for record-keeping in accordance with applicable law.*

In Full and Effective Compliance

To determine compliance with this Paragraph, we have observed that PSB maintains both hardcopy and electronic files that are intended to contain all the documents required per this Paragraph.

On March 16, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

G. Civilian Complaint Intake, Communication, and Tracking

Paragraph 237. *Within six months of the entry of this Order, the Monitor, in consultation with the Community Advisory Board, will develop and implement a program to promote awareness throughout the Maricopa County community about the process for filing complaints about the conduct of MCSO employees.*

Phase 1: Not applicable

Phase 2: Not applicable

We developed and implemented a Complaint Process Community Awareness Program to promote awareness throughout the Maricopa County community about the process for filing complaints about the conduct of MCSO employees. The program provides for distributing brochures describing the complaint process at quarterly community meetings and using public service announcements – made via local media outlets and social media – to provide basic information (in both English and Spanish) about MCSO’s complaint process.

We contacted faith organizations and civic groups throughout Maricopa County requesting that they make complaint process information forms available to members of their congregations and groups. The Complaint Process Community Awareness Program incorporates input from the CAB, MCSO, and the ACLU of Arizona.

Paragraph 238. *The Sheriff shall require the MCSO to accept all civilian complaints, whether submitted verbally or in writing; in person, by phone, by mail, or online; by a complainant, someone acting on the complainant's behalf, or anonymously; and with or without a signature from the complainant. MCSO will document all complaints in writing.*

In Full and Effective Compliance

To assess compliance with this Paragraph, we review all new misconduct complaints received each month and completed misconduct investigations conducted by MCSO personnel. In addition, we review many initial complaint documents or initial telephone calls, BWC videos, traffic stop videos, Supervisor Notes, Compliance and BIO reviews, and consider findings in the complaint testing process.

During this reporting period, we reviewed 153 completed administrative misconduct investigations. We identified one instance where an employee did not initiate a complaint from a community member as required. PSB appropriately handled this incident.

Our review of traffic stops for this reporting period did not identify any instances where a subject who was arrested made allegations of misconduct by MCSO personnel during his arrest that went unaddressed. Our review of Supervisor Notes during this reporting period did not identify any incidents where there were indications that a complaint had been made but not properly reported. We reviewed numerous complainant contacts and found no indication that a supervisor initially refused to take a complaint or attempted to dissuade the complainant from making a complaint. Neither CID nor BIO identified any instances in their reviews during this reporting period that indicated that a complainant had attempted to file a complaint and been refused. We did not identify any complaint intake tests for this reporting period where MCSO failed to accept a complaint. (See Paragraph 254.)

We continue to find that MCSO consistently accepts and records complaints as required for compliance with this Paragraph.

On March 16, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 239. *In locations clearly visible to members of the public at the reception desk at MCSO headquarters and at all District stations, the Sheriff and the MCSO will post and maintain permanent placards clearly and simply describing the civilian complaint process that is visible to the public at all hours. The placards shall include relevant contact information, including telephone numbers, email addresses, mailing addresses, and Internet sites. The placards shall be in both English and Spanish.*

In Full and Effective Compliance

During our site visit in February, we visited the Fourth Avenue Jail; MCSO Headquarters; and the District 1, 2, 3, 4, and 7 facilities. At each site, we verified that permanent placards meeting all the requirements of this Paragraph were prominently displayed. The placards state that anyone who has a concern regarding the performance of any MCSO employee has the right to file a

complaint in English or Spanish or their preferred language, to include American Sign Language; in person at any District facility or at the Professional Standards Bureau, by mail, by telephone, by fax, or online. The placard includes relevant contact information, including telephone numbers, email addresses, mailing addresses, and websites.

During our February site visit, MCSO reported that, during this reporting period, it did not receive any feedback from the community regarding the permanent complaint placards.

On March 16, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

***Paragraph 240.** The Sheriff shall require all deputies to carry complaint forms in their MCSO vehicles. Upon request, deputies will provide individuals with complaint forms and information about how to file a complaint, their name and badge number, and the contact information, including telephone number and email address, of their immediate supervising officer. The Sheriff must provide all supervising officers with telephones. Supervising officers must timely respond to such complaints registered by civilians.*

In Full and Effective Compliance

During our February site visit, we visited District offices and the MCSO Training Center and verified that MCSO maintained adequate supplies of complaint forms for deputies to carry in their vehicles. We also verified that supervisors were in possession of MCSO-issued cellular telephones. MCSO's complaint intake testing program – in which an external vendor conducts 24 complaint intake tests via telephone, email, U.S. Mail, MCSO's website, and in-person tests annually – has mostly found that MCSO personnel respond in accordance with agency policy and in a timely fashion to a diverse group of complainants. Where the complaint intake tests have identified deficiencies, MCSO has taken appropriate corrective steps, such as issuing BIO Action Forms or conducting other follow-up. (See Paragraphs 254-260.)

On March 31, 2023, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 241. *The Sheriff will ensure that the Professional Standards Bureau facility is easily accessible to members of the public. There shall be a space available for receiving walk-in visitors and personnel who can assist the public with filing complaints and/or answer an individual's questions about the complaint investigation process.*

In Full and Effective Compliance

The current PSB facility, the former East Court Building Library, located at 101 West Jefferson Street in Phoenix, is easily accessible to members of the public. The County Court facilities in the building are separate from the PSB reception area and offices. The PSB area is accessible from First Avenue, a major thoroughfare; and there is no required security screening of individuals entering the building through the First Avenue entrance. A lease for a different location, also an off-site location at 4000 North Central Avenue in Phoenix, is currently being adapted for PSB's use. PSB plans to move into the space in May 2024, and we will verify after that time that the new space meets the requirements of this Paragraph.

MCSO's placards and comment and complaint forms – including the complaint form that is accessible via MCSO's website – all reflect PSB's current address.

During our February site visit, we discussed with MCSO personnel PSB's plans to move its facility to a new location, at 4000 North Central Avenue in Phoenix. The new space is currently being adapted for PSB's use; PSB plans to move into the space in May 2024.

On January 6, 2023, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 242. *The Sheriff will also make complaint forms widely available at locations around the County including: the websites of MCSO and Maricopa County government; the lobby of MCSO's headquarters; each patrol District; and the Maricopa County government offices. The Sheriff will ask locations, such as public library branches and the offices and gathering places of community groups, to make these materials available.*

In Full and Effective Compliance

MCSO has complaint forms available in English and Spanish on the MCSO and Maricopa County websites. MCSO maintains a list – of MCSO facilities, County offices, and public locations where community groups meet – where Community Outreach Division personnel attempt to make the forms available.

According to the Community Outreach Division (COoRD), there are 117 locations throughout Maricopa County that make these forms accessible to community members. During our February site visit, we visited the Fourth Avenue Jail; MCSO Headquarters; District 1, 2, 3, 4, and 7 facilities; one City Hall; and five public libraries to verify that MCSO Comment and Complaint Forms are available to the public. Four locations we visited did not have the forms available; we advised COoRD personnel of our findings so that they could replenish the supplies at these locations.

We continue to encourage the COrD to continue to explore other possible locations – as recommended by the Community Advisory Board (CAB) and community organizations – including community centers, restaurants, grocery stores, pharmacies, and other retail stores that are located in communities where members of the Plaintiffs’ class live and work.

On March 31, 2023, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

***Paragraph 243.** The Sheriff shall establish a free, 24-hour hotline for members of the public to make complaints.*

In Full and Effective Compliance

In July 2016, MCSO established the free 24-hour hotline for members of the public to make complaints; the hotline continued to be operational during this reporting period. We periodically called the hotline during this reporting period; and verified that the hotline is operational in both English and Spanish, and provides instructions in both languages on how to register a complaint. The recording advises callers that if the call is an emergency, they are to call 911. Callers are requested to provide their name, telephone number, and a brief summary of their complaint. If callers leave a recorded message, they are advised that MCSO will contact them as soon as possible. If callers do not wish to leave a recorded message, they are provided with a telephone number to call to speak to a supervisor. That number connects the callers to the MCSO switchboard operator, who will connect the caller to an appropriate supervisor. Callers are further advised of MCSO’s operating hours if they wish to contact PSB directly.

The hotline is housed in PSB, and PSB personnel access any recorded messages at the beginning of each business day. The most recently received hotline complaint that remains open was received on February 12, 2024. Currently, there are nine hotline complaints under investigation, none of which are under Command review. None of the nine complaints are deemed Service Complaints.

The procedures established and followed by PSB provide for creating a record of every complaint received on the hotline and maintaining a log of follow-up actions regarding referral of the complaint.

On September 30, 2022, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 244. *The Sheriff shall ensure that the MCSO's complaint form does not contain any language that could reasonably be construed as discouraging the filing of a complaint, such as warnings about the potential criminal consequences for filing false complaints.*

In Full and Effective Compliance

Our review of the English and Spanish complaint forms' content did not reveal any language that could reasonably be construed as discouraging the filing of a complaint.

On December 16, 2020, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 245. *Within two months of the entry of this Order, complaint forms will be made available, at a minimum, in English and Spanish. The MCSO will make reasonable efforts to ensure that complainants who speak other languages (including sign language) and have limited English proficiency can file complaints in their preferred language. The fact that a complainant does not speak, read, or write in English, or is deaf or hard of hearing, will not be grounds to decline to accept or investigate a complaint.*

In Full and Effective Compliance

Complaint forms in English and Spanish are accessible on MCSO's website. The complaint form states that anyone who has a concern regarding the performance of any MCSO employee has the right to file a complaint – in English or Spanish or their preferred language, to include American Sign Language – in person at any District facility or at the Professional Standards Bureau, by mail, by telephone, by fax, or online. The forms provide street addresses, contact numbers, and website information.

On December 16, 2020, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 246. *In the course of investigating a civilian complaint, the Professional Standards Bureau will send periodic written updates to the complainant including:*

- a. *within seven days of receipt of a complaint, the Professional Standards Bureau will send non-anonymous complainants a written notice of receipt, including the tracking number assigned to the complaint and the name of the investigator assigned. The notice will inform the complainant how he or she may contact the Professional Standards Bureau to inquire about the status of a complaint;*
- b. *when the Professional Standards Bureau concludes its investigation, the Bureau will notify the complainant that the investigation has been concluded and inform the complainant of the Bureau's findings as soon as is permitted by law; and*
- c. *in cases where discipline is imposed, the Professional Standards Bureau will notify the complainant of the discipline as soon as is permitted by law.*

In Full and Effective Compliance

To assess compliance with this Paragraph, we review completed misconduct investigations.

During this reporting period, we reviewed 153 administrative misconduct investigations. Of these, 111 were externally generated.

Paragraph 246.a. requires that a civilian complainant receive a written notice of receipt of his/her complaint within seven days. This letter must include the tracking number, the name of the investigator assigned, and information regarding how the complainant can inquire about the status of his/her complaint. In all of the externally generated cases where PSB had contact information for the complainant, the letter was sent within seven days as required. All of the letters sent and reviewed included the name of the investigator and information regarding how the complainant could inquire about the status of the complaint.

Paragraph 246.b. requires that PSB notify a civilian complainant of the outcome of the investigation. In all of the externally generated complaints, the complainant was provided a notice of the outcome when contact information was known.

Paragraph 246.c. requires that PSB notify a civilian complainant of any discipline imposed as soon as permitted by law. In all of the externally generated complaints with sustained findings, PSB properly notified the complainant of the sustained findings and the discipline information as required when contact information was known.

On January 6, 2023, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

***Paragraph 247.** Notwithstanding the above written communications, a complainant and/or his or her representative may contact the Professional Standards Bureau at any time to determine the status of his or her complaint. The Sheriff shall require the MCSO to update the complainant with the status of the investigation.*

In Full and Effective Compliance

To assess compliance with this Paragraph, we review completed misconduct investigations.

During this reporting period, we reviewed 153 administrative misconduct investigations. Of these, 111 were externally generated. We did not identify any instances where a complainant was discouraged from, or denied, contact with MCSO investigators to determine the status of his/her complaint, or to request and receive an update. MCSO appropriately had contact with complainants as required in Paragraph 246 in all of these cases where the complainant was known and wished to participate in the investigation. In 11 of the cases, MCSO personnel reported that they had additional contact with the complainant during the course of the investigation.

On December 16, 2020, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 248. *The Professional Standards Bureau will track, as a separate category of complaints, allegations of biased policing, including allegations that a deputy conducted an investigatory stop or arrest based on an individual's demographic category or used a slur based on an individual's actual or perceived race, ethnicity, nationality, or immigration status, sex, sexual orientation, or gender identity. The Professional Standards Bureau will require that complaints of biased policing are captured and tracked appropriately, even if the complainant does not so label the allegation.*

In Full and Effective Compliance

To assess Phase 2 compliance with this Paragraph, we review completed misconduct investigations.

Each month, PSB provides a list of new complaints alleging biased policing. PSB also provides all closed investigations where biased policing was alleged. For this Paragraph, only allegations of biased policing that do not affect the Plaintiffs' class are reported. Those complaints alleging bias against members of the Plaintiffs' class are captured in a separate category and reported under Paragraphs 275-288.

During this reporting period, we reviewed four investigations where potential bias was alleged that did not affect members of the Plaintiffs' class. PSB tracked these investigations in a separate category as required by this Paragraph, and reported them in Paragraph 33.

On December 16, 2020, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 249. *The Professional Standards Bureau will track, as a separate category of complaints, allegations of unlawful investigatory stops, searches, seizures, or arrests.*

In Full and Effective Compliance

To determine Phase 2 compliance for this Paragraph, we review a monthly report from PSB that provides the information required for compliance.

To ensure that we are consistently informed of complaints relative to this Paragraph, PSB provides information concerning these investigations in its monthly document submission relative to this Paragraph. During this reporting period, there were no investigations submitted for review for this Paragraph.

On December 16, 2020, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 250. *The Professional Standards Bureau will conduct regular assessments of the types of complaints being received to identify and assess potential problematic patterns and trends.*

In Full and Effective Compliance

PSB continues to prepare a comprehensive quarterly assessment of the types of complaints received to identify and assess potential problematic patterns or trends. PSB's assessment identifies the Divisions that received the highest number of complaints during the quarter, notable patterns and trends identified within MCSO Divisions, a summary of all of the misconduct allegations made during the quarter, and identifies employees with potentially problematic patterns or trends of misconduct during the quarter.

The contents of the quarterly assessment are discussed at executive staff meetings. PSB also includes the information required by this Paragraph in its public Semi-Annual Misconduct Investigations Report, which is required under Paragraph 251. The most recent Semi-Annual Report for the period of January 1-June 30, 2023, contains the issues identified as potentially problematic patterns or trends.

On April 1, 2022, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

H. Transparency Measures

Paragraph 251. *The Sheriff shall require the Professional Standards Bureau to produce a semi-annual public report on misconduct investigations, including, at a minimum, the following:*

- a. *summary information, which does not name the specific employees involved, about any sustained allegations that an employee violated conflict-of-interest rules in conducting or reviewing misconduct investigations;*
- b. *aggregate data on complaints received from the public, broken down by district; rank of principal(s); nature of contact (traffic stop, pedestrian stop, call for service, etc.); nature of allegation (rudeness, bias-based policing, etc.); complainants' demographic information; complaints received from anonymous complainants or third parties; and principals' demographic information;*
- c. *analysis of whether any increase or decrease in the number of civilian complaints received from reporting period to reporting period is attributable to issues in the complaint intake process or other factors;*
- d. *aggregate data on internally-generated misconduct allegations, broken down by similar categories as those for civilian complaints;*
- e. *aggregate data on the processing of misconduct cases, including the number of cases assigned to Supervisors outside of the Professional Standards Bureau versus investigators in the Professional Standards Bureau; the average and median time from the initiation of an investigation to its submission by the investigator to his or her chain of command; the average and median time from the submission of the investigation by the investigator to a*

final decision regarding discipline, or other final disposition if no discipline is imposed; the number of investigations returned to the original investigator due to conclusions not being supported by the evidence; and the number of investigations returned to the original investigator to conduct additional investigation;

- f. *aggregate data on the outcomes of misconduct investigations, including the number of sustained, not sustained, exonerated, and unfounded misconduct complaints; the number of misconduct allegations supported by the appropriate standard of proof; the number of sustained allegations resulting in a non-disciplinary outcome, coaching, written reprimand, suspension, demotion, and termination; the number of cases in which findings were changed after a pre-determination hearing, broken down by initial finding and final finding; the number of cases in which discipline was changed after a pre-determination hearing, broken down by initial discipline and final discipline; the number of cases in which findings were overruled, sustained, or changed by the Maricopa County Law Enforcement Merit System Council, broken down by the finding reached by the MCSO and the finding reached by the Council; and the number of cases in which discipline was altered by the Council, broken down by the discipline imposed by the MCSO and the disciplinary ruling of the Council; and similar information on appeals beyond the Council; and*
- g. *aggregate data on employees with persistent or serious misconduct problems, including the number of employees who have been the subject of more than two misconduct investigations in the previous 12 months, broken down by serious and minor misconduct; the number of employees who have had more than one sustained allegation of minor misconduct in the previous 12 months, broken down by the number of sustained allegations; the number of employees who have had more than one sustained allegation of serious misconduct in the previous 12 months, broken down by the number of sustained allegations; and the number of criminal prosecutions of employees, broken down by criminal charge.*

In Full and Effective Compliance

The PSB Operations Manual identifies the PSB Commander as responsible for preparing the semi-annual public report on misconduct investigations. The manual also contains provisions for the production of summary information regarding sustained conflict of interest violations; an analysis of the complaint intake process; and aggregate data on complaints (internal and external), processing of misconduct cases, outcomes of misconduct cases, and employees with persistent misconduct problems.

Since July 2019, PSB has issued and posted on MCSO's website its semi-annual public report. PSB also incorporates information relevant to Paragraph 192 in its semi-annual report, which requires that PSB review, at least semi-annually, all misconduct investigations that were assigned outside the Bureau to determine whether or not the investigation was properly categorized, whether the investigation was properly conducted, and whether appropriate findings were reached. PSB also incorporates information relevant to Paragraph 250 in this report, which includes an assessment of potential problematic patterns or trends, based on a review of complaints received.

During our October 2019 site visit, PSB informed us that it developed a voluntary survey for complainants to complete after the conclusion of the investigation; the survey would capture complainants' demographic information. MCSO utilizes prepaid postage return envelopes when mailing to the surveys to the complainants. The use of the prepaid postage return envelopes allows the complainants to mail the survey to MCSO without having to incur any fees. PSB commenced distribution of the surveys to complainants for cases that were closed during January 2020. In addition, PSB is also informing complainants of a web-based version of the survey that may be completed online. PSB is now collecting the voluntary surveys that are returned. PSB continues to include the relevant demographic information in the most recently published semi-annual report.

In March 2023, PSB issued and posted on the MCSO website its semi-annual public report for period of January 1–June 30, 2022. The report was prepared consistent with prior reports prepared by PSB and contains the relevant information pertaining to this Paragraph.

In the past, MCSO has published the semi-annual report just over six months from the end of the semi-annual period; however, the June 30-December 31, 2021 report was published in August 2022, over seven months from the end of the semi-annual period. The report for the semi-annual period of January 1-June 30, 2022, was published in March 2023, over eight months after the conclusion of the semi-annual period. MCSO published the report for the period of July 1-December 31, 2022, in August 2023, over seven months from the end of the semi-annual period.

During our October 2023 site visit, MCSO informed us that future reports will be published in a more efficient and timely manner. MCSO informed us that the agency is processing information for the report on an ongoing basis, as opposed to waiting until the end of the semi-annual period. MCSO stated that it anticipates that future reports will be published within four to six months after the conclusion of the semi-annual period by using this process.

During the last reporting period, we noted that MCSO would remain in compliance with this Paragraph; however, if MCSO's next semi-annual report was not published in a timely manner, it may adversely affect MCSO's Phase 2 compliance with this Paragraph. MCSO published the most recent report, covering the semi-annual period of January 1-June 30, 2023, in November 2023, which we consider timely, and is less than six months after the conclusion of the semi-annual period. The report contains an analysis as to whether cases assigned outside of PSB were properly categorized, whether the investigations were properly conducted, and whether appropriate findings have been reached. MCSO remains in compliance with this requirement.

On April 1, 2022, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 252. *The Sheriff shall require the MCSO to make detailed summaries of completed internal affairs investigations readily available to the public to the full extent permitted under state law, in electronic form on a designated section of its website that is linked to directly from the MCSO's home page with prominent language that clearly indicates to the public that the link provides information about investigations of misconduct alleged against MCSO employees.*

In Full and Effective Compliance

PSB publishes detailed summaries each month of completed misconduct investigations in an electronic format that is accessible via MCSO's website. The following data fields have been identified for public disclosure: Internal Affairs Number; Date Opened; Incident Type; Original Complaint; Policy Violation(s) Alleged and the Outcome; Discipline; Investigative Summary; and Date Completed. During our April 2017 site visit, we approved the PSB template containing detailed summaries of completed misconduct investigations for placement on the MCSO website. Each reporting period, we conduct a review of the detailed summaries of completed misconduct investigations to ensure that the content is consistent with the requirements of this Paragraph. In addition, we verify that the monthly detailed summaries of completed misconduct investigations are posted on MCSO's website for public review.

During this reporting period, PSB made the monthly detailed summaries of completed internal investigations for October, November, and December 2023 available to the public in a designated section on the homepage of MCSO's website. The reports provide significant details regarding alleged misconduct, the findings of the investigation, and, if there is a finding of misconduct, what type of discipline was imposed.

On April 1, 2022, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 253. *The MCSO Bureau of Internal Oversight shall produce a semi-annual public audit report regarding misconduct investigations. This report shall analyze a stratified random sample of misconduct investigations that were completed during the previous six months to identify any procedural irregularities, including any instances in which:*

- a. *complaint notification procedures were not followed;*
- b. *a misconduct complaint was not assigned a unique identifier;*
- c. *investigation assignment protocols were not followed, such as serious or criminal misconduct being investigated outside of the Professional Standards Bureau;*
- d. *deadlines were not met;*
- e. *an investigation was conducted by an employee who had not received required misconduct investigation training;*
- f. *an investigation was conducted by an employee with a history of multiple sustained misconduct allegations, or one sustained allegation of a Category 6 or Category 7 offense from the MCSO's disciplinary matrices;*

- g. *an investigation was conducted by an employee who was named as a principal or witness in any investigation of the underlying incident;*
- h. *an investigation was conducted of a superior officer within the internal affairs investigator's chain of command;*
- i. *any interviews were not recorded;*
- j. *the investigation report was not reviewed by the appropriate personnel;*
- k. *employees were promoted or received a salary increase while named as a principal in an ongoing misconduct investigation absent the required written justification;*
- l. *a final finding was not reached on a misconduct allegation;*
- m. *an employee's disciplinary history was not documented in a disciplinary recommendation; or*
- n. *no written explanation was provided for the imposition of discipline inconsistent with the disciplinary matrix.*

In Full and Effective Compliance

On June 26, 2018, we approved the methodology developed by AIU for the inspection that would address the requirements of this Paragraph, which would start with an inspection of investigations that commenced after November 1, 2017. AIU has opted to conduct monthly inspections of misconduct investigations in lieu of conducting a semi-annual audit. During this reporting period, AIU prepared inspection reports for misconduct investigations that closed during the months of August, September, and October 2023.

When perceived deficiencies are identified, AIU requests a BIO Action Form from the specific District/Division Commander to address the issue(s).

On April 1, 2022, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

I. Testing Program for Civilian Complaint Intake

Paragraph 254. *The Sheriff shall initiate a testing program designed to assess civilian complaint intake. Specifically, the testing program shall assess whether employees are providing civilians appropriate and accurate information about the complaint process and whether employees are notifying the Professional Standards Bureau upon the receipt of a civilian complaint.*

In Full and Effective Compliance

To meet the requirements of this Paragraph, for the last several years, AIU has contracted with an external vendor, which has been responsible for conducting complaint intake testing via telephone, email, U.S. Mail, MCSO's website, and in-person tests. We have received and reviewed documentation of these tests – including any available audio-recorded documentation – as they were completed, as part of our monthly document requests. Unless the test is an in-person test, the vendor did not advise AIU of the tests in advance but instead emailed AIU once a test

has been completed with documentation of the test. We evaluate MCSO's compliance with this Paragraph based on how the agency responds to the outcomes of the tests, regardless of whether the tests "succeed" or "fail."

Following our July 2023 site visit, the vendor advised MCSO that it would not renew its contract to provide complaint intake testing. MCSO informed us that it was initiating the procurement process to identify and select a new vendor. During our October 2023 site visit, MCSO informed us that, after two separate rounds, it had not received any applications from any prospective vendors. During our February 2024 site visit, MCSO informed us that a new vendor has been identified and selected. Currently, AIU personnel is working with the vendor to ensure that they are appropriately equipped with recording devices and to provide them with more specific information related to the testing objectives that need to be completed. We will evaluate the forthcoming complaint intake tests, and any corrective actions taken by MCSO, once the documentation becomes available.

Following the outcome of several past complaint intake tests in which front-line staff responded inappropriately, AIU developed a useful complaint intake checklist for administrative staff, which we and the Parties reviewed and approved. MCSO distributed the checklist to the Patrol Divisions for dissemination to their personnel who interact with the public, and the checklist is available to all employees via the agency's shared internal hard drive.

On April 1, 2022, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

***Paragraph 255.** The testing program is not intended to assess investigations of civilian complaints, and the MCSO shall design the testing program in such a way that it does not waste resources investigating fictitious complaints made by testers.*

In Full and Effective Compliance

As noted above, AIU has recently identified a new vendor to conduct its complaint intake tests.

AIU had informed its previous complaint intake testing vendor of this requirement. In addition, AIU developed several procedures to ensure that the Complaint Intake Testing Program does not waste resources investigating fictitious complaints made by testers – including setting parameters for the types of inquiries that testers make, and creating official identification cards for testers designating them as such. For in-person tests, AIU required that its vendor inform AIU in advance of all tests; and AIU personnel made themselves available via telephone if testers encountered any issue as they lodged their test complaints.

On April 1, 2022, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 256. *The testing program shall assess complaint intake for complaints made in person at MCSO facilities, complaints made telephonically, by mail, and complaints made electronically by email or through MCSO's website. Testers shall not interfere with deputies taking law enforcement action. Testers shall not attempt to assess complaint intake in the course of traffic stops or other law enforcement action being taken outside of MCSO facilities.*

In Full and Effective Compliance

As noted above, AIU has recently identified a new vendor to conduct its complaint intake tests.

AIU had advised its previous complaint intake testing vendor that testers shall not interfere with deputies taking law enforcement action, nor shall they attempt to assess complaint intake in the course of traffic stops or other law enforcement action being taken outside of MCSO facilities.

AIU had asked its vendor to inform AIU in advance of all in-person tests, and AIU personnel made themselves available via telephone if testers encountered any issue as they lodged their test complaints.

On April 1, 2022, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 257. *The testing program shall include sufficient random and targeted testing to assess the complaint intake process, utilizing surreptitious video and/or audio recording, as permitted by state law, of testers' interactions with MCSO personnel to assess the appropriateness of responses and information provided.*

In Full and Effective Compliance

As noted above, AIU has recently identified a new vendor to conduct its complaint intake tests.

AIU had informed its previous complaint intake testing vendor of the requirements of this Paragraph. We receive copies of the recordings following the completion of the tests. Per the agreed-upon methodology, all tests conducted via telephone are audio-recorded; and all in-person testers' interactions with MCSO personnel are video-recorded to assess the appropriateness of responses and information provided.

On April 1, 2022, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 258. *The testing program shall also assess whether employees promptly notify the Professional Standards Bureau of civilian complaints and provide accurate and complete information to the Bureau.*

In Full and Effective Compliance

As noted above, AIU has recently identified a new vendor to conduct its complaint intake tests.

AIU had informed its previous complaint intake testing vendor of the requirements of this Paragraph so that the tests it conducts shall also assess whether employees promptly notify the PSB of civilian complaints and provide accurate and complete information to the Bureau.

As it receives documentation about completed tests, AIU reviews the information; and issues BIO Action Forms, authors memorandums of concern, or takes other appropriate action if a test fails or raises any concerns about the conduct of MCSO employees.

On April 1, 2022, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 259. *MCSO shall not permit current or former employees to serve as testers.*

In Full and Effective Compliance

As noted above, AIU has recently identified a new vendor to conduct its complaint intake tests.

AIU informed its past complaint intake testing vendor of this requirement. AIU personnel have informed us that no current or former employees have served, or will serve in the future, as testers.

On April 1, 2022, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 260. *The MCSO shall produce an annual report on the testing program. This report shall include, at a minimum:*

- a. *a description of the testing program, including the testing methodology and the number of tests conducted broken down by type (i.e., in-person, telephonic, mail, and electronic);*
- b. *the number and proportion of tests in which employees responded inappropriately to a tester;*
- c. *the number and proportion of tests in which employees provided inaccurate information about the complaint process to a tester;*
- d. *the number and proportion of tests in which employees failed to promptly notify the Professional Standards Bureau of the civilian complaint;*
- e. *the number and proportion of tests in which employees failed to convey accurate information about the complaint to the Professional Standards Bureau;*
- f. *an evaluation of the civilian complaint intake based upon the results of the testing program; and*

g. *a description of any steps to be taken to improve civilian complaint intake as a result of the testing program.*

Phase 1: In compliance

- Audits and Inspections Unit Operations Manual, Section 304, published on January 30, 2019.
- GH-4 (Bureau of Internal Oversight Audits and Inspections), most recently amended on February 22, 2024.

Phase 2: In compliance

In our last quarterly report, we noted that AIU issued its third annual report on the complaint intake testing program on September 5, 2023. The annual report covers the 25 tests that were completed by its external vendor between July 1, 2022-June 30, 2023. These tests included: 12 in-person tests; two tests conducted via U.S. Mail; five tests conducted via telephone; three tests conducted via email; and three tests conducted via MCSO's website. The report summarizes the tests, which we have discussed in our quarterly status reports. In all tests in which AIU identified deficiencies, it followed up appropriately using BIO Action Forms or other corrective actions.

The report also notes that MCSO and its previous vendor maintained a good working relationship during the time period covered by the report.

As noted above, MCSO informed us during our February 2024 site visit, that a new vendor has been identified and is working with MCSO to begin conducting complaint intake tests.

While not required by this Paragraph, AIU also continues to issue monthly reports on complaint intake testing. We review these reports and find that they accurately summarize the results of the complaint intake tests and any follow-up actions taken by AIU.

MCSO remains in compliance with this requirement.

Section 13: Community Outreach and Community Advisory Board

COURT ORDER XVI. COMMUNITY OUTREACH AND COMMUNITY ADVISORY BOARD

Paragraph 261. The Community Advisory Board may conduct or retain a consultant to conduct a study to identify barriers to the filing of civilian complaints against MCSO personnel.

Phase 1: Not applicable

Phase 2: Not applicable

The CAB continues to explore the possibility of retaining a consultant to conduct a study to identify barriers to the filing of civilian complaints against MCSO personnel. The CAB is particularly interested in learning more about any barriers to filing complaints that may exist for members of the Plaintiffs' class.

Paragraph 262. In addition to the administrative support provided for in the Supplemental Permanent Injunction, (Doc. 670 ¶ 117), the Community Advisory Board shall be provided with annual funding to support its activities, including but not limited to funds for appropriate research, outreach advertising and website maintenance, stipends for intern support, professional interpretation and translation, and out-of-pocket costs of the Community Advisory Board members for transportation related to their official responsibilities. The Community Advisory Board shall submit a proposed annual budget to the Monitor, not to exceed \$15,000, and upon approval of the annual budget, the County shall deposit that amount into an account established by the Community Advisory Board for that purpose. The Community Advisory Board shall be required to keep detailed records of expenditures which are subject to review.

Phase 1: Not applicable

Phase 2: Not applicable

The CAB's approved budget includes categories for expenses including community meetings; video production (to produce a short video in English and Spanish that provides information about the CAB and the MCSO complaint process); marketing materials; stipends for an assistant to help coordinate CAB meeting logistics; and reimbursement for CAB members' meeting expenses.

Following the Monitor's approval of the CAB's budget, the CAB established a bank account, and the County provided the \$15,000. CAB members developed procedures for tracking funds and receiving reimbursement. We meet regularly with CAB members to discuss these procedures and review the CAB's expenditures to date; these records appear to be in order.

Section 14: Supervision and Staffing

COURT ORDER XVII. SUPERVISION AND STAFFING

Paragraph 263. The following Section of this Order represents additions and amendments to Section X of the first Supplemental Permanent Injunction, Supervision and Evaluations of Officer Performance, and the provisions of this Section override any conflicting provisions in Section X of the first Supplemental Permanent Injunction.

Paragraph 264. The Sheriff shall ensure that all patrol deputies shall be assigned to a primary, clearly identified, first-line supervisor.

In Full and Effective Compliance

To verify Phase 2 compliance with this Paragraph, we reviewed monthly rosters and shift rosters for the fourth quarter of 2023. For October, we reviewed a sample of shift rosters from Districts 4, 5, and 7. For November, we reviewed a sample of shift rosters from Districts 1, 2, and 3. For December, we reviewed a sample of shift rosters from Districts 4, 5, and 7. Our reviews of monthly and daily rosters indicated that deputies were assigned to a single consistent supervisor, and deputies worked the same shifts as their supervisors.

On December 16, 2020, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 265. First-line patrol supervisors shall be responsible for closely and consistently supervising all deputies under their primary command.

Phase 1: In compliance

- GB-2 (Command Responsibility), most recently amended on December 5, 2023.

Phase 2: In compliance

Paragraph 265 is a general directive that covers several aspects of supervision. There are several requirements covered in other Paragraphs that directly concern this Paragraph; these requirements must be met before MCSO can establish compliance with Paragraph 265. We have determined that for MCSO to meet the requirements of this Paragraph, MCSO must be in compliance with Paragraphs 83, 85, 89, 90, 91, 93, and 94. For the fourth quarter of 2023, MCSO was in compliance with all the required Paragraphs. MCSO remains in compliance with this Paragraph.

Paragraph 266. *First-line patrol supervisors shall be assigned as primary supervisor to no more persons than it is possible to effectively supervise. The Sheriff should seek to establish staffing that permits a supervisor to oversee no more than eight deputies, but in no event should a supervisor be responsible for more than ten persons. If the Sheriff determines that assignment complexity, the geographic size of a district, the volume of calls for service, or other circumstances warrant an increase or decrease in the level of supervision for any unit, squad, or shift, it shall explain such reasons in writing, and, during the period that the MCSO is subject to the Monitor, shall provide the Monitor with such explanations. The Monitor shall provide an assessment to the Court as to whether the reduced or increased ratio is appropriate in the circumstances indicated.*

In Full and Effective Compliance

To assess Phase 2 compliance with this Paragraph, we review a sample of daily shift rosters for the three months of the reporting period. We examine rosters to ensure that Patrol supervisors are not assigned more personnel than they can effectively supervise. We base our findings on the sample of rosters requested for the quarter. We review rosters to ensure supervisors oversee no more than 10 persons; this could include a combination of deputies, Deputy Service Aides (DSAs), and Posse members. We consider any shift where a supervisor had more than 10 persons to be noncompliant, as per this Paragraph's requirement. In addition, we monitor submissions by Patrol supervisors indicating the shifts where the span of control was exceeded.

As per MCSO policy, supervisors are required to document shifts where the span of control was exceeded in a memorandum to the District Commander. We review each memo to determine if the reasons for exceeding the span of control were reasonable and unforeseen. If the circumstances leading to the span of control being exceeded are acceptable and correctly documented, we consider that shift to be in compliance.

To verify Phase 2 compliance with this Paragraph, we reviewed monthly rosters and shift rosters for the fourth quarter of 2023. For October, we reviewed a sample of shift rosters from Districts 4, 5, and 7. For November, we reviewed a sample of shift rosters from Districts 1, 2, and 3. For December, we reviewed a sample of shift rosters from Districts 4, 5, and 7. Our reviews of monthly and daily rosters indicated that deputies were assigned to a single consistent supervisor, and deputies worked the same shifts as their supervisors. There were no shifts where supervisors had responsibility for more deputies than permitted by this Paragraph.

For October, our reviews of the sample of 18 shift rosters did not reveal any violations of this Paragraph. For October, District 1 submitted six span of control memos. During two shifts on different days, two supervisors had oversight of 10 deputies during their respective shifts. During one shift, a supervisor had oversight of 10 deputies and one DSA. During three shifts on consecutive days, supervisors had oversight of nine deputies during their respective shifts. District 2 submitted one span of control memo for a shift where a supervisor had responsibility for nine deputies. District 3 submitted eight span of control memos. During one shift, a supervisor had responsibility for 11 deputies. During another shift on a different day, the same supervisor had oversight of 10 deputies. The same supervisor had three other shifts during the month where he had oversight of nine deputies. There were three other shifts where supervisors documented that they had oversight of 10 deputies, nine deputies, and nine deputies and one DSA during each of those shifts. Districts 4, 5, and 7 did not submit any span of control memos for October.

For November, our reviews of the sample of 18 shift rosters did not reveal any violations of this Paragraph. District 1 submitted two span of control memos. During one shift, a supervisor had oversight of nine deputies. During another shift, a supervisor had oversight of eight deputies, one DSA, and one Posse member. District 2 submitted one span of control memo for a shift where a supervisor had oversight of 10 deputies. District 3 submitted four span of control memos, for four shifts, where the same supervisor had responsibility for nine deputies during each of those shifts. Districts 4, 5, and 7 did not submit any span of control memos for November.

For December, our reviews of the sample of 18 shift rosters did not reveal any violations of this Paragraph. District 1 submitted two span of control memos. During one shift, a supervisor had oversight of 10 deputies. During another shift, a supervisor had oversight of nine deputies. District 3 submitted three span of control memos for three different shifts and dates. During two shifts, the same supervisor had oversight of nine deputies. During another shift, a supervisor submitted a memo to document oversight of eight deputies and a deputy in training.

For the fourth quarter of 2023, we reviewed 54 shifts to determine compliance. In our sample reviews, we found that all of the 54 shifts met the requirements of this Paragraph. The compliance rate for this quarter was 100%. For this reporting period, MCSO was in compliance with the requirements of this Paragraph.

On September 27, 2023, the Court entered an Order granting MCSO's request to increase the span of control as part of a 12-month pilot program overseen by the Monitor. The pilot program allows Patrol supervisors to oversee eight deputies and four non-sworn personnel (which may include up to two Posse members, and Deputy Service Aides). Since the inception of this Order, and pursuant to the Court's directive, we have been requesting additional documentation pertaining to DSA activities and supervisor responses to DSA calls for service. We have requested DSA Patrol Activity Logs and Computer Aided Dispatch (CAD) logs documenting incidents where supervisors have responded to DSA calls. To date, our reviews have not noted any issues of concern as it relates to increased workloads for field supervisors. We are also reviewing all investigations involving allegations of misconduct involving DSA and Posse members. We have verified that DSAs and Posse members are required by policy to wear BWCs during their shifts.

In addition, during our site visits, we are interviewing field supervisors to ascertain any impacts related to the change in the span of control.

During our February site visit, we met with MCSO and the Parties to discuss the Court Order issued on September 27, 2023, which amended the span of control specified in this Paragraph. The Court Order (Document 2937) was issued pursuant to an assessment by the Monitoring Team, following a written request by MCSO to increase the span of control to a maximum of eight deputies and four civilian personnel per supervisor. The Court Order granted MCSO's request for an increase in the span of control and directed the Monitoring Team to oversee a pilot program for a period of 12 months, during which we would assess compliance with the requirements specified in the Order. In addition to our reviews of documentation provided for Paragraphs 84 and 86, to ensure that span of control numbers are not exceeded, we will be reviewing samples of PALs for DSAs. We will also review Computer Aided Dispatch (CAD) reports which list incidents where DSAs and field supervisors are on the same call for service, to assess any workload impact. During our District visits, we have been interviewing Patrol supervisors to inquire if the increase in the span of control has had any effects on their workloads. We will be confirming that training requirements and BWC requirements are met, and we will be reviewing all complaints against DSAs and Posse members. At the conclusion of the one-year pilot, we will submit an assessment to the Court and Parties noting our observations.

On December 16, 2020, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

***Paragraph 267.** Supervisors shall be responsible for close and effective supervision of deputies under their command. Supervisors shall ensure that all deputies under their direct command comply with MCSO policy, federal, state and local law, and this Court's orders.*

Phase 1: In compliance

- GB-2 (Command Responsibility), most recently amended on December 5, 2023.

Phase 2: Not in compliance

Close and effective supervision requires that supervisors consistently apply the concepts established in several Paragraphs of the First Order. There are requirements covered in other Paragraphs that directly concern Paragraph 267, and must therefore be in compliance for MCSO to establish compliance with this Paragraph. We have determined that for MCSO to meet the requirements of this Paragraph, it must achieve compliance with Paragraphs 83, 85, 89, 90, 91, 93, and 96.

In our quarterly status report for the second quarter, we issued a noncompliance warning for Paragraph 96. For the third quarter, MCSO did not submit any IRMs for review for Paragraph 96 compliance. Therefore, we carried over the noncompliance warning to this review period. During this quarter, MCSO was not in compliance with Paragraph 96. For this reporting period, MCSO is not in compliance with this Paragraph.

Paragraph 268. *During the term that a Monitor oversees the Sheriff and the MCSO in this action, any transfer of sworn personnel or supervisors in or out of the Professional Standards Bureau, the Bureau of Internal Oversight, and the Court Implementation Division shall require advanced approval from the Monitor. Prior to any transfer into any of these components, the MCSO shall provide the Court, the Monitor, and the parties with advance notice of the transfer and shall produce copies of the individual's résumé and disciplinary history. The Court may order the removal of the heads of these components if doing so is, in the Court's view, necessary to achieve compliance in a timely manner.*

In Full and Effective Compliance

During the fourth quarter of 2023, MCSO requested the transfer of two employees into the Professional Standards Bureau. One was the transfer of a sworn sergeant, and the other was the transfer of a deputy who was to be assigned as a criminal investigator. We reviewed the information provided for both employees and noted no issues of concern. Both transfers were approved. In addition, MCSO requested the transfer of two employees to the Court Implementation Division, one sworn lieutenant and one sworn sergeant. We reviewed the information provided for both employees and noted no issues of concern. Both transfers were approved.

On January 6, 2023, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Section 15: Document Preservation and Production

COURT ORDER XVIII. DOCUMENT PRESERVATION AND PRODUCTION

Paragraph 269. *The Sheriff shall ensure that when the MCSO receives a document preservation notice from a litigant, the MCSO shall promptly communicate that document preservation notice to all personnel who might possibly have responsive documents.*

Phase 1: In compliance

- GD-9 (Litigation Initiation, Document Preservation, and Document Production Notices), most recently amended on September 15, 2021.
- GD-9 User Guide, most recently amended on November 5, 2020.

Phase 2: Deferred

To verify MCSO's Phase 2 compliance with this Paragraph, we reviewed monthly submissions of document preservation notices to MCSO employees. The data reviewed for this reporting period included September through November 2023, as per an agreement that we reached with MCSO to stagger our document requests for this Paragraph due to the large volume of data that MCSO had to provide prior to our site visits.

Document preservation is set in motion when a party sends a litigation hold notice or written directive to MCSO requesting the preservation of relevant documents or records and electronically stored information (ESI), in anticipation of future litigation against the agency. MCSO's Legal Liaison Section (LLS) has been managing litigation holds through Open Axes, a software program. Upon the receipt of a litigation hold, which is usually sent by the Maricopa County Attorney's Office (MCAO), the LLS inputs the data into Open Axes which conducts a search for responsive documents within MCSO computer drives. The system also identifies potential document custodians, which are later filtered by an LLS employee. The LLS then serves the custodians with a legal hold in electronic format, known as a Document Preservation Notice, within five business days. Upon receipt of the Open Axes email with the Document Preservation Notice, MCSO custodians must acknowledge receipt of the request and then complete a questionnaire that identifies responsive documents, both electronic and hardcopies; and preserve them in the manner in which they are kept in the course of business. Most recently MCSO has informed that they will be moving away from OpenAxes and will transition into a new database, Exterro which will allow for users to upload the documents to be preserved into a cloud.

For this Paragraph, we reviewed all files provided by MCSO through ShareFile. We reviewed a sample of the third-party source documents that generate the litigation holds that the LLS receives from MCAO and third parties. The Document Preservation Notices that were sent out were all distributed in a timely manner to the custodians who may have responsive documents.

The LLS emails the Document Preservation Notice and requests the completion of the Document Preservation Questionnaire via Open Axes. The Document Preservation Questionnaire requires employees to: 1) acknowledge receipt of the document preservation; 2) acknowledge their

responsibility to preserve records; 3) provide details regarding what they have done to research responsive records, documents, or ESI; and 4) identify what records, documents, or ESI they are preserving. GD-9 requires that the Document Preservation Questionnaire be completed within 10 business days and provides a warning regarding the consequences of not preserving records. During this reporting period, MCSO employees returned the Document Preservation Questionnaire within the required 10 business days 92% of the time.

In February 2021, MCSO learned that due to a technical issue caused by the migration of data from the legacy system to One Drive and a new, on-premise storage array (Qumulo), Open Axes (OA) was not able to perform searches into the documents moved to One Drive and Qumulo. Consequently, from August 2020-February 2021, documents on these new platforms were not searched by the software for potentially responsive documents to preservation requests. According to MCSO, the data migration was required because legacy hardware had reached the end of its lifecycle and was beginning to degrade. The LLS has been working with the Technology Management Bureau and the vendor; and MCSO informed us that by the end of June 2021, Open Axes would be able to perform the searches in the new systems going forward. To address any potential data that may have been missed in the searches performed between August 2020-June 2021, the LLS opted to rerun all the searches initiated during that time. MCSO later decided to perform the reruns of data up through February 2023.

In January 2022, MCSO informed us that the agency had a delay in the rerun of searches because it had to wait for its vendor to be able to start the refresh, so it could run parallel with the Global Index (previously the U and W drives). The searching of OneDrive accounts had an issue with the filters not showing the files found, although the vendor's technicians noted that the files existed. In April and July 2022, MCSO informed us that the agency was in the process of indexing the two last folders, and then the agency would begin the rerun of searches once completed. On October 5, 2022, MCSO informed us that it was working with the vendor to address outstanding issues with the search and tagging functions within the system.

During the second quarter of 2022, we warned MCSO that if it failed to complete the indexing of the folders and had not commenced the rerun of searches, we would withdraw compliance for this Paragraph. We withdrew MCSO's compliance during the last quarter of 2022. The reruns commenced on the first quarter of 2023. MCSO has provided a breakdown of the additional data identified through the reruns performed.

During our February 2024 site visit, we learned that MCSO retained a new vendor, Exterro, for document production and preservation. We will continue to defer MCSO's compliance with this Paragraph until the new system is implemented, MCSO amends the relevant policies and procedures, and MCSO personnel are trained on the use of the platform.

Paragraph 270. *The Sheriff shall ensure that when the MCSO receives a request for documents in the course of litigation, it shall:*

- a. promptly communicate the document request to all personnel who might possibly be in possession of responsive documents;*
- b. ensure that all existing electronic files, including email files and data stored on networked drives, are sequestered and preserved through a centralized process; and*
- c. ensure that a thorough and adequate search for documents is conducted, and that each employee who might possibly be in possession of responsive documents conducts a thorough and adequate search of all relevant physical and electronic files.*

Phase 1: In compliance

- Administrative Services Division Operations Manual, most recently amended on November 14, 2023.
- GD-9 (Litigation Initiation, Document Preservation, and Document Production Notices), most recently amended on September 15, 2021.
- GD-9 User Guide, most recently amended on November 5, 2020.
- GM-1 (Electronic Communications, Data and Voicemail), most recently amended on January 12, 2022.

Phase 2: Deferred

To verify MCSO's Phase 2 compliance with this Paragraph, we reviewed monthly submissions of requests for documents to MCSO employees for the reporting period, and documents drafted by the LLS in search of documents from other MCSO Divisions. For this reporting period, we identified a sample of document requests and received a copy of the responsive documents sequestered and/or produced. The data reviewed for this reporting period included September through November 2023, as per an agreement we reached with MCSO to stagger our document requests for this Paragraph. This was due to the large volume of data that MCSO had to provide prior to our site visits.

During our February 2024 site visit, we learned that MCSO procured a different product and vendor, Exterro, for document production and preservation as a result of the problems encountered with Open Axes and its vendor.

Paragraph 270.a. requires prompt communication of document requests to all personnel who could possibly be in possession of responsive documents. GD-9 requires the LLS to enter the data into a tracking system within five business days of receipt and to draft a Document Production Notice within five additional business days. The LLS is required, within five business days, to respond to the request for production if sourced within LLS, or to forward to the required MCSO Division for production. The Divisions have 10 days to produce the data requested. During this reporting period, we found that in 92% of the cases, the LLS promptly communicated document requests to personnel who might be in possession of responsive documents.

Our review revealed that MCSO is manually forwarding the Document Production Notices in a timely manner to all of its Divisions. In addition, MCSO is sending the Document Production Acknowledgement Questionnaire (Attachment B), to all employees. In 99% of the cases, the personnel who provided responsive documents properly completed Attachment B.

Paragraph 270.b. requires that all responsive ESI be stored, sequestered, and preserved by MCSO through a centralized process. MCSO performs the searches through a centralized process established by the LLS. For this reporting period, the preservation of the data was completed at the Division that had the actual document, while the notation was made in the Open Axes program, to aid the LLS in the case management. As noted above, Open Axes will be replaced by Exterro. During this reporting period, Open Axes performed searches on MCSO's OneDrive and on-premises storage arrays, which were shared among Headquarters and the Districts. Documents found in any additional servers are kept in their servers by the document custodians who notify LLS.

The centralized process established by MCSO requires that all electronic data be sequestered and secured so as not to be purged. For this Paragraph, we review the data and visit MCSO areas to ensure that personnel are informed of the duty to preserve the data in both electronic and paper format, and that the employees are preserving the data. During our February 2024 site visit, we inspected preserved documents at the following MCSO areas: PSB; Intake; Transportation; Watkins Jail; Lower Buckeye Jail; Property and Evidence; Training; Enforcement Support; and Towers Jail. We verified that all areas were properly preserving hardcopies for this reporting period. During our District visits in February, we were able to confirm that all steps were being taken to preserve both electronic stored information as well as hardcopies.

Paragraph 270.c. requires that MCSO conduct an adequate search for documents, and that each employee who might possibly be in possession of responsive documents conducts a thorough and adequate search of all relevant physical and electronic files. We reviewed a sample of responsive documents for this reporting period, and MCSO identified responsive documents to the document production notices in all cases we reviewed.

Due to technical issues, MCSO has been in deferred compliance with this Paragraph since our twenty-eighth quarterly status report, filed on August 25, 2021. During the second quarter of 2022, we warned MCSO that if it failed to complete the indexing of the folders and had not commenced the rerun of searches, we would withdraw compliance. We withdrew MCSO's compliance during the last quarter of 2022. The reruns of the data affected commenced on the first quarter of 2023 and are set to continue up through February 2023 data. MCSO has provided a breakdown of the additional data identified through the reruns performed.

We will continue to defer MCSO's compliance with this Paragraph until Exterro is functional, MCSO has amended all relevant policies and procedures, and MCSO employees have been trained on its use.

Paragraph 271. *Within three months of the effective date of this Order, the Sheriff shall ensure that the MCSO Compliance Division promulgates detailed protocols for the preservation and production of documents requested in litigation. Such protocols shall be subject to the approval of the Monitor after a period of comment by the Parties.*

Phase 1: In compliance

- GD-9 (Litigation Initiation, Document Preservation, and Document Production Notices), most recently amended on September 15, 2021.
- Administrative Services Division Operations Manual, most recently amended on November 14, 2023.

Phase 2: In compliance

On June 17, 2019, MCSO published the Administrative Services Division Operations Manual, which details the protocols for the preservation and production of documents requested in litigation. The manual was last amended on November 14, 2023.

Paragraph 272. *The Sheriff shall ensure that MCSO policy provides that all employees must comply with document preservation and production requirements and that violators of this policy shall be subject to discipline and potentially other sanctions.*

In Full and Effective Compliance

During this reporting period, the data revealed that no internal investigations were completed against any MCSO employee for failure to preserve or produce documents.

On September 30, 2022, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Section 16: Additional Training

COURT ORDER XIX. ADDITIONAL TRAINING

Paragraph 273. Within two months of the entry of this Order, the Sheriff shall ensure that all employees are briefed and presented with the terms of the Order, along with relevant background information about the Court's May 13, 2016 Findings of Fact, (Doc. 1677), upon which this Order is based.

In Full and Effective Compliance

MCSO previously delivered this training on the E-Policy platform. All personnel (100%) determined to be applicable by CID have received this training.

On December 16, 2020, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Section 17: Complaints and Misconduct Investigations Relating to Members of the Plaintiff Class

COURT ORDER XX. COMPLAINTS AND MISCONDUCT INVESTIGATIONS RELATING TO MEMBERS OF THE PLAINTIFF CLASS

Paragraph 274. In light of the Court's finding that the MCSO, and in particular Sheriff Arpaio and Chief Deputy Sheridan, willfully and systematically manipulated, misapplied, and subverted MCSO's employee disciplinary policies and internal affairs processes to avoid imposing appropriate discipline on MCSO deputies and command staff for their violations of MCSO policies with respect to members of the Plaintiff class, the Court further orders as follows:

A. Investigations to be Overseen and/or Conducted by the Monitor

Paragraph 275. The Monitor is vested with the authority to supervise and direct all of the MCSO's internal affairs investigations pertaining to Class Remedial Matters. The Monitor is free from any liability for such matters as is set forth in ¶ 144 of the Supplemental Permanent Injunction.

Paragraph 276. The Monitor shall have the authority to direct and/or approve all aspects of the intake and investigation of Class Remedial Matters, the assignment of responsibility for such investigations including, if necessary, assignment to his own Monitor team or to other independent sources for investigation, the preliminary and final investigation of complaints and/or the determination of whether they should be criminally or administratively investigated, the determination of responsibility and the imposition of discipline on all matters, and any grievances filed in those matters.

In Full and Effective Compliance

The Second Order requires oversight by the Monitor for all internal investigations determined to be Class Remedial Matters (CRMs). The Professional Standards Bureau (PSB) schedules meetings every two weeks to discuss existing and incoming complaints to determine which, if any, could be CRMs. During these meetings, PSB personnel discuss cases pending a CRM decision, cases determined to be CRMs, and any cases where the decision may be made that the case would not be classified as a CRM. The PSB Commander determines the classification of the cases. A member of our Team attends all of these meetings to provide the oversight required for this Paragraph.

At the end of the July-September 2016 reporting period, PSB had reviewed 442 administrative investigations that were open as of July 20, 2016; and determined that 42 of them met the basic criteria for CRMs. These cases were reviewed during the scheduled CRM meetings. In addition, we randomly selected an additional 52 cases from the 400 remaining pending cases; and concurred with PSB's assessment that the cases did not meet the basic criteria for CRMs. In

addition to the 42 cases determined to be potential CRMs from the pending case list as of July 20, 2016, PSB identified an additional 10 cases that were potential CRM cases. At the end of the first reporting period after the entry of the Second Order, nine cases had been determined to be CRMs; and one other was pending a CRM decision. The remaining cases reviewed were determined not to be CRMs.

At the end of this reporting period, there was a total of 700 cases that have been reviewed as possible CRMs; and 143 cases that have been determined to be CRMs since the entry of the Second Order (July 20, 2016). At the end of this reporting period, MCSO had completed and submitted a total of 138 CRM cases. Five were pending completion.

Of the CRM cases that have been closed to date with findings of sustained misconduct and reviewed by our Team, 15 have involved employees who are deceased or left MCSO employment prior to the completion of the investigation or the disciplinary process. Fifty involved current employees of MCSO. Eight of the cases closed to date involved a sustained finding of misconduct involving bias related to the Plaintiffs' class: six sustained allegations of an inappropriate and biased comment; and two sustained allegations of bias-based policing.

During the scheduled meetings, case investigators continue to provide investigative updates on all cases that could be, or are, CRMs. Their briefings are thorough, and they continue to be responsive to any questions or input from members of our Team. In all cases where we have provided oversight since July 20, 2016, we concurred with the decisions made by the PSB Commander regarding the case classifications and findings based on the briefings provided during the CRM meetings. Where appropriate, we also approved the discipline in these cases. During this reporting period, we have continued discussions with PSB personnel regarding areas of improvement that may enhance investigations, as well as the resolutions of these cases.

On December 16, 2020, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

***Paragraph 277.** This authority is effective immediately and shall remain vested in the Monitor until the MCSO's internal affairs investigations reach the benchmarks set forth in ¶ 288 below. With respect to Class Remedial Matters, the Monitor has plenary authority, except where authority is vested in the Independent Investigative and Disciplinary Authorities separately appointed by the Court, as is further set forth in ¶¶ 296–337 below.*

Paragraph 278. *The Sheriff shall alert the Monitor in writing to all matters that could be considered Class Remedial Matters, and the Monitor has the authority to independently identify such matters. The Monitor shall provide an effective level of oversight to provide reasonable assurance that all Class Remedial Matters come to his attention.*

In Full and Effective Compliance

Since the first CRM meeting held on August 17, 2016, PSB has consistently completed the required notification to us regarding the cases that could be considered CRMs. A Monitoring Team member has attended every CRM meeting with PSB where these matters are discussed and personally reviewed a number of the cases that were pending on July 20, 2016; and our Team member reviews the new cases that are presented at each meeting. There has been no need for us to independently identify CRMs, as PSB consistently properly identifies and reports these cases as required.

On December 16, 2020, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 279. *The Monitor shall have complete authority to conduct whatever review, research, and investigation he deems necessary to determine whether such matters qualify as Class Remedial Matters and whether the MCSO is dealing with such matters in a thorough, fair, consistent, and unbiased manner.*

In Full and Effective Compliance

During the scheduled CRM meetings attended by a Monitoring Team member, PSB has consistently properly identified cases that could be, or are, CRMs. PSB personnel brief each case at these meetings, and their briefings have included all appropriate information. They have been responsive to questions from our Team members during the meetings, and they have responded appropriately to the recommendations we have offered. There has been no need for us to independently conduct any review, research, or investigation.

On December 16, 2020, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 280. *The Monitor shall provide written notice to the Court and to the parties when he determines that he has jurisdiction over a Class Remedial Matter. Any party may appeal the Monitor's determination as to whether he has jurisdiction over a Class Remedial Matter to this Court within seven days of the Monitor's notice. During the pendency of any such appeal the Monitor has authority to make orders and initiate and conduct investigations concerning Class Remedial Matters and the Sheriff and the MCSO will fully comply with such action by the Monitor.*

Phase 1: Not applicable

Phase 2: Not applicable

During this reporting period, cases involving both sworn and non-sworn members of MCSO have continued to be reviewed as CRMs when appropriate, and written notice has been provided to the Court. There were no appeals by any Parties regarding any of the CRM classifications.

Paragraph 281. *Subject to the authority of the Monitor, the Sheriff shall ensure that the MCSO receives and processes Class Remedial Matters consistent with: (1) the requirements of this Order and the previous orders of this Court, (2) MCSO policies promulgated pursuant to this Order, and (3) the manner in which, pursuant to policy, the MCSO handles all other complaints and disciplinary matters. The Sheriff will direct that the Professional Standards Bureau and the members of his appointed command staff arrive at a disciplinary decision in each Class Remedial Matter.*

Phase 1: In compliance

- GC-16 (Employee Grievance Procedures), most recently amended on November 14, 2023.
- GC-17 (Employee Disciplinary Procedures), most recently amended on February 22, 2024.
- GH-2 (Internal Investigations), most recently amended on November 14, 2023.
- Administrative Services Division Operations Manual, most recently amended on November 14, 2023.
- Professional Standards Bureau Operations Manual, most recently amended on November 13, 2023.

Phase 2: Not in compliance

To evaluate Phase 2 compliance with this Paragraph, a Monitoring Team member has attended each meeting conducted by PSB to discuss Class Remedial Matters.

The Plaintiffs and the Plaintiff-Intervenor have previously forwarded to us concerns about certain CRM investigations submitted by MCSO for our review. Upon further review of some of the cases they provided, we concluded that, in some, additional scrutiny of these investigations by PSB was warranted. We continue to meet with PSB to discuss concerns and provide information regarding areas where we believe improvements can be made. Our discussions continue to include: ensuring that credibility assessments, where appropriate, are conducted and well-documented in reports; that the appropriate standard of proof is considered and properly documented in reports; that in the event disparate treatment is at issue in a case, the employee's history is reviewed to determine if there is any pattern, and where necessary, additional interview questions are asked; and that if a single employee has repeated allegations of similar misconduct, a review is conducted to determine if there is any pattern that needs to be addressed. We have also discussed potential training opportunities for PSB investigators on both disparate treatment and credibility assessments. We were hopeful that some appropriate training could be identified and delivered as part of the required eight-hour training for PSB investigators this year.

In a meeting with PSB in August 2023, the PSB Commander informed us again that the Bureau had not yet located any potential training that he believed would be appropriate regarding either disparate treatment or conducting credibility assessments. He again advised us that the annual training for this year would be dedicated to the new requirements of the Third Order and those policies and protocols that will be revised as a result. We previously had recommended that PSB continue to look for training to address the specific focus areas we have identified. PSB advised that in June 2023, the Training Division reached out to the Parties and us to request input on proposed topics and potential vendors for the 2024 PSB-8 internal training. They have since received potential training recommendations from our Team. The PSB Commander had also previously located one possible training course on credibility assessments that he was researching.

We continue to meet with PSB on a regular basis to address any specific concerns we may identify with CRM investigations and to discuss opportunities to improve the overall quality of these and all other administrative investigations. Our discussions continue to result in a good exchange of information and ideas.

During the last reporting period, we reviewed six CRM cases completed by MCSO. We concurred with the findings of the PSB Commander in all six of the cases.

During this reporting period, we reviewed three CRM cases completed by PSB. We meet with PSB every two weeks to identify cases that should be considered CRMs. We also track the progress of those cases as they are investigated, reviewed, and finalized. Each step of the process requires review and approval by our Team. Two of the three cases we reviewed during this reporting period were completed within the 85-day timeframe. Both were also finalized within the 180-day statutory timeframe. The third case was completed in 828 days, making the average number of days to complete the investigative portion of the three cases 261 days, a decrease from 367 days during the last reporting period. These investigations were finalized in an average of 307 days, a decrease from 460 days during the last reporting period. The overall average investigative time for all administrative misconduct investigations conducted by PSB at the end of this reporting period was 805 days and the overall average number of days to close an investigation was 885 days. While CRM cases are still not all compliant with timelines, it continues to be evident that PSB is prioritizing these cases.

All of the CRM cases reviewed for this reporting period involved allegations of misconduct by sworn personnel:

- An anonymous complainant alleged that a sworn employee parked his vehicle in a restricted parking spot and was rude to him due to the complainant's ethnicity when he confronted the employee. PSB was never able to locate the complainant. A review of cameras at the location showed the deputy park in an area, later determined not to be restricted, leave his vehicle, and return to his vehicle a short time later. The video did not capture any interaction by the employee with anyone, though there were several seconds where the camera did not capture the employee's movements. The deputy acknowledged being in the parking lot, but denied contact with anyone in the lot. The allegations were appropriately not sustained.

- An external complainant alleged that a sworn employee was rude to her during a phone contact and that a second sworn employee failed to address her concerns, all related to a call for service involving a civil dispute. The complainant alleged that the first sworn employee she spoke to failed to address her concerns due, in part, to her race. This employee never saw the complainant in person; and during his interview, the employee said that he was unaware of the complainant's race was when he spoke to her. The actions taken by MCSO sworn employees during this civil dispute call, and during later phone calls with the complainant, were appropriate; and there was no indication that race played any part in any of the decisions made by MCSO employees. No bias related to this Paragraph was identified during the investigation.
- A sworn employee self-reported to his supervisor that during a traffic stop for speeding, the driver of the vehicle alleged that he had stopped her because she is Hispanic. Upon follow-up by the supervisor and a review of the BWC, it was determined the allegation was not that the complainant had been *stopped* due to her ethnicity – but that she had been *cited* due to her ethnicity and that the employee already knew her and her vehicle. The complainant was cited for driving 53 miles per hour in a 25 miles per hour zone; and the speed was shown on the employee's Lidar unit. The involved employee is responsible for traffic enforcement in the area and makes numerous traffic stops. A review of his stop history found that there were no alerts related to stops of members of the Plaintiffs' class, and that he consistently cited drivers who were speeding. There were also no indications in any records that the employee had had prior contact with this complainant. The contact with the complainant was determined to be both legal and within policy. No bias related to this Paragraph was identified during the investigation.

We concurred with the findings in the three investigations we reviewed.

Paragraph 282. *The Sheriff and/or his appointee may exercise the authority given pursuant to this Order to direct and/or resolve such Class Remedial Matters, however, the decisions and directives of the Sheriff and/or his designee with respect to Class Remedial Matters may be vacated or overridden in whole or in part by the Monitor. Neither the Sheriff nor the MCSO has any authority, absent further order of this Court, to countermand any directions or decision of the Monitor with respect to Class Remedial Matters by grievance, appeal, briefing board, directive, or otherwise.*

In Full and Effective Compliance

There were no CRM cases completed during this, or previous reporting periods, in which the Sheriff and/or his appointee exercised their authority to resolve CRMs, which we needed to vacate or override.

On January 6, 2023, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 283. *The Monitor shall review and approve all disciplinary decisions on Class Remedial Matters.*

Phase 1: Not applicable

Phase 2: Not applicable

At the end of this reporting period, MCSO had completed a total of 138 CRM cases since July 20, 2016. We reviewed three of these during this reporting period. None of the completed cases had sustained findings related to bias.

Paragraph 284. *The Sheriff and the MCSO shall expeditiously implement the Monitor's directions, investigations, hearings, and disciplinary decisions. The Sheriff and the MCSO shall also provide any necessary facilities or resources without cost to the Monitor to facilitate the Monitor's directions and/or investigations.*

In Full and Effective Compliance

During this and previous reporting periods, a Monitoring Team member has attended all scheduled CRM meetings conducted in an appropriate location determined by MCSO. PSB continues to provide a password and access to the IAPro system to a member of our Team so that we can complete independent case reviews if necessary.

PSB personnel continue to be professional and responsive to all input, questions, or concerns we have raised.

On January 6, 2023, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 285. *Should the Monitor decide to deviate from the Policies set forth in this Order or from the standard application of the disciplinary matrix, the Monitor shall justify the decision in writing and place the written explanation in the affected employee's (or employees') file(s).*

Phase 1: Not applicable

Phase 2: Not applicable

Since we began monitoring CRM cases in July 2016, there have been numerous cases with sustained findings. In all cases, we have concurred with the disciplinary findings of MCSO; and there has been no action necessary on our part relative to this Paragraph.

Paragraph 286. *Should the Monitor believe that a matter should be criminally investigated, he shall follow the procedures set forth in ¶¶ 229–36 above. The Commander of the Professional Standards Bureau shall then either confidentially initiate a Professional Standards Bureau criminal investigation overseen by the Monitor or report the matter directly and confidentially to the appropriate prosecuting agency. To the extent that the matter may involve the Commander of the Professional Standards Bureau as a principal, the Monitor shall report the matter directly and confidentially to the appropriate prosecuting agency. The Monitor shall then coordinate the administrative investigation with the criminal investigation in the manner set forth in ¶¶ 229–36 above.*

In Full and Effective Compliance

During this reporting period, there were three CRM cases submitted for our review. None of them involved potential criminal violations. No action on our part relative to this Paragraph was necessary.

On January 6, 2023, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 287. *Any persons receiving discipline for any Class Remedial Matters that have been approved by the Monitor shall maintain any right they may have under Arizona law or MCSO policy to appeal or grieve that decision with the following alterations:*

- a. When minor discipline is imposed, a grievance may be filed with the Sheriff or his designee consistent with existing MCSO procedure. Nevertheless, the Sheriff or his designee shall immediately transmit the grievance to the Monitor who shall have authority to and shall decide the grievance. If, in resolving the grievance, the Monitor changes the disciplinary decision in any respect, he shall explain his decision in writing.*
- b. disciplined MCSO employee maintains his or her right to appeal serious discipline to the Maricopa County Law Enforcement Merit System Council to the extent the employee has such a right. The Council may exercise its normal supervisory authority over discipline imposed by the Monitor.*

In Full and Effective Compliance

Sixty-five completed CRM cases have had sustained findings of misconduct since the issuance of the Second Order. We have concurred with all of MCSO's sustained findings.

On December 16, 2020, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Paragraph 288. *The Monitor's authority over Class Remedial Matters will cease when both:*

- a. *The final decision of the Professional Standards Bureau, the Division, or the Sheriff, or his designee, on Class Remedial Matters has concurred with the Monitor's independent decision on the same record at least 95% of the time for a period of three years.*
- b. *The Court determines that for a period of three continuous years the MCSO has complied with the complaint intake procedures set forth in this Order, conducted appropriate internal affairs procedures, and adequately investigated and adjudicated all matters that come to its attention that should be investigated no matter how ascertained, has done so consistently, and has fairly applied its disciplinary policies and matrices with respect to all MCSO employees regardless of command level.*

Phase 1: Not applicable

Phase 2: In compliance

PSB is responsible for the investigation of all CRM cases and has continued to appropriately identify cases that could be, or are, CRMs. PSB personnel are responsive to any concerns or questions we have raised, and they provide detailed information and updates in the scheduled briefings.

During the last reporting period, we reviewed six completed CRM cases. We found that all six complied with all investigative requirements and concurred with their outcomes.

During this reporting period, we reviewed three completed CRM cases. We again found that all three complied with all investigative requirements and concurred with their outcomes.

Paragraph 289. *To make the determination required by subpart (b), the Court extends the scope of the Monitor's authority to inquire and report on all MCSO internal affairs investigations and not those merely that are related to Class Remedial Matters.*

Phase 1: Not applicable

Phase 2: Not applicable

During this reporting period, we reviewed 153 administrative misconduct investigations, 72 Service Complaints, 19 PSB Diversions, and seven criminal misconduct investigations.

We found all seven criminal investigations, all 72 service complaints, and all 19 diversions in compliance with all requirements. Of the 153 administrative misconduct investigations we reviewed, 52 (34%) were completed and submitted by the investigator within the 60- or 85-day requirement. This was an increase in compliance from 25% during the last reporting period.

There were no completed administrative misconduct investigations submitted for compliance with Paragraph 249 (investigatory stops). There were four investigations we reviewed for compliance with Paragraph 33 (bias policing). Three were reviewed for compliance with Paragraph 275 (CRMs) during this reporting period.

We found that PSB was in overall compliance in 22 (23%) of the 94 investigations we reviewed. Of the 18 investigations we reviewed that were conducted by outside vendors, three (17%) were in full compliance. Of the 41 investigations we reviewed that were conducted by Divisions and Districts outside of PSB, 20 (49%) were in full compliance. Overall compliance for all administrative misconduct investigations reviewed during this reporting period was 29%, an increase from the 27% compliance we found during the last reporting period.

During each of our site visits, we meet with PSB personnel to discuss the deficiencies in those investigations conducted by both their personnel, outside vendors, and Divisions outside PSB. In July 2020, we also began meeting with the Deputy Chiefs who have oversight for investigations conducted outside of PSB. Our intent for these meetings is to have meaningful discussion about deficiencies we continue to find, the actions being taken to address the ongoing concerns, and other ideas MCSO might have for addressing future deficiencies. These meetings have continued to result in good dialogue about our concerns and the efforts of MCSO personnel to correct identified deficiencies. During this reporting period, we noted continued attention being paid to addressing deficiencies by District and Division Command personnel.

***Paragraph 291.** The Monitor shall report to the Court, on a quarterly basis, whether the MCSO has fairly, adequately, thoroughly, and expeditiously assessed, investigated, disciplined, and made grievance decisions in a manner consistent with this Order during that quarter. This report is to cover all internal affairs matters within the MCSO whether or not the matters are Class Remedial Matters. The report shall also apprise the Court whether the MCSO has yet appropriately investigated and acted upon the misconduct identified in the Court's Findings of Fact, whether or not such matters constitute Class Remedial Matters.*

Phase 1: Not applicable

Phase 2: Not applicable

This report, including all commentary regarding MCSO's compliance with investigative and disciplinary requirements, serves as our report to the Court on these matters. An overall summary of our compliance observations and findings is provided below.

During this reporting period, we reviewed 153 administrative misconduct investigations and seven criminal misconduct investigations. All seven of the criminal investigations were in compliance with the Second Order. Of the 160 total administrative and criminal misconduct investigations we reviewed, 52 (33%) were in full compliance with the Second Order, an increase in overall compliance from 31% during the last quarter. Of the 153 administrative investigations, 45 (29%) were in full compliance with the Second Order, an increase from 27% during the last reporting period.

In 2016, PSB provided us with a memorandum describing PSB's efforts in meeting the requirements of this Paragraph related to the Court's Findings of Fact. MCSO had outsourced three cases to another law enforcement agency, and an additional four investigations were pending outsourcing to an outside investigator. These cases were outsourced due to the involvement of the former Chief Deputy, or other conflicts of interest identified by MCSO, and included the

investigations identified in Paragraph 300. MCSO processed a Request for Proposal and retained an outside investigator who met the requirements of Paragraphs 167.iii and 196 to conduct the investigations identified. One potential misconduct case identified in the Court's Findings of Fact was retained and investigated by PSB, as no identifiable conflict of interest appeared to exist.

Since 2016, MCSO has continued to outsource cases to this contract investigator and in 2021 began outsourcing cases to a second outside vendor to assist with the backlog of cases. During each site visit, we meet with PSB personnel to discuss the status of those cases that have been outsourced to any contract vendor, other law enforcement agency, or other person or entity, so that we can continue to monitor these investigations and ensure that all misconduct cases, including those identified in the Findings of Fact, are thoroughly investigated. PSB has continued to keep us apprised of the status of all such investigations.

During our February 2024 site visit, PSB advised us that the Bureau did not outsource any investigations to the initial contract investigator. This investigator still has 15 pending cases. None were completed and forwarded for our review during this reporting period. Thirteen cases were outsourced to the second vendor being used by MCSO to assist with reduction of the backlog of cases during this reporting period. Eighteen were completed and submitted for our review and 42 were pending. Fifty-seven total cases were pending completion by the two outside vendors at the end of this reporting period.

The Independent Investigator has previously completed all of the investigations identified by the Court, as well as those where he initiated new investigations due to potential misconduct he identified during his reviews. All have been reviewed by our Team to ensure they complied with the Order of Court. The Independent Discipline Authority has also previously submitted his final report on those cases that had sustained findings, and we reviewed these findings. We did not make compliance findings on these cases, but we determined that the 12 investigations specifically directed by the Court for reinvestigation, as well as the additional cases where the Independent Investigator determined an investigation should be conducted, were properly completed, and addressed the concerns identified by the Court.

***Paragraph 292.** To make this assessment, the Monitor is to be given full access to all MCSO internal affairs investigations or matters that might have been the subject of an internal affairs investigation by the MCSO. In making and reporting his assessment, the Monitor shall take steps to comply with the rights of the principals under investigation in compliance with state law. While the Monitor can assess all internal affairs investigations conducted by the MCSO to evaluate their good faith compliance with this Order, the Monitor does not have authority to direct or participate in the investigations of or make any orders as to matters that do not qualify as Class Remedial Matters.*

In Full and Effective Compliance

PSB personnel continue to inform us of ongoing criminal and administrative misconduct investigations. A member of our Team attends each CRM meeting, reviews the lists of new internal investigations, and has access to PSB's IAPro database. The only cases for which any oversight occurs during the investigative process are those that are determined to be CRMs. We review all other misconduct investigations once they are completed, reviewed, and approved by MCSO personnel.

On December 16, 2020, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

***Paragraph 293.** The Monitor shall append to the quarterly reports it currently produces to the Court its findings on the MCSO's overall internal affairs investigations. The parties, should they choose to do so, shall have the right to challenge the Monitor's assessment in the manner provided in the Court's previous Order. (Doc. 606 ¶¶ 128, 132.)*

Phase 1: Not applicable

Phase 2: Not applicable

Since we began reviewing internal investigations conducted by MCSO, we have reviewed hundreds of investigations into alleged misconduct by MCSO personnel. During this reporting period, we reviewed 153 administrative misconduct investigations, 72 Service Complaints, 19 PSB Diversions, and seven criminal misconduct investigations. All seven criminal investigations, all 72 service complaints and all 19 PSB diversions were in full compliance.

The investigative quality of PSB administrative investigations has remained high for numerous reporting periods, and we continue to note ongoing overall improvement in District and Division cases.

During our April 2023 site visit, we agreed that moving forward we would review both the amount of time it takes to complete and close an administrative misconduct investigation and the amount of time it takes to complete only the investigative portion of the investigation. The 60- to 85-day time requirement applies only to the actual investigative time – not any review time or disciplinary actions taken by Conduct Resolution once the investigative portion is completed and approved.

During our February 2024 site visit, PSB advised us that the average time from initiation of a complaint until full closure, which includes all review and associated discipline or other administrative actions, was 827 days, a significant increase from 699 during the last quarter. The average investigative time was 738 days, an increase from 608 days. This time period covers the time from the initiation of the investigation until it is approved by the PSB Commander. For investigations conducted by PSB, the average investigative time was 805 days; and the average number of days to full closure was 885 days. For investigations conducted by District and Divisions outside of PSB, the average investigative time was 437 days and the average number of days to full closure was 582. As we have noted previously in this report, given the number of older cases now being completed, these numbers are not unexpected.

Regardless of whether we consider only the investigative time or the full closure time of an administrative misconduct investigation, it continues to be clear that misconduct investigations are not being addressed in a timely manner. We continue to note that in some of these delayed investigations, potential evidence has been lost; investigators have been unable to locate and contact complainants, witnesses, and investigative leads; employees' memories have been adversely impacted by the delay in their interviews; and in some cases, serious misconduct had been left unaddressed for lengthy periods of time.

PSB was responsible for conducting 94 of the 153 total administrative misconduct investigations we reviewed for this reporting period. Of the 94 investigations conducted by PSB, two (2%) had deficiencies not including timeliness. With the inclusion of timeliness, 22 (23%) were found to be in compliance. This is the same percentage as the last reporting period. Of the 18 investigations outsourced by PSB, three (17%) had investigative deficiencies. With the inclusion of timeliness, three of the 18 investigations were in full compliance.

Forty-one investigations were conducted outside of PSB. We again found multiple cases in full compliance. Of the total 41 cases, 20 (49%) were in full compliance, an increase from 36% during the last reporting period. Nine (22%) of the 41 cases had investigative deficiencies. This is an increase from the 14% of cases with investigative deficiencies during the last reporting period.

MCSO completed delivery of the 40-hour Misconduct Investigative Training at the end of 2017, and all sworn supervisors who investigate administrative misconduct attended the training. Refresher training on misconduct investigations has also been delivered since the initial 40-hour training. The investigative quality of PSB investigations has remained generally high. Of the 94 investigations completed by PSB, 92 (98%) were in compliance with all requirements other than timelines.

Of the 41 investigations completed outside of PSB, all were both initiated and completed after the increased oversight at the District and Division level began in January 2020. Of the 41, nine (22%) had investigative deficiencies. This is an increase in deficiencies from 14% during the last reporting period. With the inclusion of extensions and timelines, 20 cases (49%) were in full compliance, an increase from 36% during the last reporting period.

As we have noted in our previous reports, we must consider all requirements for investigations at the time they are submitted for our review, including their timely completion. MCSO's inability to address timely completion of investigations is an ongoing issue that continues to adversely impact the agency's compliance findings.

PSB personnel continue to be receptive to our input, and we have had many meetings and discussions regarding the investigations being conducted and the compliance for both PSB and District and Division Cases. We also discuss compliance concerns with District and Division Command personnel during our site visits. During our next site visit, we will discuss those cases that are noncompliant with MCSO; and address our concerns about the compliance findings for this reporting period. We continue to stress that compliance is not the sole responsibility of any one individual or Division – but dependent on all those who complete, review, or approve internal investigations.

Between 2016 and 2021, the number of investigator positions assigned to PSB averaged between 24 and 26. With the addition of new civilian investigator positions, restructuring, filling of vacant positions, and intervention by the Court, at the end of this reporting period, PSB had 43 investigators.

B. Investigations to be Conducted by the Independent Investigator and the Independent Disciplinary Authority

Paragraph 294. *In its Findings of Fact, (Doc. 1677), the Court identified both: (1) internal affairs investigations already completed by the MCSO that were inadequate or insufficient; (see, e.g., Doc. 1677 at ¶ 903), and (2) misconduct or alleged misconduct that had never been investigated by MCSO that should be or should have been investigated. (Id. at ¶ 904.)*

Paragraph 295. *In light of MCSO's failure to appropriately investigate these matters, the Court appoints an Independent Investigator and an Independent Disciplinary Authority from the candidates set forth by the parties, and vests them with the authority to investigate and decide discipline in these matters.*

1. The Independent Investigator

Paragraph 298. *In assessing the existence of previously uncharged acts of misconduct that may be revealed by the Findings of Fact, the Independent Investigator does not have authority to investigate acts of misconduct that are not sufficiently related to the rights of the members of the Plaintiff class. While the Independent Investigator should identify such acts of misconduct and report those acts to the Commander of the Professional Standards Bureau, and to the Monitor for purposes of making the Monitor's assessment identified in ¶¶ 291–93 above, the Independent Investigator may not independently investigate those matters absent the authorization and the request of the Sheriff.*

Paragraph 300. *The following potential misconduct is not sufficiently related to the rights of the members of the Plaintiff class to justify any independent investigation:*

- a. Uninvestigated untruthful statements made to the Court under oath by Chief Deputy Sheridan concerning the Montgomery investigation. (Doc. 1677 at ¶ 385).*
- b. Uninvestigated untruthful statements made to the Court under oath by Chief Deputy Sheridan concerning the existence of the McKessy investigation. (Id. at ¶ 816).*
- c. Chief Deputy Sheridan's untruthful statements to Lieutenant Seagraves made during the course of an internal investigation of Detective Mackiewicz to the effect that an investigation into the overtime allegations against Detective Mackiewicz had already been completed. (Id. at ¶ 823).*

- d. *Other uninvestigated acts of misconduct of Chief Deputy Sheridan, Captain Bailey, Sergeant Tennyson, Detective Zebro, Detective Mackiewicz, or others that occurred during the McKessy investigation. (Id. at ¶¶ 766–825).*

Phase 1: Not applicable

Phase 2: Deferred

During our January 2017 site visit, the PSB Commander informed us that all acts of misconduct that we identified and discussed during our October 2016 site visit would be provided to a contracted investigator for investigative purposes.

Since that time, MCSO has contracted with a licensed private investigator. The contract investigator possesses the requisite qualifications and experience to conduct the investigations of misconduct outlined in Paragraph 300 (a.-c.), and the additional misconduct in the Findings of Fact that directly associates with Paragraph 300 (d).

During our April 2017 site visit, we met with PSB command staff and representatives from the Maricopa County Attorney's Office (MCAO) to verify that all of the acts of misconduct that were identified in the Findings of Fact (FOF) are under investigation, either by the Court-appointed Independent Investigator or the private licensed contract investigator. Before this meeting, PSB command provided us with a roster of related acts of misconduct that PSB intended to be assigned to the contract investigator. The roster of intended assignments did not include all of the acts of misconduct that we had discussed. MCAO and PSB command personnel explained that the Court also identified, in Paragraph 301, many of the acts of potential misconduct identified in the FOF as sufficiently related to the rights of members of the Plaintiffs' class. In Paragraph 301, the Court documented that because of this determination, investigations of the potential misconduct were justified if the Independent Investigator deemed that an investigation was warranted.

The Independent Investigator has completed all 12 of the administrative misconduct investigations specifically identified by the Court in the Second Order, and all other investigations for which he determined an administrative misconduct investigation should be conducted. The Independent Disciplinary Authority has also completed all of the discipline findings for these cases. While we did not make compliance findings for these cases, we reviewed them and found that they complied with the direction of the Court. The contract investigator retained by MCSO is still in the process of investigating several cases that were identified by the Court in 2016.

Our ability to verify that all potential misconduct outlined in the FOF has been investigated by PSB, the PSB contract investigator, or the Independent Investigator remains pending until all the investigations are completed. Once this occurs, we can determine if there is any additional misconduct identified in the FOF that still requires investigation. Finally, the PSB Commander and MCAO advised us that the acts of misconduct involving (former) Sheriff Arpaio as identified in the FOF would not be investigated by any entity, as there does not exist any statute that addresses how a Sheriff would be disciplined in the event of a sustained finding resulting from an administrative misconduct investigation.

Paragraph 310. *The Monitor and the parties are directed to promptly comply with the Independent Investigator's requests for information. The Monitor and the Independent Investigator may communicate to coordinate their investigations. Nevertheless, each is independently responsible for their respective jurisdiction set forth in this Order, and each should make independent decisions within his own delegated responsibility.*

2. The Independent Disciplinary Authority

Paragraph 337. *Nevertheless, when discipline is imposed by the Independent Disciplinary Authority, the employee shall maintain his or her appeal rights following the imposition of administrative discipline as specified by Arizona law and MCSO policy with the following exceptions:*

- a. *When minor discipline is imposed, a grievance may be filed with the Sheriff or his designee consistent with existing MCSO procedure. Nevertheless, the Sheriff or his designee shall transmit the grievance to the Monitor who shall have authority to decide the grievance. If in resolving the grievance the Monitor changes the disciplinary decision in any respect, he shall explain his decision in writing.*
- b. *A disciplined MCSO employee maintains his or her right to appeal serious discipline to the Maricopa County Law Enforcement Merit System Council to the extent the employee has such a right. The Council may exercise its normal supervisory authority over discipline imposed by the Independent Disciplinary Authority with one caveat. Arizona law allows the Council the discretion to vacate discipline if it finds that the MCSO did not make a good faith effort to investigate and impose the discipline within 180 days of learning of the misconduct. In the case of any of the disciplinary matters considered by the Independent Disciplinary Authority, the MCSO will not have made that effort. The delay, in fact, will have resulted from MCSO's bad faith effort to avoid the appropriate imposition of discipline on MCSO employees to the detriment of the members of the Plaintiff class. As such, the Council's determination to vacate discipline because it was not timely imposed would only serve to compound the harms imposed by the Defendants and to deprive the members of the Plaintiff class of the remedies to which they are entitled due to the constitutional violations they have suffered at the hands of the Defendants. As is more fully explained above, such a determination by the Council would constitute an undue impediment to the remedy that the Plaintiff class would have received for the constitutional violations inflicted by the MCSO if the MCSO had complied with its original obligations to this Court. In this rare instance, therefore, the Council may not explicitly or implicitly exercise its discretion to reduce discipline on the basis that the matter was not timely investigated or asserted by the MCSO. If the Plaintiff class believes the Council has done so, it may seek the reversal of such reduction with this Court pursuant to this Order.*

In Full and Effective Compliance

During this reporting period, no grievances were filed that met the criteria for transmitting to the Monitor.

On December 16, 2020, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion.

Third Supplemental Permanent Injunction/Judgment Order

Paragraph 338. Within 14 days from the date of this order, MCSO will calculate and provide the Court and the parties with the dollar amount required to recruit, hire, train and compensate for one year a single PSB budgeted sergeant position.

Phase 1: Not applicable

Phase 2: In compliance

On November 22, 2022, as required, MCSO filed with the Court the cost to the agency for a budgeted Professional Standards Bureau (PSB) sworn sergeant position for one year. MCSO identified the amount as \$191,415.12. This amount was calculated using the mid-range salary for a sworn sergeant position, associated mandatory retirement contributions, employer taxes, and costs related to benefits.

MCSO is in compliance with this Paragraph.

Paragraph 339. MCSO must not reduce the staffing levels at PSB below the minimum investigator staffing number identified in ¶ 340 while a backlog in investigations remains.

Phase 1: Not applicable

Phase 2: In compliance

PSB personnel include sworn, Detention, and civilian investigators. In October, PSB had 44 investigators (11 sworn, 17 Detention, and 16 civilian). In November, PSB had 43 investigators (11 sworn, 17 Detention, and 15 civilian). In December, PSB had 43 investigators (11 sworn, 17 Detention, and 15 civilian).

PSB is required to have a minimum staffing level of 39 investigators. We monitor MCSO's compliance with this requirement on a monthly basis, and we will continue to summarize PSB staffing levels in our quarterly status reports.

Paragraph 340. *Within 60 days from the date of this order, MCSO will fill the seven currently budgeted, yet vacant, positions at PSB referred to in Mr. Gennaco's report, through hiring or internal transfers. (Doc. 2790 at 15.) The staffing referred to by Mr. Gennaco, together with the full staffing of the vacant positions, is 39 investigators. This is the minimum investigator staffing number. If MCSO fails to fill any one of the seven vacant budgeted staffing positions with an AZPOST sworn investigator who is approved by the Monitor within 60 days of the date of this order, MCSO and/or Maricopa County will pay into a PSB Staffing Fund three times the amount identified by PSB in ¶ 338 above for each vacancy remaining at the MCSO for budgeted investigators. It shall, thereafter on a monthly basis pay into the Staffing Fund three times the amount identified in ¶ 338 above for every month the number of PSB investigators falls below the minimum investigator staffing number.*

Phase 1: Not applicable

Phase 2: In compliance

MCSO currently meets the required PSB minimum staffing level of 39 investigators. At the end of this reporting period, MCSO met the minimum investigator staffing number for PSB staffing (with a total of 43 investigators). Per this Paragraph, if MCSO fails to maintain this minimum PSB investigator staffing level, MCSO and/or Maricopa County shall contribute the costs associated with a sworn sergeant's position into a PSB Staffing Fund three times the amount identified in Paragraph 338, or \$191,415.12.

MCSO was not obligated to contribute to the PSB Staffing Fund during this reporting period. MCSO is in compliance with this Paragraph.

Paragraph 341. *If MCSO desires to fill the positions with new civilian investigators in lieu of sworn officers, it may do so to the extent that it is authorized to do so, consistent with state law. Should it fail to fill any one of the seven vacant positions within 60 days of the date of this order, MCSO and/or Maricopa County will pay into a PSB Staffing Fund three times the amount identified by PSB in ¶ 338 above for each vacancy remaining at the MCSO for budgeted investigators. It shall, thereafter on a monthly basis pay into the Staffing Fund three times the amount identified in ¶ 338 above for every month the number of PSB investigators falls below the minimum staffing number.*

Phase 1: Not applicable

Phase 2: In compliance

During this reporting period, in October 2023, MCSO reduced civilian investigator staffing by two positions; and in November 2023, MCSO reduced civilian investigator staffing by one additional position. PSB investigator staffing met the minimum investigator staffing number of 39 investigators and ended this reporting period with a total of 43 investigators.

Paragraph 342. *If the MCSO attempts to fill these open positions with a mix of qualified sworn personnel and civilian investigators, it may do so to the extent that it can, consistent with state law. Nevertheless, if it fails to fill any one of the seven vacant positions within 60 days, the MCSO and/or Maricopa County will pay into the PSB Staffing Fund three times the amount identified in ¶ 338 above for each vacancy remaining. It shall, thereafter on a monthly basis pay three times the amount identified in ¶ 338 above for every month that the number of PSB investigators falls below the minimum staffing number.*

Phase 1: Not applicable

Phase 2: In compliance

During this reporting period, PSB reduced civilian investigator staffing by three positions. PSB investigator staffing has met the minimum required number of 39 investigators, and PSB ended this reporting period with 43 investigators.

Detention investigators assigned to PSB shoulder a large share of the case workload, but these positions are not specifically listed in the Third Order. Additionally, during a Court hearing on January 27, 2023, the Court requested additional information as to the qualifications of civilian investigators hired to work in PSB.

Paragraph 343. *MCSO is authorized to conduct PSB investigations through approved private contractors if it can do so consistent with state law.*

Phase 1: In compliance

- GH-2 (Internal Investigations), most recently amended on November 14, 2023.

Phase 2: In compliance

The previous version of GH-2 allowed for the outsourcing of investigations, and MCSO has used outside vendors for some investigations for years. On November 14, 2023, the revised GH-2 policy was finalized and approved. It continues to authorize MCSO to outsource investigations to outside vendors.

During this reporting period, MCSO continued to use the two previously approved contract vendors to conduct administrative misconduct investigations. Thirteen new investigations were outsourced to the second outside vendor, and there was a total of 57 pending outsourced cases. PSB has informed us that the Bureau continues to attempt to identify another outside vendor to conduct investigations.

Paragraph 344. *MCSO must demonstrate that it is using overtime and other administrative tools to increase the personnel hours committed to investigate all types of complaints. MCSO shall report its use of these tools to the Monitor on a monthly basis.*

Phase 1: Not applicable

Phase 2: Deferred

MCSO provided reports for October-December 2023, verifying the use of PSB overtime committed to investigating complaints. The documentation includes the overtime costs for PSB investigators, case reviewers (supervisory/command personnel), and administrative personnel dedicated to investigative activities. The total PSB combined staffing overtime hours used for October-December 2023 was 3,370.75 hours.

MCSO had previously stated that once the policies required by Paragraphs 348 and 353 were approved, the agency would submit information about administrative tools to increase personnel hours. To date, MCSO has not submitted any information or identified any administrative tools that it is using to increase personnel hours dedicated to investigating all types of PSB complaints during this reporting period. We have continued to defer our assessment with this Paragraph. If MCSO does not provide this information during the next reporting period, this may adversely affect compliance with this Paragraph.

Paragraph 345. *MCSO and/or Maricopa County shall hereby establish a PSB Staffing Fund, which shall be a separate account of the MCSO. The amounts set forth in ¶¶ 340-42 shall be paid directly into this account. The MCSO, however, is only authorized to withdraw funds from this account for the hiring and payment of PSB investigators or private investigators contracted with PSB who are in compliance with the requirements of state law. The fund may also be used to hire necessary additional PSB administrative staff and necessary additional PSB supervisory staff only, and for no other purpose. MCSO is not permitted to offset the amount of any fine from PSB's existing budget or use it to subsidize the number of PSB staff and investigators existing at the time of this Order. MCSO shall provide an accounting of the PSB Staffing Fund on a monthly basis to the Monitor and the Court. But, if necessary, MCSO is permitted to augment and/or exceed the salary and incentives normally paid PSB investigators to hire and/or maintain sufficient investigators, whether sworn or civilian, to reduce the backlog.*

Phase 1: Not applicable

Phase 2: In compliance

On December 7, 2022, the Maricopa County Board of Supervisors held its formal meeting and established the PSB Staffing Fund as required by the Third Order. The Board set aside \$1,148,491 from the General Fund as a contingency, should it be necessary for PSB Staffing Fund. No funds have actually been transferred to the PSB Staffing Fund, as MCSO has continued to meet the staffing requirements of the Third Order.

MCSO is in compliance with this Paragraph.

Paragraph 346. *The Court hereby vests the Monitor, Robert Warshaw, with the supplemental authorities set forth in this Order. The Monitor therefore has immediate authority to oversee all of MCSO's complaint intake and routing. The Court hereby vacates any previous order that conflicts with this Order, including but not limited to ¶ 292 of the Second Order (Doc. 1765). In consultation with the PSB Commander, the Monitor shall make determinations and establish policy decisions pertaining to backlog reduction regarding, by way of example, which complaints should be (a) investigated by PSB; (b) sent to the Districts for investigation or other interventions; or (c) handled through other methods, to include diversion and/or outsourcing of cases. The Monitor must consult with the PSB Commander about these policy decisions but maintains independent authority to make the ultimate decision. The authority granted to the Monitor in this paragraph shall not be applicable when there is no backlog. If the backlog is eliminated and then arises again while the Defendants are still subject to monitoring, this authority will be renewed in the Monitor.*

Phase 1: Not applicable

Phase 2: Not applicable

We and the PSB Commander met 11 times during the fourth quarter of 2023, bringing our meetings with the PSB Commander for this purpose to a total of 59. Our regularly scheduled consultation meetings with the PSB Commander occur, on average, once each week. We hold *ad hoc* meetings when additional time is needed, and when it is necessary to follow up on specific complaints prior to a final intake and routing decision.

The consultation meeting process typically includes presentation by the PSB Commander of complaints received since the previous meeting, assigned case numbers, the date the complaint was received, the manner it was reported to MCSO, and the date the complaint was initially assigned. The process also involves preliminary consideration regarding Class Remedial Matter status. Due to the focus on timeliness, complaints are often initially assigned for investigation prior to our discussion. However, the intake category and the investigative routing of the case is subject to change following the presentation. The PSB Commander also provides us with a summary of the complaint and, if known, employment categories of personnel allegedly involved. The presentation also includes the initial classification of alleged policy violations, type, and location of investigation assignment – e.g., Service Complaint in PSB; minor misconduct administrative investigation to a District or Division; outsourced investigation; and, as applicable, Class Remedial Matter status, and PSB Diversion eligibility.

Our discussion and consultation about each complaint typically results in either agreement with the initial intake and routing decisions made by the Commander, or a revision of the intake category and routing of the complaint for investigation. Periodically, the PSB Commander will opt to discuss a variety of circumstances associated with the complaint prior to either a final collaborative decision on intake and routing, or our independent decision and direction.

Our final consultation meeting with the PSB Commander in this reporting period occurred on December 22, 2023. Up to this date and for this reporting period, we discussed 190 complaints. Of those complaints, and after our consultation meetings where final determinations were able to be made, 74 were classified as Service Complaints, 116 were classified as Administrative

Investigations. One of the Administrative Investigations was classified as a Critical Incident. Of the administrative investigations, a total of 52 complaints were internally generated complaints – that is, initiated by MCSO employees – while 64 were generated by external complainants. In addition, during this time period, three cases were diverted at intake.

Eleven of the complaints were outsourced for investigation, while 17 administrative investigations were routed to MCSO Districts or Divisions. No complaints were confirmed to be complaint intake tests, and three complaints were routed as a PSB Diversions. One critical incident was discussed. During the fourth quarter, there were no complaints that were originally routed to either Districts or Divisions for investigation that were returned to PSB for investigation after additional information was discovered (which would make the complaints ineligible for District/Division-level investigation).

During the intake and routing process throughout this reporting period, PSB did not bring forward to our Team any Paragraph 353(c) circumstances associated with health-related in-custody deaths. Our Team and MCSO are continuing discussions regarding the mechanisms associated with our review of health-related in-custody jail deaths at intake and routing.

***Paragraph 347.** The Monitor shall revise and/or formalize MCSO's intake and routing processes. The Monitor's authorities shall include, but not be limited to, the power to audit and review decisions made with respect to individual cases and, if necessary, to change such designations. The Sheriff and the MCSO shall expeditiously implement the Monitor's directions or decision with respect to intake and routing, and any other issues raised by the Monitor pertaining to backlog reduction and any other authority granted the Monitor under the Court's orders. The Monitor must consult with the PSB Commander about these processes but maintains independent authority to make the ultimate decision. The authority granted to the Monitor in this paragraph shall not be applicable when there is no backlog. If the backlog is eliminated and then arises again while the Defendants are still subject to monitoring, this authority will be renewed in the Monitor.*

Phase 1: Not applicable

Phase 2: Not applicable

Generally, based upon standardized guidelines, MCSO policy allows for the assignment of minor misconduct allegation investigations to Districts and/or Divisions outside of the PSB structure where sworn employees are assigned. The investigations are performed by supervisors who have received requisite training. If an allegation of misconduct is made against a ranking member, i.e., principal, at a District or Division, the investigation must be conducted by a member holding at least one rank higher than the principal, but no rank lower than sergeant. Between March 1, 2022 and the issuance of the Third Order, PSB did not assign administrative investigations to Districts or Divisions for investigation.

When the Third Order was issued on November 8, 2022, we reimplemented the practice of routing qualified minor misconduct investigations to Districts and Divisions. Given the backlog and timeliness issues associated with administrative investigations, we believe this is a preferred practice. Our direction to assign cases to Districts and Divisions helps to reduce the investigative caseload in PSB, allows utilization of trained supervisors at these locations, and increases supervisory awareness and accountability for their subordinates' job performance. Moreover, we encourage assignment of investigations to Districts and Divisions to facilitate timely access to witnesses and principals. When minor misconduct investigations are completed by sworn supervisors in Districts and Divisions, the investigation is forwarded through the chain of command, up to and including their Chief, before the case is finally submitted to PSB. The routing of cases up the chain of command through managers and executives is done for review and approval purposes. We believe it also facilitates visibility and identification of individual job performance, enhances awareness of possible trends by individuals or District/Division-wide, and promotes opportunities for active leadership, proactive remediation, and training. During this reporting period, 17 minor misconduct investigations were assigned to either Districts or Divisions.

Periodically, the PSB Commander will elect to discuss the intake and routing of a complaint prior to making initial intake and/or routing determinations. We consulted on two such cases during this reporting period. Through our discussion and consultation, a preliminary course of action was arrived at and agreed upon, and the cases were appropriately categorized and routed.

There were three PSB Diversions during this reporting period, each which occurred subsequent to the Court's approval of the Third Order policies. The PSB Commander consulted with our Team regarding the circumstances of the internal complaints, resulting in mutual decisions regarding the implementation of a PSB Diversion for the principal employees.

As previously noted, during the intake and routing process throughout this reporting period, PSB did not bring forward to our Team any Paragraph 353(c) circumstances associated with health-related in-custody deaths. It appears that MCSO has determined to utilize a process for these potential diversions that voids the intake and routing process outlined in Paragraphs 346 and 347. Our Team and MCSO are continuing discussions regarding the mechanisms associated with our review of jail deaths at intake and routing.

Paragraph 348. *The Monitor will evaluate PSB's current investigative practices. The PSB, under the authority of the Monitor, shall create, and submit for the Monitor's approval, policies and procedures that:*

- (a) Identify and eliminate unnecessary investigative requirements that may be removed from particular classes of cases;*
- (b) Provide for the establishment of an investigative plan for each investigation to eliminate unnecessary steps for the investigation of the complaint at issue;*
- (c) Establish formal internal scheduling expectations and requirements for supervisory interventions;*

(d) *Establish expectations on the timeline for each step of the review process. The formulated expectations will be consistent with the timeline requirements of this Court's previous orders;*

(e) *Assess current use of IA Pro as a case management/tracking tool.*

Phase 1: Deferred

Phase 2: Deferred

This Paragraph requires MCSO to create and submit for the Monitor's approval various policies and procedures that address the planning, thoroughness, and timeliness of administrative misconduct investigations conducted by MCSO and eliminate unnecessary investigations in some classes of cases. Pursuant to Paragraph 349, the Monitor submitted the finalized versions of these policies and procedures to the Court within four months of the entry of the Third Order. On October 12, 2023, the Court approved MCSO's final policies; these policies were finalized and approved on November 14, 2023. MCSO has not yet completed the training related to the requirements of the new policies.

To determine Phase 2 compliance with this Paragraph, we review completed investigations, administrative closures, expedited resolutions, and Service Complaints, and assess the use of IAPro.

Paragraph 348(a) requires that PSB have in place policies and procedures that "identify and eliminate unnecessary investigative requirements that may be removed from particular classes of cases." The following circumstances were approved for inclusion in this Subparagraph:

1. Situations where, in an internal or external complaint, the principal employee involved in the alleged misconduct is deceased or becomes no longer employed by the Office and there is no evidence of indication of any other potential employee misconduct in the incident. Cases are determined to be eligible based on criteria established in MCSO policy.

During this reporting period, 14 cases were administratively closed as all 18 employees involved had left MCSO employment, the violations were Category 2 offenses, no other current employee was involved in the misconduct, and no additional potential misconduct was identified. Thirteen of the cases had been internally generated, and one was externally generated. All of the cases closed contained the required justification and documentation, and we agree that the administrative closures were appropriate and within policy.

An additional four cases reviewed included four employees who had left MCSO employment and other employees still employed by MCSO. The principals who were no longer employed by MCSO met the criteria for administrative closure. The conduct of the four employees still employed by MCSO was independently reviewed at the same time, and the employees were found to be eligible for a PSB Diversion based on the criteria established in MCSO policy. These diversions are addressed in Subparagraph 353(f).

2. Situations of an internal or external complaint where under the clear and convincing evidence standard, external documentary or video evidence establishes that the alleged violation of Office policy did not occur and there is no indication of any other employee misconduct resulting in an Expedited Resolution with a finding of unfounded.

There were no cases submitted for our review that met this criteria during this reporting period.

3. Situations where an investigator may consider reducing or eliminating unnecessary investigative steps. Examples of potential unnecessary steps include, but are not limited to: the necessity for a second chair during investigative interviews; the necessity to interview all potential investigation leads or witnesses in a specific case; and the timing of principal and witness interviews.

During this reporting period, there were no cases submitted for our review that were initiated and completed where these considerations were applicable.

Paragraph 348(b) requires that PSB have in place policies and procedures that “provide for the establishment of an investigative plan for each investigation to eliminate unnecessary steps for the investigation of the complaint at issue.” None of the investigations we reviewed for this reporting period were initiated after the finalization of the revised policies, and MCSO investigators have not yet been trained on the policy.

Paragraph 348(c) requires that PSB have in place policies and procedures that “establish formal internal scheduling expectations and requirements for supervisory interventions.” During this reporting period, there were seven PSB approved supervisor interventions. All were coachings and all met the 30-day requirement.

Paragraph 348(d) requires that PSB have in place policies and procedures that “establish expectations on the timeline for each step of the review process. The formulated expectations will be consistent with the timeline requirements of this Court’s previous orders.” For those cases investigated outside of PSB, the chain of command has up to 10 days within the 60 calendar days to complete their review. For those cases investigated by PSB, the PSB Commander has 10 calendar days to complete a review of the investigation. During this reporting period, none of the investigation we reviewed were initiated after the revised policies were approved and MCSO personnel have not yet been trained to the policy.

Paragraph 348(e) requires that PSB have in place policies and procedures that “assess current use of IA Pro as a case management/tracking tool.” During our October 2023 site visit, members of our Team confirmed a variety of tracking mechanisms within the IAPro case management/tracking tool were in place and functional. When our Team met with PSB staff members, we also observed tracking sheets are associated with, and maintained, for each investigation. Critical features of the case management/tracking tool include investigative timeline and deadline alerts, and our Team found these to be functional. Moreover, the case management tool facilitates tracking overdue investigations, whether they be outsourced, assigned to Districts or Divisions, or to PSB investigators. When necessary, the case management/tracking tool can uniquely generate specific reports.

Paragraph 349. *The authority granted to the Monitor in this paragraph shall not be applicable when there is no backlog. If a backlog is eliminated and then arises again while the Defendants are still subject to monitoring, this authority will be renewed in the Monitor. Given that the parties have provided the Monitor with feedback on these issues, the Monitor is directed to consider the input already articulated by the parties on these issues and determine, at his discretion, to adopt them or not. The Monitor may choose, but will not be required, to seek additional input from the parties in the development of the above stated policies. The Monitor shall finalize and submit such policies to the Court within four months of the date of this order. The parties shall have two weeks thereafter to provide the Court with any comments on the Monitor's final proposed policies. The Court will, if necessary thereafter, make determinations as to the final policies.*

Phase 1: Not applicable

Phase 2: Not applicable

The MCSO complaint investigation backlog at the end of this quarter totaled 1,732 cases. The authority granted to the Monitor remains applicable to this Paragraph due to the existing MCSO backlog. The Parties and the Monitor met their obligations to finalize and submit policies to the Court. On October 12, 2023, the Court approved MCSO's final policies; these policies were finalized and approved on November 14, 2023.

Paragraph 350. *The Monitor will assess MCSO's compliance with the investigative requirements of this order and shall determine whether training on investigative planning and supervision is needed and implement such training.*

Phase 1: Not applicable

Phase 2: Not applicable

On October 12, 2023, the Court approved MCSO's final policies (updated iterations of GH-2 [Internal Investigations]; the PSB Operations Manual; and an attachment to GC-17 [Employee Disciplinary Procedures]) in accordance with the Third Order. We will assess MCSO's compliance with the investigative requirements of this Order and determine whether training is necessary on investigative planning and supervision during the next reporting period.

Paragraph 351. *The Monitor has the authority to make recommendations to the Court concerning the revision of the Court’s orders as it pertains to the investigation of complaints where, in its opinion, such revisions would increase efficiency without impinging on investigations necessary to the operation of a fair and unbiased law enforcement agency.*

Phase 1: Not applicable

Phase 2: Not applicable

The Third Order, entered on November 8, 2022, includes several remedies to assist in the reduction of MCSO’s investigative backlog. Per the Order, “to protect the interests of the Plaintiff class (let alone the general public), in ensuring that investigations are completed in sufficient time to administer discipline, the Court will require that the MCSO come into compliance with its reasonable investigative protocols.” This Paragraph grants authority to the Monitor to recommend to the Court revisions to “increase efficiency without impinging on investigations necessary to the operation of a fair and unbiased law enforcement agency.” The Monitor did not make any such recommendations during this reporting period.

Paragraph 352. *The Monitor may intervene in the course of any investigation for the purpose of facilitating the appropriate operation of the PSB and/or the reduction of the backlog, if he deems it appropriate, and will document his actions in a quarterly report to be submitted to the Court. The authority granted to the Monitor in this paragraph shall not be applicable when there is no backlog. If the backlog is eliminated and then arises again while the Defendants are still subject to monitoring, this authority will be renewed in the Monitor.*

Phase 1: Not applicable

Phase 2: Not applicable

This Paragraph requires the Monitor to document in a quarterly report to be submitted to the Court any interventions it has taken “for the purpose of facilitating the appropriate operation of the PSB and/or the reduction of the backlog.” The Monitor did not take any such actions during this reporting period.

Paragraph 353. *The Monitor shall recommend to the Court adjustments in the investigations of the following categories of cases according to the following procedure:*

MCSO shall, upon the approval of the Monitor:

- (a) *Create, formalize, and implement a policy regarding whether investigations are necessary when the complaint was submitted to the MCSO more than a year after the last instance of the underlying alleged misconduct reported, or when the MCSO employee involved left MCSO’s employ prior to the filing of the complaint.*
- (b) *Create, formalize, and implement a policy regarding when investigations are necessary if the initial complainant is unwilling or unable to cooperate, or if the initial complainant is anonymous.*

- (c) *Create, formalize, and implement a policy regarding when MCSO may investigate health related in-custody jail deaths by County medical staff.*
- (d) *Create, formalize, and implement a policy regarding when an entity other than PSB may investigate internal allegations emanating from workplace relationships.*
- (e) *Create, formalize, and implement a policy regarding when, in cases in which external evidence establishes a violation, the PSB Commander has the discretion to offer principals a mitigated penalty if they accept responsibility. The mitigated penalty shall be no lower than the minimum discipline within the applicable discipline matrix range for the charged offenses.*
- (f) *Create, formalize, and implement a policy regarding when the PSB commander is authorized to handle the alleged minor misconduct through supervisory intervention in lieu of investigation. MCSO shall submit to the Monitor within 15 days, a list of the minor misconduct within the GC-17 (Disciplinary Matrix) which it deems should be considered by the Monitor to be handled as a supervisory intervention. MCSO's list shall exclude allegations concerning the Plaintiff class and allegations of bias.*

In proposing such policies to the Monitor, the MCSO shall fully and openly consult with the other parties to this litigation. All parties shall move expeditiously to formulate, consult with, and approve these policies. MCSO and the parties shall complete and submit to the Monitor for approval all such proposed policies within three months of this order. As to those issues on which the parties cannot obtain consensus, they shall each submit their proposals to the Monitor. The Monitor shall then, promptly present to the Court the final proposed policies he deems best. The parties will have two weeks thereafter to provide the Court with any comments on the Monitor's final proposed policies. The Court will, thereafter, make determinations as to the final policies.

Phase 1: Deferred

Phase 2: Deferred

This Paragraph requires MCSO to create and submit for the Monitor's approval various policies that include "adjustments in the investigations" of several categories of cases, to assist in the reduction of the investigative backlog. These adjustments include circumstances in which, for example, misconduct was alleged against personnel who "left MCSO's employ prior to the filing of the complaint" and in which anonymous complainants have alleged misconduct. According to this Paragraph, MCSO was required to submit these policies within three months of the entry of the Third Order. On October 12, 2023, the Court reissued GH-2 (Internal Investigations), the PSB Operations Manual, and an attachment to GC-17 (Employee Disciplinary Procedures). On November 14, 2023, the revised policies were finalized and approved. MCSO has not yet completed the training related to the requirements of the new policies.

On November 16, 2023, PSB and our Team began reviewing backlog cases to determine which cases might be eligible for a PSB diversion as allowed in the Third Order and the revised MCSO policies. During our reviews this reporting period, we reviewed 115 backlog cases for possible eligibility. After review, we found 38 cases to be eligible. This determination was made based on the briefing and data provided to our Team at the time we met with PSB. For purposes of our reporting, we will only determine and report compliance once we have received and reviewed the completed case, including all documentation and justification.

To determine Phase 2 compliance with this Paragraph, we reviewed completed PSB Diversions involving 27 employees during this reporting period. All but one of the cases was internally generated.

Subparagraph 353(a) requires that MCSO “create, formalize, and implement a policy regarding whether investigations are necessary when the complaint was submitted to the MCSO more than a year after the last instance of the underlying alleged misconduct reported, or when the MCSO employee involved left MCSO’s employ prior to the filing of the complaint.” The following circumstances were approved for inclusion in this Subparagraph:

1. Situations where a complaint was received by the Office more than one year after the last instance of the underlying alleged misconduct being reported.

During this reporting period, there were no PSB Diversions submitted to and reviewed by our Team that met this criteria.

2. Situations where an internal or external complaint was received by the Office after the employee(s) involved in the alleged misconduct left employment with the Office.

During this reporting period, there were no PSB Diversions submitted to and reviewed by our Team that met this criteria.

Subparagraph 353(b) requires that MCSO “create, formalize, and implement a policy regarding when investigations are necessary if the initial complainant is unwilling or unable to cooperate, or if the initial complainant is anonymous.” The following circumstances were approved for inclusion in this Subparagraph:

1. Situations when the initial complainant is unwilling or unable to cooperate.

There were no cases meeting this criteria that were submitted to and reviewed by our Team for closure during this reporting period.

2. Situations where the initial complainant is anonymous.

There were no cases meeting this criteria that were submitted to and reviewed by our Team for closure during this reporting period.

Paragraph 353(c) requires that MCSO “create, formalize, and implement a policy regarding when MCSO may investigate health related in-custody jail deaths by County medical staff.” These health-related in-custody jail deaths do not involve the use of force and are considered non-critical incidents under Office policy.

During this reporting period, MCSO did not report any health-related in-custody jail deaths consistent with the Third Order requirements. Our Team and MCSO are continuing discussions regarding the mechanisms associated with our review of health-related in-custody jail deaths at intake and routing. In addition, MCSO did not bring to intake any cases fitting this PSB Diversion criteria during this reporting period.

Subparagraph 353(d) requires MCSO to “create, formalize, and implement a policy regarding when an entity other than PSB may investigate internal allegations emanating from workplace relationships.”

During this reporting period, MCSO did not report any workplace relationship complaints that were consistent with the Third Order requirements. In addition, MCSO did not bring to intake any cases fitting this PSB Diversion criteria during this reporting period.

Subparagraph 353(e) requires that MCSO “create, formalize, and implement a policy regarding when, in cases in which external evidence establishes a violation, the PSB Commander has the discretion to offer principals a mitigated penalty if they accept responsibility. The mitigated penalty shall be no lower than the minimum discipline within the applicable discipline matrix range for the charged offenses.”

There were no cases meeting this criteria that were submitted or reviewed by our Team for a mitigated penalty during this reporting period.

Subparagraph 353(f) requires that MCSO “create, formalize, and implement a policy regarding when the PSB commander is authorized to handle the alleged minor misconduct through supervisory intervention in lieu of investigation. MCSO shall submit to the Monitor within 15 days, a list of the minor misconduct within the GC-17 (Disciplinary Matrix) which it deems should be considered by the Monitor to be handled as a supervisory intervention. MCSO’s list shall exclude allegations concerning the Plaintiff class and allegations of bias.”

Two internally generated cases, involving three current employees, were closed as PSB Diversions with an approved supervisor intervention as allowed in this Subparagraph during this reporting period. All involved Category 2 offenses, and the employees had no prior offenses. All three employees received coachings, and we agree with these decisions.

In four other cases we reviewed, principals included both former and current MCSO employees. The four current employees were eligible for a PSB Diversion of a supervisor intervention and received coachings. We agree with this decision. We reported on the administrative closures for the former employees in Subparagraph 348(a).

Paragraph 355. *The Monitor and the PSB shall review the cases in the current backlog that are eligible to be diverted from PSB investigations by ¶ 353 of this order. It is the expectation of the Court that the diverted cases shall reduce the current backlog.*

Phase 1: Not applicable

Phase 2: Deferred

Members of the Monitoring Team met with PSB staff to discuss the current backlog. After discussion, we agreed that backlog cases would be defined as those administrative investigations and critical incidents where required investigative actions were still pending and the investigation had not been completed in accordance with the timelines established in Paragraph 204, and an extension had not been granted as per Paragraph 365. An investigation is considered complete when all investigative actions have been completed and the PSB commander has signed off in concurrence. The date the PSB Commander signs off on the investigation is the date the investigation is no longer counted as part of the backlog, irrespective of the findings.

The revised policies affecting investigations of complaints were finalized and approved on November 14, 2023. Our Team began meeting biweekly with PSB to discuss backlog cases on November 16, 2023. These meetings include a briefing by the PSB Commander on the backlog cases. During this briefing, the Commander provides our Team with specific information on each case, including: the category and offense number of the complaint; the prior work history of the employee; and a detailed summary of the complaint. Some discussion occurs, and the Commander then makes a recommendation on whether he believes the case is eligible for a diversion.

During this reporting period, we reviewed 115 backlog cases. Of these, we agreed with PSB that 38 (33%) of these appeared to be eligible for a PSB Diversion based on the requirements of the Third Order and the revised MCSO policies. As previously noted, we do not assess these cases for compliance until we receive the completed Diversion report and all other documentation from MCSO. It is during the review process that we identify and report on both the justification for a diversion and the compliance of the case.

During our February 2024 site visit, we discussed the review process for backlog cases and expectations for completion of these reviews with MCSO personnel. In November and December 2023, the number of cases reviewed was small as PSB continued to develop the process for the reviews. During our site visit, we noted that the number of cases reviewed beginning in January 2024 had increased significantly. Prior to our site visit, the Court had issued an Order on January 3, 2024 requiring the backlog case review to be completed by June 1, 2024. In our discussion during our site visit, MCSO personnel were confident that the reviews would be completed prior to this deadline. Based on our reviews to date, we agree with this assessment by MCSO.

Paragraph 356. *Within five business days of the elimination of these cases from the backlog, the Monitor shall certify to the parties and the Court the number of administrative investigations remaining in the backlog that are open and have not been completed within the time limits required by the Court. At the beginning of each month, the number of open cases whose investigations have exceeded the time by which Doc. 1765 ¶ 204 required that they be completed shall be the remaining backlog. This backlog shall not include any cases for which the Monitor has granted an extension of the investigative deadline pursuant to ¶ 365 of this Order.*

Phase 1: Not applicable

Phase 2: Not applicable

Members of the Monitoring Team have met with PSB staff to discuss the current backlog. The revised policies became effective November 14, 2023; and we began working with PSB to review existing backlog cases on November 16, 2023.

Once we have completed our case reviews, we will provide the Court with the number of cases remaining in the backlog, as required.

Paragraph 357. *The cases in this remaining backlog should be identified by year, giving priority to the oldest cases, i.e., the cases that were filed first. The expectation should be to address the oldest cases first, without ignoring the continuing caseload. For each month in which the PSB cannot reduce the remaining backlog by 20 cases from the previous month's number, the MCSO and/or Maricopa County shall pay into the PSB Staffing Fund two times the amount identified in ¶ 338 above.*

Phase 1: Not applicable

Phase 2: Deferred

Members of the Monitoring Team have met with PSB staff to discuss the backlog and identified how many cases were pending for each year. The revised policies relevant to misconduct investigations were finalized and approved on November 14, 2023; and we began working with MCSO to review backlog cases on November 16, 2023.

Once our reviews are completed, we will identify the remaining backlog and monitor MCSO's completion of these cases.

Paragraph 360. *The Monitor shall submit a quarterly progress report to the Court and parties describing the rationale for each type of investigative diversion approved, the result of each diversion type, the backlog tally, the number of completed cases, unresolved issues, and further actions required to address the backlog and staffing levels at PSB.*

Phase 1: Not applicable

Phase 2: Not applicable

We submitted our fifth quarterly progress report to the Court and the Parties on February 29, 2024. The report covered the period of November 1, 2023-January 31, 2024.

Paragraph 361. *Under the direction of the Court, MCSO shall commission an independent study to determine: (1) the most efficient way for MCSO to allocate its personnel in light of existing authorized staffing levels, the requirements and expectations of its served communities, the requirements of this Court's Orders, the timely elimination of the existing backlog of PSB investigations, and state law; (2) the necessary staffing level for MCSO to fulfill these obligations regardless of the existing staffing level; and (3) the PSB staffing level required to maintain the timely completion of PSB investigations in compliance with the Orders of this Court and state law. MCSO shall (1) provide a draft Request for Proposals to the Court, the Monitor, and the parties; (2) disclose credible bids to the Court, the Monitor, and the parties; and (3) obtain Court approval of the methodology for the study. MCSO must ensure that the study is completed within one year of the entry of this Order.*

Phase 1: Not applicable

Phase 2: Deferred

On July 7, 2022, before the entry of the Third Order, MCSO selected the Center for Public Safety Management (CPSM) to conduct a staffing analysis of its sworn functions. On November 14, 2022, following the entry of the Third Order, CPSM accepted an additional scope of work through the Maricopa County Office of Procurement Services to address the Third Order requirements, including the timely elimination of the existing backlog of PSB investigations.

On November 16, 2022, MCSO filed with the Court a request for approval of its vendor, CPSM, to continue with the independent study and evaluation ordered by the Court under this Paragraph.

At a January 27, 2023 hearing, the Court determined that it would assess CPSM's staffing study after its completion to determine if it meets the requirements of this Paragraph.

On January 3, 2024, the Court mandated that the Sheriff publish the CPSM staffing study no later than March 1, 2024. We will discuss this further in our future quarterly status reports.

Paragraph 362. *The Court is aware that the MCSO has already engaged a consultant to undertake a similar evaluation. Nevertheless, while the Court will consider both the qualifications of the consultant already hired by MCSO and the outcome of that study, the work of that consultant must comply with the Court's requirements, supra and will not be deemed to satisfy the terms of this Order absent the approval of this Court. If MCSO wishes to obtain Court approval of the consultant it has already hired, it must, as a prerequisite, provide the contracting documents to the Court, the Monitor, and the parties within five business days of the entry of this Order; and it must submit the consultant's draft methodology to the Court, the Monitor, and the parties within 30 days of the entry of this Order.*

Phase 1: Not applicable

Phase 2: Deferred

On December 8, 2022, MCSO submitted the contracting and methodology documentation for its consultant, the Center for Public Safety Management (CPSM), as required by this Paragraph.

On December 30, 2022, the Plaintiffs and Plaintiff-Intervenor filed their comments and recommendations with the Court regarding MCSO's submission regarding the independent study proposed by CPSM. We will further report on this Paragraph during the next reporting period.

At a January 27, 2023 hearing, the Court determined that it would assess CPSM's staffing study after its completion to determine if it meets the requirements of this Paragraph.

On May 19, 2023, members of the Monitoring Team virtually met with CPSM's project lead for the MCSO staffing study. He advised that CPSM initially began the MCSO staffing study by collecting data involving uniformed patrol calls for service. CPSM also assessed PSB, SWAT, BIO, and Aviation to determine if these units are operating utilizing best practices.

Following the Parties' concerns that CPSM was not doing enough to obtain input from community stakeholders, CPSM took steps to meet the Court's direction on considering community feedback in its process. CPSM conferred with the Community Advisory Board (CAB) to obtain its input. CPSM also conducted Town Hall-type community meetings, from July 12-14, 2023, in the eastern and western parts of Maricopa County. The meetings were live-streamed, and CPSM distributed community surveys to participants in both English and Spanish. Postcard surveys were provided to community members who did not have the technology to participate in an online survey.

CPSM received over 380 survey responses after completion of the community meetings. The staffing study report will include the overall priorities and associated data from the community survey. According to CPSM, uniformed patrols and 911 response were ranked as the highest priorities for the community.

On January 3, 2024, the Court mandated that the Sheriff publish the CPSM staffing study no later than March 1, 2024. We will discuss this further in our future quarterly status reports.

Paragraph 364. *To keep the parties and the Court informed, the MCSO shall report monthly on the size of the backlog to the Monitor, the parties, and the Court. The Monitor's quarterly progress report will further assess the status of the backlog.*

Phase 1: Not applicable

Phase 2: In compliance

MCSO reports the number of backlog cases each month as required. At the end of December 2022, they reported 2,074 cases in the backlog.

At the end of the first quarter of 2023, MCSO reported that 1,958 cases remained in the backlog. At the end of the second quarter of 2023, MCSO reported that 1,842 cases remained in the backlog. At the end of this, the third quarter of 2023, MCSO reported that 1,765 cases remained in the backlog. At the end of the fourth quarter of 2023, MCSO reported that 1,732 cases remained in the backlog.

Paragraph 365. *The authority for MCSO to grant itself extensions in investigation deadlines granted in ¶ 204 of Doc. 1765 is revoked. The Monitor shall be authorized to grant reasonable extensions upon reviewing requests submitted to him by the Sheriff.*

Phase 1: Deferred

Phase 2: Deferred

Following the entry of the Third Order, we communicated, and exchanged draft documents, with the PSB Commander regarding immediate and interim protocols – including our expectations and the documents and information necessary for the Sheriff to notify our Team of requests for extensions of investigation deadlines during the period leading to formalized and approved policy. We addressed the mechanics for communicating the decisions made by our Team back to the Sheriff. During this reporting period, there was one request for an investigation deadline extension made by the Sheriff to our Team. The Monitor approved the request.

Paragraph 368. *MCSO will continue to pay into the PSB Staffing Fund pursuant to ¶ 357 until MCSO reports for twelve continuous months that it has no open investigations that have exceeded the time by which Doc. 1765 ¶ 204 required that they be completed. At that time, MCSO may petition the Court to dissolve the PSB Staffing Fund.*

Phase 1: Not applicable

Phase 2: In compliance

MCSO was not required to contribute to the PSB Staffing Fund during this reporting period due to meeting the staffing minimum requirements. As of December 31, 2023, MCSO's complaint investigation backlog stood at 1,732 cases.

Section 18: Concluding Remarks

We assess compliance with 94 Paragraphs of the First Order; 114 Paragraphs of the Second Order; and 17 of the Third Order, for a total of 225 Paragraphs. MCSO is in Phase 1 compliance with 80 of the applicable First Order Paragraphs, or 100%; 104 of the applicable Second Order Paragraphs, or 100%; and one of the applicable Third Order Paragraphs, or 25%.

Including the Paragraphs in which MCSO is in Full and Effective Compliance, MCSO is in Phase 2, or operational compliance, with 85 of the 94 applicable First Order Paragraphs, or 90%. This is a slight decrease from the last reporting period, when we found 93% of First Order Paragraphs in Phase 2 compliance. Including the Paragraphs in which MCSO is in Full and Effective Compliance (FEC), MCSO is in Phase 2 compliance with 104 of the 114 applicable Second Order Paragraphs, or 91%. This, too, is slightly lower than what we found during the last reporting period. MCSO is in Phase 2 compliance with nine of the 17 applicable Third Order Paragraphs, or 53%.

During this reporting period, we deferred our compliance finding with Paragraph 178, which we had previously found in Full and Effective Compliance. As we have noted some slippages over the years, the Monitor intends to review certain Paragraphs to ensure that the agency remains in compliance with Paragraphs which have been found in FEC. MCSO retains the obligation to document that the Office remains in Full and Effective Compliance with the Paragraphs so designated.

On October 12, 2023, the Court finalized revisions of GH-2 (Internal Investigations), the Professional Standards Bureau Operations Manual, and an attachment to GC-17 (Employee Disciplinary Procedures), mandating that MCSO adopt the new policies within one week. Following that time, we worked with MCSO and the Parties to ensure that the new policies, responsive to Paragraphs 348 and 353, are in place and functional. If MCSO is properly committed, the new policies will have a positive impact on the significant backlog of misconduct allegations pending completion. To that end, we continue to work with MCSO to ensure that we address any issues that may come up, including discussing the implementation of the new processes with PSB and beginning to review backlog cases for eligibility for diversion.

MCSO continues to struggle with the creation of “enhanced training” associated with the CPP. The Training Division had expended considerable resources attempting to develop a non-scientific (convenience sampling) survey that would engage with the community to document perspectives on policing. MCSO believed that the anecdotal feedback and analysis may inform training development and assist in the promotion of community-oriented policing. The survey was to have been administered by a Training Division staff member. We believed that, in spite of not meeting the rigors of a scientifically valid survey, the information obtained would provide an opportunity for MCSO to listen to some community members who were willing to speak with them. Despite the accommodations by us and the Parties to allow this project to proceed with the inclusion of certain criteria, MCSO decided that the agency would not ultimately pursue this project.

During calendar year 2023, PSB maintained the minimum staffing level of 39 investigators and has not been required to contribute to the PSB Staffing Fund. Additionally, on January 3, 2024, the Court mandated that the Sheriff publish the staffing study, conducted by its consultant, the Center for Public Safety Management (CPSM), no later than March 1, 2024. We will discuss the staffing study in our future quarterly status reports.

We are encouraged that MCSO is putting additional focus on ensuring that passengers who are contacted during traffic stops are provided with the proper documentation. Our review of documentation by supervisors and our observations of deputies in our reviews of body-worn camera recordings during traffic stops seems to indicate that more MCSO personnel are aware of the policy requirements. We continue to recommend that MCSO reinforce ongoing supervisory oversight on this topic so that MCSO can achieve compliance with this requirement.

The two-part Early Identification System (EIS) alert inspection report shows that in the last two quarters, the timeliness of investigations by supervisors has dropped below 94%. In addition, in the latest quarterly report, the majority of recurring alerts did not result in an enhanced intervention, or any explanation as to why. During our April site visit, we discussed with MCSO the need to more thoroughly capture and explain the processes of both supervisors and the evaluation of interventions experienced by deputies following alert investigations, particularly those for recurring alerts.

Traffic Stop Monthly Report (TSMR) vetting and closure processes have continued to be provided by MCSO, and we are generally pleased with the way the TSMR is proceeding. The intermediate and full interventions could be more directed toward ensuring that the behavior that created the flag to begin with is clearly addressed. We would also expect that the BlueTeam notes of supervisors show the follow-up that has taken place and comment on specifics.

For some time, we have been discussing the areas of weakness with regard to the evaluation of employee performance, with MCSO. In an effort to achieve compliance, the agency migrated its EPA process to the Perform application. This involved a complete change, requiring the development of a new EPA form, development of new policies, and training on the new policies. The conversion to the new format took some time and significant effort, but was finalized in the latter part of 2023, with some minor adjustments still pending implementation. During the third quarter of 2023, MCSO achieved compliance with all the EPA-related Paragraphs. This accomplishment suggests that the new performance management system is an effective tool, if used correctly. As is true with any tool, the results are dependent on its proper use. Our reviews of EPAs have indicated that supervisor EPAs have been the ones with the most deficiencies. This is primarily due to the fact that there are more requirements that pertain to the evaluation of supervisor performance. During this reporting period, there were some deficiencies noted in areas we have previously discussed with MCSO. We do not believe the deficiencies are a result of process or system failures, but more attributable to the inattentiveness of rating supervisors when completing EPAs. We encourage MCSO to continue to work with supervisors to ensure that all requirements of EPA-related Paragraphs are appropriately addressed.

The quality of PSB investigations is good, and investigations conducted outside of PSB continue to show overall improvement. District and Division Command staff remain involved in reviewing these cases and have identified and corrected some deficiencies. However, the quality of these investigations is mitigated by their untimeliness. During our February 2024 site visit, PSB advised us that the average time from the initiation of a complaint until full closure of the investigation was 827 days, an increase from 699 days during the last reporting period. The average investigative time was 738 days, an increase from 608 days during the last reporting period.

The revised MCSO policies affecting backlog cases were approved and finalized on November 14, 2023, and we began meeting with PSB to discuss these cases on November 16, 2024. In December, the Court issued an Order mandating the completion of the backlog review by June 1, 2024. While the initial process was slow, as we developed a workable review process, the number of case reviews has continued to increase. The PSB Commander and his staff have done a thorough job in preparing each case for review, and they include all information necessary during their case briefings to allow us to determine if cases qualify for PSB Diversions. Based on the progress being made, PSB personnel believe that the Bureau will be able to meet the June 1, 2024 deadline.

Since our last quarterly status report, a new Sheriff has been appointed. We look forward to working with the new Sheriff in ensuring agency compliance with all three of the Court's Orders.

Appendix: Acronyms

The following is a listing of acronyms frequently used in our quarterly status reports:

AB	Administrative Broadcast
ACJIS	Arizona Criminal Justice Information System
ACLU	American Civil Liberties Union
ACT	Annual Combined Training
AIU	Audits and Inspections Unit
AOC	Administrative Office of Courts
ARG	Alert Review Group
ARS	Arizona Revised Statutes
ASU	Arizona State University
ATU	Anti-Trafficking Unit
BAF	BIO Action Form
BB	Briefing Board
BIO	Bureau of Internal Oversight
BWC	Body-worn camera
CAB	Community Advisory Board
CAD	Computer Aided Dispatch
CBP	Customs and Border Protection
CDA	Command Daily Assessment
CEU	Criminal Employment Unit
CHU	Custody Hospital Unit
CID	Court Implementation Division
COrD	Community Outreach Division
CORT	Court Order Required Training
CPSM	Center for Public Safety Management
CRM	Class Remedial Matter
DOJ	Department of Justice

DSA	Deputy Service Aide
DUI	Driving Under the Influence
EEPM	Effective Employee Performance Management
EIS	Early Identification System
EIU	Early Intervention Unit
EPA	Employee Performance Appraisal
ESI	Electronically stored information
ETSI	Extended traffic stop indicator
FBI	Federal Bureau of Investigation
FEC	Full and Effective Compliance
FIDM	Fair and Impartial Decision Making
FOF	Findings of Fact
FTO	Field Training Officer
GI	General Instructor
ICE	Immigration and Customs Enforcement
IIU	Internal Investigations Unit
IR	Incident Report
IRM	Incident Report Memorialization
JED	Judicial Enforcement Division
LNET	Long non-extended traffic stop
LOS	Length of stop
LLS	Legal Liaison Section
MCAO	Maricopa County Attorney's Office
MCSO	Maricopa County Sheriff's Office
NETS	Non-extended traffic stops
NOI	Notice of Investigation
NTC	Non-Traffic Contact
NTCF	Non-Traffic Contact Form
OA	Open Axes
OIT	Officer in Training

PAL	Patrol Activity Log
PDH	Pre-Determination Hearing
POST	Peace Officers Standards and Training
PPMU	Posse Personnel Management Unit
PSB	Professional Standards Bureau
SID	Special Investigations Division
SIMS	Sheriff's Information Management Services
SMS	Skills Manager System
SPSS	Statistical Package for the Social Science
SRT	Special Response Team
TraCS	Traffic and Criminal Software
TSAR	Traffic Stop Annual Report
TSAU	Traffic Stop Analysis Unit
TSMR	Traffic Stop Monthly Report
TSQR	Traffic Stop Quarterly Report
VSCF	Vehicle Stop Contact Form

**Comments on the Draft Thirty-Ninth Report of the Independent Monitor for the
Maricopa County Sheriff's Office Provided by the Plaintiff Class
May 13, 2024**

Pursuant to Paragraph 132 of the Court's First Supplemental Permanent Injunction/Judgment Order (First Order), Doc. 606, Plaintiffs' comments on the draft of the Thirty-Ninth Report of the Independent Monitor for the Maricopa County Sheriff's Office (39th Draft Report or Draft Report), which covers the fourth quarter of 2023, October 1-December 31, 2023.

Section 1: Introduction

For this reporting period, Plaintiffs focus their comments on Training (Section 6), the Traffic Stop Documentation and Data Collection (Section 7), Supervision and Evaluation of Officer Performance (Section 9), Community Engagement (Section 11), Misconduct Investigations, Discipline, and Grievances (Section 12) and Complaints and Misconduct Investigations Relating to Members of the Plaintiff Class (Section 17). While each topic is separated by sections, Plaintiffs read these topics in unison, and not to be siloed and read in a vacuum. As we've stated many times before, meaningful, and effective supervision is fundamental to how MCSO will be able to eradicate racial disparities in traffic stops. Getting to this goal can only be achieved by working in concert with *all* sections of the Draft Report, and more precisely, in concert with all the provisions of the Court's Orders.

Section 6: Training

Paragraph 45 of the Order provides that "[t]he training may incorporate adult-learning methods that incorporate roleplaying scenarios, interactive exercises, as well as traditional lecture formats." Draft Order at 46. This provision of the Order applies equally to Posse personnel and Sworn staff. The Monitor noted that MCSO initially removed all Posse members from certain trainings like those related to implicit bias. *Id.* The Monitor also noted their concern and disagreement with the removal of Posse personnel who participate in patrol, report to sworn supervisors, are identified on shift rosters and Patrol Activity Logs, and use body-worn cameras. While MCSO agreed to provide the training to all intermediate and qualified armed personnel (QAP) Posse personnel, Plaintiffs believe there may be gaps in this policy and question whether the training that is being implemented to Posse personnel is effective. During a recent site visit, Plaintiffs learned that there is a question whether Posse were going out on patrol on their own. MCSO must ensure that there are adequate records and safeguards around Posse activities before even considering whether they should be excluded from critical trainings, particularly because the role that Posse members played in committing widespread abuses against the Plaintiff class that gave rise to this suit. If Posse members are being removed from critical

trainings such as implicit bias, MCSO should be found out of compliance with this provision of the First Order.

Section 7: Traffic Stop Documentation and Data Collection

While the Traffic Stop Annual Reports (TSARs) “continues to find in the examination of traffic stop outcomes disparities ‘that may indicate a systemic bias within the patrol function’ that need to addressed[.]” Plaintiffs implore MCSO to address and take the steps needed system-wide to eradicate the persistent racial disparities in traffic stops. Draft Report at 87 (¶ 70). The data has confirmed for years that disparate outcomes based on race and ethnicity in traffic stops is an agency-wide problem, and not limited to only a few Districts.

MCSO will continue to remain out of compliance with Paragraph 70 of the First Supplemental Injunction unless and until it can demonstrate to the Monitor and parties a concrete action plan on taking “appropriate steps at the agency level, in addition to initiating corrective and/or disciplinary measures against the appropriate Supervisor(s) or Command Staff.” *Id.* at 86. As Plaintiffs remarked in the previous quarters, the Constitutional Policing Plan was implemented “to address systemic issues identified in the [TSAR,]” (Draft Report at 86) however there appears to be a disconnect with what MCSO self-reports as making progress in achieving goals of the Plan, and the continued evidence of systemic racial disparities in traffic stops. While the Traffic Stop Analysis Unit (TSAU) vets and conducts interventions on those who have been flagged as outlier deputies for racial and ethnic disparities in traffic stops, it is not evident to Plaintiffs on the direct steps TSAU will take to change deputy behavior related to address potential bias. Corrective and focused measures must be implemented by members of the TSAU team. TSAU staff must be able to provide direct and clear feedback during interventions, which includes being able to articulate with District personnel, the purpose and objectives of the intervention process.

Section 9: Supervision and Evaluation of Officer Performance

Paragraph 87 of the First Order requires MCSO to hold Commanders and Supervisors “directly accountable for the quality and effectiveness of their supervision, *including whether Commanders and Supervisors identify and effectively respond to misconduct, as part of their performance evaluations and through non-disciplinary corrective actions...*” Draft Report at 127. Plaintiffs noted with concern that several EPAs reviewed by the Monitoring Team for each month this quarter failed to document new misconduct allegations against deputies or the resolution of such allegations, or failed to adequately assess a supervisor’s skills in reviewing misconduct investigations. Draft Report at 127-28, 146. These are core components of Paragraphs 87 and 99, and Plaintiffs agree with the Monitoring Team’s warning that MCSO risks non-compliance if

these deficiencies are not rectified. In addition, Plaintiffs recommend that the Monitoring Team defer their compliance finding until after reviews of the Traffic Stop Monthly Report (TSMR) interventions have been concluded. Evaluating whether MCSO is able to provide effective interventions to individual, outlier deputies who have been flagged for racial disparities is a critical component that must be part of the compliance-assessment process.

Similarly, Paragraph 83 of the First Order requires “MCSO Supervisors [to] provide the effective supervision necessary to direct and guide Deputies.” Plaintiffs note that an important step in making an assessment of effective supervision is determining whether the agency has been able to provide effective TSMR supervisory interventions. Reviewing the current Monitor’s Draft Report, Plaintiffs’ concerns have been confirmed that “the quality of interventions could be improved with more directed attention to promoting change in the deputy’s behavior that resulted in the original disparity.” Draft Report at 87 (¶ 70). Plaintiffs request that the effective compliance finding be reconsidered or deferred until after TSMR intervention evaluations have been thoroughly assessed by the Monitoring Team. In light of the Monitor’s conclusion that the quality of interventions could be improved, Plaintiffs urge the Monitor to reconsider his compliance finding with Paragraph 83.

While Plaintiffs are pleased with the number of staff hours MCSO has given to the community, we note that Paragraph 83 requires “Deputies are working to actively engage the community and *increase public trust and safety.*” (emphasis added) Draft Report at 120. Plaintiffs remind MCSO that the community engagement efforts as reflected in the spirit of the First Order are opportunities to create and increase public trust related to *Ortega Melendres* concerns and awareness.

Section 11: Community Engagement

Plaintiffs continue to commend MCSO for the contributions it has made to the community over the years. MCSO discussed its various community engagement efforts at prior site visits, which included “trunk-or-treat” and “coffee with a cop” events as well as providing members of the community tours. MCSO also noted that they have shown up to schools and organized backpack drives for the youth in the community. While these events are certainly positive, Plaintiffs remind the agency that MCSO should be engaging the community *constructively* as Paragraph 107 of the First Order requires. To that end, Plaintiffs believe that constructive engagement also entails providing space for feedback from the Plaintiff class whose experience with law enforcement has been fraught with fear and distrust. It is easier for community members and MCSO personnel alike to be part of community events where school supplies are being donated (for example) than it is for MCSO to host community events where community members are invited to raise

their concerns and questions about disparate treatment behavior committed against them by patrol deputies. MCSO should consider that members of the public may not likely be as forthcoming with their true concerns in certain settings such as those where they are receiving gifts or while on a tour with deputies.

Section 12: Misconduct Investigations, Discipline, and Grievances

In relation to Paragraph 216, the monitors note a prolonged issue with PSB addressing memos of concern authored by investigators regarding policy, training, and equipment. Although the Monitors note improvement in addressing these memos, Plaintiffs would also note their concern that this seems to be a common occurrence. It appears that MCSO is reluctant to follow through on certain policy changes even when suggested by their own commissioned studies. MCSO's mechanisms for troubleshooting issues are only valuable when coupled with meaningful and timely remedial efforts. Plaintiffs are encouraged by MCSO's progress addressing these memos of concern and would encourage MCSO to make similar progress throughout the implementation of the Court's orders.

Paragraph 242 of the Second Order requires the Sheriff to "make complaint forms widely available at locations around the County...The Sheriff will ask locations, such as public library branches and offices and gathering places of community groups, to make these materials available." Plaintiffs have previously objected to the full and effective compliance finding in this provision, in part, because it was unclear whether MCSO was proactive in identifying locations with high Plaintiff class traffic to place complaint forms. Plaintiffs emphasize the Monitor's recommendation that the Community Outreach Division ("COrD") continue to identify these locations as recommended by the Community Advisory Board. Draft Report at 227. Plaintiffs encourage the COrD to identify Latinx markets, carnicerías (butchers), panaderías (bakeries), and other Latinx small businesses that are willing to have them available. Although these locations may seem to generally have less foot traffic compared to large grocery chains, they likely will have higher concentrations of members of the Plaintiff class.

MCSO remains out of compliance with Paragraphs 194 and 204 due to ongoing delays with timely completion of administrative investigations. Draft Report at 183, 196. Plaintiffs are particularly concerned that the average time to complete an investigation increased from 699 days to 827 days, as reported during the February 2024 site visit while the average caseload for PSB investigators has remained at 42 active cases per month. Draft Report at 186, 197. Plaintiffs emphasize the Monitor's concerns regarding the growing number of pending investigations despite training, efforts to streamline processes, and the creation of alternative methods to handle complaints. Draft Report at 186. Although PSB staffing has been an issue, it is not clear that an increase in PSB staffing will necessarily correlate with a decrease in caseload and investigation times.

Section 17: Complaints and Misconduct Investigations Relating to Members of the Plaintiff Class

Plaintiffs note that MCSO remains out of compliance with Paragraph 281 of the Second Order. The Monitor has addressed in the current Draft Report discussions the monitoring team has had with the PSB Commander related to “appropriate training [that] could be identified and delivered as part of the required eight-hour training for PSB investigators this year.” Draft Report at 255. The Monitor stated “the PSB Commander informed us again that the Bureau had not yet located any potential training that he believed would be appropriate regarding either disparate treatment or conducting credibility assessments.” *Id.* Looking back at several Quarterly Reports, PSB has continually repeated this inability to locate this potential training. Plaintiffs urge the Monitor to inquire of MCSO why they have been unable to locate an appropriate training program with these critical training components. Also, Plaintiffs urge the Monitor to inquire of MCSO, what would be considered an “appropriate” training program in the areas of disparate treatment assessments and how to conduct credibility assessments.

Maricopa County Sheriff's Office
Comments on Monitor's Thirty-ninth (39th) Quarterly Draft Report
October 1, 2023 – December 31, 2023

The Monitor's Thirty-ninth (39th) Quarterly Draft Report covers the time from October 1, 2023, to December 31, 2023 (the "Draft Report"). MCSO continues to work with the Monitor, the American Civil Liberties Union, and the Department of Justice to achieve compliance with the Court's Orders. MCSO is dedicated to following best police practices and gaining full and effective compliance with the Court's Orders.

On April 8, 2024, MCSO submitted and filed with the Court its 39th Quarterly Report (Doc. 2994), which delineates the steps that have been taken to implement the Court's Orders and the plans to address problems and responses to concerns raised in the Monitor's previous Quarterly Report. MCSO requests that the content of its 39th Quarterly Report be considered as comments to the Monitor's Draft Report as it contains relevant feedback. MCSO's additional comments to the Monitor's compliance findings and other issues in the Draft Report are listed below.

First Order

Section 6. Training.

Paragraph 42. The Draft Report notes (at 44) that, at the Monitor's February site visit, the Monitor encouraged MCSO to expand training instructor observations. MCSO has taken this recommendation seriously and is working to ensure evaluations of instructors are spread more evenly across different courses and instructors.

Section 7. Traffic Stop Documentation and Data Collection.

Paragraph 65. The Draft Report states (at 77) that, in response to TSQR 12, MCSO did not include any statement of action by MCSO. To clarify, MCSO published a statement of action in the following quarter (available at https://www.mcsobio.org/_files/ugd/b6f92b_f6a75b1d9c51421291713d850bb8075f.pdf), and MCSO also undertook body worn camera (BWC) reviews to further identify possible explanations for the disparities identified in TSQR 12. The Draft also correctly indicated that MCSO conducted Town Halls in each District regarding the findings.

Paragraph 70. MCSO disagrees with the Draft Report's conclusion that MCSO is not in compliance with Paragraph 70.

MCSO requests that the Draft Report clarify the standard for compliance for Paragraph 70. MCSO believes that to comply with Paragraph 70 it must (1) conduct the required traffic-stop analyses; (2) closely monitor disparities identified in the analyses that show evidence of potential bias; and (3) identify and follow through on actions to attempt to reduce disparities. As noted in MCSO's most recent quarterly reports (Docs. 2935, 2952), MCSO is completing all required traffic stop reports and taking actions in response to the information in those reports. Compliance with Paragraph 70 is not measured by whether the disparate outcomes identified in the statistical studies

are reduced or eliminated in subsequent traffic stop analyses. Rather, it requires reasonable monitoring and follow up regarding disparities that are identified. *See* 11/26/2019 Tr. at 36 (noting that if MCSO is “taking all reasonable steps and all actions [MCSO] can in implementing that plan and . . . the statistics still are not moved, then I think that’s something that goes to MCSO’s credit, not . . . detriment”).

The Draft Report (at 91) asserts that “[b]ased on MCSO’s analysis of traffic stop data noted in the agency’s TSARs, the steps taken by MCSO have not resulted in the reduction of indicia of disparate treatment of the Plaintiffs’ class; therefore, the agency is not in compliance with this Paragraph.” MCSO does not believe this statement reflects the proper standard for assessing compliance. As noted previously, compliance should be based on whether MCSO is taking appropriate action in response to disparities that are identified in the traffic stop studies. MCSO asserts that it is doing so, and it described its actions in response to the most recent TSAR in its 39th Quarterly Report. (Doc. 2994-1 at 59-60.) Compliance should not be measured based on whether disparities exist. That standard is not consistent with the language of Paragraph 70, which focuses on taking reasonable actions in response to disparities that are identified.

Based on the appropriate standard, MCSO asserts that it is in compliance with this Paragraph. If the Monitor disagrees, he should nevertheless modify the Draft Report to clarify the applicable standard for assessing compliance and what the Monitor believes MCSO must do to comply.

Finally, the Draft Report’s explanation of the two parts of Paragraph 70 overlook a critical difference. The first sentence focuses on when a deputy or unit “*may* be engaging in racial profiling [or other prohibited conduct] . . . or there *may* be systemic problems regarding any of the foregoing.” (Emphasis added.) The second sentence addresses when MCSO or the Monitor “concludes that systemic problems of racial profiling [or other prohibited conduct] *exist*.” (Emphasis added.) MCSO takes action both at an individual level (through the TSMR process) and organization wide (through the TSAR process) as required based on the first part of Paragraph 70 because the disparities indicate there “*may*” be systemic problems. (*See* 11/26/2019 Tr. at 16:22-17:25.) Significantly, MCSO has not concluded that racial profiling “exists” at MCSO, and its ongoing investigation and close monitoring indicate that it does not. To MCSO’s knowledge, the Monitor has also not concluded that racial profiling exists. This distinction matters because suggesting that MCSO is required to take action under the second part of Paragraph 70 incorrectly suggests that racial profiling exists. Instead, MCSO is required to take action --and is taking action--under the first part of Paragraph 70 because the disparate outcomes indicate there “*may*” be systemic problems.

Separately, the Draft Report states that “MCSO continues to develop the EIU Operations Manual.” (Draft Report at 87.) To be clear, the EIU Operations Manual was finalized in the second quarter of 2023. It is now updated as needed. In the fourth quarter of 2023, Appendix A to the operations manual was updated to reflect the threshold analyses changes for External and Internal Complaint incidents.

The other aspect of compliance with Paragraph 70 is the Constitutional Policing Plan (CPP), approved in 2017. As described in MCSO's 38th and 39th Quarterly Reports, MCSO believes it has completed the goals of the CPP and is in compliance with the goals that require ongoing action.

As to the CPP, in the discussion of Goal 2, the Draft Report states that MCSO identified an issue that "may have led supervisors to not properly document employee information in EPAs, as it pertains to the requirements of Paragraph 99." (Draft Report at 89.) To clarify, the potential issue that MCSO identified is that some information available to the Monitor is not available to a supervisor completing an EPA, such as when a complaint lists a supervisor as a potential witness. In those instances, the Monitor has access to different information than the supervisor completing the EPA. For similar reasons, MCSO believes that other EPAs the Monitor identified as deficient were actually compliant. These issues are discussed further in the comments to the relevant EPA paragraphs. Because of these issues, MCSO recommends that the Monitor reconsider its assessment of certain EPAs and remove the final sentence of the Monitor's Goal 2 discussion from the final report.

MCSO recommends that the discussion in the Draft Report of the enhanced training on the TSAR, described in Goal 3, be modified to more fully address the TSAR training. In addition to explaining the statistics in the TSAR, the training addresses decision-making and implicit bias. The focus on the TSAR was to help deputies better understand the disparities identified in the Report and the tools deputies use to support fair and impartial decision-making. The Draft Report's comment that the training "specifically addressing statistical modeling to make it more comprehensible" understates the scope and purpose of the training.

MCSO also recommends that the Draft Report be modified to reflect that the enhanced trainings under Goals 3, 4 and 5 will focus on the results of the traffic stop reports. This is consistent with the understanding of the Monitor and parties, as described in the Monitor's 38th Quarterly Report. (Doc. 2989 at 90-91.)

The Draft Report indicates that MCSO continued to report a 77% completion rate for Goal 9. (Draft Report at 90.) MCSO records of the Smartsheet indicate that Goal 9 was 100% completed at the end of the Fourth Quarter 2023. Therefore, MCSO recommends that the Draft Report be modified accordingly.

The Draft Report goes on to discuss several hiring events MCSO held in this quarter. (*Id.*) To clarify, MCSO held an on-site, walk-in event in October that generated 36 applicants. A similar event in December generated fewer applicants. No such event was held in November. It should be noted that the Draft Report is not a complete listing of MCSO's activities. Additional activities are included in MCSO's February 2024 response to the Monitor's pre-site visit request.

Finally, the Draft Report notes that state-funded sign-on incentives have been extended to August 2024. For clarity, those incentives have been continued until August 2024 or until funding is exhausted, whichever occurs first.

Paragraph 72. The Draft Report states that "MCSO has conducted threshold analyses on vehicle pursuits, deputy accidents, and internal investigations and applied the results accordingly to the

Appendix.” (Draft Report at 93.) As noted above, MCSO has also completed a threshold analysis on external complaints, and the Draft Report should be corrected to reflect that. Additionally, the threshold that the Monitor describes as “internal investigations” is a threshold for internal complaints. The Draft Report should be corrected to reflect this as well.

Paragraph 81. In discussing Paragraph 81(b), the Draft Report notes that MCSO has revised the EIU Operations manual and that it now includes “new threshold analysis for vehicle pursuits, accidents, and internal complaints.” (Draft Report at 113.) The EIU Operations Manual also now includes a threshold analysis for external complaints, and the Draft Report should be updated to reflect that.

Section 9: Supervision and Evaluation of Officer Performance

Paragraph 87. In the Monitor’s review of EPAs under this Paragraph, the Monitor found 40 out of the 45 EPAs reviewed were in compliance. After reviewing the EPAs the Monitor found deficient, MCSO believes that three of these EPAs were in compliance and asks that the Draft Report be updated accordingly.

The first EPA MCSO believes should be found in compliance was a deputy EPA in which the Monitor asserts the “EPA failed to note a misconduct investigation that was initiated during the appraisal period.” (Draft Report at 127.) However, the allegation involving this deputy was not linked to the employee until after the appraisal period had ended. The fact that the supervisor listed other complaints involving the Deputy but not the one linked on August 10, 2023, is indicative of the supervisor using the information available to them at the time they checked the record in conjunction with their completion of the EPA. As such, this EPA should be found in compliance, particularly when the expectation would be that the next EPA will also mention the complaint as being open/resolved during the subsequent appraisal period.

The second EPA MCSO believes should be found in compliance was a supervisor EPA which the Monitor believed omitted discussion of the quality of supervisory review. (*Id.*) Although the supervisor may not have specifically used the label of “EIS Reviews,” the supervisor’s narrative regarding the performance of this new sergeant makes clear that the supervisor is conducting the appropriate EIS reviews. For example, the EPA states:

- “On a daily basis he reviews routine documentation authored by employees and tracks employee activities. When necessary, he follows-up with an appropriate response.”
- “Sgt. XXX recently discovered an issue with a subordinate’s attendance and overall job performance. He has shown to take action appropriate to addressing early identification protocols. He has been actively documenting the employee’s activity and will be having further discussions with him in the near future.”

A sergeant cannot “take action to address early identification protocols” if they are not reviewing the EIS for awareness. MCSO considers the foregoing as representative of the supervisor recognizing the sergeant’s work that involves review of EIS information and therefore requests reassessment of this EPA as compliant.

The final EPA MCSO believes should be found in compliance was a supervisor EPA that the Monitor believed failed to note an open misconduct investigation. (*Id.*) In this instance, the supervisor would not have been able to see that the IA had been opened: both the EPA rater (lieutenant) and the captain were listed as witnesses in the complaint, so the complaint was not visible to them in the EIS. In other words, this EPA addressed all information available to the individual completing the EPA. Instead, the complaint would be referenced in the subject employee(s)' next EPA after it became visible to the individual completing the EPA.

If these EPAs are found in compliance, then the total number of EPAs in compliance for this quarter would be 43 out of 45; 14 out of the 15 deputy EPAs reviewed and 29 of the 30 supervisor EPAs reviewed. MCSO requests that the Monitor reassess these EPAs and update the Draft Report accordingly.

Paragraph 92. MCSO's comments regarding Paragraph 87 discuss one of the EPAs found non-compliant under this Paragraph. Accordingly, MCSO requests that this Paragraph be reassessed and updated as well.

Paragraph 95. MCSO's comments regarding Paragraph 87 discuss one of the EPAs found non-compliant under this Paragraph. Accordingly, MCSO requests that this Paragraph be reassessed and updated as well.

Paragraph 99. MCSO's comments regarding Paragraph 87 discuss two of the EPAs found non-compliant under this Paragraph. Accordingly, MCSO requests that this Paragraph be reassessed and updated as well.

Paragraph 100. MCSO's comments regarding Paragraph 87 discuss one of the EPAs found non-compliant under this Paragraph. Accordingly, MCSO requests that this Paragraph be reassessed and updated as well.

Section 11: Community Engagement

Paragraph 115. The Draft Report (at 156) describes the Monitor's "understanding that while CAB members have, in fact, forwarded to MCSO their commentary on some of the agency's proposed policies, the commentary was never received by the Policy Section in the past." However, the Draft Report does not assert that MCSO is currently not forwarding feedback from the CAB to the Policy Section. Indeed, the Draft Report makes clear that MCSO is relaying the feedback it receives from the CAB, if any, to the Policy Section. As such, MCSO requests that the quoted sentence be deleted from the final report.

Concluding Remarks

MCSO notes that if the Monitor reassesses compliance with certain EPAs as MCSO recommends, the compliance percentages in this section of the Draft Report will need to be changed.

MCSO also recommends that the Paragraph regarding training be omitted because it is not accurate. The discussion of the Community Survey incorrectly states that “MCSO decided that the agency would not ultimately pursue this project.” To the contrary, although the Monitor and parties objected to the proposal, MCSO decided to proceed with the survey, as described in MCSO’s 39th Quarterly Report. (Doc. 2994-1 at 59-60.) MCSO also disagrees with the statement that “MCSO continues to struggle with the creation of ‘enhanced training’ associated with the CPP.” MCSO consistently provides enhanced trainings. This past year, the Monitor agreed with MCSO’s proposal to focus the enhanced training on the TSAR 8 results. (Doc. 2989 at 91.)

MCSO recommends that the Paragraph addressing PSB staffing be modified. It currently says that during 2023, “PSB maintained the minimum staffing level of 39 investigators.” (Draft Report at 287.) MCSO recommends that “maintained” be replaced with “exceeded” to more accurately reflect the number of PSB investigators.

MCSO further recommends that the Paragraph discussing the EIS system be modified. The Draft Report expresses concern that the “majority of recurring alerts did not result in an enhanced intervention, or any explanation as to why.” (Draft Report at 288.) Under GH-5 (Early Identification System), enhanced interventions are not required for reoccurring EIS Alerts. Instead, whether there are reoccurring alerts is one of several factors a supervisor considers in identifying the appropriate intervention. This consideration is further informed by the fact that many of the alert thresholds are sensitive and subject to further review; this process has been completed for vehicle accidents, vehicle pursuits, external complaints, and internal complaints. That said, MCSO is incorporating feedback it has received regarding reoccurring alert analysis and has agreed to incorporate further explanation of secondary interventions.

MCSO recommends that the Paragraph about EPAs be modified in light of MCSO’s other comments regarding compliance. MCSO recommends that the Monitor reconsider the sentences in the Draft Report stating “[d]uring this reporting period, again there were a number of deficiencies noted with EPAs; these deficiencies were in areas we have previously discussed with MCSO. We do not believe the deficiencies are a result of process or system failures, but more attributable to the inattentiveness of rating supervisors when completing EPAs.” MCSO believes these statements should be omitted from the final report. As previously explained, MCSO believes some of the EPAs identified as deficient should be reassessed and determined to be compliant. MCSO also believes that these statements overstate the extent of the errors, even based on the Monitor’s assessment. The implementation of the improved EPA system has been a significant achievement, and these comments are excessively negative and, MCSO believes, inaccurate critique comments that should be deleted.

MCSO further recommends that the comments regarding the average investigative time be omitted, or at least additional information be provided. The Draft Report notes that the average time to full closure and average investigative time increased during this reporting period. The

increase in average time to closure does not mean less progress was made. Just the opposite. It means that more old cases are being closed and more old investigations are being completed. (*See* Doc. 2994-1 at 98.) The closure of old cases increases the average days to closure. It is simply part of the process of clearing out the backlog. Rather than highlighting these statistics regarding averages, a more meaningful number to emphasize would be the actual reduction in the backlog which, as noted in Paragraph 364, continues to decline.

**Comments on the Draft Thirty-Ninth Report of the Independent Monitor
for the Maricopa County Sheriff's Office
Provided by Plaintiff-Intervenor United States
May 15, 2024**

Pursuant to Paragraph 132 of the Court's Supplemental Permanent Injunction (First Order) (Doc. 606), Plaintiff-Intervenor United States comments on the draft of the Thirty-Ninth Report of the Independent Monitor for the Maricopa County Sheriff's Office (Draft Report), which covers the fourth quarter of 2023.

How to Read These Comments

The United States is providing these comments pursuant to Paragraph 132 of the First Order, which states:

The Monitor shall provide a copy of quarterly reports to the Parties in draft form at least 21 business days prior to filing them with the Court to allow the Parties to provide written comment on the reports. The Monitor shall consider the Parties' responses and make any changes the Monitor deems appropriate before issuing the report. The Monitor shall attach to his or her report copies of any comments submitted by the Parties.

(First Order at 51-52.)

What may be somewhat confusing to members of the public is that when our comments prompt the Monitor to make changes or clarifications to a Draft Report, those changes are reflected in the final version that is made available to the public. But our comments, which are appended to that final version, actually refer to an earlier draft. Because of this discrepancy, our citations to page numbers may be wrong, and any specific language in the draft with which we take issue may differ from the final version.

Section 1: Introduction

We have no comments on this section.

Section 2: Methodology and Compliance Summary

We have no comments on this section.

Section 3: Implementation Unit Creation and Documentation Requests

We have no comments on this section.

Section 4: Policies and Procedures

Paragraphs 32 and 33. These paragraphs pertain to the reporting of policy violations and the timely, quality processing of internal affair investigations at the PSB (Professional Standards Bureau) and district levels. We agree with the Monitor's conclusion that MCSO is not in compliance with these paragraphs. As the draft report indicates, MCSO still struggles with

processing investigations in an efficient and adequate manner. During this reporting period, the Monitor reviewed 62 administrative investigations. There was a decrease in compliance for investigations conducted by District or other non-PSB personnel, from 85% in the last quarter to 78% this quarter. Draft Report at 34-35. The average time for Districts to submit cases to PSB for review was 437 days, only a slight improvement from the previous quarter's 449 days. *Id.* at 35. The District cases continue to have investigative deficiencies such as unsupported findings and lack of thoroughness; three investigations reviewed during this period had leading questions. *Id.* PSB investigations are of higher quality, but only 16% of PSB investigations reviewed in this reporting period met all requirements, including timelines. *Id.* This represents a decrease in compliance from 21% last reporting period. *Id.* MCSO should work to address the identified deficiencies in District investigations with enhanced training and supervision. MCSO should also work to ensure there are appropriate staff to complete the investigations in a timely manner, whether they are conducted by District or PSB investigators.

Section 5: Pre-Planned Operations

We have no comments on this section.

Section 6: Training

We have no comments on this section.

Section 7: Traffic Stop Documentation and Data Collection and Review

Throughout this section of the Draft Report, the Monitor has identified specific incidents in which it observed noncompliance with the Court's orders and MCSO policy. The Monitor also acknowledges throughout this section the importance of strong supervisory review to correct and prevent such violations. All Parties have agreed with this observation. We therefore suggest that, in addition to reporting on specific non-compliant traffic stops, the Monitor also report whether the deficiencies it observed were also identified or corrected by MCSO prior to the Draft Report. This information would be useful to the Parties in evaluating supervision and accountability at MCSO.

Paragraph 54(g). We agree with the Monitor's recommendation to hold Paragraph 54(g) out of compliance. This subparagraph requires deputies to document whether they make contact with any passengers during a traffic stop, the nature of the contact, and the reasons for the contact. Where a deputy asks any questions of a passenger beyond a greeting, including asking passengers to identify themselves, the Monitor determines whether the deputy memorialized the contact on a citation, warning, or, most typically, an Incidental Contact Receipt. MCSO remains out of compliance with this subparagraph due to inconsistent reporting. This quarter, in 11 of 60 stops that the Monitor reviewed to assess compliance with this subparagraph, deputies failed to adhere to policy requiring them to provide citations, warnings, or Incidental Contact Receipts to passengers with whom they made contact, thus failing to adequately document "the nature of the contact" and the reasons for it. Draft Report at 62. Deputies appear to be generating the forms during the stops but failing to give them to the passengers. These deficiencies in documentation raise concerns about supervisory review. Under MCSO policy, supervisors must review and discuss all traffic stops conducted by deputies they supervise; such a requirement is intended to

ensure supervisors can immediately recognize such deficiencies and act. MCSO should evaluate what remedial action could interrupt this pattern of noncompliance, and should also determine whether first-line supervisors are identifying these gaps in real time in the course of their supervisory duties.

Paragraph 54(i). We continue to believe that MCSO is not in full compliance with Paragraph 54(i), which requires MCSO to electronically collect during traffic stops the time the stop/detention was concluded either by citation, release, or transport of a person to jail or elsewhere or deputy's departure from the scene. Draft Report at 64. As we have explained in our comments to previous Monitor reports, rather than identifying a way to accurately collect this required information, MCSO has altered its vehicle stop contact form to allow deputies to identify certain stops that typically take longer, such as DUI investigations or those that require a tow truck. But in collecting stop data, MCSO does not require that deputies record when the person stopped is free to go and no longer "seized" for purposes of the Fourth Amendment. Rather, MCSO records the time a stop is "cleared" in the computer-aided dispatch system (CAD), which occurs when the deputy no longer has any responsibilities pertaining to that stop. While CAD clearance typically establishes when a deputy departed from the scene, it does not establish when "the stop/detention was concluded" for purposes of the injunction, leaving out critical information about MCSO's compliance with the injunction and the Fourth Amendment in an area where the Court previously found widespread constitutional violations. In addition, MCSO has not provided guidance to deputies on how to appropriately identify stops that were "extended," or conducted audits to ensure that this categorization is done consistently throughout the agency. The accuracy of data about the length of a stop is critical to ensuring that MCSO has a full picture of what its deputies are doing. The Monitor's assessment of this subparagraph does not address this gap in data collection.

Paragraph 56. We disagree with the Monitor's assessment that MCSO is in compliance with this paragraph, which requires that the traffic stop data collection system be subjected to regular audits and quality-control checks and that MCSO develop a protocol for maintaining the integrity and accuracy of the traffic stop data. Draft Report at 67-69. We continue to believe that, as part of this auditing and quality-control protocol, MCSO should calculate error rates when audits uncover problems in the data and then use those error rates to assess whether problems are serious enough to warrant changes to policy or procedure.

Paragraph 70. This paragraph requires MCSO to take reasonable steps to investigate and closely monitor the situation if any of its analyses of traffic stop data indicates that a particular deputy or unit may be engaging in racial profiling, unlawful searches or seizures, or unlawful immigration enforcement, or that there may be systemic problems regarding any of the foregoing. Where MCSO or the Monitor concludes that systemic problems of racial profiling, unlawful searches or seizures, or unlawful immigration enforcement exist, this paragraph also requires MCSO to take appropriate steps at the agency level, in addition to initiating corrective and/or disciplinary measures against the appropriate Supervisor(s) or Command Staff.

MCSO is not currently in compliance with Paragraph 70 and, according to the Monitor's reports, MCSO has not once demonstrated compliance with this requirement over nine years of monitoring. Draft Report at 88-89. MCSO's annual analysis of traffic stop data has consistently reported disparate outcomes on the basis of race and ethnicity, including the latest Traffic Stop

Annual Report. *See* Doc. 2910-1 at 10. The Monitor explains that MCSO “continues to find . . . disparities ‘that may indicate a systemic bias within the patrol function’ that need to be addressed.” Draft Report at 87.

As the Monitor explains, “[t]here are two parts to Paragraph 70”: the first part “relates to individual deputies’ actions and MCSO’s response to these actions,” while the second part “requires MCSO to address organizational systemic problems.” Draft Report at 91. MCSO uses the Traffic Stop Monthly Report (TSMR) process to analyze the activities of individual deputies with unusually large racial disparities in enforcement, as compared to their peers. After significant delays in establishing a sound methodology to flag deputies for intervention, MCSO has begun implementing this program. Draft Report 87. The TSMR program does not address disparities that may result from systemic causes, such as agency-wide deployment or enforcement practices. MCSO provides documentation and recordings of the TSMR interventions. These materials show that MCSO’s Traffic Stop Analysis Unit conducts vetting and interventions, but more work is needed to ensure that the process will lead to changes in deputies’ enforcement activity. For example, supervisors in the Analysis Unit should be more direct in their feedback to deputies and should more clearly explain the rationale for the intervention process. The Monitor explains that “the quality of interventions could be improved with more directed attention to promoting change in the deputy’s behavior that resulted in the original disparity.” Draft Report at 87. MCSO must sustain the TSMR program and work to improve the quality of the interventions.

But by design, the TSMR is calculated only to address the behavior of individual deputies with extreme enforcement patterns. It is not designed to more broadly address the systemic disparities that MCSO’s own data have shown for years. And when data show “systemic problems of racial profiling,” MCSO must “take appropriate steps at the agency level.” First Order at ¶ 70. Given MCSO’s long history of discriminatory traffic enforcement, MCSO’s leaders must implement broader measures to modify behavior “at the agency level” to achieve compliance with Paragraph 70.

The United States has repeatedly raised concerns that MCSO is not taking sufficient steps at the agency level to address persistent racial disparities in traffic stops. *See, e.g.*, Doc. 2989-3 at 3-5 (describing MCSO’s recent responses to traffic stop analyses and the need for “agency-wide steps to reduce racial disparities in traffic enforcement”); Doc. 2887-3 at 4-6; (urging MCSO to “determine whether additional policy changes related to traffic stops could address the racial and ethnic disparities”); Doc. 2802-3 at 5-6 (same).

The Monitor explains, “Based on MCSO’s analyses of traffic stop data noted in the agency’s [Traffic Stop Annual Reports], the steps taken by MCSO have not resulted in the reduction of indicia of disparate treatment of the Plaintiffs’ class; therefore, the agency is not in compliance with this Paragraph.” Draft Report at 91. The Monitor recently invited the Parties to discuss the requirements of Paragraph 70 and the Constitutional Policing Plan. Doc. 2926 at 274. During and after the October 2023 site visit, the United States identified several strategies that may reduce disparities and help MCSO achieve compliance with Paragraph 70, including prioritizing road safety in traffic enforcement, ensuring stronger supervision based on real-time data, and implementing action plans to address disparities. MCSO has indicated a willingness to consider

these strategies, the United States looks forward to their implementation. The United States will continue working with the Parties and the Monitor to find a path forward on Paragraph 70.

Section 8: Early Identification System (EIS)

Paragraph 72: This paragraph requires MCSO to develop and implement an Early Identification System (EIS) to “support the effective supervision and management of MCSO Deputies and employees.” MCSO must “regularly use EIS data to promote lawful, ethical and professional police practices; and to evaluate the performance of MCSO Patrol Operations Employees across all ranks, units and shifts.”

We agree with the Monitor that MCSO is not in compliance with this paragraph. MCSO has an EIS, but the agency must “*regularly use* EIS data to promote lawful, ethical, and professional police practices.” The Monitor’s report raises concerns over whether MCSO is using data to drive changes in practices. For example, in the Traffic Stop Data Inspection for this quarter, MCSO reported compliance rates above 99%, but the Monitor found lower compliance rates due to “several missing notations as to how contacts were concluded, license plate incongruities, incorrect notation regarding an arrest, and an incorrect ethnicity.” Draft Report at 95. The Monitor also discusses MCSO’s evaluation of BIO Action Forms: MCSO published its first study in September 2022 and its second study in May 2023. The Monitor found “similarities between the first and second [BIO Action Form] inspection studies,” including that “Lack of Documentation” was “the highest deficiency category,” “Lake Patrol stood out for problems of incorrect documentation in the Traffic Stop Data Inspection,” and “[Incident Report] and Traffic Stop Data Inspections were again in the top three inspections with the most issues.” Draft Report at 95. MCSO also observed that among supervisors “with a disproportionate number of” BIO Action Tracking Forms, there were “some supervisors” who “had issues arise amongst a number of their subordinates,” which suggested the need for “squad interventions,” rather than individual interventions. Draft Report at 95. The consistency of these problems over time raises concerns that MCSO may not be using data to address deficiencies and make changes in practices.

Section 9: Supervision and Evaluations of Officer Performance

Paragraph 83. This paragraph requires that MCSO supervisors “provide the effective supervision necessary to direct and guide Deputies,” including by responding to misconduct complaints; ensuring that deputies engage the community and increase public trust and safety; and providing counseling, redirection, and support to deputies as needed. MCSO must hold supervisors accountable for performing each of these duties.

We disagree that MCSO is in compliance with this paragraph, as we explained in our November 2022 objection to the Monitor’s finding. In particular, the Monitor should consider MCSO’s implementation of the Traffic Stop Monthly Report (TSMR) in assessing compliance with Paragraph 83 and other paragraphs related to supervision. The TSMR program is intended to identify and intervene with individual deputies who have unusually large racial disparities in enforcement, as compared to their peers. Indeed, the Monitor found that “the quality of [MCSO’s] interventions could be improved with more directed attention to promoting change in the deputy’s behavior that resulted in the original disparity.” Draft Report at 87. Because the TSMR process will require MCSO to demonstrate effective supervision through meaningful

interventions that address individual patterns of disparate traffic enforcement, the Monitor's finding for Paragraph 83 should be changed to "deferred."

Section 10: Misconduct and Complaints

We have no comments on this section.

Section 11: Community Engagement

We have no comments on this section.

Section 12: Misconduct Investigations, Discipline, and Grievances

Paragraph 178. This paragraph requires MCSO to provide all supervisors and all personnel assigned to PSB with "40 hours of comprehensive training on conducting employee misconduct investigations."

The Monitor finds MCSO in "full and effective compliance" with this requirement. Draft Report at 172. However, the Monitor has recommended that MCSO revise this training to focus on specific requirements of Paragraph 178—properly weighing the credibility of civilian witnesses against employees, using objective evidence to resolve inconsistent statements, and the proper application of the appropriate standard of proof. *See* Independent Monitor's 31st Quarterly Report (31st Report) (Doc. 2780) at 167. The Monitor has also recommended that the revised training (1) address the requirements of Paragraph 206 (f) and (g) (providing explicit and precise findings detailing credibility assessments), (2) review the standard of proof for substantiating an allegation, and (3) cover case law that is relevant to PSB investigations. *Id.* The Monitor's recommendations correspond to deficiencies the Monitor identified in PSB's investigations. *Id.* at 247-48.

The Monitor should not find MCSO in full and effective compliance with Paragraph 178 until the agency has established that it can update this training regularly, as required by Paragraph 47 ("MCSO shall regularly update the Training to keep up with developments in the law and to take into account feedback from the Monitor, the Court, Plaintiffs and MCSO Personnel."). The Monitor should also require MCSO to refine its trainings to address deficiencies with its investigations, as recommended by the Monitor. If MCSO does not regularly update this training to address what it learns about how investigators need to improve, the training will not serve its purpose.

In addition, the Court has indicated in its remedial order finding MCSO in contempt that PSB staff may require additional training on conducting misconduct investigations. *See* Doc. 2830 (Third Order) at ¶ 350 ("The Monitor will assess MCSO's compliance with the investigative requirements of this order and shall determine whether training on investigative planning and supervision is needed and implement such training."). The Monitor's finding that MCSO is already in full and effective compliance with the requirement to provide training on investigations is therefore premature.

The United States continues to object to the Monitor’s determination that MCSO is in full and effective compliance with this paragraph. The Monitor should change its finding to “Deferred” because MCSO did not demonstrate compliance with this paragraph during this review period.

Paragraph 179. This paragraph requires supervisors and PSB personnel to receive eight hours of in-service training each year.

The Monitor finds MCSO in “full and effective compliance” with this requirement. Draft Report at 173. However, the Monitor has recommended that MCSO revise this training to focus on specific requirements of Paragraph 179—properly weighing the credibility of civilian witnesses against employees, using objective evidence to resolve inconsistent statements, and the proper application of the appropriate standard of proof. 31st Report at 167. The Monitor also recommended that the revised training (1) address the requirements of Paragraph 206 (f) and (g) (providing explicit and precise findings detailing credibility assessments), (2) review the standard of proof for substantiating an allegation, and (3) cover case law that is relevant to PSB investigations. *Id.* The Monitor’s recommendations correspond to deficiencies the Monitor identified in PSB’s investigations. *Id.* at 247-48.

PSB’s first draft of 2022 training materials required by Paragraph 179 establishes that the Monitor should not find MCSO in full and effective compliance with this paragraph. The draft materials fell short of the Court’s requirement that all MCSO training “aspire[] towards industry best practices and include[] adult-learning methods that incorporate realistic role-playing scenarios [and] interactive exercises...” First Order, ¶ 1(nn). Instead, the draft training consisted of almost 200 text-heavy slides presented over a 5.5-hour period, with one hour-long learning activity. The content included serious problems, including quoting (without attribution) from an FBI bulletin about the Reid interrogation method, while omitting cautionary information in the bulletin about flaws with this method.

MCSO is not in full and effective compliance with this paragraph. MCSO should demonstrate that it is capable of developing a training in the first instance that meets the standards that the Court expects, including using adult learning techniques and interactive exercises. *See* First Order, ¶¶ 1(nn), 45. A finding of full and effective compliance indicates that MCSO is able to comply with the requirements of this paragraph without the supervision or intervention of the Monitor, Plaintiffs, or the United States. MCSO’s draft training establishes that the agency is not able to meet this standard.

The United States continues to object to the Monitor’s determination that MCSO is in full and effective compliance with this paragraph. The Monitor should change its finding to “Deferred,” because MCSO did not demonstrate compliance with this paragraph during this review period.

Paragraph 192. This paragraph requires the PSB to review, at least semi-annually, all investigations assigned outside PSB to determine, among other things, whether the investigation has been properly categorized, whether the investigation is being properly conducted, and whether the investigator reached appropriate findings.

The United States continues to object to the Monitor's determination that MCSO is in full and effective compliance with this paragraph. Draft Report at 181. MCSO's assertion is premature, in light of the significant changes the Court has ordered in the Third Order regarding how MCSO classifies complaints of misconduct. The Monitor's finding for this paragraph should be changed to "Deferred," as MCSO will need to establish a pattern of sustained compliance with the Court's latest remedial order. Given that the Court has broadened MCSO's discretion to divert certain categories of complaints from PSB, *see* Doc. 2938, at 4 (court order amending GH-2, *Internal Investigations*), MCSO will have to establish that it is using this expanded discretion appropriately. To comply with this paragraph under the new paradigm, PSB will need to establish that it is capable of accurately assessing how complaints should be categorized, and whether entities outside PSB are handling complaints diverted from PSB appropriately.

Paragraph 200 and Paragraph 206. These paragraphs set forth extensive substantive requirements for how investigators should conduct investigations (Paragraph 200) and write investigation reports (Paragraph 206).

The United States continues to object to the Monitor's findings that MCSO is in full and effective compliance with these paragraphs. Draft Report at 192 and 199. These findings are premature, given that the Court has ordered significant changes to MCSO's investigative processes. The Monitor's findings for these paragraphs should be changed to "Deferred," as MCSO will need to establish a pattern of sustained compliance with the latest remedial order. In particular, the Monitor must newly evaluate PSB's current investigative practices to determine ways to improve efficiency. Third Order at ¶ 348. And the Court has required MCSO to develop investigative plans for each investigation, and to eliminate any unnecessary investigative steps. *Id.* Under this new regime, PSB will need to establish that it is capable of meeting the requirements of Paragraphs 200 and 206 and of making reasonable decisions about which investigative steps to pursue.

Paragraph 202. This paragraph requires internal affairs investigators to investigate any evidence of potential misconduct uncovered during the course of the investigation, regardless of whether the potential misconduct was part of the original allegation.

The United States continues to object to the Monitor's finding that MCSO is in full and effective compliance with this paragraph. Draft Report at 195. MCSO's assertion is premature, given that the Court has made significant changes in MCSO's investigative processes. If the Court expands MCSO's discretion to divert complaints from PSB, *see* Third Order at ¶ 353, MCSO will need to establish that when complaints are initially handled outside PSB, investigators are able to identify potential misconduct they encounter during the course of an investigation, and that, when that occurs, they refer the matter back to PSB for reclassification. The Monitor's finding for this paragraph should be changed to "Deferred," as MCSO will need to establish a pattern of sustained compliance under the Court's remedial order.

Paragraph 205. This paragraph requires PSB to maintain a database to track all ongoing misconduct cases. The paragraph also requires the database to generate alerts to the responsible investigator, their supervisor, and the PSB commander "when deadlines are not met."

The United States continues to object to the Monitor’s finding that MCSO is in full and effective compliance with this paragraph. Draft Report at 197. First, during contempt proceedings, the Court-appointed management expert found that the lack of internal mechanisms to monitor the progress of investigations was a root cause of the backlog of uncompleted investigations. Doc. 2790, Report on Untimeliness of Maricopa County Sheriff’s Office Internal Investigations: Challenges and Potential Solutions (July 2022) at 12; *id.* at 34 (“Last year, after a change in leadership at PSB, it was learned that completed PSB investigations often languished for months without any meaningful activity.”). In addition, there was “no formal internal expectation for how long a reviewer has to complete the process.” *Id.* at 34. To remedy this shortcoming, the Court ordered PSB to “establish expectations on the timeline for each step of the review process,” and “[a]ssess [the] current use of IAPro as a case management/tracking tool.” Doc. 2830, Third Order, at ¶¶ 348(d) and (e). The expert’s findings establish that PSB has not been using its case management database adequately to meet the requirements of Paragraph 205.

As recently as 2022, PSB did not have an adequate system for generating alerts to the appropriate members of the chain of command when investigative deadlines were not met. We have not seen evidence that MCSO has remedied this deficiency. Even if the agency had addressed this problem as soon as the court-appointed expert identified it, in 2022, MCSO would not have maintained compliance for the three years that the Monitor requires for a finding of full and effective compliance. First Order at ¶ 3; Draft Report at 4. MCSO should not be found in full and effective compliance with this paragraph.

Paragraph 208. This paragraph requires investigators to recommend a disposition for each allegation of misconduct, and to apply the appropriate evidentiary standard for each disposition.

The United States continues to object to the Monitor’s finding that MCSO is in full and effective compliance with this paragraph. Draft Report at 202. The United States has repeatedly identified errors in how MCSO’s internal affairs investigators apply the standard of proof. *See, e.g.*, Nov. 2, 2022, email from B. Aguirre (identifying investigation in which the investigator found that a complaint about a discriminatory comment was not sustained, despite statements from five witnesses corroborating the complaint, because investigators were “unable to determine to a sufficient preponderance” and were “unable to determine with any certainty” whether the comment was discriminatory); Jan. 19, 2022, email from N. Glass (identifying investigation in which the investigator did not recommend sustaining an allegation because he was “unable to confirm with any certainty” that the detention officer used an ethnic slur). The Monitor has recommended that MCSO address these deficiencies through training. *See, e.g.*, Doc. 2802, Monitor’s 32nd Quarterly Report (Aug. 23, 2022) at 170 (“We recommend that MCSO include content on . . . the standard of proof required to substantiate a finding.”). MCSO has yet to deliver a training addressing these deficiencies.

Paragraph 216. This paragraph requires the Commander of PSB to ensure that training, policy, tactical, or equipment concerns identified by PSB investigations are resolved.

The Monitor has repeatedly warned MCSO that it has inadequate procedures for ensuring that training, policy, tactical, and equipment concerns identified during investigations are resolved. *See, e.g.*, Independent Monitor’s 37th Quarterly Report (Nov. 27, 2023) (Doc. 2952) at 202

(“[W]e still have not observed a substantive improvement in the number of concerns pending.”); Independent Monitor’s 34th Quarterly Report (Feb. 27, 2023) (Doc. 2869) at 210-11 (“[M]any of these [concerns regarding policy] have remained pending for several years Concerns regarding training, tactical, and equipment have also remained pending for lengthy periods of time. We have discussed this issue with MCSO during multiple site visit meetings[.]”). Despite these concerns, the Monitor reports that during this review period, almost 50 training, tactical, and equipment needs are unresolved. Draft Report at 210. The Monitor nonetheless finds MCSO in compliance with the requirements of this paragraph. Draft Report at 208. We recommend that the Monitor change its finding to “out of compliance.”

Paragraph 240. This paragraph requires MCSO to make its complaint process accessible by requiring deputies to carry complaint forms and to provide individuals with complaint forms and information about how to file complaints, as well as the contact information of their immediate supervisor. The paragraph also requires MCSO to provide supervisors with telephones. Finally, supervisors must respond in a timely manner to civilian complaints.

The United States continues to object to the Monitor’s findings that MCSO is in full and effective compliance this paragraph.

The Monitor’s review to assess compliance with this paragraph is too narrow. The Monitor verifies that deputies have complaint forms in their vehicles and that supervisors possess MCSO-issued cell phones. Draft Report at 222. But this paragraph also requires deputies to provide certain information when members of the public ask to file a complaint, and for supervisors to respond in a timely manner. The Monitor states that MCSO’s complaint intake testing program has mostly found MCSO personnel to follow policy when responding to complaints. *Id.* But MCSO did not complete any complaint intake tests during the quarter under review, apparently because of difficulty the County had obtaining a new vendor to complete the tests. Draft Report at 236. The Monitor should not find MCSO in full and effective compliance with this paragraph without assessing compliance in all requirements of the paragraph. We recommend that this finding be changed to “Deferred.” A finding of “Deferred” is appropriate for “circumstances in which [the Monitor is] unable to fully determine the compliance status – due to a lack of data or information, incomplete data, or other reasons that we explain in the narrative of our report.” Draft Report at 4.

Paragraph 250. This paragraph requires PSB to “conduct regular assessments of the types of complaints being received to identify and assess problematic patterns and trends.”

To comply with this requirement, MCSO submits quarterly summaries to the Monitor. In the summaries, MCSO lists (1) the divisions that received that most complaints and (2) patterns and trends of complaints received within each MCSO division. The summaries then list the most common categories of complaints. The summaries conclude with lists of employees who were named as principals in multiple complaints during the quarter. MCSO includes the same information in its semi-annual reports on PSB.

The United States continues to object to the Monitor’s finding that MCSO is in “full and effective” compliance with this paragraph. Draft Report at 231. PSB’s quarterly summaries and semi-annual reports do not achieve the core purpose of Paragraph 250. In these reports, PSB

merely lists and categorizes the types of complaints it receives. Paragraph 250 requires PSB to take the additional steps of identifying and assessing patterns and trends. Without this analysis, PSB is failing to use its data to take actions calculated to prevent misconduct from occurring.

To illustrate: Seven of the eight quarterly reports PSB completed in 2020 and 2021 noted that the most common type of allegation was “‘rude’ behavior (demeaning, confrontational, condescending, yelling, and ‘attitude’) toward members of the public.” *See* April 2020-January 2022 semi-annual reports, available at <https://www.mcso.org/about-us/professional-standards-bureau/semi-annual-reports>.¹

If PSB were properly assessing problematic patterns and trends, as Paragraph 250 requires it to do, it would have identified that the agency appears to have an issue with rude behavior toward members of the public. This assessment could have led MCSO to take remedial measures, such as targeted training, audits, and communications to remind deputies of their obligation to be polite and respectful with members of the public. Instead, PSB simply continued—for two years—to keep reporting the same trend each quarter. PSB’s approach of categorizing complaints without assessing the obvious trends in those complaints does not help MCSO decrease the number of the misconduct complaints it receives, and does not comply with Paragraph 250. The Monitor should find PSB out of compliance with this paragraph.

Paragraphs 254-259: These paragraphs require MCSO to initiate a complaint intake testing program to assess whether employees respond appropriately when community members make complaints. Among other requirements, the program must assess MCSO’s intake of complaints submitted in person; by phone, mail, and e-mail; and through MCSO’s website. The program must consist of targeted and random testing, and must assess whether employees promptly notify PSB of complaints.

The United States respectfully objects to the Monitor’s findings that MCSO is full and effective compliance with these paragraphs. Draft Report at 235-238. For the second consecutive quarter, MCSO did not complete any tests of complaint intake, apparently due to difficulties the County encountered in obtaining a new vendor to administer the program. *See* Draft Report at 236; Independent Monitor’s 38th Quarterly Report (Doc. 2989) at 232. The Monitor should not find MCSO to be in full and effective compliance with these paragraphs during a time period when the program is not active. We recommend that this finding be changed to “Deferred.” A finding of “Deferred” is appropriate for “circumstances in which [the Monitor is] unable to fully determine the compliance status – due to a lack of data or information, incomplete data, or other reasons that we explain in the narrative of our report.” Draft Report at 4.

¹ This trend may be even more prevalent. In the remaining quarterly report for this two-year period, for January 2021, rude behavior came second after a closely related complaint: “inappropriate language/actions (use of profanity; inappropriate sexual comments or actions; threatening behavior; relationships with victims or inmates; and inappropriate social media posts) toward both employees and members of the public.” *See* January 2021 semi-annual report, available at <https://www.mcso.org/about-us/professional-standards-bureau/semi-annual-reports>.

Section 13: Community Outreach and Community Advisory Board

We have no comments on this section.

Section 14: Supervision and Staffing

We have no comments on this section.

Section 15: Document Preservation and Production

We have no comments on this section.

Section 16: Additional Training

We have no comments on this section.

Section 17: Complaints and Misconduct Investigations Relating to Members of the Plaintiff Class

We have no comments on this section.

Third Order

We have no comments on this section.

Section 18: Concluding Remarks

We have no comments on this section.