

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



Reporting Period – Fourth Quarter 2022
Chief (Ret.) Robert S. Warshaw
Independent Monitor
May 30, 2023

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Section 1: Introduction

This is the thirty-fifth 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 2022, October 1-December 31, 2022.

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. Our reports cover the additional requirements of the Second Order while continuing to document MCSO's compliance efforts with the First Supplemental Permanent Injunction/Judgment Order (First Order) issued in October 2013. We provide summaries of compliance with both 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 Second Order also 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.

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. 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. Not all are subject to our review. The Third Order grants additional authority to the Monitor to oversee MCSO's complaint intake and routing process, approve investigative extensions, and take other steps as necessary to reduce MCSO's extremely large backlog of open administrative investigations. Additionally, the Third Order imposes monetary penalties on MCSO if the agency fails to meet minimum staffing requirements or reduce the backlog.

As of the last reporting period, MCSO asserted Full and Effective Compliance with 138 Paragraphs of the First and Second Orders, as that term is defined in the First Order. After review, I agreed with MCSO's assertions. On January 6, 2023, MCSO asserted Full and Effective Compliance with 13 additional Paragraphs: Paragraphs 62, 181, 197, 208, 216, 226, 241, 246, 268, 271, 282, 284, and 286. On February 6, 2023, I agreed with 10 of MCSO's assertions, granting MCSO in Full and Effective Compliance with 148 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.

Due to the COVID-19 pandemic, we once again conducted our January 2023 site visit remotely. Our last in-person site visit was in January 2020. MCSO's compliance status with individual Paragraphs normally subject to in-person inspections will not be adversely impacted by any missed onsite reviews. We hope that circumstances change and we return to onsite visits. In the intervening period, if any adjustments need to be made to assess Paragraph compliance, we will consider additional options that might be available to us.

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 of the requirements in the Order. 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. (Due to the COVID-19 pandemic, we have been conducting our site visits remotely, in contrast to our regular practice of conducting onsite compliance visits.) 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 Order** remained the same as the last reporting period, at 99%. MCSO's Phase 1 compliance rate with the **Second Order** also remained the same as the last reporting period, at 100%. MCSO's Phase 1 compliance rate with the **Third Order** was 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** increased by one percentage point from the last reporting period, to 80%. 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** remained the same as the last reporting period, at 93%. 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** was 53%.

Thirty-Fifth Quarterly Status Report First Order Summary		
Compliance Status	Phase 1	Phase 2
Not Applicable	20	6
Deferred	0	1
Not in Compliance	1	18
In Compliance	79	75 ²
Percent in Compliance	99%	80%

Thirty-Fifth Quarterly Status Report Second Order Summary		
Compliance Status	Phase 1	Phase 2
Not Applicable	19	9
Deferred	0	1
Not in Compliance	0	7
In Compliance	104	106 ³
Percent in Compliance	100%	93%

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-Fifth 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 ⁴
Percent in Compliance	25%	53%

⁴ This number includes those Paragraphs that are deemed in Full and Effective Compliance.

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					
Phase 1	99%	99%	99%	99%	99%					
Phase 2	81%	80%	78%	79%	80%					

MCSO's Compliance with the Requirements of the Second Order (<i>July 20, 2016</i>)										
	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					
Phase 1	100%	100%	100%	100%	100%					
Phase 2	92%	93%	93%	93%	93%					

MCSO's Compliance with the Requirements of the Third 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									
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 35					
Phase 1	N/A				25%					
Phase 2	N/A				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
21	6/22/20	Concurred on 7/20/20
22	12/16/20	Did not concur on 1/15/21
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
42	6/17/22	Did not concur on 7/15/22
43 (<i>first submission</i>)	12/16/20	Did not concur on 1/15/21
43 (<i>second submission</i>)	6/17/22	Concurred on 7/15/22

Paragraph	MCSO Asserted Full and Effective Compliance	Monitor's Determination
44 (<i>first submission</i>)	12/16/20	Did not concur on 1/15/21
44 (<i>second submission</i>)	9/30/22	Concurred on 10/31/22
45	12/9/19	Concurred on 1/6/20
46	12/9/19	Concurred on 1/6/20
47 (<i>first submission</i>)	12/16/20	Did not concur on 1/15/21
47 (<i>second submission</i>)	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 7/20/20
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 7/20/20
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
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

Paragraph	MCSO Asserted Full and Effective Compliance	Monitor's Determination
84	9/9/19	Concurred on 10/2/19
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
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	3/17/20	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
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
173	6/17/22	Did not concur on 7/15/22
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
181	1/6/23	Did not concur on 2/6/23
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
206	9/30/22	Concurred on 10/31/22
208	1/6/23	Concurred on 2/6/23
210	9/24/21	Concurred on 10/25/21
214	9/24/21	Concurred on 10/25/21
215	9/24/21	Concurred on 10/25/21
216	1/6/23	Did not concur on 2/6/23
217	9/24/21	Concurred on 10/25/21
218	9/24/21	Concurred on 10/25/21
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

Paragraph	MCSO Asserted Full and Effective Compliance	Monitor's Determination
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
241	1/6/23	Concurred on 2/6/23
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
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

Paragraph	MCSO Asserted Full and Effective Compliance	Monitor's Determination
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
271	1/6/23	Did not concur 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
288	12/16/20	Did not concur 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 is currently staffed with one captain, one lieutenant, three sergeants, two deputies, one management assistant, two administrative assistants, and one management analyst. CID continues to be supported by Maricopa County Attorney's Office (MCAO) attorneys, 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 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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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, 2022, MCSO filed with the Court its 2021 Annual Compliance Report covering the period of July 1, 2021 through June 30, 2022.

On December 28, 2018, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

MCSO submitted its quarterly report during the finalization of this report draft. We will include additional information in the final version.

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.*

Phase 1: In compliance

- GA-1 (Development of Written Orders), most recently amended on January 12, 2022.

Phase 2: In 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.

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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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

Phase 1: In compliance

- CP-8 (Preventing Racial and Other Bias-Based Policing), most recently amended on October 13, 2022.
- EB-1 (Traffic Enforcement, Violator Contacts, and Citation Issuance), most recently amended on April 27, 2022.

Phase 2: In 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, supervisors will have discussions, either individual or group, and view videos from the Training library with assigned employees, Reserve deputies, and Posse members. The videos will be available through the HUB and attestation of the training will be through the HUB.” Part 2 of the process as described by MCSO: “On an annual basis, within the last six months, supervisors shall ensure that all employees, reserve deputies, and Posse members complete their annual review and acknowledgment of office policy. In addition, employees will be required to view a video from the Sheriff or designee, which reinforces the policy. Acknowledgement is done through the HUB.”

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.

During this quarter, MCSO provided HUB training reports for CP-8 training for the second half of 2022. For sworn personnel, compliance was reported as 98.32%. For Detention personnel, compliance was reported as 97.57%. For civilian personnel, compliance was reported as 94.16%. For Reserve deputies, compliance was reported as 100%. For Posse members, compliance was reported as 92.50%. The overall compliance rating for the second half of 2022 was 96.19%. MCSO remains in compliance with this Paragraph.

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 2022, we reviewed CAD and Alpha Paging Inspection Report (BI2022-0178), 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 6,904 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 2022, we reviewed employees' Emails Inspection Report (BI2022-0187), as proof of compliance with this Paragraph. BIO selected a total of 50 employees for review, and inspected a total of 13,493 emails. The inspection found that 13,491, or 99.99% of the emails inspected were in compliance. The inspection found that one employee sent two emails with profane or offensive language. For the fourth quarter of 2022, MCSO conducted one facility inspection at the Custody Hospital Unit (CHU). CHU coordinates and provides transportation for inmates from MCSO jail facilities to local area hospitals. CHU has one Detention lieutenant, nine Detention sergeants, and 43 Detention officers. The inspection resulted in an overall compliance rating of 100%.

On December 28, 2018, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 created 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 2022, we reviewed 554 tips submitted for October, 138 tips submitted for November, and 671 tips submitted for December. We reviewed a total of 1,363 tips, which were classified and recorded according to the type of alleged violation or service requested. Information related to drug activity, persons wanted by law enforcement, and suspicious persons and/or suspicious activities continued to be the reported in high numbers. We also noticed an unusual increase in the number of firearms violations reported for this quarter, with a large number of those tips reported in December. Tips involving assaults were also relatively high in number. The number of traffic complaints and tips on homicides remained consistent. In November, MCSO submitted two tips that were closed due to bias. We reviewed the documentation provided, and concluded that MCSO followed appropriate protocols for closing the tips.

On June 18, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 April 27, 2022.
- 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: Deferred

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 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 Form (VSCF), Vehicle Stop Contact Form Supplemental Sheet, Incidental Contact Receipt, Written Warning/Repair Form, Arizona Traffic Ticket and Complaint Form, Internet I/Viewer Event Form, Justice Web Interface Form, CAD printout, and any Incident Report generated by the traffic stop. MCSO created 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 review a sample of 105 traffic stops each reporting period to assess this requirement. Our review of the sample of 105 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 newly created Queen Creek Police Department, which commenced operating fully in that area on January 11, 2022. Paragraphs 66 and 67 require an annual comprehensive analysis of all traffic stop data, which will more accurately determine if MCSO is meeting the requirements of this Paragraph. MCSO remains in compliance with this Subparagraph.

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 accidents, 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: 49 stops for speeding above the posted limit (47%); 15 stops for failure to obey official traffic control devices (14%); seven stops for failure to possess valid registrations or tags (7%); 22 stops for equipment violations (21%); three stops for failing to maintain a lane of traffic (3%); and 12 stops for other moving violations (11%).

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 2018 U.S. Census data, 31.1% 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 49 of the 105 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 previously achieved Phase 1 and Phase 2 compliance with Paragraph 66, and Phase 1 compliance with Paragraph 67; however, MCSO has not yet achieved Phase 1 and Phase 2 compliance with Paragraph 67. Accordingly, we are deferring our compliance assessment of 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 75 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 75 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 105 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 105 traffic stops, we identified four cases where the drivers did not present valid driver's licenses to the deputies. In two of the cases, the deputies were able to confirm that the drivers' licenses were, in fact, valid. In the remaining two cases, 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 Paragraph 54.k., searches of persons, we identified 15 cases where the drivers did not present a valid driver's license to the deputies. In each of the 15 cases, the drivers either presented an acceptable form of identification to the deputies or 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 27 cases where the drivers did not present a valid driver's license to the deputies. In three of the cases, the deputies were able to confirm that the drivers' licenses were, in fact, valid. In the remaining 24 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.

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 Paragraph 54.k. and Paragraphs 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.

Although MCSO has achieved compliance with several components of Paragraph 25, Subparagraph 25.e. is in a deferred status. Accordingly, the compliance status for Paragraph 25 is deferred.

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 2022, MCSO did not submit any investigatory detentions or arrests that fell within the reporting 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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 for 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, 273 traffic stops, 45 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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 this process has been followed for the Order-related policies published thus far, 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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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-5 (Truthfulness); CP-8 (Preventing Racial and Other Bias-Based Profiling); GC-12 (Hiring and Promotional Procedures); GC-17 (Employee Disciplinary Procedures); GH-2

(Internal Investigations); GG-1 (Peace Officer Training Administration); GG-2 (Detention/Civilian Training Administration); and GJ-2 (Critical Incident Response). MCSO also issued several Briefing Boards and Administrative Broadcasts that touched on Order-related topics and revised the language of General Orders. MCSO did not publish any operations manuals during this reporting period.

On September 9, 2019, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 February 14, 2023.
- 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 October 25, 2022.
- GC-16 (Employee Grievance Procedures), most recently amended on December 8, 2021.
- GC-17 (Employee Disciplinary Procedures), most recently amended on November 17, 2022.
- Administrative Services Division Operations Manual, most recently amended on November 14, 2022.
- Professional Standards Bureau Operations Manual, most recently amended on December 31, 2019.

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. MCSO's compliance for this reporting period for those investigations conducted under this Paragraph was 90%. Although investigations conducted by Districts have demonstrated some improvement during some reporting periods, that improvement has not been sustained. During the last reporting period, compliance with investigative requirements improved from 58% to 79%. During this reporting period, investigative compliance dropped to 46%.

MCSO has trained all investigators who conduct misconduct investigations; and during our site visits, we continue 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.

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.

We have continued to be concerned with District case compliance, particularly because MCSO has been conducting misconduct investigations under the Second Order since 2016. In 2017, MCSO made major revisions to both GH-2 (Internal Investigations) and GC-16 (Employee Grievance Procedures). By the end of December 2017, all supervisory personnel responsible for conducting misconduct investigations had attended the 40-hour Misconduct Investigative Training. Since the initial training, supervisors have attended additional training on the proper completion of these investigations.

During this reporting period, there were 13 investigations conducted by District personnel that we reviewed. Of the 13, we or PSB identified investigative and administrative deficiencies with seven (54%), not including timeliness and extension concerns. This is an increase in deficiencies from 21% in the last reporting period. The investigative deficiencies in these seven cases included improper allegations, failure to address all potential misconduct, failure to immediately report potential misconduct, improper findings, or a combination of investigative and administrative deficiencies.

Since March 2018, we have requested and reviewed a monthly report from District Command personnel that documents any actions they have taken to assist their personnel in the completion of administrative misconduct investigations and any actions they have taken to address any deficiencies they have identified. During the last reporting period, we noted three instances where District Command personnel or Deputy Chiefs identified and documented an investigative deficiency in response to the protocols put in place to comply with the requirements of Paragraph 211. During this reporting period, we noted 11 instances where District Command personnel, Deputy Chiefs, or an Executive Chief addressed deficiencies in response to the protocols put in place to comply with the requirements of Paragraph 211.

As we have noted previously, timely corrective actions are critical to ensuring that concerns are addressed and resolved before additional deficiencies of the same kind occur. PSB continues to maintain a tracking document to identify deficiencies and ensure that appropriate follow-up or intervention is taking place. We have continued to find deficiencies on this list that had not yet been fully addressed or documented by those Districts with the responsibility for follow-up.

During our October 2022 site visit, we discussed our concerns with these deficiencies with PSB Executive Command personnel. They advised us that the agency would make focused efforts to address and resolve the pending concerns. We noted during our reviews for this and the last reporting period that many of the deficiencies that had been pending for lengthy periods of time have now been addressed. Of the 18 still-pending deficiencies, all but two have current updates

on the status of the follow-up. We are hopeful that more timely reviews will take place and that MCSO will address identified deficiencies promptly moving forward. We will continue to monitor both interventions and deficiency memos.

During the last reporting period, we reviewed 26 administrative misconduct investigations to determine compliance with this Paragraph and made our compliance findings based on the investigative and administrative requirements for the completion of these investigations. Fourteen investigations were conducted by District personnel and 12 were conducted by PSB. Based on the identified deficiencies in District investigations and our assessment of the reasonability of the requested extensions, none of the 14 conducted by District personnel was found in compliance. Six (50%) of the 12 investigations conducted by PSB were in compliance with all requirements for the completion of misconduct investigations. Overall compliance for the 26 investigations we reviewed for this Paragraph was 23%.

During this reporting period, we reviewed 24 administrative misconduct investigations to determine compliance with this Paragraph. PSB conducted 11 of these investigations, and District personnel conducted the remaining 13. Sworn supervisors with the rank of sergeant or higher completed all the investigations conducted at the District level. Seventeen of the investigations resulted from external complaints. Seven were internally generated. All but one 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 and the last nine reporting periods, we have met with the Deputy Chiefs responsible for oversight of Districts and Divisions outside of PSB during our remote site visits 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 District investigations. After these meetings began, District and Division command personnel began providing more oversight on the completion of these cases.

District personnel outside PSB conducted 14 of the investigations that we reviewed for compliance for the last reporting period. Compliance with investigative requirements improved to 79%. We did not identify any instances where a District investigator failed to appropriately address a training or policy concern during this reporting period. All of the cases investigated by District personnel that we reviewed for the reporting period were initiated after several 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), and after numerous site visit meetings where our Team has provided input on identified deficiencies. We were hopeful that this increase in compliance would be sustained.

Unfortunately, for this reporting period, we saw a significant decline in investigative compliance for those investigations conducted by the Districts. Only six (46%) of the 13 cases we reviewed were found to be in compliance with investigative requirements. The average time for submission to PSB was 311 days. It is especially concerning is that each of these investigations was reviewed and approved by one or more District or Division Command personnel prior to the submission of the case to PSB. In most of the cases, we believed that the deficiencies could and should have been identified during the review process.

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 11 of the investigations we reviewed for compliance with this Paragraph. With the exception of timely extensions, 10 (90%) were found compliant with those requirements over which the PSB Commander has authority. Only one case (9%) was in full compliance including required timelines. This is a significant decrease from the 50% full compliance during the last reporting period.

Of the 24 administrative investigations we reviewed for this Paragraph, eight resulted in sustained findings against known MCSO employees. We concur with the sustained findings in all eight. In two of the cases, the employees resigned prior to the completion of the investigation or imposition of discipline. The remaining six sustained cases resulted in one suspension, two written reprimands, and three coachings. In all of these cases, the PSB Commander identified the category and offense number, as well as the presumptive discipline and range of discipline for the sustained allegations.

Of the 24 total investigations we reviewed to determine compliance with this Paragraph, only one (4%) was submitted within the required 60- or 85-day timeframe. This is a decrease from 31% during the last reporting period. None of the remaining 23 had a timely, justifiable extension. Of the total 24 investigations, two (8%) were finalized and closed with 180 days. 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.

Based on the identified deficiencies in District investigations and our assessment of the reasonability of the requested extensions, none of the 13 investigations were in full compliance with all requirements for the completion of misconduct investigations. Seven of the investigations were noncompliant based on deficiencies other than timeliness. As has been the case for multiple reporting periods, we again noted a significant number of cases where multiple extensions were requested at the District level prior to forwarding the cases to PSB, and many were still in the District review process at the end of the 180-day timeframe.

One (9%) of the 11 investigations conducted by PSB was in compliance with all requirements for the completion of misconduct investigations. Overall compliance for the 24 investigations we reviewed for this Paragraph was 4%, a decrease from 23% 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.

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 October 25, 2022.
- GC-17 (Employee Disciplinary Procedures), most recently amended on November 17, 2022.

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 three investigations that were reviewed by our Team that contained allegations of discriminatory policing. All three cases were properly investigated, and we agreed with the findings of not sustained in all three. Only one of the three cases was in compliance with the requirements for timely completion of administrative investigations.

During this reporting period, there were six investigations reviewed where alleged bias did not involve members of the Plaintiffs' class. Two involved allegations of bias by jail personnel. One was unfounded and the other had a combination of not sustained, exonerated, and unfounded findings. Three involved bias by sworn members of the agency. Two resulted in unfounded findings and the third, involving an unknown sworn member of the department, was not sustained. One investigation, involving a civilian member of the agency, resulted in a sustained findings for use of a racial slur. The employee resigned prior to the conclusion of the investigation. All six cases were properly investigated, and we agree with the findings. None of the six cases was in compliance with the requirements for timely completion of administrative investigations.

While discriminatory policing allegations that involve members of the Plaintiffs' class are not reported in this Paragraph, we note that MCSO did complete two 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

MCSO continues to review on an annual basis 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 seven (14%) of the 48 required policies to our Team. MCSO submitted CP-5 (Truthfulness); ED-2 (Covert Operations); GC-12 (Hiring and Promotional Procedures); GC-17 (Disciplinary Procedures); GG-1 (Peace Officer Training Administration); GG-2 (Detention/Civilian Training Administration); and GH-2 (Internal Investigations).

On June 3, 2019, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 5 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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 November 17, 2022.
- GG-2 (Detention/Civilian Training Administration), most recently amended on November 17, 2022.
- Training Division Operations Manual, most recently amended on April 4, 2022.

Phase 2: Not 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 manually keeps 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 currently involved with an ongoing 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 to 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 the names of nine personnel for General Instructor (GI) consideration. Our first review indicated that five of the nine had not received their Misconduct and Disciplinary Review. We discussed this finding during our January site visit and requested further documentation. MCSO supplied documentation proving that these five individuals had received the Misconduct and Disciplinary review during an earlier reporting period, and that all personnel met the criteria of GG-1.

No new Field Training Officers (FTO) were added during this reporting period. During our January site visit, MCSO provided an update on the FTO program. MCSO believes that the agency is sufficiently staffed with FTOs to accommodate the OITs in the five sworn classes that are expected to graduate during this calendar year.

During this reporting period, the Training Division conducted seven instructor observations. Four observations were conducted on instructors for the Effective Employee Performance Management (EPPM) class delivered by MCSO personnel; and three observations were conducted for the PSB8 External. MCSO continues to increase the frequency and use of these observations, ensuring that selected instructors demonstrate competency in the delivery of their assigned training. This information is required by Office policy to complete the Training Diagnosis and Needs Review.

MCSO is not 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: 2022 Fourth and Fourteenth Amendment Training; 2022 Annual Combined Training (ACT); 2021 Blue Team (BT Sworn); 2021 Body-Worn Camera (BWC); 2021 Effective Employee Performance Management (EPPM); 2022 Effective Employee Performance Management (EPPM); 2021 Supervisory Responsibilities and Effective Law Enforcement (SRELE); and the 2021 Traffic and Criminal Software (TraCS).

MCSO delivered the 2022 Fourth and Fourteenth Amendment Training twice during this reporting period to all required 32 personnel (17 sworn, two DSA, 13 Posse). One individual needed test remediation.

MCSO delivered the 2022 ACT once during this reporting period to seven sworn personnel. Based on the sworn rosters provided, 600 of 605 sworn personnel (99%) completed the required annual training. No personnel needed test remediation.

MCSO delivered the 2021 BT Sworn classroom training four times during this reporting period to 27 personnel (10 sworn, 16 Detention, one civilian). Five personnel needed test remediation.

MCSO delivered the 2021 BWC classroom training twice during this reporting period to 12 personnel (11 sworn, one DSA). No personnel needed test remediation.

MCSO did not deliver the 2017 EPA classroom training during this reporting period.

MCSO delivered the 2021 EEPM classroom training once during this reporting period to four civilian and one Detention personnel. No personnel needed test remediation.

MCSO delivered the 2022 EEPM classroom training nine times during this reporting period to 184 personnel (180 sworn, one Detention, three civilian). No personnel needed test remediation.

MCSO did not deliver the 2021 EIS classroom training during this reporting period

MCSO delivered the 2022 SRELE classroom training eight times during this reporting period to 173 sworn personnel. Based on the supervisor rosters provided, 173 of 176 sworn supervisory personnel (98%) completed the required annual training. No personnel needed test remediation.

MCSO delivered the 2021 TraCS classroom training twice during this reporting period to 12 personnel (11 sworn, one DSA). No personnel needed test remediation.

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

During November MCSO began HUB delivery of the CPP Enhanced Implicit Bias and Cultural Competency training, highlighting the community of Gila Bend. Training was completed in December. A total of 608 personnel (568 sworn, 40 reserve) completed this training.

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

MCSO incorporates tests with all Order-related training to demonstrate that personnel who have completed the training comprehend the material.

On June 17, 2022, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 605 sworn members, 12 reserve members, 28 retired reserve members, 160 Posse members, 12 DSAs, 1,594 Detention members, and 864 civilian employees should receive 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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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. These learning activities are designed to change from year to year.

On December 9, 2019, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 October remote site visit, we discussed the status of all Order-required training curricula. The following curriculums are under review or development for 2023 delivery.

- The 2022 Fourth and Fourteenth Amendment classroom training.
- The 2023 ACT classroom training.
- The 2021 Blue Team (BT) Civilian classroom training.
- The 2021 BT Deputy, Lateral classroom training.
- The 2019 Body-Worn Camera (BWC) classroom training.
- The 2021 Early Identification System (EIS) classroom training. During our January site visit, MCSO personnel informed us that all EIS curricula are under review.
- The 2021 Employee Performance Appraisals (EPA) classroom training.
- The 2022 EEPM classroom training. (The 2021 EEPM classroom training has now been combined with the 2022 EEPM version to create a single curriculum for future training.)
- The 2021 Complaint Intake and Reception HUB training.
- The 2023 SRELE classroom training.
- The 2020 PSB40.
- The 2023 Administrative Misconduct Investigation Refresher (PSB8) External.
- The 2021 Traffic and Criminal Software (TraCS) classroom training.
- The 2021 TraCS for Supervisors classroom training.

On December 9, 2019, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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.

We will continue to advise MCSO upon first review of a training offering if we do not consider it to be enhanced. When onsite compliance visits resume, 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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 Training twice during this reporting period to 32 personnel (17 sworn, two DSA, 13 Posse) requiring this training.

MCSO delivered the 2022 ACT once during this reporting period to seven sworn personnel requiring this training.

On April 1, 2022, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 Fourth and Fourteenth Amendment Training curriculum was previously approved for delivery. The curriculum requires an annual review in 2022.

MCSO delivered the 2022 Fourth and Fourteenth Amendment Training twice during this reporting period to 32 personnel (17 sworn, two DSA, 13 Posse) requiring this training.

MCSO delivered the 2022 ACT once during this reporting period to seven sworn personnel requiring this training.

As previously reported, MCSO delivered the 2022 ACT 26 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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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.

MCSO delivered the 2022 Fourth and Fourteenth Amendment Training twice during this reporting period to 32 personnel (17 sworn, two DSA, 13 Posse) requiring this training.

As previously reported, MCSO delivered the 2022 ACT once during this reporting period.

On April 1, 2022, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 is currently under review for 2023 delivery.

The 2023 ACT curriculum is currently under development.

On April 1, 2022, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 2022 SRELE classroom training eight times during this reporting period to 173 sworn supervisors.

On June 18, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 is currently under development.

On June 18, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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. Since that time, we began pulling additional samples for passenger contacts and persons' searches (10 each per month). The unique identifiers for these two samples were relayed back to MCSO personnel, who produced documentation for the selected sample (including the CAD documentation for the 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 April 27, 2022.
- 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 May 5, 2022.

Phase 2: Not in compliance

To verify the information required for this Paragraph, MCSO created, and we reviewed, the Vehicle Stop Contact Form (VSCF), the Vehicle Stop Contact Form Supplemental Sheet, the Incidental Contact Receipt, and the Written Warning/Repair Order, all in electronic form, for 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 the event. We selected a sample of 105 traffic stops conducted by deputies from October 1-December 31, 2022 for the purposes of this review; and assessed the collected data from the above-listed documents for compliance with Subparagraphs 54.a.-54.m. All of the listed 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 will be 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. If any such instances are identified, we include such information in this report.

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, all of the primary deputies indicated their own serial numbers for every stop they initiated. We review the VSCF, I/Viewer Event document, the Justice Web Interface, and the CAD printout to determine which 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 105 vehicle traffic stops, we identified 26 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 26 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.

Of the cases we reviewed for passenger contacts under Subparagraph 54.g., there were 32 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 32 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 54 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 one of the 54 cases, the deputy did not properly document the presence of a Posse member on the scene of a traffic stop on the VSCF. The Posse member was listed on the CAD printout and the Incident Report prepared regarding the stop. In the remaining 53 cases, the deputies properly documented the required information on the VSCFs or the information was captured on the Assisting Employee and/or Volunteer Logs.

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 99%. 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 105 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. The 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 62% of the cases. In a separate spreadsheet, MCSO provided GPS coordinates for all 105 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 created 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 each of the 105 stops that were reviewed, the deputies properly documented 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 100%.

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 105 traffic stops we reviewed, the driver had one or more passengers in the vehicle (56 total passengers). In 37 of the 38 cases, our review determined that the deputies properly documented the total number of occupants in the vehicles. However, in one case, the deputy

failed to document a passenger which we identified when we conducted a review of the body-worn camera recording. The passenger appeared to be a child who was seated in the front seat. In addition, the deputy referred to babies being in the vehicle while speaking with the driver, which could indicate that an additional child, or children, were in the vehicle.

With a compliance rate of 99%, 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 105 stops from the traffic stop data sample, there was more than one occupant in the vehicle (56 total passengers).

Sixty-two, or 59%, of the 105 traffic stops involved white drivers. Twenty-five, or 25%, of the 105 stops involved Latino drivers. Eleven, or 10%, of the 105 traffic stops involved Black drivers. Five, or 5%, of the 105 traffic stops involved Asian or Pacific Islander drivers. Two, or 2%, of the 105 traffic stops involved an American Indian/Alaskan Native American driver. Thirty-five traffic stops, or 33%, resulted in citations. The breakdown of those motorists issued citations is as follows: 21 white drivers (54% of the drivers who were issued citations); 12 Latino drivers (28% of the drivers who were issued citations); one Black driver (7% of the drivers who were issued citations); and one American Indian/Alaskan Native American driver (7% of the drivers who were issued citations). Sixty-nine, or 66%, of the 105 traffic stops we reviewed resulted in a written warning. The breakdown of those motorists issued warnings is as follows: 40 white drivers (58% of the drivers who were issued warnings); 12 Latino drivers (17% of the drivers who were issued warnings); 10 Black drivers (14% of the drivers who were issued warnings); Five Asian or Pacific Islander drivers (7% of the drivers who were issued warnings); and one American Indian/Alaskan Native American driver (1% of the drivers who were issued warnings). There was one driver who was arrested for driving under the influence and was not issued a citation or warning. The deputy prepared a report documenting the stop and investigation for the review of the Maricopa County Attorney's Office for potential criminal charges.

In our sample of 30 traffic stops that contained body-worn camera recordings, we identified one stop where the deputy did not accurately document the perceived race, ethnicity, and gender of the passenger in the vehicle. In that case, the driver was listed as being a white male. However, based on our review of the body-worn camera recording and taking into consideration the name of the driver, we determined that the driver should have been classified as an Asian/Pacific Islander male. AIU identified this issue as well during their inspection and required the District to prepare a BIO Action Form to document any corrective measures taken. In our review of cases to assess compliance with Paragraph 54.k., we did not identify any stops in which the deputies did not accurately document the perceived race, ethnicity, and gender of the vehicle occupants. In one case, we noted that a supervisor reviewed a VSCF and required the deputy to correct the passenger information before the supervisor approved the form. This type of review and corrective action at the first-line supervisory level is what will ensure that MCSO will maintain compliance with this requirement. In our review of cases to assess compliance with Paragraphs 25.d. and 54.g., passenger contacts, we identified one stop in which a deputy did not accurately document the perceived race, ethnicity, and gender of the vehicle occupants. In that case, the deputy obtained the rear passenger's name and issued the passenger an Incidental Contact

Receipt. The deputy listed the passenger on the VSCF as a white female; however, based on our review of the body-worn camera recording, coupled with a review of the name of the passenger, we determined that the passenger should have been classified as a white male.

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 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.

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 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). In addition, MCSO’s policy requires that deputies perform a license plate check on each vehicle stopped by its deputies, as well as warrant checks on every driver stopped by its deputies. Our reviews have found that deputies regularly record the name of each driver and passenger on the VSCF in each instance where they have run a driver’s license or warrant check.

MCSO policy requires that during each traffic stop, deputies are to conduct records checks on the license plate and a wants/warrant check on each driver. For this reporting period, we found that of the 105 traffic stops we reviewed, each of the 105 stops included a check on the license plate. There were 101 stops where the deputies ran warrant checks on the drivers in accordance with MCSO policy.

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 45 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 45 stops, there were seven 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 38 stops, the passengers were properly provided with either an Incidental Contact Receipt, a citation, or a warning. During this reporting period, we identified two instances in which the supervisors identified that the deputies did not properly prepare and issue Incidental Contact Receipts when required. The supervisors required that the deputies prepare and provide the Incidental Contact Receipts to the passengers. Although not as frequently as in the past, we continue to be provided with Incidental Contact Receipts for some of the stops; however, 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; and there were no exigent or unusual circumstances that precluded the issuance of the documents.

There were 10 cases identified 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 each of the 10 cases, the passenger was 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. MCSO previously informed us that the TraCS system was modified so that when a deputy prepares the Vehicle Stop Contact Form and uses the passenger contact field, a prompt will appear to instruct the deputy to prepare the Incidental Contact Receipt. MCSO recently informed us that the modifications to the TraCS system are still in the development and review stages, along with other modifications to the TraCS system.

During the second reporting period of 2022, MCSO provided the Incidental Contact Receipt, a citation, or a warning, when required in 81% of the cases. During the last reporting period, MCSO provided the Incidental Contact Receipt, a citation, or a warning, when required in 85% of the cases. During this reporting period, MCSO provided the Incidental Contact Receipt, a citation, or a warning, when required in 87% 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 initially 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 105 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 documents 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 104 of the 105 VSCFs reviewed, the supervisors conducted timely reviews. Deputies accurately entered beginning and ending times of traffic stops in all 105 cases reviewed. MCSO accurately entered the time citations and warnings were issued in each of the 105 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 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.

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 105 traffic stops submitted for this Paragraph, and found that none of the stops involved any contacts with ICE/CBP. None of the stops we reviewed involved any inquiries as to immigration status. 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 involve 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. During our January 2018 site visit, we discussed with MCSO whether any other method may be feasible to identify a larger population of searches of individuals specific to the requirements of this Paragraph. MCSO's response was that the current method is appropriate, and that there may be more cases identified once deputies properly document the searches of persons consistent with this Paragraph.

MCSO provided training to deputies specific to consent searches during the 2019 Annual Combined Training on the Fourth and Fifth Amendment, which included a video that contained a scenario with a verbal exchange between a driver and a deputy who requested a consent search. In addition, on March 10, 2020, MCSO issued Administrative Broadcast Number 20-20, which reemphasized the training segment in relation to consent searches.

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 was 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 the deputies performed searches of individuals in the sample of 105 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. When we identify issues that impact compliance or where MCSO policy was not followed, we provide the list of cases to MCSO for review.

In the sample of traffic stops that we reviewed to assess compliance with Subparagraph 54.k, we identified nine stops involving the search of nine persons. In each case, the deputies properly documented the searches on the VSCF.

During this reporting period, there were three stops involving the search of three persons identified in the sample of traffic stops reviewed to assess compliance with Subparagraphs 25.d. and 54.g. One of those cases involved the consent search of the passenger. In that case, the reviewing supervisor made a notation on the VSCF indicating that he discussed the documentation of the search with the deputy and instructed that it be classified as a consent search. The supervisor noted that the discussion with the deputy regarding the consent search procedures will be documented in Blue Team. We noted that the deputy obtained consent from the passenger to conduct a search; however, the deputy did not inform the passenger of the right to refuse or revoke the consent at any time. In each of the three cases, the deputies properly documented the searches on the VSCF.

During this reporting period, there no stops involving the search of a person identified in the sample of traffic stops reviewed to assess compliance with Paragraphs 25 and 54.

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

During this reporting period, there were no traffic stops identified in which deputies presented the Consent to Search Forms to document when consent was requested and obtained to search any vehicle occupants. MCSO has indicated that it does not require its deputies to use Consent to Search Forms as the primary means for documenting consent searches. MCSO requires that deputies document requests to conduct consent searches by way of video-recording the event via the body-worn cameras. In the event the body-worn camera is not operational, MCSO policy requires deputies to document requests to conduct consent searches on the Consent to Search Form. We continue to recommend that MCSO revisit the requirements of this section of the policy and require deputies to read the Consent to Search Form to the subject and require a signature from the individual for every request for consent to search.

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 the second reporting period of 2022, MCSO attained a compliance rating of 100% and MCSO remained in compliance with this requirement. During the third reporting period of 2022, MCSO attained a compliance rating of 100%. During this reporting period, MCSO attained a compliance rating of 100%. MCSO remains in compliance with this requirement.

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 105) during this reporting period, there was one item seized – a driver's license – which was placed into evidence by a deputy. That one item was properly documented on the VSCF, as required by MCSO policy.

In the cases we reviewed for searches of individuals under Subparagraph 54.k., there were 56 items seized by deputies and placed into evidence. Of those 56 items, there was nine 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 11 items seized by deputies and placed into evidence. Each of the 11 items seized and placed into evidence were properly listed on the VSCF, as required by MCSO policy.

In previous reporting periods, we noted an increase in the number of errors and omissions by deputies documenting the seizure of contraband or evidence on VSCFs; however, in the most recent reporting periods, MCSO has improved in this area, with a decline during this reporting period. During the second reporting period of 2022, MCSO attained a compliance rating of 92%. During the third reporting period of 2022, MCSO attained a compliance rating of 93%. During this reporting period, MCSO attained a compliance rating of 87%. MCSO is not 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 105 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 105 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 on 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 is 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 Operations Manual, published on October 13, 2022.

Phase 2: In compliance

As discussed in Paragraph 25, improvements since 2015 in 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. These processes include three distinct areas. One 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. Another process involves the software change control processes (Section 305), which is used by MCSO's Technology Management Bureau to manage software changes that affect traffic stop data variables. Finally, the other process 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. In general, the EIU and Technology Management Bureau hold monthly meetings (de-confliction meetings) focused on the data-handling procedures and the software changes. 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, MCSO adopted alternative methods, following months of discussions between representative experts, in February 2022 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 and has published an analysis, Traffic Stop Quarterly Report 9, discussing the undercount; the impact this has had 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 Traffic Stop Quarterly Report (TSQRs 3 and 4), MCSO added two new Extended Traffic Stop Indicators (ETSIs) 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. TSQR9 (Special Assignments) investigated how deputies employ the special assignment fields, and also led to the finding that special assignment stops had been dramatically undercounted in past analytic reports. 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 is also expanding its audits to include a more expansive review 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 judge individual cases as deficient if any significant information is determined not to be consistent across traffic stop forms or CAD. MCSO reported compliance rates exceeding 99% for the quarter, while our calculations were 82.8%, 91.4%, and 97.1% respectively for October through December. The deficiencies pertained to incorrect locations, reasons for the stop, Incidental Contact Receipts, and searches, among others.

Administrative Broadcast 15-96 addresses the security of paper traffic stop forms. The procedure requires that paper forms (related to traffic stop data 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. Because of the COVID-19 pandemic, we have been unable to travel to Maricopa County and visit the Districts to confirm that all records were locked and secure, that logs were properly maintained, and that only authorized personnel had access to these files. This activity will be delayed until we are able to resume our in-person site visits. However, we note that 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, deputies issued either citations, written warnings or Incidental Contact Receipts in each of the 105 cases we reviewed.

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

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

MCSO’s compliance rate with this requirement is 100%. 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 stops 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 105 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 (ASDPS), 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 was one closed case in which a Detention Officer accessed the jail management system without authorization. The Detention Officer was also found to have failed to notify a supervisor that the employee's family member had been booked into an MCSO facility. The Detention Officer was disciplined for the policy violations. MCSO remains in compliance with this requirement.

On June 22, 2020, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 created 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 collected data 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 created by MCSO, completed by the deputy in the field, and manually entered in 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 they have created 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 new version of body-worn cameras purchased by MCSO is mounted on the chest area via a magnetic mount.

To verify that all Patrol deputies have been issued body-worn cameras, and properly use the devices, we review random samples of the traffic stops as described in Paragraphs 25 and 54. In addition, during our District visits in January 2020, we observed that deputies were equipped with body-worn cameras. Because of the COVID-19 pandemic, we were unable to travel to Maricopa County and visit the Districts to observe deputies being equipped with the body-worn cameras. However, it is clear that MCSO maintains a robust deployment of body-worn cameras, given the ready availability of recordings for our review, and our observations of deputies properly wearing the cameras in the videos we inspect. Our inspections will commence once we are able to resume our in-person site visits.

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.*

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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 mentioned under Paragraph 61, MCSO has obtained, and has equipped the deputies in the Districts with new body-worn cameras, also 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 each of the 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., in each of the 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 100%.

There are still a number of instances in which deputies respond to assist at traffic stops and do not complete the Assisting Employee and/or Volunteer Log. We include this assessment, although it is only a MCSO's policy requirement and not a requirement of this Paragraph, to provide MCSO with the issues that we have identified on this topic. With the issuance of GJ-35 (Body-Worn Cameras), effective on December 31, 2019, the policy is now consistent with EB-2 (Traffic Stop Data Collection), which requires that each deputy assisting on a traffic stop prepare the Assisting Employee and/or Volunteer Log. We had anticipated that the policy clarification, coupled with effective supervisory reviews, would assist deputies to understand when they are required to complete the log. However, we continue to identify instances where the log was not prepared when required. In our review of traffic stops in relation to Paragraphs 25 and 54, we noted that there were 19 assisting deputies who properly prepared the Assisting Employee and/or Volunteer Log, and two assisting deputies that failed to prepare Assisting Employee and/or Volunteer Log. In our review of the traffic stops in relation to Paragraph 54.k., we noted that 59 assisting deputies properly prepared the Assisting Employee and/or Volunteer Log and that 26 assisting deputies did not prepare the Assisting Employee and/or Volunteer Log. In our review of traffic stops in relation to Paragraphs 25.d. and 54.g., we noted that 26 assisting deputies properly prepared the Assisting Employee and/or Volunteer Log and that six assisting deputies did not prepare the Assisting Employee and/or Volunteer Log. The rate of deputies complying with MCSO's policy requiring to complete the Assisting Employee and/or Volunteer Log is 75%. We continue to request that MCSO supervisors hold deputies accountable for preparing the Assisting Employee and/or Volunteer Log as required by MCSO policy.

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 2022. 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, and cases where 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.

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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 January 2020 site visit, we inspected the traffic stop written data files at District 2 and District 6 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. Because of the COVID-19 pandemic, we were unable to travel to Maricopa County and visit the Districts to confirm that all traffic stop written data is being kept in a locked and secure manner and that only authorized personnel have access to the files. Our inspections will commence once we are able to resume our in-person site visits. MCSO remains in compliance with this requirement.

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: Not in compliance

- EB-1 (Traffic Enforcement, Violator Contacts, and Citation Issuance), most recently amended on April 27, 2022.

- 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 25, 2021.
- GH-5 (Early Identification System), most recently amended on December 16, 2021.
- Traffic Stop Analysis Unit Operations Manual, published October 13, 2022.

Phase 2: Not in compliance

MCSO will achieve Phase 1 compliance with this Paragraph when the agency incorporates the agreed-upon changes as a result of the TSMR pilot coming to a close to GH-5. To achieve Phase 2 compliance with this Paragraph, MCSO must demonstrate ongoing use of the methodologies delineated in the protocols established for Phase 1 compliance for the periodic analyses used to identify possible racial profiling associated with traffic stops.

***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 25, 2021.
- GH-5 (Early Identification System), most recently amended on December 16, 2021.

Phase 2: Not 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 quarterly analyses of traffic stop data. MCSO completed its first quarterly report (TSQR1) on October 22, 2020. MCSO has completed eight other quarterly reports since that time. (We discussed the findings of these TSQRs in our previous quarterly status reports.)

MCSO's latest quarterly report, TSQR9, "2021 Special Assignments," was published in December 2022. This report specifically investigated the traffic stop outcomes of deputies conducting traffic stops while working in special assignments (details focused on particular traffic violations) to determine whether, as a group, deputies' outcomes differ while on special assignment when compared to those same deputies' non-special assignment stops. The investigation found that minority drivers were statistically more likely to be stopped during

special assignment than non-special assignment periods. In addition, MCSO reported that arrest rates and stop length for minority drivers were statistically higher and longer during special assignment stops while citation rates were statistically lower. The report also concluded that prior TSARs dramatically undercounted special assignment stops. This undercount changed the magnitude of differences found in the prior TSARs, but not the disparities themselves. MCSO is evaluating the findings and has suggested several ways in which these results may be applied to training and policy. In addition, MCSO recognized that the agency did not incorporate the selection of location for conducting special assignment enforcement in the current study; and suggests that this may be a viable proposal for a future quarterly investigation.

TSQR8, “Disparities Over Time,” was published in September 2022. MCSO investigated the disparities between stop length, citations, arrests, and searches over time. The agency analyzed the time period of 2017-2021 in a variety of ways and reported finding some positive changes and some negative changes – implying that sometimes, disparities increase; and sometimes, they decrease; but there is no consistent pattern to these changes.

MCSO also notes that given that the available data covers a time period that begins after MCSO implemented many of the most impactful policy reforms targeting the practices that led to the Court Order, it is not wholly unexpected that significant reductions in disparities are not evidenced in these findings. As a result, MCSO suggests that the measurement of change identified in this report likely underestimates the true impact of MCSO’s reform efforts since the Court issued the First Order. We note this caveat to the analyses and recognize that due to the multiple changes in data cleaning and correction adopted after 2017, it is methodologically difficult to extend the analyses to earlier time periods of traffic stop data.

TSQR7 was released on June 30, 2022. The report, “2019-2021 Arrest Activity,” investigated in more detail the disparities in arrests between Hispanic and white drivers discovered during the past three TSARs. As expected, MCSO found “consistent disparities between white and Hispanic drivers across all arrest types and years, but they did not present any identifiable pattern. This is indicative that arrest disparities cannot be explained by a single type of arrest or district in the county. The one exception to this was District 5 (Lake Patrol), which had higher arrest rates, for both Hispanic and White drivers, than any other district across the majority of compared categories for each of the three years.” From this report, MCSO also proposed a closer examination of special assignments that may yield potential patterns not uncovered in this analysis.

TSQR6 was released on March 31, 2022. The report, “Traffic Stop Quarterly Review: Citations and Warnings,” examined in more detail the findings from prior Traffic Stop Annual Reports (TSARs) regarding racial and ethnic differences in traffic stop outcomes. In particular, MCSO sought to explore characteristics of traffic stops that were not included in TSAR analyses – including the impact of total citations emanating from a traffic stop, citation experiences between Latinos and whites for issues unrelated to the reason for the original stop, among others. In general, MCSO reported similar findings to those of prior TSARs in that they continued to find that Latino drivers were more likely to be cited than white drivers. However, they also found that Latino drivers were significantly more likely to be cited for license and registration issues than white drivers, which followed with the finding that Latino drivers had more violations per

traffic stop than white drivers across the entire County. MCSO indicated that there are internal training issues that could arise from these findings, as well as opportunities to inform the public of licensing and registration requirements which leave little discretion to deputies when it comes to enforcement decisions. We discussed this study at length with MCSO, the Plaintiffs, and the Plaintiff-Intervenor; and identified the possibility of exploring some of the findings more thoroughly in future quarterly status reports. Also, during conference calls with the Parties and their respective experts, issues regarding coding and data errors evident in this report were identified; and MCSO agreed to withdraw the original TSQR report and run additional analyses using methodologies agreed to during the calls. The quarterly report was reissued on MCSO's public forum with the changes agreed to during these conference calls.

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 it was suspended in May 2016 following our determination that the original process lacked statistical validity and required significant refinement to improve the identification of potential alerts in EIS. MCSO resumed monthly analyses of traffic stop data in May 2017 using a new methodology that was statistically based, but generated a substantial number of alerts, many of which did not demonstrate a pattern of potential bias sufficient to warrant the setting of an alert in EIS. Because of this problem, we suspended the process during our July 2017 site visit to allow EIU time to consider possible refinements to the existing methodology.

MCSO's vendor, CNA, proposed a methodology for the monthly analysis of traffic stop data that involved using propensity score weighting to define a deputy's comparison group to look for evidence of individual-level bias. What is known as the Traffic Stop Monthly Report (TSMR) methodology was first proposed in July 2019 to be the basis of the effort to compare the stop outcomes for an individual deputy to his/her peers. Subsequent revisions and refinements of the TSMR methodology have occurred and are documented in our previous quarterly reports. In April 2021, MCSO began the piloting of the TSMR methodology, using 12 months of traffic stop data for the data period that closed in March 2021. Since that time, MCSO has conducted 15 review cycles during the pilot period ending in October 2022. MCSO has run the data and analyzed the results every month, except when agreed to by the Parties and us so that MCSO can make modifications to the methodology based upon experiences from earlier cycles.

The purpose of the TSMR pilot was to test the efficacy of the TSMR methodology, which essentially includes two distinct components. One component is quantitative: It includes sophisticated statistical models designed to identify deputies who are potentially engaging in biased policing. It is important to note that being flagged by the statistical component of the TSMR methodology does not necessarily constitute evidence of potentially biased behavior. There may be logical explanations for flags generated by the statistical models that can only be discovered by an investigation into the data that generated the flags in the first place. This is where the second component of the TSMR pilot methodology enters the process, which we label as the qualitative component of the TSMR methodology. The qualitative component includes an extensive review process by TSAU to determine the validity of the flags and determine the types of interventions that might be recommended for each deputy identified by the TSMR statistical model.

Ongoing concerns with issues relevant to the statistical component of the TSMR methodology was the subject of an October 27, 2021 Court hearing. The Court ordered that MCSO continue to use the approved TSMR methodology, but also instructed MCSO, the Parties, and us to work collaboratively to explore remaining technical issues concerning how information about the time and location of a traffic stop is incorporated into the TSMR methodology. Following the hearing, a group of experts was formed to explore technical options. The group of experts has continued to meet to evaluate possible feasible and practical improvements to the methodology.

In February 2022, for example, several months of discussion led MCSO to introduce a new means of using time and location (splining) of traffic stops to compare deputies' activity more equitably.

The pilot period for the TSMR was concluded in October 2022. Subsequently, MCSO published and placed into production the necessary guiding documents for the TSMR in the TSAU Operations Manual; however, the agency has not yet completed the revision of GH-5 and the incorporation of Attachments relevant to the TSMR. MCSO continues to share the monthly vetting of traffic stop data with us and the Parties. We note that the vetting for the November and December TSMR cycles was not delivered within the timeframes established by policy. We will continue to monitor and report on these issues. MCSO has also continued sharing the closure documents for those cases that were flagged as a result of the analysis. While the TSMR is fully operational and the associated guiding documents are published in the TSAU Operations Manual, MCSO needs to finalize the additions and modifications to GH-5. We are not yet placing MCSO in Phase 2 compliance with this Paragraph until the agency can consistently provide the monthly vetting materials as proscribed by policy and all associated publications are placed into production.

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.

Phase 1: In compliance

- EB-2 (Traffic Stop Data Collection), most recently amended on February 22, 2023.
- GH-4 (Bureau of Internal Oversight Audits and Inspections), most recently amended on February 25, 2021.
- GH-5 (Early Identification System), most recently amended on December 16, 2021.

Phase 2: In compliance

MCSO has completed seven comprehensive annual 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, conducted the first three TSARs. MCSO's current vendor, CNA, conducted the last four TSARs.

MCSO released the first TSAR in May 2016 titled, “Preliminary Yearly Report for the Maricopa County’s Sheriff’s Office, Years 2014-2015.” It found that there are deputies engaged in racially-biased policing when compared to the average behavior of their peers.

MCSO released the second TSAR in March 2017. This evaluation confirmed the first report’s main finding that racially biased policing within MCSO appears to be both a deputy- and organizational-level problem.

MCSO released its third TSAR in May 2018, which reported the same results of its two predecessor reports: racially biased policing persists within MCSO at the organizational level.

MCSO released its fourth TSAR in September 2019, employing a new methodology that we approved in April 2019. It reported disparate outcomes by race of driver, but the report never explained what these findings indicated with regard to systemic bias. More specifically, unlike the previous three TSARs that reported the presence of systemic bias within the Patrol Division of MCSO, the fourth TSAR failed to determine whether the findings of disparate outcomes reflected a systemic problem. We, MCSO, and the Parties all agreed that such a conclusory statement was required. In October 2019, the Sheriff issued a statement that, among other things, said that the disparate outcomes are warning signs of potential racial bias in MCSO’s patrol function, which may be indicative of a systemic problem.

In May 2020, MCSO released its fifth report, which reported findings that are consistent with past TSARs. The fifth TSAR found that there were statistically significant disparities comparing Latinos to whites for all post-stop outcomes, except seizures. It also reported that the disparities were potential indicia of bias as described in the First Order. In a statement subsequent to the release of TSAR5, the Sheriff issued a statement that read, “[TSAR5] [s]hows disparate outcomes in our traffic stops of minorities similar to the outcomes...[and that]...these disparate outcomes are warning signs of potential racial bias in our patrol function.”

TSAR6, was released in June 2021. Its main findings are consistent with the previous TSARs. It reports evidence of disparate outcomes by driver race in traffic stops on most stop outcomes. We note that this year’s TSAR addressed the issue of systemic bias directly in the report. The Conclusion section of the report (on page 27) said that “while the observed disparities are relatively small...they are very concerning to the MCSO because they identify possible systemic racial bias and its effect on our community. In a June 8, 2021 statement, the Sheriff expressed his concern about possible systemic racial bias in [MCSO’s] patrol function and requested that, among other things, that we work with MCSO for an approval of a methodology to look at the disparities in citation rates. We received that methodology shortly before our July 2021 virtual site visit and provided written comments to MCSO in September. That methodology was approved during the fourth quarter of 2021.

TSAR7 was published on June 30, 2022, 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 the patrol function. The Sheriff notes that some of the disparities are reduced from prior years, but emphasizes that investigating the presence of the continued disparities will remain a priority for TSAU in both quarterly and monthly analytic reports.

Finally, MCSO is proposing changes to the methodology to be employed in TSAR8. Many of these changes result from analytic findings from the Traffic Stop Monthly analyses and others have been the result of Traffic Stop Quarterly investigations. The modifications being discussed 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.

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

- EB-1 (Traffic Enforcement, Violator Contacts, and Citation Issuance), most recently amended on April 27, 2022.
- EB-2 (Traffic Stop Data Collection), most recently amended on February 22, 2023.
- GH-5 (Early Identification System), most recently amended on December 16, 2021.

Phase 2: Not 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. Discussion about 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 as a result of its intent to implement the individual benchmarks required by this Paragraph. These 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. This is also the case for Benchmark 7. 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.

While MCSO has completed operationalizing the benchmarks required by this Paragraph, we have discussed the problems with MCSO's previous methodologies. (See Paragraph 65.) As noted earlier, the TSMR methodology, which incorporates these benchmarks, was approved for piloting. In October 2022, MCSO completed the pilot period for the TSMR and subsequently published and placed into production the guiding documents pertinent to the ongoing TSMR process in the TSAU Operations Manual on October 13, 2022. However, MCSO has not yet modified GH-5 or appended the Attachments from the TSMR to this policy as proscribed.

During our January 2020 virtual site visit, we committed to holding regular telephonic meetings to continue our collaborative efforts to identify potential problems and solutions identified during the TSMR pilot. These telephonic meetings continued throughout the pilot process, and MCSO also incorporated appropriate technical suggestions of representative experts that include more fine-grained statistical or methodological issues. Phase 2 compliance is dependent upon the successful completion of the TSMR pilot, as noted above, and the consistent production of TSMR analyses thereafter, including the monthly production of analyses and any closed alert cases stemming from earlier TSMR analyses. MCSO has met some of these conditions by continuing to supply monthly vetting of traffic stop analytic outcomes; however, as we have noted in prior Paragraphs, the vetting for November and December 2022 was provided at the end of December. MCSO has also produced the necessary documents for completed alert investigations stemming from the pilot period and has begun producing post-pilot documents as well. As a result, MCSO is not yet in Phase 2 compliance with this Paragraph. Once there is a consistent production of both vetting and alert closure documents, we will revisit this issue. We will continue to evaluate MCSO's submission of the relevant materials in subsequent quarterly reports.

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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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, they are 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 regular site visits. During our site visits prior to, and including, January 2020, we routinely inquired of administrative staff, District personnel, and the Deputy Chiefs of Patrol Bureaus East and West whether any Significant Operations had occurred since the prior site visit. In response, MCSO personnel indicated that no Significant Operations had occurred within their jurisdictional boundaries, nor had any of their staff participated in such operations with other departments. Subsequently, during our remote site visits since April 2020, MCSO administrative personnel have continued to advise us that there were no new Significant Operations conducted by MCSO or any of its personnel.

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 December 16, 2021.

Phase 2: In compliance

MCSO has placed into production database interfaces with EIS, inclusive of Incident Reports (IRs), Non-Traffic Contact Forms (NTCFs), Arizona 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 audits and inspections of supervisory oversight activities indicate compliance, but several continue to show fluctuating trends of use or completion over time. MCSO has yet to fully develop some inspections that would allow a determination of compliance under this Paragraph. MCSO finalized the Traffic Stop Monthly Report (TSMR) following an 18-month pilot process that will provide supervisors the ability to review and respond to data pertinent to the performance of deputies under their command with respect to the requirements of Paragraph 67. MCSO has published nine Traffic Stop Quarterly Reports (TSQRs): the first two for the third and fourth quarters of 2020; and three others for the first three quarters of 2021. The publication of the sixth TSQR was delayed until the first quarter of 2022 due to the amount of work required and the extended approval processes involved. The seventh TSQR, investigating disparities by ethnicity/race across several arrest types, was published on June 30, 2022. The eighth TSQR, “Disparities Over Time,” was published in September 2022 and investigated the disparities

between stop length, citations, arrests, and searches from 2017 to 2021. Finally, the ninth TSQR, “2021 Special Assignments,” was published in December 2022 and examined whether disparities among deputies conducting special assignment stops differed from stops during non-special assignment patrol. In addition, MCSO investigated whether the undercount of special assignment stops during previous TSARs might impact the findings in those reports. (See Paragraph 65.)

MCSO has automated the dissemination and responses to alert investigations initiated for repetitive deficiencies discovered during audit and inspection processes; however, many of these processes have been placed on hold as MCSO reevaluates the thresholds for the triggering of alerts. In October 2021, MCSO produced a Threshold Analysis Review Proposal to be conducted annually, as well as an EIS Alert Research/Background document for review. We returned these documents with questions/comments and requested a presentation of the document and its use. The proposal was approved, and MCSO provided us with a demonstration of the Threshold Analysis Review during a conference call on February 16, 2022; however, we have yet to receive an updated version of Appendix A of the EIU Operations Manual as a result of that review. We will continue to work with MCSO and the Parties on these issues. AIU developed an inspection that tracks EIS Alert investigations from the time that they are assigned from EIU to District personnel and make their way back through the chain of command for final approval of a disposition. The protocol for this inspection is included in the EIU Operations Manual, Section 302 (EIS Alert Processes), and was approved on March 27, 2019.

During the third and fourth quarters of 2022, the completion of investigations fell within policy timeframes in 100% of the cases we reviewed. MCSO had requested that this inspection be moved from a monthly to a quarterly inspection due to the low number of investigations completed each month. We approved this recommendation prior to the third quarter of 2022. MCSO is currently modifying the inspection to include an evaluation of the effect of any intervention undertaken. We will elaborate on this when the protocol is approved and placed in production. A review of the closed alerts for the fourth quarter shows that most interventions were completed with a meeting between the supervisor and their subordinate; however, we also note that one investigation resulted in a meeting with the commander, one required additional training, and one led to a referral to PSB.

We had previously requested that MCSO create and produce an audit of repetitive BIO Action Forms for specific Districts and personnel.

In response to a request submitted following our October 2021 remote site visit, MCSO produced a BIO Action Form tracking proposal in December 2021 that was largely based upon a pilot tracking analysis of BIO Action Forms conducted in 2020 based upon 2019 data. We sent our collective comments back to MCSO in January 2022 and awaited the completion of the first BAF inspection report.

In September 2022, MCSO published the first BAF study for calendar year 2021. We discussed the study at length during our October 2022 site visit. The study found that the majority of BAF deficiencies were for inspections conducted related to Traffic Data, Shift Rosters, and Incident Reports. These deficiencies were largely due to a comparison of forms that lacked agreement for the same incident (VSCF and IR for example), or a failure to fill out forms properly. MCSO noted that over three-quarters of the deficiencies found were due to deputies failing to adhere to

policy processes or requirements as proscribed in GB-2 (Command Responsibility), EB-1 (Traffic Enforcement, Violator Contacts, and Citation Issuance), GF-5 (Incident Report Guidelines), and EB-2 (Traffic Stop Data Collection). While some Districts were found to have had more deficiencies than others, the issues were spread across the County. The inspection also focused on five supervisors that were associated with a high number of deficiencies. The report concluded that most deficiencies could be effectively addressed through squad interventions or training rather than individual actions – as the issues related to a general lack of care in documentation and time or resource management. MCSO reported during our January 2023 site visit that the agency would be repeating the BAF tracking inspection on a semi-annual basis using overlapping time periods to ensure full coverage. We believe that, over time, reports like this one will assist MCSO in addressing compliance with this Paragraph, as well as those covered in Paragraphs 81, 94, and 95.

The Traffic Stop Annual Reports (TSARs) are published and available to the public on MCSO's website. The TSAR7 was placed on the website in June 2022. These reports focus on organizational trends in traffic stop activity and do not allow an examination of potential individual bias in traffic stop outcomes. The methodology employed for the fourth through the seventh TSARs was also intended to create a foundation for the Traffic Stop Monthly Report (TSMR), which provides a statistical comparison across peer deputies regarding potential bias in traffic stop related outcomes. MCSO completed an 18-month pilot process for the TSMR in October 2022. During that time, we, along with the Plaintiffs and Plaintiff-Intervenor, have held frequent conference calls addressing a variety of outstanding issues related to the TSMR. MCSO has initiated a detailed vetting process as a result of these analyses. The vetting of cases that flag as outliers leads MCSO to recommend that some cases are discounted, while others result in memos to District staff, and still others receive intermediate or full interventions depending on the findings of TSAU staff. With the completion of the pilot process, MCSO continues to share the monthly vetting information as well as provide documentation for all cases closed following a TSMR alert investigation. We will continue to review and report on these processes.

As noted above, MCSO has produced eight Traffic Stop Quarterly Reports. The insights from several of these investigations have resulted in findings that will influence future analyses.

Most recently, TSQR9, “2021 Special Assignments,” was published in December 2022. This report specifically investigated the traffic stop outcomes of deputies conducting traffic stops while working in special assignments (details focused on particular traffic violations) to determine whether, as a group, deputies’ outcomes differ while on special assignment when compared to those same deputies’ non-special assignment stops. The investigation found that minority drivers were statistically more likely to be stopped during special assignment than non-special assignment periods. In addition, MCSO reported that arrest rates and stop length were statistically higher and longer during special assignment stops while citation rates were statistically lower. The report also concluded that prior TSARs dramatically undercounted special assignment stops. This undercount changed the magnitude of differences found in the prior TSARs but not the disparities themselves. MCSO is evaluating the findings and suggested several ways in which these results may be applied to training and policy. In addition, MCSO recognized that the agency did not incorporate the selection of location for conducting special assignment enforcement in the current study and suggests that this may be a viable proposal for a future quarterly investigation.

In TSQR8, “Disparities Over Time,” MCSO investigated the disparities between stop length, citations, arrests, and searches over time, from 2017 to 2021. MCSO set up the data in a variety of ways to investigate the potential changes in findings over time. MCSO found both positive and negative trends, concluding, “The results of the analyses performed do not demonstrate a clear pattern of disparities consistently increasing or decreasing over time.” MCSO conjectured that the lack of any clear pattern may be due to the fact that many of the modifications to policy, practice, and record-keeping had occurred prior to 2017 and may not show up in the analyses conducted. The changes to data handling, specification, and verification occurring after 2017 makes it nearly impossible to compare the current data with that which precedes 2017.

In TSQR7, “Traffic Stop Quarterly Report: 2019-2021 Arrests Activity,” MCSO investigated in more detail the disparities in arrests between Latino and white drivers discovered during the past three TSARs. As expected, MCSO found “consistent disparities between White and Hispanic drivers across all arrest types and years, but they did not present any identifiable pattern. This is indicative that arrest disparities cannot be explained by a single type of arrest or district in the County. The one exception to this was District 5 (Lake Patrol), which had higher arrest rates, for both Hispanic and White drivers, than any other district across the majority of compared categories for each of the three years.” From this report, MCSO has also proposed a closer examination of special assignments that may yield potential patterns not uncovered in this analysis.

In TSQR6, “Traffic Stop Quarterly Review: Citations and Warnings,” MCSO examined in more detail the findings from prior Traffic Stop Annual Reports (TSARs) regarding racial and ethnic differences in traffic stop outcomes. In particular, MCSO sought to explore characteristics of traffic stops that were not included in TSAR analyses – including the impact of total citations emanating from a traffic stop, citation experiences between Latinos and whites for issues unrelated to the reason for the original stop, among others. In general, MCSO reported similar findings to those of prior TSARs in that they continued to find that Latino drivers were more likely to be cited than white drivers. However, MCSO also found that Latino drivers were significantly more likely to be cited for license and registration issues than white drivers, which followed with the finding that Latino drivers had more violations per traffic stop than white drivers across the entire County.

In response to these findings, MCSO indicated that there may be opportunities to develop further training for deputies, and to inform the public of licensing and registration requirements that leave little discretion to deputies when it comes to enforcement decisions. We discussed this study at length with MCSO, the Plaintiffs, and the Plaintiff-Intervenor, including the possibility of exploring some of the findings more thoroughly in our future quarterly status reports. The original TSQR6 report had been removed from MCSO’s website following the discovery of coding errors in the data. This resulted in new analyses and MCSO has posted the corrected version on its public website.

MCSO continues to provide us access each month to all Non-Traffic Contact Forms (NTCFs) involving investigative stops and field information; however, MCSO has only begun planning to conduct more thorough statistical analyses of these for this and other Paragraphs. 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. Several months ago, MCSO proposed an initial study of how this form (NTCF) and the related policy are being used across the agency. While this proposed analysis does not investigate potential indications of bias in how these stops are conducted by deputies or evaluated by supervisors, it will give some insight into the modifications needed in both the form and policy going forward. We, MCSO, and the Parties held a conference call in early February 2022 to reiterate the importance of understanding how NTCFs are used by deputies; and MCSO has committed to move forward with the first stage of the proposed study. In MCSO’s 33rd and 34th quarterly compliance reports, the agency indicated that the NTCF study is underway. We will evaluate the findings of this report once it is produced.

We continue to evaluate supervisory investigations into non-traffic stop alerts each month by selecting a random sample of 15 cases, when the number of completed investigations exceeds that amount. Over the past year, we have found that most supervisors are completing these investigations in a timely fashion and addressing the deficiencies raised as we have noted above. MCSO has proposed, and we have agreed in principle, to convert the alert inspection to a quarterly process that includes an evaluation of the effectiveness of the interventions undertaken. As discussed below, MCSO produced this evaluation for the first time during this reporting period.

MCSO has created 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 has fallen below one-third of all cases we evaluate. 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.

In addition, EIU has developed online supervisory resource material for alert investigations that was placed on the HUB in January 2020. In the fourth quarter of 2022, MCSO 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 problems resulting in the original alert. To do this they began with the alerts investigated in the first quarter of 2022, and examined the alerts triggered in the following two quarters to determine if there were any recurring alerts. AIU found that five deputies had new alerts during the second and third quarters of 2022. Of these five, four were for new external complaints and one was due to a new BIO Action Form naming the deputy. The report also indicated that follow-up on the latter case had already occurred but the external complaints were under the purview of PSB so there was no additional investigation conducted. MCSO noted they will continue to evaluate the effect interventions have on the triggering of new alert cases. This addition to the quarterly EIS Alert Inspection fulfills the need to ensure that repetitive problematic behavior is being flagged and addressed appropriately.

The Audit and Inspections Unit (AIU) 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, reviewing two body-worn camera recordings, and reviewing the EIS profile of their subordinates. During the fourth quarter, MCSO reported compliance rates ranging between 98.16% in December to 100% in October. MCSO computes its compliance rates based upon a matrix of items; they are based upon randomized samples that we draw. Our computation of compliance is slightly lower than that reported by MCSO, as we judge 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 November and December were only 1% less than those reported by MCSO, and we concurred on the compliance rate for October.

AIU also conducts three inspections of traffic stop information: two of these pertain to the timely review and discussion of traffic stops by supervisors for each subordinate; and the third is an inspection regarding 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 the traffic review and traffic discussion inspections, MCSO reported compliance rates above 96.6% for the quarter which we concur with. The deficiencies that did exist were minor deviations from the matrices used by MCSO to evaluate compliance. For the traffic data inspection, MCSO reported compliance rates exceeding 99% for the quarter. 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 judge individual cases as deficient if any significant information is

determined not to be consistent across traffic stop forms or CAD. Our compliance rates were 82.8%, 91.4%, and 97.1% respectively. The lapses found for the data inspections were due to incongruent information on the VSCF and CAD for location, reasons for the stop and passenger contact, among others. Each of the three inspections was based upon a stratified random sample of all traffic stops drawn by the Monitor and provided to MCSO. AIU sent BIO Action Forms to those Districts where it found deficiencies.

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 of 99% for October through December, with no instance of a case being turned down due to a lack of probable cause. We concur with the latter point, but differ in the compliance rates for October and December due to instances of deputies' failure to articulate all elements necessary by statute in their reports or failure to include a property receipt for items seized. Our compliance rate for both October and December is 92.5%. For those deficiencies discovered during the inspection process, AIU sent BIO Action Forms to the appropriate Districts for additional review and action. Most importantly, the inspectors noted that there was no indication that the immediate supervisors found these deficiencies within their own review of these IRs.

MCSO has also developed an inspection of repetitive BAFs so that they might intervene for supervisors who evidence recurring problems. This was discussed above. We have found that measures such as the creation of the Alert Review Group have greatly enhanced the accountability of Districts and individual supervisors in the completion of their roles.

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

- EB-1 (Traffic Enforcement, Violator Contacts, and Citation Issuance), most recently amended on April 27, 2022.
- EB-2 (Traffic Stop Data Collection), most recently amended on February 22, 2023.
- GH-5 (Early Identification System), most recently amended on December 16, 2021.

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; however, MCSO has not yet 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. We, the Parties, and MCSO have conducted frequent conference calls over the last 18 months to ensure that the methodologies adopted will be effective in replacing the intervention processes emanating from prior Traffic Stop Annual Reports (TSARs). MCSO initiated a pilot program to evaluate and assist in the refinement of each aspect related to the TSMR in April 2021. MCSO had conducted 15 monthly cycles of traffic stop data and identified deputies deemed outliers in comparison to their peers. 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. Following completion of the pilot, 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.

MCSO continues to develop the EIU Operations Manual. The sections of the manual that remain under development are those related to the thresholds that may trigger alert inquiries for all alert investigations, definitions, and incident procedures. MCSO recently produced a proposal for the modification of thresholds as well as an annual plan to evaluate the thresholds once they are put into production. We provided comments on these proposals and requested a demonstration of the processes proposed. In February 2022, we approved the proposal for the annual review of thresholds, and MCSO provided the demonstration. We will continue to work with MCSO in the refinement of these. MCSO has received approval to move forward on several TSQR projects and published nine of these reports through the fourth quarter of 2022.

MCSO published its seventh Traffic Stop Annual Report in June 2022 and continues to find in the examination of traffic stop outcomes disparities “that may indicate a systemic bias within the patrol function” that needs to be ameliorated. In TSQR5, MCSO further investigated these disparities and found that particular Districts were associated with certain traffic stop outcome disparities. Subsequently, BIO reported that they held command staff and personnel meetings in each District outlining the particular disparities found for each District. This information was relayed to us and the Parties during our April site visit meeting. Overall, the analytic methods used in the TSARs are not able to identify individual deputy activity; but form the basis for organizational strategies to address systemic biases through training and policy; the actions taken following the publication of TSQR5 were encouraging.

A portion of the monthly alert report produced by EIU depends upon the TSMR. The EIS also produces alerts for numerous activities, ranging from repetitive data entry errors to internal and external complaints. Many of these ongoing alerts are dependent upon the revision of alert thresholds which we noted above continue to undergo evaluation by MCSO. While we acknowledge that the revision of these thresholds entails time consuming research and surveys of line personnel, we believe the delay of nearly two years has hampered the effective use of the EIS

to track repetitive behavior that may be deleterious to the organization and the community it serves. BIO personnel continue to evaluate and update the thresholds used to trigger these alerts to ensure that they are sufficient to detect behaviors that might indicate bias on the part of deputies, taking into consideration the current assignment of the deputies as noted in Paragraph 81.f. In the meantime, the non-TSMR alerts triggered under the current system are first evaluated by EIU personnel and then transmitted, via BlueTeam, to the appropriate supervisor and District command. The supervisors conduct investigations, including a potential discussion with the designated deputy, and memorialize their actions in BlueTeam. District command staff and an Alert Review Group (ARG), comprised of multiple BIO personnel, review these investigations to ensure that proper investigations are carried out and possible interventions are clearly outlined.

AIU began producing an inspection of EIS Alert Processes in April 2019 that evaluates the timeliness of alert investigation completion and whether discussions, training, or Action Plans might result from the supervisory investigation. The inspection is lagged by one month to allow supervisors 30 days to complete the investigation. Subsequently, we have moved to a quarterly EIS Alert Process inspection, as MCSO noted that due to the low number of investigations conducted in any single month, the compliance ratings can be dramatically affected by single cases. The compliance rate reported by MCSO for both the third and fourth quarters was 100%. We concur with these findings. The interventions implemented for the fourth quarter include one training, one meeting with a commander, one referral to PSB and over a dozen meetings with a supervisor. The Training Division, working in concert with EIU, included in the 2019 SRELE training a refresher course on supervisory responsibilities in conducting alert investigations. This training was delivered during the fall of 2019. Following our January 2020 site visit, MCSO also placed on the HUB resource materials for supervisors who may not have conducted alert investigations recently. This material provides supervisors with examples of how to complete the alert investigation paperwork or contact EIU staff should the need arise.

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 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 2022. MCSO created 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 for 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. We corroborate MCSO's reported progress during our site visits, where we confirm the reported outcomes and ask clarifying questions on projects completed. Our comments below reflect what we learned as a result of our reviews of documentation during the fourth quarter of 2022, and pursuant to our inquiries during our January 2023 remote site visit.

Goal 1: Implementing an effective Early Intervention System (EIS) with supervisor discussions. For the fourth quarter of 2022, MCSO continued to report an overall 96% completion rate for Goal 1, the same completion rate that has been reported since April 2022. The sub-goal noted as the supervisory discussion process had a starting date of April 3, 2018, with the projected completion date listed as December 31, 2021. As of our January 2023 review, the completion rate for this sub-goal remained at 93%. This is the same completion rate reported for the third quarter. The Traffic Stop Monthly Report (TSMR) continues to show an 80% completion rate; this completion rate has remained at 80% since the third quarter of 2021. During our January 2023 virtual site visit, MCSO reported that there were no Town Halls conducted in the fourth quarter. MCSO reported that several topics are being considered for Town Halls in 2023, including discussion of the complaint intake process. The schedule for Town Halls will be finalized sometime in the first quarter of 2023.

Goal 2: Evaluating supervisors' performances through an effective Employee Performance Appraisal process. For the fourth quarter, Goal 2 noted a completion rate of 95%, or an 8% increase from the third quarter. On the online spreadsheet, the completion date for this Goal was previously revised and continues to show a date of May 31, 2023. During our January virtual site visit, MCSO reported that training had been completed for sworn supervisors. Training is currently ongoing for newly promoted sworn supervisors. MCSO reported other classifications have also started training on the new EPA process. There have been a limited number of EPAs completed on the new format. MCSO personnel stated that the agency is working with an outside vendor to enable supervisors to view and attach supervisor notes on Perform, the application where EPAs are completed. During our January site visit, we discussed areas of current EPAs that have been found to be deficient. We discussed deficiencies found in past reviews, with specific references to deficiencies found in the assessments of compliance for Paragraphs 92, 95, 99, and 176.

Goal 3: Delivering enhanced implicit bias training. Goal 3 was noted as 100% completed on the tracking spreadsheet, for the calendar year 2022.

Goal 4: Enhanced Fair and Impartial Decision-Making training (FIDM). Goal 4 was noted as 100% completed on the tracking spreadsheet, for the calendar year 2022.

Goal 5: Delivering enhanced training on cultural competency and community perspectives on policing. The completion rate for Goal 5 was noted at 99%, for the calendar year 2022. During

our January virtual site visit, we inquired about the Traffic Stop Survey. MCSO stated that they had received a total of 53 surveys from 30,846 traffic stops. MCSO advised us that 14 validated surveys were submitted in the fourth quarter. We requested copies of the 14 surveys, and MCSO submitted a spreadsheet summarizing 12 of them. Of the 12 individuals who responded to the survey, seven identified as white, and five identified as Hispanic. Eight responders identified as male, and four identified as female. On the final question of the survey, which asks if the responder was satisfied that they were treated without bias, seven agreed and five disagreed. Of the five individuals who believed they were treated with bias, two identified as white and three identified as Hispanic. Of the individuals who believed they were treated without bias, five identified as white, and two identified as Hispanic. With regard to training topics to be discussed in future Captains' meetings, MCSO stated that Implicit Bias will be covered in February, Fair and Impartial Decision Making will be covered in April, and Cultural Competency will be covered in August.

Goal 6: Improving traffic stop data collection and analysis. As of our January review, Goal 6 was noted as 98% completed, the same as in our July and October reviews. The TSMR pilot analysis was completed during the fourth quarter of 2022. MCSO continues to process all flags that occurred during the pilot and shares that information with us, the Plaintiffs, and Plaintiff-Intervenor. Going forward, MCSO will continue to share the vetting of deputy traffic stops on a monthly basis and provide documentation for those deputies that are outliers. For all post-pilot cases, MCSO will provide all documents indicating how the case was handled throughout the investigative process to us, the Plaintiffs, and Plaintiff-Intervenor.

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 January 2023 review, Goal 9 was listed as having a 74% completion rate, or a 3% decrease from the progress reported in October. The expected completion date on this goal has been revised several times from the initial date of December 31, 2020, to the current date of June 30, 2023.

During our January virtual site visit, MCSO reported that the agency had received approval to hold virtual job fairs. MCSO conducted one virtual job fair in December, and one in January. Another virtual job fair was scheduled for February. Over 100 individuals registered for the December event, and approximately 200 registered for the January event, although the actual number of participants in attendance was smaller. MCSO also held an in-person hiring event in December, with approximately 25 participants; some of those are still undergoing the hiring process. MCSO also reported that it would participate in an all-agency County-wide job fair in February at Chase Field. MCSO reported completion of the initial phase of a text messaging platform that allows Human Resources to provide information to candidates about the steps in the hiring process and reminds applicants of their upcoming appointments. The job fairs have focused on Detention Officer recruitment, although MCSO also provides information on sworn

and civilian job openings. With regard to the proposal for an alternative to polygraphing Detention and civilian applicants, MCSO reported that its vendor had provided a demonstration of the EyeDetect system, and MCSO had conducted a two-day “test drive” for Detention applicants. MCSO will also conduct polygraphs on the same Detention applicants and compare the results. MCSO noted that if the agency decides to implement EyeDetect, MCSO polygraph examiners will be trained on the new instrument. The advantage of EyeDetect is that the test generally takes 30 to 45 minutes to complete, whereas a polygraph examination may take three to four hours. In addition, up to three individuals may be tested simultaneously. Until the final decision is made on the implementation of EyeDetect, if an applicant fails the test, s/he will be offered a polygraph examination. With regard to recruitment, MCSO stated that emails will be sent out to about 5,000 of the 20,000 individuals holding security guard licenses in the state, to advertise the position of Detention Officer. The remainder of the recruitment emails will depend on the response received. MCSO reported that the raise for Detention Officers has been processed and implemented. In addition, the State has approved retention incentives for Detention Officers and Detention Sergeants, as well as for deputies and deputy sergeants. The retention incentives, totaling about \$10,000 per employee, would be paid out quarterly over a period of two years. In addition, the State has authorized a recruitment incentive of \$5,000 for any new hires in the mentioned classifications, for any new employees hired after May 1, 2022. The recruitment incentive will be paid over a period of one year. Even though the incentive was approved for hires after May 1, 2022, MCSO is currently waiting for the funds to be disbursed. In addition, MCSO reported that a critical staffing pay differential of 5% for Detention Officers was made effective in mid-December.

MCSO reported that 75 new employees were hired in the fourth quarter. Of these new employees, 12 were sworn, 11 were Detention, and 52 were civilian. The demographics for the sworn new employees were reported as 8.33% Asian, 8.33% Black, 16.67% Latino, 8.33% two or more races, and 58.33% white. The demographics for new Detention employees were reported as 45.45% Black, 18.18% Latino, 9.09% two or more races, and 27.27% white. The demographics for new civilian employees were reported as 1.92% Asian, 5.77% Black, 25% Latino, 5.50% not specified, 7.96% two or more races, and 53.85% white.

At the time of our January site visit, there was one Academy class in session, with 16 trainees. The demographics reported were 6.25% American Indian/Alaska Native, 31.25% Black, 50% Latino, and 12.5% white. There was one sworn Academy class with 12 trainees. The demographics reported were 16.67% Asian, 8.33% Black, 16.67% Latino, 41.67% white, 8.33% two or more races, and 8.33% not specified. In addition, MCSO stated that another sworn class was due to start at the end of January, with seven trainees in that class. The demographics of that class were reported as 28.57% Latino and 71.43% white.

As for current employees, supervisor demographics for sworn were reported as 76.8% white, 18.23% Latino, 3.31% Black, .55% two or more races, and 1.1% Asian. Supervisor demographics for Detention were reported as 67.05% white, 24.03% Latino, 4.26% Black, 2.33% Asian, 0.78% Native Hawaiian or Pacific Islander, 0.39% American Indian/Alaskan Native, and 1.16% two or more races. Supervisor demographics for civilian employees were reported as 59.42% white,

21.74% Latino, 10.87% Black, 1.45% American Indian or Alaskan Native, 2.17% Asian, 2.9% two or more races, and 1.45% not specified.

During our January virtual site visit, MCSO reported 971 total vacancies as of December 31, 2022. MCSO previously reported 938 vacancies in the third quarter, 903 vacancies in the second quarter, and 838 vacancies in the first quarter of 2022. The vacancies reported for the fourth quarter were 100 sworn, 651 Detention, and 220 civilian. There was a total of 63 voluntary separations in the fourth quarter; these were reported as four sworn, 31 Detention, and 28 civilians.

MCSO has completed training for Goals 3, 4, and 5, for calendar year 2022. MCSO has continued to make progress on quality of traffic data analysis and supervisor interventions, relative to Goals 1 and 6. MCSO has continued to make progress with training on the new EPA process, as it pertains to Goal 2. With regard to Goal 9, we have been reporting on our concern over personnel resources since the second quarter of 2020. We still have not seen any encouraging signs that the negative trend has changed for the better. The total number of vacancies has continued to increase every quarter since April 2020, when MCSO reported 139 total vacancies. For the fourth quarter of 2022, MCSO reported a total of 971 total vacancies. Of particular concern, in the fourth quarter of 2022, MCSO reported 651 Detention vacancies, or 50 more than reported in the third quarter. We recognize that MCSO has been working to attract more Detention applicants, as well as retain current Detention employees. As stated in our previous quarterly status report, even if a considerable number of employees are hired, it will take some time before these employees are trained and develop the necessary skills to make any kind of contribution.

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.

On December 28, 2018, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

While we continue to work with both MCSO and the Parties on specific issues of methodology for Non-Traffic Contact Forms and the Annual, Monthly, and Quarterly Reports for traffic stop data, we have nonetheless been afforded complete access to all requests involving data. Recently, MCSO discovered during tests of the TSMR methodology that over 500 traffic stops from April 2020-March 2021 had been assigned incorrect coordinates for the locations of the stops. This typically occurs as a result of communication problems or other technical issues involving the transmission of data that may arise during a traffic stop. Traditionally, these incorrect locations are corrected by dispatch staff at the end of each shift; however, during this time period, the corrections were missed. Upon making the discovery, MCSO notified us and the Parties and began manually correcting these locations to use the data fully. Furthermore, as a result of a

closer examination of stops that occur during special assignments, in preparing a quarterly report proposal, MCSO found that there was an undercounting of special assignment stops included in both Annual and Monthly analyses. MCSO has 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. MCSO has been forthcoming when they recognize any deficiencies. MCSO is modifying its data quality procedures to catch and correct these issues in a timely fashion. These location corrections were also made for the data used in the sixth and seventh Traffic Stop Annual Reports, and the undercounting of special assignment stops will be addressed as described. TSAU continues to monitor stop locations and correct the default locations as they arise. We will review additional data quality procedures as they are made available to us.

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

- EA-3 (Non-Traffic Contact), most recently amended on June 28, 2019.
- GH-5 (Early Identification System), most recently amended on December 16, 2021.

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 work on 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. MCSO has completed over 90% of the manual to date. Those sections that are under development pertain to the definitions, incident procedures and a revision of the EIS Alert Processes (302). MCSO has produced a proposal to modify the thresholds and review them annually. We approved the proposal, and MCSO provided a demonstration of the threshold review process during a conference call on February 16, 2022; however, we have not received an update to Appendix A of the EIU Operations Manual that reflects those potential changes as a result of the review. MCSO also proposed modifying the EIS Alert inspection from a monthly to a quarterly report that also will include an evaluation of the effectiveness of interventions undertaken. We have approved the modification to the quarterly report and note that, in this reporting period, MCSO produced an examination of the effect of earlier interventions on subsequent alerts.

To capture the activities of deputies in non-traffic stops of individuals, MCSO created 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 two 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 has begun the investigation of NTCF usage by deputies. In a recent request for information, the BIO Captain stated that once the methodology for this one-time study

is approved, BIO personnel will complete the assessment in approximately 60-75 days. Until the study and analytic proposals are complete, we will continue to review both investigative stops and field interviews collected on the existing forms. MCSO supplies us with a list of these non-traffic stops each month. A conference call between us, MCSO, and the Parties in early February 2022 resulted in the approval of MCSO's initial evaluation of NTCF use. In MCSO's 34th quarterly compliance report, the agency notes that the NTCF study is underway; and MCSO is developing matrices and reviewing potential policy modifications.

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 were 98% or higher each month. Our calculation, in contrast, counts individual cases as out of compliance for any missed policy timeframes or requirements. For November, we calculated a compliance rate of 97.8% due to one missing EIS check and one case missing two supervisor entries. For December, there were three instances of EPA entries not being recorded for a compliance rate of 97.8%. We concur with the 100% compliance report for October. 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 Review Inspection for this quarter, MCSO reports compliance rates at 96% or above. We concur with the rates reported. The compliance rates for the Traffic Stop Discussion Inspections were similarly above 99% for this quarter. We concur with these findings. The third traffic-related audit is the Traffic Stop Data Inspection, in which AIU uses a matrix comparing traffic stop information found on Vehicle Stop Contact Forms (VSCFs) with Computer Aided Dispatch (CAD) and body-worn camera (BWC) footage. The compliance rates reported by MCSO during this quarter were all in excess of 99%. We compute compliance based upon specific policy requirements and rule as noncompliant any case that has missing or incorrect information. Therefore, our rate of compliance was 82.8% for October, 91.4% for November, and 97.1% for December. All of 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. MCSO produced

a methodology in June 2020, which we and the Parties returned with comments. MCSO refined the methodology and resubmitted it in December 2020. The proposed methodology has been returned to MCSO with a few issues remaining and continues to be in the process of review or revision. In September 2022, MCSO published the first BAF tracking inspection covering 2021. MCSO will conduct the inspection every six months using one year of data that overlaps the prior reporting period by six months. As noted in Paragraph 69, the study found that the majority of BAF deficiencies were for inspections conducted related to traffic data, shift rosters, and Incident Reports. The deputies' deficiencies ranged from failure to fill out forms properly, to a lack of agreement across forms, such as IRs, VSCFs, or CAD. MCSO noted that the 76.87% of the deputy deficiencies were related to the requirements of four policies: GB-2 (Command Responsibility); EB-1 (Traffic Enforcement, Violator Contacts, and Citation Issuance); GF-5 (Incident Report Guidelines); and EB-2 (Traffic Stop Data Collection). During the inspection, MCSO identified several supervisors with a disproportionate number of BAFs individually, or for those they supervise. MCSO is evaluating the results of the inspection, but notes that the inspection was shared throughout the organization and includes suggestions of ways in which the findings may be used. The inspection noted that all Districts reported a need for more personnel to adequately address the requirements of their roles.

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 created 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 this quarter.

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

The Bureau of Internal Oversight (BIO) is overseen by a captain and is comprised of three 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 most recently created due to the complexities of generating all the statistical reports related to traffic and patrol functions of MCSO. The leaders of these units respond to specific requests made by us and the Parties and appear collectively during our site visit meetings to answer any questions related to the operation of BIO.

Over the last 18 months, the EIS database has been expanded to include Incident Reports (IRs), Non-Traffic Contact Forms (NTCFs), records from the Arizona 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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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.*

Phase 1: In compliance

- GH-5 (Early Identification System), most recently amended on December 16, 2021.
- EIU Operations Manual, currently under revision.

Phase 2: In 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 not yet completed the revision of the EIU Operations Manual. Currently, MCSO has approximately 90% of the manual finalized. The remaining 10% of the manual addresses the revision of the thresholds for alerts to be triggered, definitions, and Incident Procedures (Section 304), according to the latest quarterly report produced by MCSO. The manual sections pertaining to this Paragraph have already been finalized and published; therefore, MCSO has achieved Phase 1 compliance.

MCSO has shown progress in the development of a 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. During this quarter, 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 prior quarter, MCSO had 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 created 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. Nonetheless, during the analysis of data related to the initial runs of the TSMR process in late 2020 and early 2021, MCSO discovered over 500 traffic stops that had inaccurate traffic stop location coordinates assigned to them. Traditionally, dispatchers are to make note of traffic stops involving inaccurate coordinates and manually adjust these at the end of each shift. This procedure was not performed during April 2020-March 2021. Upon discovery of this oversight during the analysis of traffic stop data, MCSO notified us and the Parties of this problem and immediately began manually correcting the inaccurate coordinates so that these stops could be used in both the TSMR and TSAR6 analyses. MCSO investigated what led to this oversight to ensure it does not occur again. At present, TSAU personnel are routinely checking to ensure that no default locations are included in data produced for analytic purposes on a monthly basis. Since that time, we have noted no issues with the data used for analysis.

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, and there were 10 data validation alerts: four in October; three each in November and December.

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 December 16, 2021.
- EIU Operations Manual, currently under revision.

- 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 turn downs (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 each site visit. We will continue to evaluate and monitor the use of EIS in furtherance of the Orders. During our last in-person site visit, in January 2020, we also reviewed with MCSO representatives how the data for the following Subparagraphs appear on-screen and are accessible to first-line supervisors. We found no issues of concern during this review. We anticipate conducting a similar review when we resume our in-person 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 through December found that these summaries meet our expectations. We do note, however, that one entry alleged that database information may have been improperly shared. (See Paragraph 78.) Additionally, during our site visits between 2017 and January 2020, 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 through December found these summaries to be transparent and easily understandable. During our past 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 created electronic forms to collect data from traffic stops, incidental contacts, and warnings.

MCSO has also created 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. Field supervisors have shown that they have the ability to view IRs and NTCFs during our past in-person site visits. AIU already conducts an inspection of IRs and has revised the methodology to improve and streamline the inspection process. We have suggested, over the past two years, 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 in early April 2020. Following several conference calls on both the forms and policy, EA-3 (Non-Traffic Contact), MCSO proposed an initial study that would only evaluate how the NTCF form and policy are being used across the agency. According to the last two quarterly reports provided by MCSO, this study is now underway. MCSO also proposes that following this review of the use of NTCFs, the agency will suggest an appropriate method to determine if disparities exist in the stops documented on these forms. 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; 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 site visits. In addition, in one of the monthly production requests involving this Paragraph, we

noted that from January through March 2020, there were 14 “notice of claim” incident type alerts; but none were sent to supervisors for further investigation. During April through June of the same year, we noted 67 “notice of claim” incident type alerts with three being sent to supervisors for investigation.

During our July 2020 remote site visit, we requested clarification on these particular alerts through a document request. BIO command staff advised us that they had recently discovered that there was a backlog of emails from the Legal Liaison Section regarding Notice of Claims. In October 2020, the EIU lieutenant noted that the backlog of Notice of Claims had been rectified and that new internal processes were adopted to ensure that such a backlog would not go undetected in the future. As this appears to have been a unique issue that MCSO responded to quickly, we have not removed MCSO from compliance with this Subparagraph. We have not observed any similar spike in activity regarding this Subparagraph and will periodically request an examination of the notice of claims review process. To date, no new issues have occurred.

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 site visits, supervisors have 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.

If a court or prosecutor decides not to prosecute a case, both the deputy and their immediate supervisor are notified. In 2019, MCSO created 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.

During this reporting period, MCSO reported compliance rates in excess of 98%, using the entire matrix of issues the agency employs to investigate IRs. Our calculation of compliance regards any significant deficiency as a failed case. During this quarter our compliance ratings differed for October and December (92.1%). In October, there were two instances where deputies failed

to adequately articulate criteria to support the charge in the report, and one inspection noting that seized property was not properly tagged/received. In December, there was one report where the deputy did not adequately articulate criteria to support the charge and two instances where seized property was not properly tagged/received. BIO sent Action Forms to the Districts for the deficiencies in the original report and the supervisors who failed to find these deficiencies before signing off on the reports.

The inspections show that the data exist within EIS, even though the manner of computing compliance differs between us and MCSO.

MCSO remains 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 new inspection process referred to above will also 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/probable cause to believe a crime had been committed, as required by law.”

MCSO has created interfaces for both IRs and NTCFs. As noted in 75.f., our compliance calculation for inspection of IRs agreed with those of MCSO except for October. AIU sent BIO Action Forms (BAFs) to Districts with deficiencies. In addition, AIU published the first BIO Action Form Tracking Study 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.

Initially, the number of NTCF reports was insignificant; however, since May 2018, we generally receive between 15-25 NTCFs for investigative stops each month. These are all captured within EIS as required by this Subparagraph (as well as 75.c.). During the last quarter of 2019, we also

requested a random sample of Field Information stops that were documented using the NTCF. Our review of these indicated that approximately 80% of civilian stops labeled as Field Information could easily have been labeled as Investigative stops. We apprised MCSO of our findings and have subsequently provided MCSO with our summary evaluation. We have also suggested that MCSO develop a methodology to statistically analyze the collection of NTCFs to look for possible issues of racial or ethnic bias in the way these interactions are conducted. The development of a statistical examination of NTCF stops should be a priority for MCSO once the Traffic Stop Methodologies for the Monthly Analyses are complete. Such an examination is required by Paragraphs 72 and 81.b.vi. MCSO drafted an initial proposal for the evaluation of how NTCF forms and policy are being used across the agency. In a February 2022 conference call, we revisited this initial proposal and granted MCSO the approval to move ahead with the inquiry. Depending upon the outcome of that review, MCSO noted that the agency is ready to modify, where appropriate, both the policy and forms related to NTCFs; and will undertake a process to ensure that any potential indications of bias are discovered. MCSO's 33rd and 34th quarterly compliance reports note that the initial evaluation described above is underway and they are developing a potential matrix of items to evaluate all NTCFs. We will evaluate these processes as they are produced. 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 new 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 agreed with those of MCSO except for October, where MCSO reported a compliance rate of 99.2% and we calculated a rate of 92.1%, due to the three issues described previously. For this period, 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 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 other 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.

AIU produces a monthly alert inspection report relevant to Paragraphs 70, 71, 75, and 81. The possible outcomes from these alert investigations range from no further action to referral to PSB. In the alert inspection reports from July through September, there were seven instances where cases were referred to PSB for investigation.

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 2022.

MCSO is in compliance with this Subparagraph.

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

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 three deficiencies found in November, three in December, and none in October.

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 created 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 through December, there was one commendation recommendation in October.

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 created an interface between the HUB and EIS.

During our past site visits, all field supervisors who we contacted stated that they were familiar with the HUB and were able to access the information contained therein. Several supervisors noted how they assigned training to particular deputies following alert investigations they completed. In addition, during our regular conference calls regarding TSMR methodology, we have placed particular importance on the development of comprehensive supervisor training that would ensure that they will be able to comprehend and interpret the statistical data produced each month in a way that would promote a transparent intervention process. 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 when we resume our in-person site visits.

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 October through December, AIU reported two instances in November where supervisors failed to make two reviews for each of their subordinates and sent BIO 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 Arizona Office of the Courts, and the HUB, EIS now 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. During our regular conference calls with MCSO, Plaintiffs, and Plaintiff-Intervenor, we have continued to clarify how MCSO utilizes the data being collected and recommended ways it might gain further transparency in the ways it analyzes and presents information gleaned from these analyses.

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 slightly lower due to the fact that we do not employ a matrix to assess compliance, but rather judge 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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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. We have been unable to conduct these inspections since January 2020 as a result of holding our site visits remotely; however, we will conduct these reviews when we resume in-person site visits.

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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

We will continue to conduct our spot inspections at the Districts, and MCSO will apprise us of any event that falls within the scope of this Paragraph.

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 of 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.

The most recent occurrences of a substantiated misuse of MCSO's computer system occurred in 2011 and 2015. As a result, MCSO published a System Log Audit operating procedure in November 2017 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 occurring since our January 2020 site visit. In addition, we receive summaries of all internal investigations each month. In March 2019, one case indicated that a deputy was under investigation for potentially misusing the Arizona Criminal Justice Information System (ACJIS); and in another, it was alleged that booking information might have been used for social media.

In April 2020, MCSO received an external complaint that a deputy may have run a criminal history check on someone for a relative. More recently, a November 2022 case included an allegation of an employee photographing and texting information from the database. These cases have not triggered the operating procedure noted above and, according to MCSO, PSB has either not yet completed its investigations, or they have found nothing to substantiate the original claims.

MCSO's concern for the integrity of information in EIS is further exemplified by the protocols that PSB has created 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 created a protocol for creating the summaries of open investigations to protect the integrity of the cases while they are being processed.

MCSO has also created 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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 December 16, 2021.

Phase 2: Not in compliance

During this reporting period, MCSO completed the pilot period for the Traffic Stop Monthly Report (TSMR) and published the related documents and protocols in the TSAU Operations Manual; however, MCSO has not yet modified GH-5 with the appropriate TSMR material and appendices. During our last several (in-person and remote) site visits, 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. Until these are complete and operational, MCSO will not achieve Phase 2 compliance with this Paragraph. MCSO notes in its 33rd and 34th quarterly compliance reports that the NTCF evaluation is underway. We and the Parties continue to work with MCSO to complete each of these analytic reports.

MCSO published its seventh 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. MCSO is developing a plan to ensure that subsequent TSARs are able to track trends in the level of potential bias/disparity found in traffic stop outcomes. 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 conducted a pilot program for TSMR processes from April 2021 to October 2022. The methodologies and processes have been modified each time a problem with the analysis or intervention 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. MCSO has also proposed an initial method to analyze NTCFs and received approval to proceed with the initial evaluation of NTCFs during a conference call in February 2022. MCSO noted in its 34th quarterly report that this preliminary investigation is ongoing. We will comment on the NTCF review as they progress in future quarterly reports.

In the meantime, 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. However, 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. The EIU uses this information to create monthly reports and to determine whether an investigation by a supervisor is required. AIU publishes an 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. Due to the relatively low number of alert investigations completed each month, MCSO recommended that the EIS Alert inspection occur on a quarterly basis. We agreed with this proposal. The EIS Alert report for the third and fourth quarters noted 100% compliance with the policy timelines. During this quarter, one investigation led to a meeting with a commander; another resulted in the additional training for a deputy; and a third was referred to PSB. The majority of cases are resolved with a meeting between the deputy and a supervisor. MCSO is developing an extension of this inspection, to include an evaluation of the effect of interventions that supervisors recommend and implement. This final component to the inspection is crucial for compliance with other Paragraphs.

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. AIU has already automated an alert threshold for repeated Action Forms for the same types of events. An initial investigation of repetitive Action Forms in 2019 showed that a small number of deputies receive three or more Action Forms, while the vast majority of deputies receive only one Action Form. In September 2022, MCSO published the first BIO Action Form Tracking Study covering the entire year of 2021. The study found that the majority of deputy deficiencies involved the failure to follow approved practices and policies related to data entry, documentation, and time management issues. BIO also examined more closely those deputies with the highest rate of deficiencies and recommended reasonable solutions.

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 is also modifying the Traffic Stop Monthly Report (TSMR) analysis and participating in regular conference calls with us and the Parties. A significant portion of these discussions revolve around how to effectively train supervisors to use the TSMR process in the furtherance of their supervisory duties and in accordance with the Court Order. Additionally, MCSO recently published the first nine 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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 December 16, 2021.

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; however, MCSO has not yet modified GH-5 (Early Identification System) with the TSMR materials and appendices. Going forward, MCSO will be evaluated on the continued production of monthly vetting analyses and a review of the documentation provided for each deputy who moves forward in the process, once the agency completes the process. Based on the design of the protocol, not all of the deputies who are identified for further review proceed to a full intervention.

MCSO has published its seventh Traffic Stop Annual Report (TSAR); however, the analysis from these reports addresses issues of potential systemic bias across the entire traffic patrol function and cannot be employed to address potential individual-level biased activity. The TSMR, 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 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 involving remedies suitable to the findings of the vetting process.

MCSO has also published nine TSQRs. The first evaluated how supervisors review and document traffic stop activity of their subordinates; the second surveyed supervisors involved in the third TSAR interventions about their experience in that process; the third examined how deputies employ the Extended Traffic Stop Indicators (ETSI) on the Vehicle Stop Contact Form (VSCF); the fourth examined long non-extended traffic stops (LNETs) to determine if there are particular deputies or areas of the County where these lengthy stops occur; the fifth expanded upon the sixth

TSAR to determine if particular traffic stop outcome disparities were more or less prevalent in certain Districts; the sixth explored in more detail the disparities found for citations and warnings for Latino drivers in prior TSARs; the seventh examined disparities across arrest types; and the eighth used data from the fourth through the seventh TSARs to look for potential trends in disparities over time. The fourth and sixth TSARs indicated a significant disparity for minority members, as opposed to whites, for particular equipment violations and licensure infractions; and the fifth report showed that the disparities in several outcomes were more pronounced in particular Districts.

The ninth TSQR compared the traffic stop outcomes for deputies involved in Special Assignments (DUI, Aggressive Driving, Click It and Ticket) to the outcomes for the same group of deputies on non-Special Assignment patrol. Each of these analyses has yielded information that MCSO has proposed to use for the development of training, modification of policy, and 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 had been suspended for several years beginning in 2016. However, MCSO worked closely with us and the Parties to develop a robust process to analyze potential traffic stop disparities at the deputy level; and during the last 18 months, MCSO resumed TSMRs on a pilot basis. During that time, MCSO has proposed methodologies in consultation with its data analyses vendor. We and the Parties have had the opportunity during our site visits; and, most recently through regular conference calls, to ask questions, receive additional information and recommend modifications to the methodologies employed. Most importantly, MCSO has created a method to match deputies in the Annual and Monthly Reports using personal and professional characteristics that are intended to go beyond previous strategies that were based upon the geographic location of traffic stops alone. These methods have been met with support from deputies across the organization during meetings between MCSO personnel and the data analysis vendor (CNA). In October 2022, the pilot TSMR process was closed; and MCSO finalized all relevant documents, protocols, and policies in the TSAU Operations Manual; however, MCSO has not yet modified GH-5 (Early Identification System) with those protocols.

MCSO has published nine TSQRs. As noted above, the outcomes and recommendations could promote change in several ways throughout MCSO; however, they were not conducted in a way to compare peer supervisors.

MCSO has also created an interface for Non-Traffic Contact Forms (NTCFs) to be available in the EIS database; however, MCSO has not yet begun to develop a methodology to investigate whether patterns of problematic behavior, action, or bias might be occurring in the stops these forms document. We have discussed these issues with MCSO during our site visit meetings since October 2018. We and the Parties have commented on preliminary materials provided by MCSO, and we will continue to work with MCSO to use these civilian contacts to their fullest potential.

MCSO has proposed an initial review of how the forms and policy, EA-3 (Non-Traffic Contact), are currently being employed across the organization to create an appropriate statistical methodology that is responsive to the needs of the Order. Most recently, in February 2022, we gave approval to MCSO to proceed with an initial inquiry into how NTCF forms have been used by deputies. In MCSO's 33rd and 34th quarterly compliance reports, the agency notes that this investigation is currently underway. In future reports, we will summarize the findings of this investigation.

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; and MCSO has been working with us and the Parties on the implementation of the TSMR process.

MCSO is also revising the EIU Operations Manual, which will include sections on data protocols and the several analyses based upon the traffic stop and patrol data. The manual also includes thresholds for behavior ranging from failure to arrive on time for work to external complaints. BIO produced an EIS Alert Threshold Research/Background document in January 2022 as well as a proposal for an annual Threshold Analysis Review Proposal. We have commented on these documents and requested a demonstration of the involved processes. We approved the proposal and received a demonstration of the annual review processes during a conference call on February 16, 2022, but we have yet to receive an updated version of Appendix A to the EIU Operations Manual that outlines the changes as a result of that review. We will continue to work with MCSO to refine and implement these new processes.

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. As we noted in Paragraph 75, we had originally received all NTCFs for investigative stops each month. The volume ranges from 15-25 per month. In our review of these interactions, we have noted that they typically involve suspicious behavior, and violations of traffic laws while on bicycles or waterways. These violations are often concentrated in particular locations throughout the County that may make it more likely that minority members are contacted. We have suggested to MCSO that the agency create an analytic method to determine whether there may be trends in activity over time that may require closer examination to eliminate any possibility of bias. Since our July site visit in 2019, we also undertook an evaluation of a random sample of Field Information contacts captured on NTCFs. Our review found a large overlap between civilian contacts labeled as Field Information and those labeled as Investigative Stops. We have engaged MCSO in further discussions clarifying this distinction. Until such time as this is resolved, we will select a combined sample of NTCFs from both categories of civilian interaction. In MCSO's 33rd and 34th quarterly compliance reports, the agency notes that the initial NTCF investigation was underway. We and the Parties continue to engage in discussions with MCSO about these significant issues.

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 exceeds 98% based upon a random sample drawn by us. Our calculations are slightly lower for November and December, as we evaluate any case as deficient if a significant issue or process is incomplete, whereas MCSO employs a matrix. However, our compliance calculations still exceed 97%. 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 BAF tracking inspection 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; however, many of the potential ongoing alerts are dependent upon the revision of alert thresholds which continue to undergo evaluation by MCSO as noted above. 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 created 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 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.

AIU has also created 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 this quarter is 100%. We concur with this finding. 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. To do this, they began with the alerts investigated in the first quarter of 2022, and examined the alerts triggered in the following two quarters to determine if there were any recurring alerts. AIU found that five deputies had new alerts during the second and third quarters of 2022. Of these five, four were for new external complaints and one was due to a new BIO Action Form naming the deputy. The report also indicated that follow-up on the latter case had already occurred, but the external complaints were under the purview of PSB, so there was no additional investigation conducted. MCSO noted they

will continue to evaluate the effect interventions have on the triggering of new alert cases. This addition to the quarterly EIS Alert Inspection fulfills the need to ensure that repetitive problematic behavior is being flagged and addressed appropriately.

MCSO is not 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 six months, we have found that alert investigations conducted by supervisors has improved. During this quarter, supervisors recommended over one dozen meetings with a supervisor, one meeting with a commander, and one reassignment of a deputy.

MCSO has also created 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. We have also worked with MCSO to propose an extension of alert investigation timeframes when documentation issues delay the process. 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 we commented on. Additionally, we requested and received a demonstration of the processes outlined in that proposal on February 16, 2022. Subsequently, we approved the proposal for the annual review of thresholds but have yet to receive an updated version of Appendix A to the EIU Operations manual.

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 seventh TSARs. MCSO matched deputies based upon personal and professional characteristics. During the analysis conducted for the fourth TSAR, a statistical problem arose as the result of these matching characteristics. MCSO overcame this problem, and there were no additional indications of problems in the fifth TSAR. 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 and 2020, 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 created 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. At present, this inspection is limited to reviewing whether supervisors are completing alert investigations within the 30-day policy requirements. MCSO’s compliance rate for the third and fourth quarter inspections was 100%. This rate concurs with our review findings. MCSO will need to include criteria to judge the success of interventions by identifying deputies and supervisors who trigger additional alerts. 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 evaluate this proposal as it moves forward.

We found no issues with the conclusions used for closing alert investigations during this quarter. In fact, we have noted two instances where the interventions went beyond the normal meeting with a supervisor. In one instance the deputy met with command staff, and in another the deputy was reassigned. MCSO has created 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 each month in the fourth quarter.

MCSO is not 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 instituted 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 each site visit 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 misuse of MCSO information systems allegations 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. In addition, we are provided all internal investigation summaries initiated each month; and found only three instances in which an employee was accused of misusing ACJIS and booking information. Two of these complaints are still under investigation by PSB or are being reviewed by MCSO administration. In addition, we have approved the claim of Full and Effective Compliance with Paragraph 78 above. Nonetheless, 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. These range from the completion of revisions to the EIU Operations Manual to the protocols for assessing effectiveness of interventions undertaken as a result of the TSMR process. 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. During this reporting period, MCSO also produced an analysis of whether there are recurring alerts for deputies who have previously experienced an intervention. 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. We and the Parties remain concerned that we have not noted many instances where supervisors proactively intervene with their subordinates; rather, the supervisors wait until prompted by EIS Alerts or the ARG review of completed alert investigations. 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. MCSO has proposed initiating an evaluation of accumulated NTCFs to examine how the forms and policy are currently being used across the agency. We approved this initial evaluation in February 2022, and we will evaluate the progression of this methodology as it becomes available. MCSO noted in its 33rd and 34th quarterly reports that the NTCF initial evaluation is currently underway. 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. 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 conducted our October 2022 site visit remotely. We did not conduct any District visits for this assessment. Our compliance findings for this reporting period are based on the review of documentation submitted as proof of compliance.

We reviewed a sample of 78 Incident Reports for October, for the randomly selected date of October 4, 2022. All of the 78 Incident Reports were submitted before the end of the shift, and all were reviewed and memorialized by supervisors within the required timeframes. All seven Arrest Reports received were reviewed and approved by supervisors within the required 72 hours. There were 10 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, and found no significant issues of concern. In total, 78 of 78 Incident Reports we reviewed were in compliance, for a compliance rate of 100%.

For October, MCSO reported a total of 561 staff hours dedicated to community policing. MCSO reported 284 occasions of community policing throughout its components, with 255 of those attributed to deputies in the Patrol function. The October report from COrD documented 47 events in which MCSO staff met with and interacted with members of different community organizations. MCSO met with representatives from several educational institutions, drug prevention coalitions, civic institutions, and community groups. From our reviews of the 20

community policing worksheets selected for review for the month, Patrol deputies reported 29.83 hours of community policing, with 1,940 community members involved with those activities. MCSO reported community policing activities in Glendale, Apache Junction, Guadalupe, Buckeye, Tempe, Peoria, and Palo Verde.

We reviewed a representative sample of 72 Incident Reports for November, for the randomly selected date of November 25. Of the 72 Incident Reports, 69 had proper documentation of timely submission and supervisory review. Of the 72 Incident Reports, 17 were vehicle collisions, of which 16 had documentation of supervisory review and approval. There were eight Arrest Reports submitted for the month, and all had proper documentation of supervisory review. The overall compliance rate for submission and review of Incident Reports in November was 95.83%. We conducted a review of a 10% sample of the Incident Reports submitted for the date requested, to determine quality and completeness, and noted no concerns. For November, MCSO reported a total of 424 staff hours dedicated to community policing. MCSO reported 219 occasions of community policing throughout its components, with 202 of those attributed to deputies in the Patrol function. The November report from COrD documented 33 events in which MCSO staff met with and interacted with members of several groups representing varied community interests. MCSO reported community policing activities in Sun City West, Buckeye, Tempe, Glendale, Peoria, Guadalupe, Youngtown, and Apache Junction. MCSO participated in meetings with several drug prevention coalitions, educational institutions, and mental health institutions. In our reviews of a sample of 20 community policing worksheets, deputies reported a total of 34.23 hours of community policing, with 1,425 community members involved with those activities.

We reviewed a representative sample of 55 Incident Reports for December, for the randomly selected date of December 9. Fifty of the 55 Incident Reports had documentation that they had been submitted before the end of the shift, and were reviewed and approved by supervisors as required by this Paragraph. The compliance rate for December was 90.90%. All six Vehicle Crash Reports were in compliance. All 14 Arrest Reports were in compliance. We conducted a review of a 10% sample of the Incident Reports submitted to determine quality and completeness. We found no significant issues of concern. For December, MCSO reported a total of 318 staff hours dedicated to community policing. MCSO reported 181 occasions of community policing throughout its components, with 155 of those attributed to deputies in the Patrol function. The December report from COrD documented 19 events in which MCSO staff participated in community meetings and events, including holiday gift distributions and community holiday events. There were also several drug prevention presentations and meetings with community crime watch groups. For December, we reviewed 20 community policing worksheets submitted for the month. Deputies reported community policing activities in Mesa, Carefree, Desert Hills, Fountain Hills, Anthem, Gila Bend, Guadalupe, Phoenix, Buckeye, Tempe, Aguila, Apache Junction, and Youngtown. On the community policing worksheets, deputies reported 25 hours of community policing, with 2102 community members involved with those activities.

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 24 deputies and six supervisors. All 24 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 22 deputies and six supervisors. All 22 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 20 deputies and six supervisors. All 20 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 24 deputies in October, on a daily basis, deputies completed an average of .83 Incident Reports, handled an average of 4.21 calls for service, completed an average of 1.58 self-initiated calls, made an average of .08 arrests, and traveled an average of 66.13 miles. Based on the review of PAL samples selected for 24 deputies in November, on a daily basis, deputies completed an average of 1.0 Incident Report, handled an average of 4.95 calls for service, completed an average of 1.55 self-initiated calls, made no arrests, and traveled an average of 76.27 miles. Based on the review of PAL samples selected for 20 deputies in December, on a daily basis, deputies completed an average of .20 Incident Reports, handled an average of 5.0 calls for service, completed an average of 1.85 self-initiated calls, made an average of .05 arrests, and traveled an average of 74.1 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 18 supervisor-deputy field contacts reported by deputies and supervisors. For the sample dates selected in November, there were 13 supervisor-deputy field contacts reported by deputies and supervisors. For the sample dates selected in December, there were eight 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 15 NTCFs for review. The compliance rate for timely submission and reviews of NTCFs in October was 100%. 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. 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 for timely submission and timely supervisory review of NTCFs in December was 100%. For the fourth quarter of 2022, the compliance rate for timely submission and timely supervisory review of NTCFs was 100%. 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 15 NTCFs, 10 stops involved white individuals, with a total of 10 white individuals contacted in separate incidents. Five stops involved Latino individuals who were contacted in separate incidents. One stop involved an individual whose race/ethnicity was documented as unknown. For November, we reviewed 15

NTCFs, of which six stops involved white individuals contacted in separate incidents. Six stops involved Latino individuals contacted in separate incidents. One stop involved three Black individuals contacted during the stop. One stop involved three individuals whose race/ethnicity was marked as unknown. For December, we reviewed 15 NTCFs, of which eight stops documented white individuals, with a total of nine white individuals involved in those incidents. Three stops involved Latino individuals, with a total of five Latino individuals contacted. One stop involved an Asian-Pacific Islander. Two stops involved Black individuals who were contacted in separate incidents. One stop involved an Asian-Pacific Islander.

Our reviews of NTCFs for this quarter revealed that white individuals were involved in 24 of the 45 stops, or 53%. Latino individuals were involved in 14 of the 45 stops, or 31.11%. Asian/Pacific Islanders were involved in one of the 45 stops, or 6.67%. Three of the 45 stops involved Black individuals, or 6.67%. Three of the 45 stops involved individuals whose race/ethnicity was documented as unknown, or 6.67%.

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 2022. For October, we reviewed a sample of shift rosters from Districts 4 and 7, and Lake Patrol. 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 and 7, and Lake Patrol. 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. Our reviews of shift rosters for this quarter did not reveal any violations of this Paragraph. 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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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, 28; District 3, five; District 4, 75; Lake Patrol, 18; and District 7, 204. There was a total of 333 traffic-related events for all Districts, and sergeants discussed all 333 of these events with the deputies who conducted them, for a compliance rate of 100%.

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, 34; District 2, 23; District 3, 19; District 4, 10; Lake Patrol, two; and District 7, 15. There was a total of 104 traffic-related events for all Districts, and sergeants discussed 103 of these with the deputies that conducted them, for a compliance rate of 99%.

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, two; District 2, 11; District 3, 26; District 4, 32; Lake Patrol, eight; and District 7, 48. There was a total of 127 traffic-related events for all Districts, and sergeants discussed all of these events with the deputies who conducted them, for a compliance rate of 100%.

For this reporting period, there was a total of 564 traffic stops reported. We received documentation that supervisors discussed 563 of these stops with the deputies that conducted them. This is a compliance rate of 99%.

On October 5, 2020, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 2022. For October, we reviewed a sample of shift rosters from Districts 4 and 7, and Lake Patrol. 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 and 7, and Lake Patrol.

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 24 deputies. We noted a total of 18 field supervisor-deputy contacts between the combined deputies' and sergeants' PALs for the selected dates. For November, we requested PALs for six sergeants and 22 deputies. We received and reviewed all requested PALs, and noted a total of 13 field supervisor-deputy contacts between the combined deputies' and sergeants' PALs for the selected dates. For December, we reviewed PALs for six sergeants and 20 deputies. We noted a total of eight 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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 27, 2022.
- GC-4 (S) (Employee Performance Management), most recently amended on November 10, 2021.
- GC-17 (Employee Disciplinary Procedures), most recently amended on November 17, 2022.

Phase 2: Not in compliance

To assess MCSO's compliance with this Paragraph, we request the names of all deputies and supervisors whose performance appraisals were completed during this reporting period. From the lists 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. There are a greater number of requirements that supervisor EPAs must address; therefore, we review a greater number of supervisor EPAs.

We requested and reviewed Employee Performance Appraisals submitted for five deputies and 10 supervisors whose EPAs were completed in October. All five deputy EPAs appropriately addressed each employee's performance for the period under review. Five of the 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. Seven of the 10 supervisor EPAs included comments related to the supervisors' ability to identify and respond to misconduct. Five of the 10 supervisor EPAs addressed the requirements needed for compliance with regard to quality of supervisory reviews. Five supervisor EPAs failed to sufficiently address the quality of supervisory reviews, in part, because they failed to address the requirements of Paragraphs 92 and 95. We reviewed 10 supervisor EPAs to determine if raters had assessed each supervisor's quality of work product in misconduct investigations; for commanders, we assessed the quality of reviews of misconduct investigations, as required by Paragraph 176. We found that all 10 supervisor EPAs addressed the requirements of Paragraph 176. For October, including both deputy and supervisor EPAs, 10 of 15 EPAs, or 66.67% 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 six of the 10 supervisor EPAs met Paragraph 87 requirements.

We found that eight of the 10 supervisor EPAs addressed the quality and effectiveness of supervision; two supervisors had no direct reports. Nine of the 10 supervisor EPAs included comments on the supervisors' abilities to identify and respond to misconduct. Eight of the 10 supervisor EPAs addressed the requirements of Paragraphs 92 and 95. All 10 supervisor EPAs addressed the quality of misconduct investigations, or reviews of misconduct investigations for command personnel. One supervisor EPA failed to list two misconduct investigations that were initiated during the EPA rating period. For November, including both deputy and supervisor EPAs, 12 of 15 EPAs, or 80% were in compliance with this Paragraph.

We requested and reviewed Employee Performance Appraisals submitted for five deputies and eight supervisors whose EPAs were completed in December. All five deputy EPAs sufficiently addressed all required areas of assessment, and six of the eight supervisor EPAs met the requirements of Paragraph 87. All eight supervisor EPAs appropriately rated the employees on the quality and effectiveness of their supervision. All eight supervisor EPAs included comments related to the supervisors' ability to identify and respond to misconduct. Six of the eight supervisor EPAs had required entries with regard to the quality of reviews of their subordinates' EIS profiles, as required by Paragraphs 92 and 95. The quality of supervisory reviews of subordinates' EIS profiles reflects on the overall quality of supervisory reviews as per Paragraph 100. Seven of the eight supervisor EPAs were in compliance with Paragraph 176. For December, including both deputy and supervisor EPAs, 11 of 13 EPAs were in compliance, or 84.62%.

For the fourth quarter of 2022, we reviewed EPAs for 15 deputies and 28 supervisors. As it pertains to the requirements of this Paragraph, all 15 deputy EPAs were in compliance, and 18 of the 28 supervisor EPAs were in compliance. For this review period, 33 of the 43 EPAs reviewed were in compliance with the requirements of this Paragraph, for a compliance rate of 76.75%.

In the last month of this review period, five of the 13 EPAs we reviewed were completed on the new EPA form. We note that one of the concerns we had with the current EPA form, which we understood had been corrected, was not corrected on the new EPA forms we reviewed. We previously advised MCSO that the date of the EPA rating period should be documented on the form. The new EPA forms we reviewed had the due date listed, but not the EPA rating period. The EPA rating period is important in determining compliance with Paragraph 99, when we compare the entries in IAPro histories to what is documented in the EPA. We communicated our concerns to MCSO; and in the most recent revision of GC-4 (S) (Sworn Employee Performance Appraisals and Management), MCSO addressed the issue by requiring that rating supervisors include the EPA rating period in the introduction portion of the EPA.

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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 2022, MCSO did not submit any arrests or investigations pursuant to the reporting requirements of this Paragraph. For this reporting period, we reviewed 60 bookings and 60 criminal citations. In addition, we reviewed 205 Incident Reports for the quarter. Our reviews found no violations of this Paragraph.

On December 9, 2019, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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.*

Phase 1: In compliance

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

Phase 2: In compliance

We reviewed 35 incidents involving traffic stops for October 2022. There were 17 stops related to speeding, of which nine resulted in citations and eight resulted in warnings. Six stops were for moving violations other than speeding. Four stops related to registration or license plate violations. Eight stops were due to equipment violations. Fourteen of the stops resulted in citations, and 21 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 186 VSCFs. Supervisors reviewed 185 of 186 VSCFs within 72 hours, for a compliance rate of 99.46%.

We reviewed 35 incidents involving traffic stops for November 2022. Twenty of the 35 traffic stops related to speeding. Of the 20 stops related to speeding, 11 drivers received citations, and nine received warnings. Five stops were due to equipment violations. Five of the stops involved moving traffic infractions other than speeding. Five stops related to registration or license plate violations. Of the 35 stops, 14 resulted in citations, and 21 resulted in written warnings. For November, MCSO submitted a spreadsheet documenting each VSCF by District, for a total of 118 VSCFs. Supervisors reviewed 114 of 118 VSCFs within 72 hours, for a compliance rate of 96.61%.

We reviewed 35 incidents involving traffic stops for December 2022. Thirteen of the 35 traffic stops involved speeding violations. Of the 13 stops related to speeding, three drivers received citations and 10 drivers received warnings. Nine stops involved equipment violations. Twelve stops involved traffic violations other than speeding. One stop involved a registration violation.

Of the 35 stops, seven resulted in citations and 28 resulted in warnings. For December, MCSO submitted a spreadsheet documenting each VSCF by District, for a total of 157 VSCFs. We reviewed the data and supervisors reviewed 153 of 157 VSCFs within 72 hours, for a 97.45% 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 15 NTCFs to review. All 15 NTCFs had been submitted prior to the end of the shift. All 15 NTCFs were reviewed and approved by supervisors within 72 hours, as required. We reviewed BWC recordings submitted with four of the incidents and noted no concerns. The compliance rate for timely submission and timely supervisory review of NTCFs in October was 100%. For November, we selected a sample of 15 NTCFs to review. All 15 NTCFs were submitted prior to the end of the shift. All of the 15 NTCFs were reviewed and approved by supervisors within the required timeframe. We reviewed body-worn camera recordings associated with six cases and noted no concerns with the stops. The compliance rate for timely submission and timely supervisory review of NTCFs in November was 100%. For December, we reviewed 15 NTCFs generated during the month. All 15 NTCFs were turned in before the end of the shift, and 14 of 15 NTCFs had supervisory reviews documented within 72 hours. We reviewed body-worn camera recordings associated with three incidents and noted no concerns with the stops. The compliance rate for timely submission and timely supervisory review of NTCFs in December was 93.33%. For the fourth quarter of 2022, 44 of 45 NTCFs reviewed were in compliance with timely supervisory review. The overall compliance rate was 97.78%.

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 2022, 452 of 461 VSCFs reviewed were in compliance with timely supervisory review. In total, 496 of 506 stops were in compliance. The compliance rate for timely reviews of all combined stops and detentions, from the samples chosen, for this reporting period was 98.02%. 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.

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.*

Phase 1: In compliance

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

- EB-1 (Traffic Enforcement, Violator Contacts, and Citation Issuance), most recently amended on April 27, 2022.
- GF-5 (Incident Report Guidelines), most recently amended on March 24, 2022.

Phase 2: In compliance

We reviewed traffic stop data reported by MCSO for its October inspection (BI2022-0146). 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 99.58% compliance rate. As a result of the inspection, seven BIO Action Forms were generated. The first deficiency was attributed to a District 1 deputy who seized a license plate but failed to cite the correct statute on the citation. The second deficiency was attributed to a District 1 sergeant who documented an inventory search of a vehicle, when, in fact, the vehicle had been released to the owner and was not inventoried. The sergeant also failed to provide a copy of the written warning to the violator. The third deficiency was attributed to a District 2 deputy who incorrectly documented the patrol vehicle number of the VSCF. The fourth deficiency was attributed to a District 2 deputy who made several mistakes on the stop. The deputy did not activate his BWC as soon as the decision to make a stop was made. The deputy failed to conduct a license and warrants check on the driver, failed to provide a self-introduction, and improperly documented an assisting deputy as a second person in the primary vehicle. Due to the number of issues identified in this stop, we consider it noncompliant. The fifth deficiency was attributed to a District 3 deputy who did not complete an Assisting Deputy and Body-Worn Camera Log. The sixth deficiency was attributed to a District 4 deputy who failed to conduct a license and warrants check on the driver. The seventh deficiency was attributed to a Lake Patrol deputy who incorrectly documented the patrol vehicle number of the VSCF. We consider that the traffic stop previously identified above had deficiencies that amounted to serious violations of policy. For October, 34 of 35 stops 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 186 traffic stops and determined that supervisors had completed timely reviews of 185 of 186 VSCFs, or 99.46% of the cases. For October, we requested 15 NTCFs from the list that MCSO submitted. We reviewed the 15 NTCFs to determine if supervisors were reviewing them within the required 72 hours. All 15 NTCFs reviewed were in compliance with timely and quality of reviews, for a compliance rate of 100%.

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 the result of late activation of the Body-Worn Camera (BWC). Three corrective actions were the result of policy violations related to traffic stops. One corrective action was related to a deputy safety concern. In one corrective action, a technical failure was identified. In one submission, we could not identify any deficiency or corrective action taken. 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 (BI2022-0162). We randomly selected 35 traffic-related events, which BIO then audited for compliance. The inspection resulted in a 99.80% compliance rating. Our review of the inspection report found that three stops were listed as having deficiencies, resulting in three BIO Action Forms. The first deficiency was attributed to a District 2 deputy who incorrectly documented the patrol vehicle number of the VSCF. The second deficiency was attributed to a District 2 wo failed to conduct a license and warrants check on the driver. The third deficiency was attributed to a District 7 deputy who incorrectly documented the violator's license plate on the VSCF and Written Warning. We do not consider any of the listed deficiencies as serious violations of this Paragraph. For November, all 35 stops reviewed were 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 118 VSCFs and determined that supervisors had completed timely reviews of documentation in 114 of the 118 stops, or in 96.61% of the cases. 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 in all 15 NTCFs, for 100% compliance.

For November, we requested a list of corrective actions. From the list submitted, we selected 10 corrective actions generated for the month. Four corrective actions were the result of late activation, or policy violations associated with the BWC. Four corrective actions were the result of erroneous or missing information required on traffic stop documentation. One corrective action was the result of a policy violation related to a traffic stop. In one corrective action, a technical failure was 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 action notes submitted pertaining to the 35 stops selected for November.

We reviewed traffic stop data reported by MCSO for its December inspection (BI2022-0177). We randomly selected 35 traffic-related events, which BIO then audited for compliance. The inspection resulted in a 99.80% compliance rating. Our review of the inspection report found that two stops were listed as having deficiencies. As a result of the inspection, two BIO Action Forms were generated. The first deficiency was attributed to a District 2 deputy who did not complete an Assisting Deputy and Body-Worn Camera Log. The second deficiency was attributed to a District 7 deputy who documented the wrong race/ethnicity of the driver on the VSCF and Written Warning, and failed to conduct a license and warrants check on the driver. We do not consider any of the listed deficiencies as serious violations of this Paragraph. We consider all 35 stops in the December inspection to be in compliance.

For December, we requested a list of corrective actions. From the list submitted, we selected 10 corrective actions that were generated for the month. Three corrective actions were the result of late activation, or policy violations associated with the BWC. Four corrective actions were the result of erroneous or missing information required on traffic stop documentation. One corrective action was the result of a policy violation related to a traffic stop. One corrective action was the result of a policy violation not related to a traffic stop. One corrective action was the result of a deficiency related to deputy safety. There were no documented corrective actions pertaining to any of the 35 stops selected for December.

We reviewed a spreadsheet documenting each VSCF by District. For December, we reviewed 157 VSCFs and determined that supervisors had completed timely reviews in 153 of the 157 VSCFs, or in 97.45% 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 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 104 of 105 stops were in compliance with this Paragraph. The compliance rate for Paragraph 91 for this reporting period was 99.05%.

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 27, 2022.
- GC-4 (S) (Employee Performance Management), most recently amended on November 10, 2021.

Phase 2: Not in compliance

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, 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 will also be 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 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 seven of the 10 supervisor EPAs were in compliance. Three first-line supervisor EPAs did not have specific comments addressing EIS reviews, as it pertains to the requirements of this Paragraph. For November, we reviewed five deputy EPAs and 10 supervisor EPAs. All five deputy EPAs were in compliance, and the eight of the 10 supervisor EPAs were in compliance. Two first-line supervisor EPAs did not have specific comments addressing EIS reviews, as it pertains to the requirements of this Paragraph. For December, we reviewed five deputy EPAs and eight supervisor EPAs. All five deputy EPAs were in compliance. Seven of the eight supervisor EPAs addressed the quality and completeness of EIS reviews, which are requirements of this Paragraph. One first-line supervisor EPA did not have specific comments addressing the quality and completeness of EIS reviews.

For this quarter, all 15 deputy EPAs reviewed were in compliance with this Paragraph, for a 100% compliance rate. Of the 28 supervisor EPAs reviewed, 21 or 75% were in compliance. Including deputy and supervisor EPAs, there was a total of 43 EPAs, of which 36 met the requirements of this Paragraph. The compliance rate for this reporting period was 83.72%. For the fourth quarter of 2022, MCSO was not 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 representative sample of 78 Incident Reports for October, for the randomly selected date of October 4. Of the 78 Incident Reports, we verified documentation of timely supervisory reviews on all 78 reports. Of the 78 Incident Reports, 10 were vehicle collisions. Of the 10 Vehicle Crash Reports, all had documentation that a supervisor had reviewed and approved the reports. We reviewed seven Arrest Reports, and all were in compliance. The compliance rate for timely supervisory review of Incident Reports in October was 100%. We reviewed a 10% sample of the Incident Reports submitted for quality. We did not find any issues of concern.

We reviewed a sample of 72 Incident Reports for November, for the randomly selected date of November 25. Seventy of the 72 reports were in compliance. Two reports had no documentation of supervisor review. There were eight arrests submitted for review and all Arrest Reports were reviewed within 72 hours. There were 17 Vehicle Crash Reports submitted in the sample for November, of which 16 included documentation of supervisor review. The compliance rate for timely submission and review of Incident Reports for November was 97.22%. We conducted a quality review on a 10% random sample of the reports we reviewed. We found no issues of concern.

We reviewed a representative sample of 55 Incident Reports for December, for the randomly selected date of December 9. Fifty of the 55 Incident Reports were in compliance. There was a total of five cases that were not reviewed within the required timeframe. The compliance rate for December was 90.91%. There were 14 Arrest Reports, of which 12 had been reviewed and approved by supervisors within the required 72 hours. There were six Vehicle Crash Reports submitted in the December sample; we confirmed timely supervisory reviews on all six crash reports. We conducted a quality review on a 10% random sample of the reports submitted and found no issues of concern. For the quarter, 198 of 205 reports, or 96.59%, were in compliance.

On March 17, 2020, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 March 24, 2022.

Phase 2: In compliance

To assess compliance with this Paragraph, we will request a list of bookings and criminal citations for the period in review. We will randomly select a sample of 20 bookings and 20 criminal citations, which BIO will then inspect for compliance. In addition, MCSO will review all cases involving immigration arrests, and arrests related to lack of identity documents. MCSO will also review all Maricopa County Attorney's Office (MCAO) turndowns for lack of probable cause and submit those for our review. The total of cases selected per month will not exceed 60. We will review Incident Report Inspection reports as part of the documentation to determine compliance with Paragraphs 94 and 96. The BIO inspection will review 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 Memorialization Forms (IMFs) submitted for the quarter. The Incident 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 IMF, and the commander reviewing the IMF, 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 (BI2022-0121). 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 98.50% compliance rating. The BIO Inspection Report noted deficiencies in six cases, which resulted in seven 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. Four cases had minor deficiencies that would not affect compliance. The first deficiency was an arrest from District 1 that was missing articulation of the elements of the crime to support the charges. We consider this case noncompliant. The second deficiency was documented on the supervisor who approved the faulty report. The third deficiency involved a District 1 arrest where the report was not submitted prior to the end of the deputy's shift. The fourth deficiency involved a District 1 arrest where the report was not reviewed by a supervisor within the required 72 hours. The fifth deficiency involved a District 2 arrest where the report was not submitted prior to the end of the deputy's shift. The sixth and seventh deficiencies involved two District 3 arrests where the reports were not reviewed by a supervisor within the required 72 hours. We identified one arrest that was listed in the Inspection Matrix as lacking articulation to support a vehicle search, and lacked articulation to support the destruction of items found. This case was not listed in the BIO Inspection, but nevertheless, it had several issues; we found this case to be noncompliant. In total we reviewed 40 cases, of which 38 were in compliance.

For November, we reviewed the October Incident Report Inspection (BI2022-0142). 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 99.02% compliance rating. The first deficiency was an arrest from District 1 where the report was not reviewed by a supervisor within the required timeframe. The second deficiency was an arrest from District 1 where the inspector was unable to locate a property receipt for a

seized driver's license. In the past, we have noted our concerns with deficient evidence processing and faulty documentation of seized identification documents. This case was noncompliant. The third deficiency was an arrest from District 1 where the report was missing articulation of the elements of the crime. This case was noncompliant. The fourth deficiency was documented on the supervisor who approved the faulty arrest report. The fifth deficiency was also an arrest from District 1 where the report was missing articulation of the elements of the crime. This case was also noncompliant. The sixth deficiency was documented on the supervisor who approved the faulty report. The seventh and eighth deficiencies both involved arrests from District 3 where the reports were not reviewed supervisors within the required timeframe. For November, we reviewed 40 arrests, of which we found 37 to be in compliance.

For December, we reviewed the November Incident Report Inspection (BI2022-0158). 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 98.95% compliance rating. We reviewed the inspection report, which noted seven deficient cases, and reviewed the matrix used by BIO for the inspection. As a result of our review of all the documentation submitted, including the matrix, we determined that six cases had minor deficiencies, and one case was noncompliant. The first deficiency was an arrest from District 1 where the report was not reviewed by a supervisor within the required 72 hours. The second deficiency was an arrest from District 1 where several issues were identified with the criminal citation. In addition, the report was not submitted prior to the end of the shift. This case was noncompliant. The third deficiency was an arrest from District 1 where the report was not submitted prior to the end of the deputy's shift. The fourth deficiency was an arrest from District 2 where the report was not submitted prior to the end of the deputy's shift. The fifth deficiency was an arrest from District 4 where the report was not reviewed by a supervisor within the required 72 hours. The sixth deficiency was documented on a supervisor from Lake Patrol who approved a faulty arrest report from a District 1 deputy, as noted in the second deficiency. The seventh deficiency was an arrest from Lake Patrol where the report was not submitted prior to the end of the deputy's shift. Except where noted, we do not consider the deficiencies identified to adversely impact the compliance rating on the cases reviewed. For December, 39 of the 40 cases we reviewed were in compliance with this Paragraph.

For this quarter, of the total 120 cases selected for review, 114 were in compliance. In addition, we reviewed two Incident Memorialization Forms (IMFs) for this time period. We found both IMFs to be in compliance. For the quarter, we reviewed 120 arrests and two IMFs, for a total of 122 cases. Of the 122 cases, we found that 116 were in compliance, or 95.1%. For the period in review, MCSO was in compliance with the requirements of 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 27, 2022.
- GC-4 (S) (Employee Performance Management), most recently amended on November 10, 2021.

Phase 2: Not 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 reviews of EIS 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 quality of reviews. By reviewing EIS and IAPro resumes, we will also be 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 this quarter, we reviewed 15 deputy EPAs and 28 supervisor EPAs. All 15 deputy EPAs we reviewed, or 100%, were in compliance with this Paragraph. Twenty-one of the 28 supervisor EPAs we reviewed, or 75%, were in compliance with this Paragraph. Seven supervisor EPAs failed to note specific comments addressing the quality of EIS reviews, as it pertains to the requirements of this Paragraph. Including deputy and supervisor EPAs, there was a total of 43 EPAs, of which 36 met the requirements of this Paragraph. The compliance rate for this reporting period was 83.72%. For the period in review, MCSO was not 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: 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 Memorialization Forms to determine compliance. Our reviews for compliance with this Paragraph are determined by the command staff's timely reviews of IMFs, once submitted by supervisors, and commanders' evaluation of the corrective actions taken.

We reviewed two Incident Memorialization Forms (IMFs) submitted for this quarter. Our reviews determined that both IMFs were in compliance with the requirements of this Paragraph. Noted below is a brief summary of each case.

The first incident occurred on October 4, 2022. A District 4 deputy conducted a traffic stop for a speeding violation, and discovered that the California license plate was suspended for unknown reasons. When questioned, the driver and owner stated that she did not know why the license plate and registration were suspended. The deputy charged the driver with displaying or possessing a registration card and license plate knowing it to be fictitious, revoked, or suspended. A Commander reviewing the report determined that the deputy did not establish probable cause

for the charge, since the statute requires that the driver have knowledge that the license plate and registration have been suspended. The first-line supervisor who reviewed the arrest report failed to address and correct the deficiency. The commander had a discussion with the deputy and the supervisor with regard to the lack of articulation of probable cause, and with the supervisor with regard to the deficient review of the report. This IMF met the requirements of this Paragraph and was in compliance.

The second IMF documented an incident that initially occurred in August 2022. Pursuant to a rejection by the County Attorney of a case that was submitted for possession of marijuana, a commander conducted a review of the arrest report. A deputy investigating a forgery at a liquor store observed an individual in a vehicle, rolling a marijuana cigarette. When the deputy exited the store, he noticed an odor of marijuana coming from inside the vehicle in question. Upon further investigation, it was discovered that the individual was in possession of marijuana. However, the deputy had not seen the individual actually smoking it. The individual had a non-extraditable warrant from another state. The deputy wrote an Incident Report and submitted charges for possession of marijuana. After the County Attorney turned down the case for prosecution, a review of the facts of the case determined that the individual was in possession under the minimum threshold established by state statute, and the individual also had a medical marijuana card. In addition, the individual was seen rolling a cigarette but was not seen smoking at the time of the arrest. The deputy had retired by the time of this review, so there was no remedial action taken. This IMF met the requirements of this Paragraph and was in compliance.

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 December 16, 2021.

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 selected a supervisor and a squad of deputies from each District. We then reviewed the documentation provided as verification of compliance with this Paragraph. We also requested 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, lead 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 will 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.

For October, we reviewed Supervisor Notes requested as verification of compliance for 45 employees. Of the 45 selected employees, 43 had appropriate documentation of timely EIS reviews, for a compliance rate of 95.56%. One employee had two EIS reviews conducted within close proximity. One employee had only one documented EIS review during the month. For November, we received Supervisor Notes as verification of compliance of EIS reviews for the selected 46 employees. Of the 46 employees, 44 had appropriate documentation of compliance with this Paragraph, for a compliance rate of 95.65%. One employee had only one documented EIS review. The other employee had two EIS reviews conducted in a two-day time span. For December, we received Supervisor Notes as verification of compliance of EIS reviews for the selected 47 employees. Of the 47 employees, 41 had appropriate documentation of compliance with this Paragraph, for a compliance rate of 87.23%. Six employees had EIS reviews conducted within a short time span. For the fourth quarter, we reviewed the documentation provided for 138 employees – which included the ranks of deputy, sergeant, lieutenant, and captain. Of the 138 employees, 128 had documentation that met compliance requirements. The compliance rate for the fourth quarter was 92.75%.

MCSO completed the TSMR pilot phase, save for publication of some of the guiding documents. The reviews of broader pattern-based reports, as required by Paragraph 81.c., and assessments of interventions as required by this Paragraph, have not been sufficiently documented to meet compliance with this Paragraph. For this reporting period, MCSO was not in compliance.

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 27, 2022.
- GC-4 (S) (Employee Performance Management), most recently amended on November 10, 2021.

Phase 2: Not in compliance

To assess compliance with this Paragraph, we review a sample of deputy and supervisor EPAs selected on a monthly basis under Paragraph 87. There are several Paragraphs in the First and Second Orders that have requirements pertaining to the assessment and documentation of

performance in Employee Performance Appraisals. Supervisors have greater number of requirements that must be met; therefore, we review a greater number of supervisor performance appraisals for compliance. Command personnel are responsible for completing supervisor EPAs and should ensure that the requirements of all EPA related Paragraphs are addressed. First-line supervisors are required to identify and track the performance of deputies who have patterns of behavior prohibited by the Order and MCSO policy. The methodologies for the assessment of compliance with Paragraphs that require documentation of performance in EPAs are explained under each of those Paragraphs.

We reviewed a total of 43 EPAs for the fourth quarter of 2022. Thirty-four of the 43 EPAs met compliance requirements. This Paragraph requires that MCSO take a systematic approach to employee performance evaluations. In past reviews, we have noted concerns with the consistency of the performance evaluations submitted for review. Most of our concerns have been with supervisor EPAs, which have a greater number of requirements that must be met to be compliant. During our quarterly site visits this year, we discussed the specific areas that need improvement in supervisor EPAs, as well as some deficient areas noted in deputy EPAs. The deficiencies primarily relate to compliance with Paragraphs 92, 95, and 99, but there have been other requirements that supervisors have forgotten to address. We have also commented on concerns and potential issues, as it relates to Paragraph 176. MCSO has revised its policy governing employee performance appraisals, and has completed training sworn personnel on the new policy. We have only reviewed five EPAs completed in the new format, so it is yet too early to assess if the new EPA process will address the past concerns we have identified. However, there are issues that will need to be addressed, as noted in our comments in Paragraphs 87 and 99. Our reviews for the fourth quarter have determined that MCSO was not in compliance with the requirements of this Paragraph.

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 27, 2022.
- GC-4 (S) (Employee Performance Management), most recently amended on November 10, 2021.

Phase 2: Not in compliance

The current EPA has an acknowledgement at the conclusion that supervisors are required to sign, to affirm that they have done due diligence in researching and documenting the employee's history for the review period, as it pertains to 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 28 supervisors. For October, we found all five deputy EPAs, and eight of the 10 supervisor EPAs in compliance. One supervisor EPA failed to document a sustained allegation of misconduct and the resulting discipline which occurred during the review period. Another supervisor EPA failed to document a misconduct investigation that was initiated during the review period. For November, we found all five deputy EPAs in compliance. Nine of the 10 supervisor EPAs were in compliance. One supervisor EPA failed to document a misconduct investigation that was initiated during the review period. For December, all five deputy EPAs were in compliance; and all eight supervisor EPAs were in compliance. For the fourth quarter of 2022, from a total of 43 EPAs reviewed, 40 were in compliance. The compliance rate for the fourth quarter was 93%.

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 27, 2022.
- GC-4 (S) (Employee Performance Management), most recently amended on November 10, 2021.

Phase 2: Not 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 figured into the assessment of compliance for this Paragraph.

We reviewed Employee Performance Appraisals for 28 supervisors and commanders who received EPAs during this reporting period. For October, five of the 10 supervisor EPAs failed to document the requirements of Paragraphs 92 and 95 specifically and sufficiently. Paragraphs 92 and 95 require supervisors to review and track violations and corrective actions in EIS. For November, one of the 10 supervisor EPAs failed to document the requirements of Paragraphs 92

and 95 specifically and sufficiently. For December, six of the eight supervisor EPAs failed to document the requirements of Paragraphs 92 and 95 specifically and sufficiently. Of the 28 supervisor EPAs reviewed for this quarter, 20 were in compliance with the requirements of this Paragraph, or 71.43%. For this reporting period, MCSO was not in compliance with the requirements of 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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with the Monitor's determination.

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 90 administrative misconduct investigations. Twenty-five 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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 25, 2021.

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. We will also discuss with AIU its plans for upcoming targeted audits during our next site visit.

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. The checklist and formats were approved for use in early 2016, and all personnel through the rank of captain were required to attend a training session regarding the use of these forms. Effective June 1, 2016, all administrative investigations were required to use these forms. MCSO has consistently met this requirement, and MCSO has included the checklists in administrative investigations forwarded for our review.

Since that time, the Professional Standards Bureau (PSB) drafted revisions to the investigation checklist and format to provide additional clarification on procedural requirements. We and the Parties reviewed the revisions and provided our feedback. The revised format and investigation checklist were approved for use.

During the last reporting period, we reviewed 93 administrative misconduct investigations. Forty-nine involved sworn personnel. All of these investigations were in compliance with the requirements of this Paragraph.

During this reporting period, we reviewed 90 administrative misconduct investigations. Twenty-eight involved sworn personnel. All 28 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. We did identify one instance where the District investigator failed to notify the employee's supervisor of an intended administrative interview. This was identified and addressed by PSB when the Bureau reviewed the investigation.

On March 17, 2020, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 created 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 35 sustained administrative misconduct investigations. Eight of these involved misconduct by sworn personnel. Twenty involved misconduct by Detention personnel, six involved misconduct by civilian personnel, and one involved misconduct by both Detention and civilian personnel. In 17 cases, the involved employees were no longer employed at MCSO at the time of the completion of the investigation or the discipline process. Eighteen of the investigations involved identified personnel still employed by MCSO at the time final findings or discipline decisions were made.

In all 18 of the sustained allegations involving known MCSO personnel, the PSB Commander determined the findings and presumptive range 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 18 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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 requirement to hold a community meeting is not applicable for MCSO as it applies to the Monitor and not MCSO. We did not travel to Maricopa County in January for our quarterly site visit due to the COVID-19 pandemic. We will consult with Plaintiffs' representatives and the Community Advisory Board regarding the location and content of our community meetings when we resume our in-person site visits.

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. As noted above, we did not travel to Maricopa County in January for an in-person quarterly site visit, and therefore did not hold a community meeting.

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 to MCSO as they apply to actions that the Monitor, not MCSO, is required to take regarding community meetings. As noted above, we did not travel to Maricopa County in January for an in-person quarterly site visit, and therefore did not hold a community meeting.

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. As we did not travel to Maricopa County in January, we did not hold a community meeting. We will consult with Plaintiffs’ representatives and the Community Advisory Board regarding community meeting advertising when we resume our in-person site visits.

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.

On June 17, 2022, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 remote 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 no new personnel were assigned to the Division within the last quarter.

In the past, COrD personnel have reported that they occasionally receive concerns from community members, and that 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.

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 October 1st, through December 31st, 2022. Therefore, no response was prepared."

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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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

During this reporting period, MCSO’s responsiveness to the CAB’s inquiries and requests for information continued to meet the requirements of this Paragraph. We will continue to closely monitor the measure to which MCSO facilitates a better working relationship with the CAB and make compliance assessments accordingly.

CAB members continue to provide specific 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.

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.*

Phase 1: In compliance

- Court Implementation Division Operations Manual, most recently revised on January 3, 2023.

Phase 2: In 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. Two CAB members resigned in March 2022, leaving the CAB with only three members.

During this reporting period, MCSO appointed one new member; and MCSO and the Plaintiffs' attorneys submitted two candidates' names for the jointly appointed member for consideration by the Monitor. The Monitor approved one of the candidates in early January 2023, allowing the CAB to resume its full strength. MCSO is now in compliance with this Paragraph.

None of the CAB members are MCSO employees, named class representatives, or attorneys involved in this case.

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 remote 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 January remote 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 receive any such concerns during this reporting period. We will continue to encourage the CAB to share community concerns with MCSO.

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:

- CP-2 (Code of Conduct), most recently amended on February 14, 2023.
- 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 March 16, 2022.
- GA-1 (Development of Written Orders), most recently amended on January 12, 2022.

- GB-2 (Command Responsibility), most recently amended on June 28, 2019.
- GC-4 (Employee Performance Appraisals), most recently amended on April 27, 2022.
- GC-4 (S) (Employee Performance Management), most recently amended on November 10, 2021.
- GC-7 (Transfer of Personnel), most recently amended on October 29, 2021.
- GC-11 (Employee Probationary Periods and Unclassified Employees), most recently amended on January 12, 2022.
- GC-12 (Hiring and Promotional Procedures), most recently amended on November 17, 2022.
- GC-16 (Employee Grievance Procedures), most recently amended on December 8, 2021.
- GC-17 (Employee Disciplinary Procedures), most recently amended on November 17, 2022.
- GD-9 (Litigation Initiation, Document Preservation, and Document Production Notices), most recently amended on September 15, 2021.
- GE-4 (Use, Assignment, and Operation of Vehicles), most recently amended on February 22, 2023.
- GG-1 (Peace Officer Training Administration), most recently amended on November 17, 2022.
- GG-2 (Detention/Civilian Training Administration), most recently amended on November 17, 2022.
- GH-2 (Internal Investigations), most recently amended on October 25, 2022.
- GH-4 (Bureau of Internal Oversight Audits and Inspections), most recently amended on February 25, 2021.
- GH-5 (Early Identification System), most recently amended on December 16, 2021.
- GI-5 (Voiance Language Services), most recently amended on December 8, 2021.
- GJ-24 (Community Relations and Youth Programs), most recently revised on April 7, 2022.
- GJ-26 (Sheriff's Reserve Deputy Program), most recently amended on June 9, 2021.
- GJ-27 (Sheriff's Posse Program), most recently amended on June 25, 2021.
- GJ-35 (Body-Worn Cameras), most recently amended on February 2, 2022.
- Administrative Services Division Operations Manual, most recently amended on November 14, 2022.
- Audits and Inspections Unit Operations Manual, currently under revision.

- Body-Worn Camera Operations Manual, published on December 22, 2016.
- Professional Standards Bureau Operations Manual, published on December 13, 2018.
- Training Division Operations Manual, most recently amended on April 4, 2022.

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 90 closed administrative misconduct investigations, including two classified as critical incidents. Sworn, Detention, or civilian personnel assigned to PSB conducted 74 of the investigations we reviewed. PSB outsourced three investigations to an outside vendor. Sworn supervisors in Districts or Divisions outside of PSB conducted the remaining 13.

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 were no instances where a conflict of interest was identified.

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 six 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 90 administrative cases we reviewed for this reporting period, there were 21 investigations where an employee reported potential misconduct by another employee, or a supervisor identified potential employee misconduct. We did not identify any instances during this reporting period where an employee failed to report potential misconduct 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 did identify one investigation where a supervisor who became aware of potential misconduct did not immediately document and report the potential misconduct to PSB as required.

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. There was one instance where a supervisor did not immediately report potential misconduct as required. PSB did not address this concern. We will discuss this case with PSB during our next site visit.

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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 90 administrative misconduct investigations that were completed during this reporting period.

There were three investigations where allegations applicable to compliance with this Paragraph were made. Two of the investigations did not have any sustained findings for any violation addressed by this Paragraph. One investigation did have sustained findings for retaliation. In this case, the employee involved resigned prior to the completion of the investigation. We agree with the findings in all three of these investigations.

On December 23, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 90 administrative misconduct investigations that were completed during this reporting period.

There were two investigations where allegations applicable to compliance with this Paragraph were made, where no allegations were sustained. One additional investigation had an allegation of retaliation that was sustained. In the sustained case, the employee resigned prior to the completion of the investigation. We agree with the findings in all three of these investigations.

On December 23, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 90 administrative misconduct investigations during this reporting period. Sixty-five were initiated as a result of external complaints, and 25 were internally generated. We also reviewed eight criminal investigations conducted by MCSO. All of the criminal investigations were initiated as a result of external complaints.

Of the 90 administrative misconduct investigations we reviewed for this reporting period, 14 involved anonymous complaints. Seventeen 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 90 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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 90 administrative misconduct investigations during this reporting period.

We determined that 22 of the 90 completed administrative investigations we reviewed involved complainants who sought to withdraw their complaints; or were unavailable, unwilling, or unable to cooperate. MCSO completed all 22 investigations and reached a finding as required. We also found that in 33 of the 90 investigations, one or more of the principals left MCSO employment prior to the finalization of the investigation or discipline process. MCSO completed all of these investigations and reached a finding. None of the 90 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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 90 completed administrative misconduct investigations. There were six investigations where PSB identified that an employee had failed to accurately provide all information or evidence required during the investigation. PSB initiated a truthfulness investigation in all six and the allegations were sustained. In two of these six cases, the employees were dismissed from MCSO employment. In the other four, the employees resigned prior to the completion of the investigation or discipline process.

On December 23, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 27, 2022.
- GC-4 (S) (Employee Performance Management), most recently amended on November 10, 2021.
- GC-11 (Employee Probationary Periods and Unclassified Employees), most recently amended on January 12, 2022.
- 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, MCSO conducts a meeting with command staff 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 43 promotions during this review period. The promotions included 11 sworn employees, 12 Detention employees, and 20 civilian employees. One sworn lieutenant had an 80-hour suspension for a 2015 sustained allegation of misconduct, and three coachings. This employee also had an open allegation of misconduct for failing to take a complaint. The employee also had 26 commendations. The violation of policy that resulted in the 80-hour suspension was a sustained allegation that the employee accepted gratuity while working off duty. While this was a serious violation, it was not a Category 6 or Category 7 violation. One sworn sergeant had an open allegation of failing to take a report. A sworn sergeant had two separate eight-hour

suspensions in 2017; one involved a vehicle crash. This same employee also had four open allegations of misconduct, including one CP-8 allegation (Preventing Racial and Other Bias-Based Profiling) and two CP-2 allegations (Code of Conduct, Failure to Meet Standards). The employee had received a previous allegation of a CP-8 violation in 2017, which was unfounded. We are concerned with this promotion, since the employee has four open allegations of misconduct, one of which is an allegation of discrimination or bias. One sworn sergeant had a written reprimand for a sustained allegation of misconduct from 2014. In total, seven of the 11 sworn employees who were promoted had open allegations of misconduct. The remainder of the sworn personnel who were promoted had no record of discipline. We reviewed the disciplinary summaries and open allegations of misconduct. The open allegations of misconduct on some employees did not fall under the criteria that would require justification memos. We had serious concerns with one promotion where the employee had four open allegations of misconduct, which included a possible CP-8 violation.

With regard to Detention personnel, one sergeant had two written reprimands which resulted from sustained allegations of misconduct in 2014 and 2015. One Detention sergeant had a written reprimand from 2013, and also had an open misconduct investigation. MCSO included a statement on the promotional review document noting that according to PSB, the open investigation did not involve serious misconduct. Another Detention sergeant had two open misconduct allegations. The documentation stated that according to PSB, one investigation involved minor misconduct, and the other investigation would not result in sustained findings. Another Detention sergeant had a sustained allegation of misconduct which resulted in a 40-hour suspension in 2017. This same employee had an open misconduct allegation from 2020. The documentation stated that according to PSB, the open allegation did not involve serious misconduct. We are concerned with this promotion. The 40-hour suspension resulted from sustained findings of allegations that the employee made inappropriate racist comments. The employee also had a history of making inappropriate or unprofessional comments to inmates, as documented in an EPA from 2014. The employee had been sustained on violations of CP-8 (Preventing Racial and Other Bias-Based Profiling) and CP-2 (Code of Conduct). The sustained allegation of CP-8 is a Category 6 violation. In addition, the employee has an open investigation involving a violation of CP-2 (Code of Conduct, Failure to Meet Standards) and DJ-6 (Inmate Drug Testing). The employee had also received an eight-hour suspension for sleeping on duty. There was no written justification provided for the promotion of this employee, as per the requirements of Paragraph 174. Of the 12 Detention employees who were promoted, seven had open allegations of misconduct. The remainder of the Detention employees promoted had no disciplinary histories. Two civilian employees who were promoted had open allegations involving minor misconduct. One promoted civilian employee had a written reprimand from 2019. The remainder of the civilian employees who were promoted had no disciplinary histories.

For this review period, we had concerns with the promotion of two employees. The first involved a sworn sergeant who had two previous suspensions and had four open misconduct allegations, including a CP-8 allegation of misconduct. The employee had previously received allegations of a CP-8 violation, which had been unfounded. The second involved a Detention sergeant who had a sustained Category 6 violation of CP-8 involving a member of the Plaintiffs' class. The employee also had an open misconduct allegation of CP-2 (Code of Conduct, Failure to Meet Standards), and an open allegation of DJ-6 (Inmate Drug Testing). Despite the issues noted with the two promotions, in the aggregate, MCSO remains in compliance with this Paragraph.

We have been unable to review personnel files since January 2020, as we have conducted our site visits remotely. When we resume our in-person site visits, we will follow up on these cases to ensure that the appropriate documentation is included in each employee's file.

***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 2022, MCSO reported hiring 19 new employees. The new hires consisted of five sworn employees, two Detention employees, and 12 civilian employees. We reviewed the documentation provided for all the new employees. One civilian employee, who was rehired, had a written reprimand from 2017. MCSO reported that the remainder of the new hires had no disciplinary histories. We did not have any concerns with any of the new hires. MCSO reported the promotion of 43 employees during the fourth quarter. We had serious concerns with two promotions, due to the employees having open allegations of misconduct, as well as histories of misconduct. One of the employees had a previous sustained allegation of a Category 6 violation. These promotions were discussed in our review of Paragraph 173.

On June 17, 2022, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 December 16, 2021.
- GC-7 (Transfer of Personnel), most recently amended on October 29, 2021.

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 22 employees who would fall under the requirements of this Paragraph. The list we requested was comprised of 11 Detention employees and 11 sworn employees. Of the 11 Detention employees requested, all had proper documentation of command review of their EIS profiles. Of the 11 sworn employees requested, all had proper documentation of command review of their EIS profiles. For October, all 22 employee transfers were in compliance with timely command review of the employees' EIS profiles. For November, we requested documentation for 29 employees who were transferred during the month. This list was comprised of four Detention employees and 25 sworn employees. All four Detention employees had proper documentation of command review of their EIS profiles. Twenty-four of the 25 sworn employees had proper documentation of command review of their EIS profiles. For November, 28 of the 29 employee transfers were in compliance with timely command review of the employees' EIS profiles. For December, we requested a list of all employees who were transferred during the month. From the list, we selected 21 employees to review. This list was comprised of 21 Detention employees. Twenty of the 21 Detention employees had proper documentation of command review of their EIS profiles. For December, all 21 employee transfers were in compliance with timely command review of the employees' EIS profiles. For the fourth quarter of 2022, 59 of 61 employees transferred had proper documentation of timely command review of their EIS profiles. The compliance rate for the fourth quarter was 96.72%. For the period in review, MCSO was in compliance with 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 27, 2022.
- GC-4 (S) (Employee Performance Management), most recently amended on November 10, 2021.

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 28 supervisors and commanders who received EPAs during this reporting period. Twenty-six of the 28 supervisor EPAs rated the quality and effectiveness of supervision; two supervisors had no direct reports. Twenty-four of the 28 supervisor EPAs contained comments and/or rated the supervisors' demonstrated ability to identify and effectively respond to misconduct. Twenty-seven of the 28 supervisor EPAs commented on the supervisors' quality of internal affairs investigations or the quality of their reviews of internal affairs investigations. One EPA was a six-month probationary appraisal that was lacking in several areas, including the assessment required by this Paragraph. For supervisors who did not conduct or review any internal affairs investigations during the appraisal period, this information was appropriately documented on their EPAs. For this reporting period, 27 of 28 supervisor EPAs reviewed were in compliance, or 96.42%. MCSO remains in compliance with this Paragraph.

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 90 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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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.*

In Full and Effective Compliance

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 did not deliver the PSB40 curriculum during this reporting period.

This course is reserved for delivery on an as-needed basis to new sergeants.

The PSB40 continues to need annual review. MCSO informed us that the expected revisions should occur after the review and approval of the new 2022 PSB8 External classroom curriculum. This continued review will include all Third Order revisions, as well.

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

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.

During this reporting period, the 2022 PSB8 External curriculum was approved for delivery. The training was delivered five times to 165 personnel (160 sworn, four Detention, one civilian). Seventeen individuals needed test remediation. One individual failed the remediation and had to retake the entire class.

The 2022 annual eight-hour in-service training for PSB personnel (PSB8 Internal) was previously delivered. With the incorporation of Third Order requirements, it is anticipated that all PSB personnel and all supervisory personnel will attend a single joint class in 2023.

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) 22-34 (CP-2), BB 21-70 (CP-3), BB 22-01 (CP-11), BB 22-08 (GB-2), BB 22-56 (GH-2), BB 21-66 (GC-16), and BB 22-58 (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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 November 17, 2022.
- GH-2 (Internal Investigations), most recently amended on October 25, 2022.
- GG-1 (Peace Officer Training Administration), most recently amended on November 17, 2022.
- GG-2 (Detention/Civilian Training Administration), most recently amended on November 17, 2022.

- Training Division Operations Manual, most recently amended on April 4, 2022.

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 January site visit. The 2021 Complaint Intake and Reception curriculum continues to require annual review. MCSO recognizes this need, but maintains that Third Order requirements may affect this training; the agency is awaiting further policy direction. Previously, the civilian category of employees experienced problems with the prompt completion of this training despite overall organizational compliance. The Training Division undertook extensive efforts to alert supervisors and employees alike to complete this training. Their efforts were successful and reduced the number of delinquent personnel. During this reporting period, we noted that the numbers of civilian employee non-compliance was once again climbing. MCSO personnel informed us that they have implemented an oversight program for this training; they routinely check these numbers and alert those individuals of completion requirements. Additionally, there have been many civilian hires. New hires are required to complete this training within the first 90 days of employment. MCSO supplied documentation that those pending completion were within their first 90 days of employment and were not delinquent.

***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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 90 administrative misconduct investigations during this reporting period.

Of the 90 cases we reviewed, 88 (98%) complied with the requirements of this Paragraph. In one of the two non-compliant cases, we believe findings of sustained should have been made and were not. In the second, the findings were exonerated. The evidence relied upon was insufficient to justify a finding of exonerated and further investigation should have been conducted. 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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 90 administrative misconduct investigations during this reporting period. There were two instances where PSB was not appropriately notified at the time of complaint as required. Both were internally generated complaints. We will discuss these two cases with PSB during our next site visit. We also reviewed eight criminal misconduct investigations conducted by MCSO. PSB was appropriately notified in all eight of these investigations.

On June 18, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 90 administrative misconduct investigations we reviewed were properly assigned a unique identifier. Sixty-five involved an external complaint requiring that PSB provide the complainant with this unique identifier. In all of the 65 cases, PSB sent an initial letter to the complainant 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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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.

On June 18, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 90 administrative misconduct investigations. All 90 complied with the requirements of this Paragraph. Sixty-five were externally generated and 25 were internally generated.

We reviewed 49 Service Complaints during this reporting period. All were externally generated complaints. In all 49, PSB made the appropriate decision regarding categorizing the complaint. Four (8%) were appropriately reclassified to administrative misconduct investigations either by the initiating District or Division, or after the complaints were reviewed by PSB. In two cases, although we concur that the complaints were appropriately classified as Service Complaints, the complainants were not contacted in a timely manner. In two other cases, not all concerns were completely addressed. Of the total 49 Service Complaints, 45 (92%) met 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, 29 (64%) of the 45 closed Service Complaints did not involve allegations of misconduct. Nine (20%) did not involve MCSO employees, and seven (16%) 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. During this same time period, we discussed concerns we found in some Service Complaints that were completed at the District level and forwarded to PSB for review and approval, where PSB subsequently determined that a Service Complaint was inappropriate, and a misconduct investigation should be opened. PSB was again correcting the work of other personnel. To address this concern and ensure accountability, PSB added a signature line to this revised Service Complaint form. District and Division Command personnel now note their review and approval of Service Complaints 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 can be addressed without a formal investigation if certain criteria exist through the use of a coaching. If the PSB Commander makes this determination, it must be documented.

In May 2021, revisions to GH-2 (Internal Investigations) modified the authority of the PSB Commander as it relates to internal complaints that meet certain criteria. The revised policy allows the PSB Commander to address qualifying internal complaints through the use of an approved supervisor-initiated intervention and is no longer limited to only coaching.

During the last reporting period, the PSB Commander did not use his discretion to determine that any internally generated complaints were eligible for the PSB Diversion process. Therefore, our Team did not review any cases.

During this reporting period, we reviewed 12 instances where the PSB Commander determined that an internal complaint could be handled with an approved supervisor-initiated intervention. We found 10 (83%) of the 12 diversions in compliance. In one of the 12, we believe that prior sustained misconduct of the employee made the current incident ineligible for the PSB Diversion process. In the second case, there was no determination as to whether the misconduct had actually occurred. An administrative investigation should have been initiated to arrive at an appropriate finding. We noted during this reporting period that PSB has addressed our concerns with the tracking and documentation of these cases.

Compliance with this Paragraph for this reporting period was based on our findings for administrative misconduct investigations (90), Service Complaints (49), and PSB diversions (12) and was 95% for this reporting period.

On June 18, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 90 completed administrative misconduct investigations conducted by MCSO personnel.

Division or District personnel outside of PSB investigated 13 of the 90 administrative misconduct investigations we reviewed during this reporting period. PSB investigators conducted 74 of the investigations, and three were outsourced to an outside investigator. PSB also submitted eight criminal investigations for review. We did not identify any misconduct investigations that a District supervisor conducted where we believe that potential additional misconduct discovered during the initial investigation should have resulted in the investigation being forwarded to PSB for completion and was not.

On December 23, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 98 employee misconduct investigations during this reporting period. Of these, 90 were administrative investigations, and eight were criminal investigations. All eight of the criminal investigations were conducted by PSB.

Of the 90 administrative misconduct cases we reviewed for this Paragraph, PSB investigators conducted 74. PSB outsourced three, and 13 were investigated at the District or Division level. We did not identify any instances where a District or Division supervisor conducted any investigation that should have been conducted by PSB.

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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 90 administrative misconduct investigations during this reporting period. Of the 13 administrative misconduct cases investigated at the District or Division level, we did not identify any cases where we believe that potential serious misconduct was discovered by the investigating supervisor and the supervisor failed to forward the case to PSB.

On December 23, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 provided copies of PSB’s reviews of 15 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 most recent report was published on MCSO’s website in August 2022. The report covers the period of July 1-December 31, 2021; and 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 has reported that it intends to publish its next semi-annual report covering the period of January 1-June 30, 2022 during the first reporting period of 2023.

MCSO remains in compliance with this Paragraph.

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 90 administrative misconduct investigations during this reporting period. Thirty-five had sustained allegations against one or more employees. In 18 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 18, 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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 February 14, 2023.
- 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 December 8, 2021.
- GC-17 (Employee Disciplinary Procedures), most recently amended on November 17, 2022.
- GH-2 (Internal Investigations), most recently amended on October 25, 2022.
- Administrative Services Division Operations Manual, most recently amended on November 14, 2022.
- Professional Standards Bureau Operations Manual, most recently amended on December 31, 2019.

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 90 administrative misconduct investigations, two of which were critical incidents, and eight criminal investigations during this reporting period. All eight 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 90 investigations reviewed for this reporting period, 21 (23%) were completed within the required timeframes or contained a reasonable extension request that was specific to the investigation, a decrease from 26% during the last reporting period. The remaining investigations continued to identify general justifications including supervisory responsibilities, workload, prioritization of investigations, training, and others.

During our April 2022 site visit, PSB personnel informed us that the average number of days to complete administrative investigations was 611 days, a decrease from 650 days reported in January 2022. During our July 2022 site visit, PSB personnel informed us that the overall average days for completion was 562 days, compared to 611 in April 2022. This was the second consecutive quarter where the number of days to complete an investigation had decreased. During our October 2022 site visit, PSB advised us that the overall average days to complete an investigation had increased to 588 days. During our January 2023 site visit, PSB advised us that the average number of days had again increased slightly, to 593 days. As we have noted in the last 10 reporting periods, we no longer accept extensions that do not contain reasonable justifications specific to each investigation.

Of the 90 administrative misconduct cases we reviewed, PSB personnel completed 74. Sixteen were conducted by sworn investigators. Forty-seven investigations were conducted by Detention investigators, and 11 were conducted by civilian investigators. We found deficiencies other than extensions in two (3%) of the total 74 investigations. With the inclusion of those investigations that were found noncompliant based on our review of extension requests, 21 (28%) of the 74 investigations conducted by PSB were in overall compliance – an increase from 26% in the last reporting period.

We reviewed three investigations that PSB outsourced to an outside investigator. All were outsourced to address the backlog of investigations. Of these, two (67%) were found noncompliant due to investigative concerns. With the inclusion of those investigations found noncompliant due to timelines, none of the three cases were in overall compliance.

Districts or Divisions outside of PSB conducted 13 investigations. Seven (54%) were noncompliant due to investigative and administrative deficiencies. This is an increase in noncompliance from 31% for the last reporting period. With the inclusion of those investigations found noncompliant due to timelines, none of the 13 cases were in overall compliance.

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 28% for this reporting period, an increase from 20% 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 no instances where the Appointing Authority changed the final findings of any investigation. There were two cases where he mitigated the discipline within the range, and we agreed with his decision to do so.

The investigative quality of District and Division cases has continued to have an adverse impact on the ability of the PSB Commander to ensure investigations are properly completed. During the last reporting period, noncompliance declined from 48% the previous reporting period to 31%. We had hoped to observe continued improvement for this reporting period. Unfortunately, during this reporting period, noncompliance increased from 31% to 54%. The compliance for District cases has been inconsistent for numerous reporting periods, and no sustained improvement has occurred. As we have previously noted in this report and others, given the training that has occurred, the length of time the Order requirements have been in place, and the fact that these investigations are being reviewed by multiple levels of command personnel, there is ongoing cause for concern.

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 our 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 ongoing litigation. The Court appointed an outside expert to examine issues relevant to the deficiencies associated with PSB investigations. The expert's recommendations were reviewed by the Parties, and the Court issued the Third Order in November 2022.

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 1204 investigations. In 2021, PSB opened a total of 1172 investigations, a small decrease from 2020.

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. These numbers have continued to grow since the implementation of the Second Order.

At the end of 2020, there were 2,010 pending investigations – an increase from 1,617 at the end of 2019. By the end of 2021, the number of pending investigations had increased to 2,149. While the total included administrative misconduct investigations, Service Complaints, criminal investigations, and critical incident investigations, the majority continued to be administrative misconduct investigations and Service Complaints. Of the 1,903 administrative misconduct investigations pending at the end of 2021, 1,769 (93%) were assigned to PSB, an increase from 1,561 at the end of 2020. Of the 179 pending Service Complaints, 114 were assigned to PSB. This was a decrease from the number of pending Service Complaints from 2020 and likely a result

of the addition of a second civilian investigator in PSB to address these complaints. All five of the pending criminal investigations, and all 62 of the pending critical incident investigations were assigned to PSB. In total, 1,950 (91%) of the pending 2,149 investigations were being investigated by PSB at the end of 2021. MCSO closed a total of 995 investigations in 2020, compared to 727 in 2019. We noted, however, that the increase in closures in 2020 was primarily a result of an increase in Service Complaint closures, not administrative misconduct investigations. MCSO closed a total of 1,021 cases in 2021, an increase from the 995 closed in 2020. Administrative misconduct investigation closure increased from 364 in 2020 to 430 in 2021. Service complaint closures still accounted for more than half of the total closures.

During our April 2022 site visit, PSB advised us that the Bureau had initiated 226 cases in 2022. Of these, 115 were administrative misconduct investigations. The number of all pending cases had decreased slightly since the 2,149 cases noted at the end of 2021. Of the 2,086 pending cases reported in April 2022, 1,908 were administrative misconduct investigations. Of these 1,908, 1,790 were assigned to PSB for completion. PSB also had 63 critical incidents, 65 Service Complaints, and nine criminal cases assigned for investigation. Of the total 2,086 pending cases, 1,927 (92%) were being handled by PSB. Only 159 cases were being conducted by a District or Division outside of PSB. Of these 159, 118 were administrative misconduct investigations and 41 were Service Complaints.

During our July 2022 site visit, PSB personnel advised us that the Bureau had initiated 260 investigations during this reporting period. Of these, 161 were administrative misconduct investigations. The number of all pending cases increased from 2,086 in March 2022 to 2,137 in June 2022. Of the total pending cases, 1,956 were administrative misconduct investigations, 1,859 (95%) of which were assigned to PSB. PSB also had 73 pending critical incidents, 78 Service Complaints, and 11 criminal cases assigned for investigation. Of the total 2,137 investigations, only 116 (5%) were assigned to a District or Division outside of PSB. The percentage of all cases being investigated by PSB increased from 92% to 95% during this quarter.

During our October 2022 site visit, PSB advised us that the Bureau had initiated another 291 investigations between July 1-September 20, 2022. Of these, 187 were administrative misconduct investigations. The number of all pending cases increased from 2,086 at the end of the June 2022, to 2,251 at the end of September 2022. Of the total pending cases, 2,048 were administrative misconduct investigations, 1,924 of which were assigned to PSB. PSB also had 88 pending critical incidents, 85 Service Complaints, and 13 criminal cases assigned for investigation. Forty-eight investigations were being investigated by an outside vendor. Of the total 2,251 pending investigations, only 76 administrative misconduct investigations and 17 Service Complaints – a combined 4% of the total – were being investigated by Districts or Divisions outside of PSB.

During our January 2023 site visit, PSB advised us that the Bureau had initiated a total of 1,062 investigations in 2022, compared to 1,172 in 2021. Of these, 667 were administrative misconduct investigations, a slight increase from the 656 investigations initiated in 2021. The number of pending investigations at the end of 2022 was 2,375, with 2,149 of them being administrative misconduct investigations. Of the 2,149 administrative misconduct investigations, 2,015 were assigned to PSB. This is an increase in pending investigations from 2,048 at the end of 2021 (1,924 of which were assigned to PSB). In addition to the pending administrative misconduct

investigations, there were 87 critical incidents, 128 Service Complaints, and 11 criminal investigations pending at the end of 2022. Of the total 2,375 pending investigations, 2,240 (94%) were assigned to PSB. Sixty-three pending cases had been outsourced, and 71 were assigned to Districts or Divisions outside of PSB, along with one Service Complaint that was assigned to a District.

PSB was authorized 12 new positions in the July 2018 budget. The positions included both sworn and Detention personnel. Between July 2018 and January 2021, only one of these positions, a Detention supervisor, was filled. One lieutenant position was also eliminated, and the funds were transferred to other purposes in PSB. By the end of 2021, there were still six remaining positions that were not filled. The funds for the remaining five positions had been used to hire civilian investigators and administrative personnel.

PSB was authorized eight new positions – all civilian – in the July 2019 budget. Those positions were all filled and included three civilian investigators along with administrative staff. MCSO did not request any new positions for PSB in either the July 2020 or the July 2021 budget process.

During our January 2022 remote site visit, PSB personnel informed us that they had six civilian investigators and were in the process of filling the two open administrative positions. The PSB Commander advised us that they had filled two of the open sworn investigators' positions, but that ongoing retirements and transfers continued to cause the overall filled position numbers to fluctuate. During our April 2022 site visit, PSB advised us that, despite filling some positions, the Bureau still had nine vacancies as a result of transfers, retirements, and promotions.

The original budget authorization for PSB in 2018 included two sworn lieutenants, six sworn sergeant positions, and four Detention sergeant positions. To determine the final status of these budget allocations, we requested specific information on each of these authorized positions at our July 2022 site visit meeting. PSB personnel advised us that one sworn lieutenant position was filled, and one was converted to fill other PSB positions in 2020. Two of the sworn sergeant positions were filled, two were converted to other PSB positions in 2021, and two were vacant. All four of the Detention sergeant positions have been filled. Of the total 12 positions, only two sworn sergeant positions remained unfilled. There also continued to be other vacancies in PSB as a result of ongoing promotions, transfers, and retirements.

During our October 2022 site visit, PSB advised their authorized staff included 59 employees. Of these, a total of 33 were designated as investigative personnel; 12 sworn investigators, 15 Detention investigators, and six civilian investigators. PSB was also in the process of hiring additional civilian investigators.

During our past site visits, PSB staff have continued to communicate that they are outsourcing those cases where conflicts of interest exist. PSB had contracted with a qualified private vendor to conduct these investigations. During our January 2021 remote 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.

During our October 2022 site visit, PSB advised us that the original contract investigator continued to have 18 pending investigations. Again, none were completed and forwarded for review. PSB advised they would be following up with this investigator to get a better sense of the status of these investigations. PSB outsourced an additional 22 investigations to the second contract vendor during this reporting period, and the vendor had 30 pending investigations. Eight cases outsourced to this vendor were completed and forwarded for our review during the last reporting period.

During this reporting period, PSB outsourced an additional 29 cases to the second contract investigator. Three cases completed by this vendor were reviewed by our Team during this reporting period. The original contract investigator continued to have 18 pending investigations. The PSB Commander reached out to this investigator regarding the status of these investigations, and believes that this vendor will complete several cases during the next reporting period.

After the Second Order was implemented, 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, and there are two current active supervisors who remain on this list.

MCSO reported during this reporting period that no additional supervisors were determined to be ineligible to conduct administrative misconduct investigations.

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 December 31, 2019.

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.

In October 2018, PSB personnel advised us that a total of 11 additional sworn and Detention personnel had been approved for PSB in the July 2018 MCSO budget. They did not, however, believe the positions would be filled until sometime in 2019 due to ongoing staffing shortages throughout the agency. During our April 2019 site visit, PSB informed us that even if those

positions were filled, the Bureau would still be insufficiently staffed to meet its responsibilities. By the end of 2021, six of these 11 positions were still unfilled. Five had been converted to civilian positions and filled.

In October 2019, PSB advised us that eight civilian positions had been approved for PSB in the July 2019 budget. By the end of 2021, all of these positions had been filled.

During our October 2020 remote site visit, PSB advised us that no additional requests for PSB staffing were made for the July 2020 fiscal year. In October 2021, we learned that no new positions had been requested for the July 2021 budget year.

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 growing backload of cases; and an average investigator monthly caseload that had grown from 12 cases to 74 cases.

In January 2022, PSB reported that with the addition of the three additional civilian investigators, they had a total of 29 investigators, though they continued to have some ongoing vacancies due to promotions, transfers, and retirements. During our April 2022 site visit, PSB advised us that the Bureau had made some staffing reassignments and had a total of 32 investigators, including 11 sworn, 15 Detention, and six civilian.

During our July 2022 site visit, PSB advised us that they had a total of 33 investigators authorized, including 12 sworn, 15 Detention, and six civilian. While the total number of investigators had increased from 29 in January 2022 to 33 in July 2022, the number still remained insufficient to meet PSB's responsibilities.

During our October 2022 site visit, PSB advised us that the Bureau's total number of authorized investigators remained at 33: 12 sworn, 15 Detention, and six civilian. They further advised us that they were in the process of attempting to fill vacancies and hiring additional civilian investigators. As we have continued to note each quarter, the number of investigators has remained insufficient to meet PSB's responsibilities.

During our January 2023 site visit, 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.

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. We will not find MCSO in compliance with this Paragraph until MCSO adequately addresses PSB's staffing issues.

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. This vendor employs multiple investigators who are assigned cases by PSB. These investigators are most often assigned older cases that have minimal additional follow up needed.

During our October 2022 site visit, PSB advised us that no investigations had been outsourced to any outside vendor due to an identified conflict of interest during this reporting period. Twenty-two had been outsourced to the second vendor being used by MCSO to assist with reduction of the backlog of cases and they now had a total of 30 cases in progress. The original vendor had 18 pending investigations. None were completed or forwarded for our review during this reporting period, nor has there been any completed for multiple reporting periods. PSB will be following up with this vendor to get a better sense of the status of these cases. We did receive and review eight cases that were completed by the second vendor being used by MCSO.

During our January 2023 site visit, PSB advised us there were 63 outsourced cases pending, including 29 investigations that were outsourced to the second vendor contracted with MCSO during this reporting period. PSB outsources cases due to potential conflicts of interest or to assist MCSO in reducing the number of pending cases. This second vendor now has a total of 45 active cases, and we reviewed three cases completed by this vendor during this reporting period. The original vendor has 18 pending cases. Again, during this reporting period, none were completed and forwarded for our review. PSB continues to follow up with this vendor to address the lengthy delay in completing these investigations, one of which has been pending since 2015.

On December 23, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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. The PSB Deputy Chief, who previously had this responsibility was promoted, but would maintain overall oversight of PSB as an Executive Chief.

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. We have also had multiple discussions regarding the Third Order, potential policy revisions, and the implementation of any new processes. The Captain continues to be responsive to our input regarding PSB investigations and processes. He continues to discuss with us both his immediate priorities and his continuing efforts to improve where necessary. In those cases where we have expressed concerns or requested information, he has provided timely responses.

Again, during this reporting period we noted that the PSB Commander continues to ensure older cases, some initiated as far back as 2016, are resolved. While the time delays in completing these investigations do have an adverse impact on compliance, particularly adherence to timelines, we agree that these cases must be completed. We continue to be hopeful that as PSB is able to resolve more of the older cases, compliance moving forward will improve.

During our April 2022 site visit, the PSB Commander informed us that he had made additional staffing adjustments resulting in additional personnel being focused on investigations rather than on intake or reviews. He also advised us that he had, at least temporarily, stopped sending cases to Districts and Divisions for investigation. He noted that he was “giving them a break” and he believed this might have a positive impact on the PSB workload because it would eliminate the need to review these outside cases and, where necessary, return them for additional investigation, or making corrections to the cases in PSB. When asked, he said they might continue this process and that would be determined in the future.

During our July 2022 site visit meeting, the PSB Commander informed us that the Bureau had continued its practice of not assigning any administrative misconduct investigations to personnel outside of PSB. PSB still considered this to be a temporary practice and had made no decision about making it permanent. We understood the action being taken regarding the investigation of cases, but continued to have serious concerns about both the short- and long-term effects of doing all investigations in PSB. Most importantly, we believed this action reduced the accountability of field supervisors and negated multiple years of field supervisors gaining experience on how to properly conduct investigations. PSB was now completing 95% of all investigations, an increase

from 92% reported during the last reporting period, without adequate personnel to do so. For multiple reporting periods, the Deputy Chiefs for the Districts had taken the position that using a single investigator in each District to conduct investigations would result in overall better field investigations and would create a pool of qualified supervisors for assignment to PSB. We continued to believe that all field supervisors should be able to conduct a misconduct investigation. If PSB conducts all investigations, it effectively negates the advantages put forward by the Deputy Chiefs; and over time there would be fewer supervisors outside of PSB with the appropriate knowledge and experience in how to conduct investigations. We again urged PSB to consider both the short- and long-term adverse impacts of having only PSB investigators conduct investigation.

During our October 2022 site visit, the PSB Commander informed us he had developed a strategic plan to enhance the efficiency of PSB operations, implemented an updated intake process, and created a fast-track investigative process. Investigators assigned to the “fast-track team” handle new cases that can be resolved without a significant amount of investigative time. We continue to note his ongoing efforts to streamline processes in PSB while still ensuring that quality investigations are conducted. The PSB Commander also advised us that the Bureau has been continuing its practice of not assigning any administrative misconduct investigations to personnel outside of PSB. As we have noted for the past two quarters, we believe that this practice has both short- and long-term adverse impacts; and we continued to disagree with this decision.

During our January 2023 site visit, the PSB Commander advised us that there are currently four investigators assigned to the fast-track team. He intends to add a fifth investigator to this team and believes the system is working well to expeditiously resolve those cases that do not have a significant amount of investigation needed. All of the investigators assigned to this team are Detention supervisors. He also advised us that as a result of our input, cases are now again being assigned to Districts and Divisions outside of PSB for investigation. While we understand that this will require ongoing review of these cases by PSB staff, over the long term, we believe this is the best course of action. This will help ensure that the entirety of the administrative investigation workload does not fall to PSB, and that field supervisors gain more experience in conducting investigations and holding their personnel accountable.

On January 6, 2023, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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.

On September 30, 2022, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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

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. For the fourth quarter of 2022, there were four investigators transferred into PSB. Were any civil Prior to the transfers, MCSO submitted the transfer requests and required documentation for our review. We reviewed the documentation and concluded that all the employees met the requirements established by this Paragraph. All four transfers were approved.

On December 23, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 90 administrative misconduct investigations during this reporting period. All but three were initiated and completed after the new IA and discipline policies became effective in May 2017. PSB investigated 74 of the cases, three were outsourced, and District or Division supervisory personnel investigated 13 of the cases. Of the cases we reviewed, 65 involved external complaints, and 35 were internally generated.

Paragraph 200.a. requires that misconduct investigations be conducted in a rigorous and impartial manner. During the last reporting period, three completed investigations that we reviewed failed to comply with the requirements of this Subparagraph. During this reporting period, one investigation (1%) fell short of compliance with this Subparagraph.

Paragraph 200.b. requires that investigations be approached without prejudging the facts or permitting preconceived impressions. During this and the last two 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 reporting period, all completed investigations we reviewed complied with the requirements of this Subparagraph. During this and the last two reporting period, all completed investigations we reviewed complied with the requirements of this Subparagraph.

Paragraph 200.d. requires that investigators make reasonable attempts to locate and interview all witnesses. During the last two reporting periods, all investigations we reviewed complied with the requirements of this Subparagraph. During this reporting period, one investigation (1%) fell short of compliance with this Subparagraph.

Paragraph 200.e. requires that investigators make reasonable attempts to interview civilian complainants in person. During this and previous reporting periods, there have been numerous investigations in which investigators did not make attempts to interview complainants in person. Again this reporting period, there were investigations without attempts to conduct in-person interviews due to COVID-19 restrictions in place prior to May 1, 2022. There were also investigations where complainants were out of state, a criminal interview had already been conducted, or the complainant requested an interview by phone. We did not identify any investigations where PSB did not make any attempts to conduct an in-person interview; and no explanation was provided for not doing so. 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 90 administrative investigations reviewed for this reporting period, there were 15 cases where interviews were not both audio- and video-recorded. Six were the result of COVID-19 restrictions. The remaining were a result of complainants who were located out of state or preferred a telephone interview.

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, two investigations (2%) fell short of compliance with this Subparagraph. During this reporting period, one investigation (1%) fell short of compliance with this Subparagraph.

Paragraph 200.h. requires that proper credibility determinations be made. During this and the last 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 this and the last reporting period, all investigations we reviewed complied with the requirements of 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 90 administrative misconduct investigations during this reporting period.

Of the 90 investigations, 65 involved complainants that were not identified as MCSO employees. Thirty of the 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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 90 administrative misconduct investigations during this reporting period. In 15 of the 90 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 three investigations (3%) 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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 October 25, 2022.

Phase 2: Not in compliance

To determine Phase 2 compliance with this Paragraph, we review administrative misconduct investigations conducted by MCSO.

PSB conducted 74 of the 90 administrative misconduct investigations we reviewed for this reporting period. Twenty-one (28%) of the 74 were completed within the required 85-day timeframe or had an approved extension for a reason specific to the investigation, a decrease in compliance from 32% for the last reporting period. Three investigations were outsourced to an outside entity by PSB. None of the three were completed within the required timeframe or had an acceptable extension justification, a decrease in compliance from 25% during the last reporting period.

Of the 13 investigations completed by Districts and Divisions outside of PSB, none were initially submitted to PSB within the required timeframe or had an acceptable extension justification. This is the second consecutive quarter where none of these cases were submitted within the required

timeframe. 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 90 administrative misconduct investigations we reviewed during this reporting period, 21 investigations (21%) were completed and submitted by the investigator within the required 60- or 85-day timeframe or contained an acceptable extension request and approval. This is a decrease in compliance from 26% during the last reporting period.

In addition to those investigations not completed within 60 or 85 days as required by this Paragraph, of the 90 total investigations, 55 (61%) were not completed within 180 days and did not have an acceptable extension request or approval.

During our October 2022 site visit, PSB advised us that the average time for full closure of administrative investigations was 588 days, a slight increase from the 562 days reported during our July 2022 site visit.

During our January 2023 site visit, PSB advised us that the average time for full closure of administrative misconduct investigations was 593 days, a slight increase from 588 days in October 2022. As we have noted in our last 10 quarterly status reports, we no longer accept workload as the justification for the failure to complete investigations in a timely manner. The time it takes to conduct and close investigations remains unacceptable and it is the agency that bears the responsibility to address this issue.

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.*

Phase 1: In compliance

- GC-16 (Employee Grievance Procedures), most recently amended on December 8, 2021.
- GC-17 (Employee Disciplinary Procedures), most recently amended on November 17, 2022.
- GH-2 (Internal Investigations), most recently amended on October 25, 2022.
- GH-5 (Early Identification System), most recently amended on December 16, 2021.

- Professional Standards Bureau Operations Manual, most recently amended on December 31, 2019.

Phase 2: In 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, we have met with PSB personnel on numerous occasions 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.

The civilian PSB Special Projects Manager 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. PSB has also trained two lieutenants to administer the system.

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 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.)

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 completed investigations that 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 one case 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 identified one case where we believe material inconsistencies were not properly resolved when it may have been possible to do so had additional interviews been conducted. We will discuss this case with PSB during our next site visit meeting. 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 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. Eighteen of the 90 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.*

Phase 1: In compliance

- GH-2 (Internal Investigations), most recently amended on October 25, 2022.
- Professional Standards Bureau Operations Manual, most recently amended on December 31, 2019.

Phase 2: In compliance

During this reporting period, we reviewed 90 administrative misconduct investigations. MCSO properly assessed and documented whether any of the requirements of this Paragraph were relevant in all of the completed cases we reviewed for this reporting period. MCSO identified six cases where action related to this Paragraph was appropriate; and addressed the concerns with memos of concern, additional training, one on one meetings with supervisors, or where appropriate, policy review.

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 the last two reporting periods, we continued to report that there were numerous pending concerns that needed to be addressed, many of which were related to policy review or other administrative concerns. During this reporting period, we again found that many of the concerns – which continue to involve policy review, equipment, or procedural issues – continue to show that many matters are still pending, in some cases for several years.

During our January 2023 site visit meeting, we discussed our ongoing concerns with the number of issues that have not been addressed, and the way the tracking system is 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.

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 92 (99%) of the 93 cases that we reviewed.

During this reporting period, we concurred with the findings of the PSB Commander in 88 (98%) of the 90 administrative misconduct investigations we reviewed. In one investigation, we believe that MCSO should have made sustained findings and did not. In the second, we believe that additional witnesses should have been interviewed prior to arriving at any finding.

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.*

Phase 1: In compliance

- GH-2 (Internal Investigations), most recently amended on October 25, 2022.

Phase 2: In compliance

To assess Phase 2 compliance with this Paragraph, we reviewed 13 administrative misconduct investigations conducted by Districts or Divisions outside of PSB. All 13 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.

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 74 administrative misconduct investigations that were conducted by PSB personnel. All 74 complied with the requirements of this Paragraph. The three 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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 October 25, 2022.

Phase 2: Not in compliance

To assess Phase 2 compliance with this Paragraph, we reviewed 90 administrative misconduct investigations conducted by MCSO and completed during this reporting period.

PSB investigated 74 of the 90 administrative misconduct investigations we reviewed during this reporting period and outsourced an additional three. In 72 (97%) of the 74 investigations conducted by PSB, we found the investigations to be thorough, and the reports were well-written. We identified specific concerns with two investigations conducted by PSB. In one, we believe a sustained finding should have been made; and in a second, we believe inadequate investigation was conducted in order to arrive at an appropriate finding. Based on our review of these cases, which includes all compliance requirements, 21 investigations (28%) of the total investigations are in compliance, an increase from 26% in the last quarter.

PSB outsourced three of the completed investigations we reviewed for this reporting period. All three were outsourced to the new vendor contracted to assist in reducing the backlog of cases. None of the three were completed within the required 85-day timeline. One (33%) was found to be appropriately investigated and the reports thorough, a decrease from the 75% investigative compliance during the last reporting period. In two, we identified concerns, including leading questions, failure to interview all potential witnesses, and failure to audio-video record the interviews. Based on our review of these cases, which includes all compliance requirements, none of the three cases were found in compliance, a decrease in compliance from 13% during the last reporting period. During our meetings with the PSB Commander to discuss necessary improvements in investigations, and during our last two site visits, we have brought forward concerns with the quality of the investigations conducted by this outside vendor. The PSB Commander informed us that one-on-one meetings are being held when deficiencies are being identified, and they will now be authoring deficiency memos for these when appropriate.

Of the 13 investigations investigated by Districts or Divisions outside of PSB, we identified seven investigations (54%) where we had some concerns regarding the investigation or documentation. This is an increase in non-compliance from 31% in the last reporting period. These concerns included: failure to identify an appropriate allegation, failure to address all potential misconduct, failure to arrive at an appropriate finding, failure to initiate an investigation, or a combination of investigative and administrative deficiencies. Based on our assessment of these investigations, which includes our assessment of extension requests, again this quarter, none of the 13 investigations were in compliance.

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 noted 11 instances where District Command personnel, Deputy Chiefs, or an Executive 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. The majority of these were deficiency concerns that had been pending for some time.

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 97%. During the last reporting period, we noted an increase in compliance from 58% to 69% for those cases completed by Districts and Divisions outside of PSB. During this reporting period, investigative compliance for these cases decreased to 46%.

During our October 2022 site visit, we discussed with MCSO Executive Command the necessity to address deficient investigations. We noted that there were numerous Commander deficiencies that had been identified and documented that had not been addressed by the responsible command officers. We noted during the last reporting period that many of these deficiencies had been addressed, and it appeared MCSO was focusing on this concern. During this reporting period, we found additional improvement. Of the 18 pending deficiencies, only two do not have a recent status update.

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.*

Phase 1: In compliance

- GB-2 (Command Responsibility), most recently amended on June 28, 2019.
- GC-4 (Employee Performance Appraisals), most recently amended on April 27, 2022.
- GC-4 (S) (Employee Performance Management), most recently amended on November 10, 2021.

Phase 2: In compliance

To assess Phase 2 compliance with this Paragraph, we reviewed 90 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 identified and addressed two instances where deficiencies were found in investigations conducted by their personnel. In both of these instances, the Command personnel met with the supervisors involved and addressed the identified concerns.

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, Districts sometimes use a single supervisor to conduct all investigations for the District. We did identify two of these supervisors that initially completed multiple deficient investigations over several reporting periods. We brought those to the attention of MCSO. One of those supervisors is no longer with MCSO. The second supervisor has shown improvement and the most recent investigation he completed was in compliance with all investigative requirements.

Of the 13 investigations we reviewed that were conducted by Districts and Divisions outside of PSB for this reporting period, none were conducted by the same supervisor. We have noted during our reviews over multiple reporting periods, that 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. Except as noted above, 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.

We remain concerned that the chain of command reviews have failed to identify and correct deficiencies in a timely manner. These failures are identified and reflected in the not in compliance findings for Paragraph 211. As we noted in Paragraph 211, we did observe an improvement in oversight this reporting period and are hopeful it will continue.

We will continue to closely monitor these monthly reports submitted by MCSO command personnel, along with reviewing completed misconduct investigations, to ensure deficiencies are being properly identified and addressed.

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 October 25, 2022.

Phase 2: In compliance

To assess Phase 2 compliance with this Paragraph, we reviewed 90 administrative misconduct investigations during this reporting period. Of the 90 investigations, 74 were investigated by PSB personnel, three were outsourced, and 13 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 the investigation.

During the last reporting period, all 16 District or Division-level approved cases were forwarded to, and reviewed by, PSB as required. Eight investigations (42%) had identified deficiencies.

During this reporting period, all 13 District or Division-level investigations we reviewed were forwarded to and reviewed by PSB as required. Seven investigations (54%) had identified deficiencies, an increase from 31% during the last reporting period. Deficiencies included inappropriate allegations, failure to address all potential misconduct, failure to arrive at an appropriate finding, failure to initiate an investigation, or a combination of investigative and administrative deficiencies. All of these investigations were initiated in 2020 or 2021, after the increased oversight began; and all were reviewed for compliance by one or more members of District or Division command staff prior to forwarding them to PSB. Many of the concerns found in these investigations could and should have been identified and addressed prior to forwarding them to PSB. Our assessment of the 13 investigations, which includes the reasonableness of extension requests, found that none of the 13 investigations were in compliance.

As is our practice, we will discuss these cases 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 90 administrative misconduct investigations during this reporting period.

Our analysis for this reporting period revealed that of the 13 investigations conducted outside of PSB, two were returned by PSB to the original investigating supervisor for further investigation or analysis. 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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 13 administrative misconduct investigations conducted by MCSO personnel outside of PSB and completed during this reporting period.

Four of the 13 completed misconduct investigations conducted outside of PSB resulted in sustained findings. In all four, the reports included documentation that discipline or corrective action 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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 November 17, 2022.
- GH-2 (Internal Investigations), most recently amended on October 25, 2022.
- 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 reviewed 90 administrative misconduct investigations during this reporting period.

Seventy-four of the completed investigations were conducted by PSB. The three outsourced cases are also included here as PSB maintains responsibility for these cases. Fourteen of these cases resulted in sustained findings against current MCSO employees. In all 14, 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. During this reporting period, the Appointing Authority did not overturn any sustained finding made by PSB. In two cases we reviewed this reporting period, the Appointing Authority mitigated the discipline for the sustained allegations. The mitigated discipline fell within the established range of discipline and is therefore in compliance. The Appointing Authority provided justification and documentation as required.

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 are properly identifying these concerns and authoring appropriate memos of concern, many of the concerns remain 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.

While PSB is taking the appropriate actions to identify and track these concerns, it is the responsibility of Divisions with authority over the concerns to ensure that they are properly resolved. We will not find MCSO in Full and Effective Compliance with this Paragraph until such time as those responsible for bringing a resolution to the extensive backlog of concerns take the appropriate actions to do so. We have requested that PSB provide a presentation during our next site visit on both the tracking process itself and what can be done to ensure these concerns are being properly addressed.

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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 July 2019 site visit, a member of our Team verified, by accessing IAPro and reviewing randomly selected cases, that electronic files were being properly maintained.

During our October 2019 site visit, a member of our Team again 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.

On September 24, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

D. Discipline

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 November 17, 2022.
- GH-2 (Internal Investigations), most recently amended on October 25, 2022.
- Administrative Services Division Operations Manual, most recently amended on November 14, 2022.
- 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 35 of the 90 administrative misconduct investigations we reviewed. In 18 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. Two sustained investigations resulted in the dismissal of the employee. Four resulted in suspensions, eight in written reprimands, and four in coachings. 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 35 total sustained cases, 18 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 six of the 18 sustained investigations, 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 18, 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 non-disciplinary action was taken for an act of misconduct that was ineligible to be handled as a coaching.

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. Eighteen investigations with sustained findings resulted in employee discipline or other approved corrective action. Of the 18 cases with discipline or other corrective action, two resulted in dismissal, four resulted in serious discipline, and eight resulted in minor discipline for one or more of the involved employees. Four cases resulted in coachings. In two of the cases, the Appointing Authority mitigated the discipline and provided written justification for doing so. The discipline was mitigated within the range and was therefore in compliance. We agree with the decision of the Appointing Authority in these cases.

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.

In 16 cases, the final sanction was the presumptive identified by the PSB Commander or another designated employee. In two cases, the Appointing Authority mitigated the discipline as allowed by MCSO policy.

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 18 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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 18 investigations with sustained findings that resulted in recommendations for discipline. In all 18, 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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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, 18 administrative misconduct investigations resulted in sustained findings against current MCSO employees. Seven of the sustained investigations resulted in recommendations for serious discipline. In all seven, a PDH was held.

On September 24, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 7 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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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, seven sustained investigations resulted in a Pre-Determination Hearing and we reviewed all of the recordings of these hearings. There were no instances where we, or the Appointing Authority, identified any concerns that required additional follow-up related to the requirements of this Paragraph. We did identify one case where, during the PDH, the employee brought forward allegations of misconduct that were unrelated to the case for which the PDH was being held. The PSB Commander was made aware of the allegations made by the employee and ensured that proper actions were taken.

On September 24, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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. The Parties have commented on their concerns regarding cases involving the Plaintiffs' class that might result in reductions in discipline as a result of the failure to complete the case within the 180-day timeframe. We have discussed the specific requirements of Arizona Revised Statutes 38-1101, and that the statute only requires a "good faith" attempt to complete cases that result in suspensions, demotions, or dismissals within the 180-day timeframe. Since the time of our first discussions in 2018, Arizona law has added a definition of good faith. A.R.S. 38-1101 now defines good faith as "honesty of purpose and absence of intent to defraud."

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, 12 cases forwarded for consideration of serious discipline resulted in serious discipline or dismissal of the employee. In four cases, the Appointing Authority mitigated the discipline within the range, and MCSO was therefore found in compliance in these four cases. However, in one of these four cases, we believed the final discipline was not appropriate for the offense.

During this reporting period, six cases that were forwarded for consideration of serious discipline resulted in serious discipline or dismissal of the involved employee. In all six, 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. In one, the employee resigned after the PDH.

On January 6, 2023, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 18 administrative misconduct investigations where discipline was recommended. The serious sustained allegations in seven 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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

F. Criminal Misconduct Investigations

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 eight criminal investigations. All eight were externally generated and 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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 seven administrative misconduct investigations where criminal conduct may have occurred. In all seven, the cases had also been reviewed by criminal investigators.

On March 16, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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.

On March 16, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 eight criminal investigations conducted by MCSO personnel. All eight 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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 all eight of the 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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 eight criminal misconduct investigations conducted by PSB personnel. None were submitted to a prosecutorial agency for review.

On March 16, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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, none of the criminal investigations we reviewed were submitted to a prosecutorial agency for review.

On March 16, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 the last reporting period, we reviewed 93 administrative misconduct investigations. We did not identify any instances where an employee did not accept a complaint from a community member.

During this reporting period, we reviewed 90 completed administrative misconduct investigations. We did not identify any instances where an employee did not accept a complaint from a community member as required.

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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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

As we did not hold an in-person site visit in January, we were unable to visit MCSO Headquarters and MCSO Districts to determine if the permanent placards were prominently displayed at MCSO Headquarters and Districts. During our January remote site visit, MCSO reported that, during this reporting period, MCSO did not add or eliminate any locations displaying permanent complaint placards. MCSO further reported that, during this reporting period, it did not receive any feedback from the community regarding the permanent complaint placards. When inspected during our last in-person site visit, we noted that MCSO's placard 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 placard includes relevant contact information, including telephone numbers, email addresses, mailing addresses, and websites.

On March 16, 2021, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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.*

Phase 1: In compliance

- EA-2 (Patrol Vehicles), most recently revised on March 16, 2022.
- GE-4 (Use, Assignment, and Operation of Vehicles), most recently amended on February 22, 2023.
- GJ-24 (Community Relations and Youth Programs), most recently revised on April 7, 2022.

Phase 2: In compliance

As we held our January site visit remotely, we were unable to visit District offices to verify that MCSO maintained adequate supplies of complaint forms for deputies to carry in their vehicles. We were also unable to verify that supervisors were in possession of MCSO-issued cellular telephones. We will resume these verifications when we resume our in-person site visits.

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 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. As we held our January site visit remotely, we were unable to visit the PSB facility during this reporting period. We will visit the facility again when we resume our in-person site visits.

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.

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.*

Phase 1: In compliance

- GJ-24 (Community Relations and Youth Programs), most recently revised on April 7, 2022.

Phase 2: In 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.

As we held our site visit in January remotely due to the ongoing COVID-19 pandemic, we were unable to verify that MCSO placed complaint forms in locations that were included on MCSO's list of facilities where complaint forms are available to the public. During this reporting period,

we requested that the Community Outreach Division (COrD) provide its proposed changes to the list of locations throughout Maricopa County displaying Comment and Complaint Forms to make the forms more accessible to community members.

As we have noted previously, during our site visit discussions, Community Advisory Board (CAB) members have recommended that the COrD place complaint forms in locations including grocery stores, pharmacies, and other retail stores that are located in communities where members of the Plaintiffs' class live and work. COrD staff reported that they inquired with other businesses, but their corporate offices would not permit the forms to be displayed in their stores. We encourage the COrD to continue to explore other possible locations, as recommended by the CAB, including small businesses without corporate offices.

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 us 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 October 18, 2022. 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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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.

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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 90 administrative misconduct investigations. Of these, 65 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 but one 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 imposed when contact information for the complainant was known.

On January 6, 2023, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 90 administrative misconduct investigations. Sixty-five 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 two 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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 six 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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 the last reporting period, there was one investigation related to this Paragraph submitted for our review. As required, the complaint was tracked in a separate category of complaints. 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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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. During this reporting period, PSB received 203 complaints. 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 July 1–December 31, 2021, contains the issues identified as potentially problematic patterns or trends. MCSO reported that it intends to publish its next semi-annual report covering the period of January 1-June 30, 2022 during the first reporting period of 2023.

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 on 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 August 2022, PSB issued and posted on the MCSO website its semi-annual public report for period of July 1–December 31, 2021. The report was prepared consistent with prior reports prepared by PSB and contains the relevant information pertaining to this Paragraph. MCSO reported that it intends to publish its next semi-annual report covering the period of January 1–June 30, 2022 during the first reporting period of 2023.

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/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 2022 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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 August, September, and October 2022.

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

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."

To meet the requirements of this Paragraph, AIU contracts with an external vendor, Progressive Management Resources (PMR), which is responsible for conducting complaint intake testing via telephone, email, U.S. Mail, MCSO's website, and in-person tests. We receive and review

documentation of these tests – including any available audio-recorded documentation – as they are completed, as part of our monthly document requests. PMR does not advise AIU of the tests in advance but instead emails AIU once a test has been completed with documentation of the test.

During the last reporting period, PMR conducted five tests – all in-person. We had concerns with one of the tests, in which a tester visited District 1 to report that he observed a deputy using a handicapped parking space in the parking lot of a restaurant while the deputy was inside “taking his time eating.” When the tester visited District 1, he spoke with an office assistant who asked him to fill out a Comment and Complaint Form. The tester wrote on his testing documentation, “I asked for a supervisor, but never got to speak to one.” The tester also reported that he believed that office assistant was unprofessional due to the casual clothing and shoes that she wore and that he “felt she was discouraging regarding speaking with someone.” He also noted that he “felt sort of pushed out” and that the MCSO personnel with whom he interacted “were not as helpful as during other tests.” Following this test, AIU appropriately noted four deficiencies, including that the complaint was not referred to an on-duty supervisor; the complaint was not entered into BlueTeam by District 1 staff; an interview with the complainant was neither video- nor audio-recorded; and the complaint was not immediately forwarded to PSB through BlueTeam. AIU issued a BIO Action Form for the involved personnel.

During this reporting period, PMR conducted 10 tests: two via MCSO’s website; one via email; two via telephone; and five in-person (to Districts 2, 3, 4, and 7, and Lake Patrol). For all of the tests, we reviewed the documentation forms submitted by the testers, as well as AIU’s Complaint Intake Testing Inspections covering the tests conducted during this reporting period. In one of the two tests submitted via MCSO’s website, the tester did not receive a copy of her complaint; AIU followed up with MCSO’s Technology Management Bureau personnel to determine what occurred, but they could not provide an explanation. There were no technical or other issues with the other complaint submitted via MCSO’s website.

We and AIU noted deficiencies with one in-person test conducted during this time period. In this test, a tester visited Lake Patrol, alleging that while he was experiencing problems with his boat, a deputy rudely told him to move. The tester met with a deputy, who took the complaint information; and the deputy advised a sergeant of the complaint. However, the sergeant did not speak with the complainant as required by GH-2 (Internal Investigations). AIU personnel appropriately issued a BIO Action Form for the involved sergeant.

In all other tests during this reporting period, MCSO personnel responded appropriately and in a timely fashion, and we did not note any deficiencies.

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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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

AIU has informed its complaint intake testing vendor of this requirement. AIU has created 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 requires that the vendor inform AIU in advance of all tests; and AIU personnel make themselves available via telephone if testers encounter any issue as they lodge their test complaints.

On April 1, 2022, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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

AIU has advised its 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 has asked the vendor to inform AIU in advance of all in-person tests, and AIU personnel make themselves available via telephone if testers encounter any issue as they lodge their test complaints.

On April 1, 2022, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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

AIU has informed its 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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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

AIU has informed its 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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

Paragraph 259. *MCSO shall not permit current or former employees to serve as testers.*

In Full and Effective Compliance

AIU has informed its 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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 25, 2021.

Phase 2: In compliance

AIU issued its third annual report on the complaint intake testing program on July 20, 2022. The annual report covers the 24 tests that were completed by its external vendor between July 1, 2021-June 30, 2022. These tests included: 12 in-person tests; two tests conducted via U.S. Mail; four tests conducted via telephone; three tests conducted via email; and three tests conducted via MCSO's website. The report also notes that during this time period, MCSO's vendor experienced challenges when some testers attempting to file complaints in-person encountered District offices that remained closed due to COVID-19 restrictions. In response, AIU worked with its vendor, and in consultation with our Team, developed guidelines to assist testers in these circumstances.

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.

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 third quarter of 2022. For October, we reviewed a sample of shift rosters from Districts 4 and 7, and Lake Patrol. 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 and 7, and Lake Patrol. 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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 June 28, 2019.

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. During the fourth quarter of 2022, MCSO once again achieved compliance with all the required Paragraphs. For the period in review, MCSO was 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

On December 16, 2020, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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.

To verify Phase 2 compliance with this Paragraph, we reviewed monthly rosters and shift rosters for the fourth quarter of 2022. For October, we reviewed a sample of shift rosters from Districts 4 and 7, and Lake Patrol. 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 and 7, and Lake Patrol. 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. Our reviews of shift rosters for this quarter did not reveal any violations of 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 four span of control memos. Three memos from different dates documented that three different sergeants supervised 10 individuals during those shifts. One memo documented that a sergeant supervised 10 deputies and one DSA. District 2 submitted one span of control memo for a shift where a supervisor had nine deputies. District 3 submitted two span of control memos for two shifts in which supervisors oversaw nine deputies during each shift. Districts 4 and 7, and Lake Patrol 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 four span of control memos. Three memos documented three shifts where supervisors oversaw nine deputies during each shift. One memo documented a shift where the supervisor oversaw 10 deputies. District 2 submitted eight span of control memos for the month. There were four shifts where supervisors oversaw 10 deputies. There were three shifts where supervisors oversaw 11 deputies. There was one shift where the supervisor oversaw 12 deputies. District 3 submitted one span of control memo for a shift where a supervisor oversaw 10 deputies. Districts 4 and 7, and Lake Patrol 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 2 submitted five span of control memos. On two shifts supervisors had nine deputies per shift. On three shifts supervisors had 10 deputies each. Districts 1, 3, 4, and 7 and Lake Patrol did not submit any span of control memos.

For the fourth quarter of 2022, 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.

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 June 28, 2019.

Phase 2: 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. During the fourth quarter of 2022, MCSO once again achieved compliance with all the required Paragraphs. For this reporting period, MCSO was 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 2022, MCSO submitted the names of four employees to be transferred into PSB. The transfers consisted of one sworn lieutenant, two Detention lieutenants, and one Detention sergeant. We reviewed the documentation submitted for each employee and noted no issues of concern. All four transfers were approved. MCSO submitted the names of two employees to be transferred into BIO. The transfers consisted of a sworn lieutenant and a sworn sergeant. We reviewed the documentation for each employee and noted no issues of concern. The transfers were approved.

On January 6, 2023, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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: Not in compliance

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, October, and November 2022, 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) manages 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 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.

We conducted our site visit remotely in January 2023. 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 have returned the Document Preservation Questionnaire, within the required 10 business days 99% 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 will 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.

In January 2022, MCSO informed us that the agency had a delay in the rerun of searches because it had to wait for the Open Axes 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 Open Axes 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. During a telephone call with the Director of the Administrative Services Division on November 30, 2022, MCSO confirmed that the indexing had been completed. However, the rerun of searches has not yet started due to technical issues that the Open Axes vendor has not been able to resolve. As a result, we withdrew compliance with this Paragraph during the last reporting period. In January 2023, MCSO personnel informed us that MCSO continues to work with the Open Axes vendor to addresses some outstanding issues with the search and tagging functions within the system. Once those issues are resolved, MCSO will begin the rerun.

MCSO has requested compliance with this Paragraph since we have found that the agency communicates the preservation notice to employees who may have responsive documents. However, the LLS uses both manual searches and Open Axes to search and view Office network drives for records and information based on the criteria established by the document preservation notices. Open Axes' failure to properly perform searches could have had an impact that we will not know about until the reruns are performed. Therefore, we will continue to find MCSO noncompliant until the technology issues are resolved.

MCSO is procuring a different product and vendor for document production and preservation as a result of the problems encountered with Open Axes and its vendor. This is an appropriate approach considering the difficulties encountered throughout this process. The LLS has committed to keep us apprised on a monthly basis of the status of the rerunning of the searches and the new vendor.

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, 2022.
- 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: Not in compliance

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 requested a copy of the responsive documents sequestered and/or produced. The data reviewed for this reporting period included September, October, and November 2022, 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.

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. In 100% 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 100% 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. The preservation of the data is completed at the Division that has the actual document while the notation is made in the Open Axes program, which aids the LLS in the case management. LLS can now create a case, assign a case number, and trigger time alerts to the custodians of documents that LLS identifies through the system. Open Axes performs searches on MCSO's OneDrive and on-premises storage arrays, which are shared among Headquarters and the Districts. Documents found in any additional servers are kept in their servers by the document custodians who notify LLS. MCSO continues to manage litigation hold cases through Open Axes; all cases for this reporting period were managed through Open Axes.

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. For this reporting period, because we were unable to travel to Maricopa County, we were unable to visit areas where hardcopies were kept in different MCSO areas. However, we added a quarterly request from the LLS Commander for a certification that MCSO is sequestering the hard copies of documents responsive to the Document Preservation Notices. On October 20, 2022, the LLS Commander informed us that MCSO properly preserved the hardcopies for this reporting period with the exception of four files, for a 75% compliance. When we resume our in-person site visits, we will continue to verify that the hardcopies are being preserved.

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, we have been deferring compliance with this Paragraph since our twenty-eighth quarterly status report, filed on August 25, 2021, over one year ago. 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 reporting period. During a telephone call with the Director of the Administrative Services Division on November 30, 2022, MCSO confirmed that the indexing had been completed. However, the rerun of searches has not yet started due to technical issues that the Open Axes vendor has not been able to resolve.

MCSO is procuring a different product and vendor for document production and preservation as a result of the problems encountered with Open Axes and its vendor. This is an appropriate approach considering the difficulties encountered throughout this process. The LLS has committed to keep us apprised on a monthly basis of the status of the rerunning of searches and the new vendor.

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, 2022.

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, 2022.

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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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.

After review, we concurred with this assertion, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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) now 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 618 cases that have been reviewed as possible CRMs; and 131 cases that have been determined to be CRMs since the entry of the July Second Order (July 20, 2016). At the end of this reporting period, MCSO had completed and submitted a total of 111 CRM cases. Twenty were pending completion.

Of the CRM cases that have been closed to date with findings of sustained misconduct and reviewed by our Team, 12 have involved employees who are deceased or left MCSO employment prior to the completion of the investigation or the disciplinary process. Thirty-eight have involved current employees of MCSO. Seven of the cases closed to date involved a sustained finding of misconduct involving bias related to the Plaintiffs' class: five 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. We plan to continue holding these meetings moving forward.

On December 16, 2020, MCSO asserted Full and Effective Compliance with this Paragraph. After review, we concurred with this assertion, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 possible CRMs, when appropriate. 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 December 8, 2021.
- GC-17 (Employee Disciplinary Procedures), most recently amended on November 17, 2022.
- GH-2 (Internal Investigations), most recently amended on October 25, 2022.
- Administrative Services Division Operations Manual, most recently amended on November 14, 2022.
- Professional Standards Bureau Operations Manual, most recently amended on December 31, 2019.

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 forwarded to us concerns about certain CRM investigations submitted by MCSO for our review. Upon further review of some of the cases they have 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 our most recent meeting with PSB, the PSB Commander informed us that the Bureau has not yet been able to locate any potential training that he believes would be appropriate regarding either disparate treatment or conducting credibility assessments. He additionally advised us that the annual training for this year will likely be dedicated to the new requirements of the Third Order and those policies and protocols that will be revised as a result. We will continue to meet with PSB to address any concerns we may identify with CRM investigations and to discuss opportunities to improve the overall quality of these and all other administrative investigations.

During the last reporting period, we reviewed four CRM cases completed by MCSO. We concurred with the findings of the PSB Commander. During this reporting period, we reviewed two CRM cases completed by PSB. In both cases, we concur with the findings of the PSB Commander.

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. Neither of the two cases reviewed for this reporting period were completed within the 85-day timeframe. One of the two was finalized within the 180-day timeframe.

One of the two CRM cases we reviewed for this reporting period resulted in findings of not sustained, exonerated, and unfounded. This complaint involved multiple allegations against a Detention employee. PSB conducted a thorough investigation, and we agree with the findings in this case. In the second case, multiple allegations were made against a civilian employee. Four allegations were unfounded, one was exonerated, and one was sustained. The sustained allegation was a result of an inappropriate comment made to an inmate. PSB conducted a thorough investigation, and we concur with the findings in this case.

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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 has completed a total of 111 CRM cases since July 20, 2016. We reviewed two of these during this reporting period. One of the completed cases had sustained findings. We approved MCSO's disciplinary decision.

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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 a total of 50 cases with sustained findings. Seven have sustained findings on three separate deputies who are deceased, and five involve deputies who left MCSO employment prior to the determination of discipline. Thirty-eight involve sustained findings against current MCSO employees. All 38 cases resulted in appropriate sanctions based on MCSO policy and the Discipline Matrices in effect at the time the investigations were conducted. No action on our part has been necessary 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 two CRM cases submitted for our review. Neither 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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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

Fifty 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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 this reporting period, we reviewed two completed CRM cases, and did not identify any substantive investigative deficiencies with these investigations.

MCSO is in compliance with the requirements of this Paragraph.

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 90 administrative misconduct investigations, 49 Service Complaints, 12 PSB Diversions, and eight criminal misconduct investigations.

We found all eight criminal investigations in compliance with all requirements. Of the 49 Service Complaints, after initial review by District or PSB personnel, four were appropriately converted to administrative misconduct investigations. Of the remaining 45 Service Complaints, we concurred with the decision of the PSB Commander in 41. In one, we believe the concern of the community member was not resolved. In two others, though we concur with the designation as a Service Complaint, additional follow-up should have occurred. In one other case, timely contact with the complaint was not made. Of the 12 PSB Diversions, we found two not in compliance. In the first case, the employee was not eligible for a supervisor intervention based on his discipline history. In the second case, there was no determination as to whether the misconduct had actually occurred. An administrative investigation should have been initiated to arrive at an appropriate finding. Of the 90 administrative misconduct investigations we reviewed, 21 (23%) were

completed and submitted by the investigator within the 60- or 85-day requirement or had an acceptable extension request. As we have noted previously, we assess justifications for any extensions or other delays based on investigative considerations, not workload. This was a decrease from the 26% compliance during the last reporting period.

There were no completed administrative misconduct investigations submitted for compliance with Paragraph 249 (investigatory stops). There were six investigations we reviewed for compliance with Paragraph 33 (bias policing). Two were also completed and reviewed for compliance with Paragraph 275 (CRMs) during this reporting period.

We found that PSB was in overall compliance in 21 (29%) of the 74 investigations we reviewed. Of the three investigations we reviewed that were conducted by outside vendors, none were in full compliance. Of the 13 investigations we reviewed that were conducted by Divisions and Districts outside of PSB, none were in full compliance. Overall compliance for all administrative misconduct investigations reviewed during this reporting period was 23%, an increase from the 20% compliance 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. While we noted more attention being paid to addressing deficiencies by District and Division Command personnel, we noted a significant decline in investigative compliance in those cases investigated outside of PSB.

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 90 administrative misconduct investigations and eight criminal misconduct investigations. All eight of the criminal investigations were in compliance with the Second Order. Of the 9 total administrative and criminal misconduct investigations we

reviewed, 29 (30%) were in full compliance with the Second Order, an increase in overall compliance from 24% during the last quarter. Of the 90 administrative investigations, 21 (23%) were in full compliance with the Second Order, an increase from 20% 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.

PSB provided us with a document sent by the Independent Investigator assigned by the Court to investigate, or reinvestigate, some of the misconduct that is related to the Plaintiffs' class. In this document, the Independent Investigator clarified his intent to investigate the matters assigned to him by the Court, as well as the matters that the Court determined were the discretion of the Independent Investigator. He further clarified that his investigations would include the initial misconduct alleged, as well as any misconduct that might have occurred during the process of review or issuance of discipline by MCSO personnel.

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 July 2021 site visit, PSB outsourced one additional case to the contract investigator. The contract investigator had a total of 25 cases pending completion. There were no completed cases by the contract investigator that were forwarded for our review during the last reporting period. This investigator continued to review acts of potential misconduct related to the Court's Findings of Fact in 2016, related to both this Paragraph and Paragraph 300. PSB also updated us on the status of the 25 investigations outsourced to the new contract investigation entity as part of a pilot program. One had been completed and returned to PSB. At the time of our site visit, PSB was in the process of reviewing this investigation.

During our October 2021 site visit, PSB advised us that one additional case was outsourced to the contract investigator. He had 21 cases pending. Of the 25 cases outsourced as part of the pilot program, PSB advised us that eight had been completed.

During our January 2022 site visit, PSB advised us that it had not outsourced any additional investigations to any outside vendor. The contract investigator had 20 cases pending. PSB advised us that several of these are related to the Court's Findings of Fact in 2016 and remain in progress. Of the 25 cases outsourced as part of the pilot program with a new vendor, 14 were pending.

During our April 2022 site visit, PSB advised us that they had not outsourced any additional cases to either outside vendor. The initial contract vendor had 18 cases pending, as two of his cases had been transferred to the second contract vendor for completion. We did not review any cases completed by this vendor during this reporting period. The second contract vendor completed four cases during this reporting period. MCSO was renewing the contract with this vendor.

During our July 2022 site visit, PSB advised us that the Bureau had not outsourced any additional cases to either outside vendor due to potential conflicts of interest. The initial contract vendor continues to have 18 cases pending. None were completed and submitted for our review during this reporting period. The second contract vendor has been assigned a total of 38 cases. Twenty-five have been completed, and five were completed and submitted for our review during this reporting period.

During our October 2022 site visit, PSB advised us that the Bureau had not outsourced any additional cases to the initial contract investigator. This investigator currently has 18 cases pending. None were submitted and reviewed by our Team during this reporting period. Twenty-two were outsourced to the second vendor being used by MCSO to assist with reduction of the backlog of cases and they now have a total of 30 cases in progress. We reviewed eight investigations conducted by this vendor during this reporting period.

During our January 2023 site visit, PSB advised us that the Bureau had not outsourced any additional cases to the initial contract investigator. This investigator still has 18 cases pending. None were completed and submitted for our review during this reporting period. During this reporting period, 29 cases were outsourced to the second vendor being used by MCSO to assist with reduction of the backlog of cases. Three were completed and submitted for our review during this reporting period. Sixty-three cases were pending completion by 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 both 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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 90 administrative misconduct investigations, 49 Service Complaints, 12 PSB diversions, and eight criminal misconduct investigations. All eight criminal investigations were compliant. Of the Service Complaints we reviewed, 45 were in compliance. Ten of the 12 PSB diversions were found in compliance.

The investigative quality of PSB administrative investigations has remained high for numerous reporting periods, and we had noted some improvement in District and Division cases during the last reporting period. For this reporting period, seven (54%) of the 13 investigations conducted by District supervisors were found not in compliance, an increase from 31% during the last reporting period.

During our January 2023 site visit, PSB advised us that the average closure time for an administrative investigation conducted by Districts or Division outside of PSB at the end of 2022 was 439 days. The average completion time for investigations completed by sworn personnel in

PSB was 851 days; investigations by Detention personnel in PSB was 579 days; and investigations conducted by civilian investigators in PSB was 378 days. For all administrative misconduct investigations conducted by MCSO, the average completion time was 593 days.

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; and employees' memories have been adversely impacted by the delay in their interviews. Quarter after quarter, the failure to complete investigations in a timely manner has continued to be unacceptable and a disservice to all stakeholders.

PSB was responsible for conducting 74 of the 90 total administrative misconduct investigations we reviewed for this reporting period. Of the 74 investigations conducted by PSB, two (3%) had deficiencies not including timeliness. With the inclusion of extensions, 21 (28%) were found to be in compliance. This is an increase from the 26% compliance for the last reporting period. Of the three investigations outsourced by PSB, two (67%) had investigative deficiencies. With the inclusion of timeliness, none of the three investigations was in compliance.

Thirteen investigations were conducted outside of PSB. As was the case during the last reporting period, none of these investigations were found in compliance.

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 74 investigations completed by PSB, 72 (97%) were in compliance with all requirements other than timelines. With the consideration of timelines and extensions, 21 (28%) were in full compliance, an increase from 26% during the last reporting period.

Of the 13 investigations completed outside of PSB, all were initiated after January 1, 2020, and completed in 2021 or 2022, after the increased oversight at the District and Division level began. Of the 13, seven (54%) had investigative deficiencies. This is an increase in deficiencies from the 31% during the last reporting period. With the inclusion of extensions and timelines, none of the investigations was in compliance.

As we 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.

We have noted in numerous previous reporting periods that MCSO's executive leadership must take the appropriate action to ensure that adequate resources are dedicated to the completion of administrative and criminal misconduct investigations. According to a document that PSB provided during the last reporting period, two sworn positions from the 2018 budget still remained unfilled. In the July 2019 budget, only civilian positions were authorized and filled. This budget approval did include three civilian investigators for PSB. There were no budget positions requested for PSB for the July 2020 or 2021 budget.

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, and filling of vacant positions, at the end of this reporting period, PSB had 40 investigator positions filled. The only vacancies in PSB at the end of this reporting period were three civilian administrative positions. We are hopeful that the increase in assigned personnel, along with other efforts by MCSO, will result in some positive impact on the overall backlog of cases.

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, and neither the Plaintiffs nor the Plaintiff-Intervenor disagreed with our determination.

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 32 investigators (12 sworn, 15 Detention, and five civilian). In November, PSB had 34 investigators (13 sworn, 15 Detention, and six civilian). In December, PSB had 40 investigators (12 sworn, 17 Detention, and 11 civilian).

PSB is required to have a minimum staffing level of 39 investigators in place by January 9, 2023. 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.

MCSO is in compliance with this Paragraph.

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

As required by this Paragraph, MCSO filled the seven budgeted vacant PSB investigator positions by December 31, 2022. In addition, MCSO currently meets the required PSB minimum staffing level of 39 investigators. This figure is cited in the Court-appointed expert's report, "Report on Untimeliness of Maricopa County Sheriff's Office Internal Investigations: Challenges and Potential Solutions," filed with the Court on July 26, 2022.

At the end of this reporting period, MCSO met the minimum investigator staffing number for PSB staffing (with a total of 40 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, MCSO hired a total of six civilian investigators for PSB. One civilian investigator was hired in November 2022, and five civilian investigators were hired in December 2022. PSB investigator staffing has met the minimum investigator staffing number of 39 investigators and ended this reporting period with a total of 40 investigators.

MCSO is in compliance with this Paragraph.

***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

PSB staffing was reduced by one sworn investigator in December 2022. Additionally in December 2022, PSB transferred out of the Bureau one Detention Officer investigator; however, PSB transferred into the Bureau three Detention Officer investigators. PSB investigator staffing has met the minimum required number of 39 investigators, and PSB ended this reporting period with 40 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. We have recommended that MCSO seek clarification from the Court regarding this issue. Additionally, the Court requested additional information as to the qualifications of civilian investigators hired to work in PSB during a Court hearing on January 27, 2023.

MCSO is in compliance with this Paragraph.

***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 October 25, 2022.

Phase 2: In compliance

The current version of GH-2 allows for the outsourcing of investigations, and MCSO has had a track record of doing so for years.

During this reporting period, MCSO continued to use its two previously approved contract vendors to conduct administrative misconduct investigations. Twenty-nine new investigations were outsourced to an outside vendor, and there was a total of 63 pending outsourced cases. MCSO did not indicate during this reporting period that the agency intends to retain any additional outside investigators.

***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 November and December 2022 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 November and December 2022 is 2,460.5 hours.

MCSO is seeking additional administrative tools and/or technologies designed to increase hours committed to investigating complaints. Additional tools identified for PSB use will be further assessed as MCSO's policies are developed in accordance with the Third Order.

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 approved the transfer of funds in the amount of \$1,148,491 from the General Fund to the PSB Staffing Fund.

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 first met on November 15, 2022, to discuss initial process and cadence regarding the Third Order. For the fourth quarter of 2022, we met on 10 additional days. 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. 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 fourth quarter occurred on December 28, 2022. Up to this date, we discussed 128 complaints. Of those complaints, and after our consultation meetings, 42 were classified as Service Complaints, 83 were classified as Administrative Investigations, and three were classified as PSB Diversions. Of the administrative investigations, a total of 25 complaints were internally generated complaints – that is, initiated by MCSO employees – while 58 were generated by external complainants. The balance of the 128 complaints were classified as Diversions and Service Complaints.

Four of the complaints were outsourced for investigation, while nine administrative investigations were routed to MCSO Districts or Divisions. Six complaints were confirmed to be complaint intake tests.

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 Monitor-approved 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. Since March 1, 2022, PSB had not assigned administrative investigations to Districts or Divisions for investigation.

When the Third Order was issued on November 8, 2022, we re-implemented 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, potentially, 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 fourth quarter, nine 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 determinations. We consulted on one such case during this reporting period. The circumstances included a complex history and a variety of options regarding intake classification and routing. Through our discussion and consultation, a preliminary course of action was arrived at and agreed upon, and the case was appropriately routed.

In one case, the PSB Commander had categorized the complaint at intake as a Service Complaint, prior to the consultation meeting with our Team, and assigned the case to an outsourced investigator. Following a presentation by the commander and review of available information, to include the actual complaint, we re-classified the complaint as an administrative investigation.

There was a total of three PSB Diversions during this fourth quarter. Prior to making an initial determination regarding routing, the PSB Commander consulted with our Team regarding the circumstances of the internal complaints. Much discussion and research followed the consultation meeting. Ultimately, we arrived at a mutual decision regarding the implementation of a PSB Diversion for all three principal employees.

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 to assist in the reduction of the investigative backlog. Pursuant to Paragraph 349, the Monitor shall submit the finalized versions of these policies and procedures to the Court within four months of the entry of the Third Order, on March 8, 2023. We will report further on this requirement in our next quarterly status report.

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

See Paragraph 348.

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

MCSO was not required to provide a policy governing the creation of investigative plans until February 8, 2023. We will discuss these policies in our next quarterly report.

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.” We 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 is required to submit these policies within three months of the entry of the Third Order, or on February 8, 2023. We will report further on this requirement in our next quarterly status report.

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

During this reporting period, Monitoring Team members met with PSB staff to discuss the current backlog. After discussion, we agreed that backlog cases will be defined as those administrative investigations and critical incidents where required investigative actions are still pending and the investigation has not been completed in accordance with the timelines established in Paragraph 204, and an extension has 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.

Once the revised policies are in place, we will review and identify the cases in the backlog that may be eligible for any authorized diversions.

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

During this reporting period, Monitoring Team members met with PSB staff to discuss the current backlog. Once the revised policies are in place, we will review and identify the cases in the backlog that may be eligible for any authorized diversions. Once these determinations have been made, 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

During this reporting period, we met with PSB staff to discuss the current backlog. We have identified how many cases are pending for each year. Once the revised policies are in place, we will begin identifying and addressing the backlog cases, beginning with the oldest 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 first quarterly progress report with the information required by Paragraph 360 was submitted to the Court and Parties on March 3, 2023. The report covered the period of November 9, 2022 to January 31, 2023.

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 ruled that it would assess CPSM's staffing study after its completion to determine if it meets the requirements of this Paragraph.

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 ruled that it would assess CPSM's staffing study after its completion to determine if it meets the requirements of this Paragraph.

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

During this reporting period, MCSO began reporting the backlog of cases each month. At the end of December 2022, there were 2,074 cases 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 were no requests for investigation deadline extensions made by the Sheriff to our Team.

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, 2022, MCSO's complaint investigation backlog stood at 2,074 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 79 of the applicable First Order Paragraphs, or 99%; 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 75 of the 94 applicable First Order Paragraphs, or 80%. This is one percentage point higher than what we found during the last reporting period. MCSO is in Phase 2 compliance with 106 of the 114 applicable Second Order Paragraphs, or 93%. This is the same percentage that we found during the last reporting period. MCSO is in Phase 2 compliance with nine of the 17 applicable Third Order Paragraphs, or 53%.

Combining the requirements of all three Orders, MCSO is in Phase 1 compliance with 184 Paragraphs, or 98%; and in Phase 2 compliance with 190 Paragraphs, or 84%.

The First Order requires three separate analyses of MCSO's traffic stops: the annual analysis (TSAR); the quarterly analysis (TSQR); and the monthly analysis (TSMR). MCSO has successfully implemented two of the three: the TSAR and the TSQR. During this reporting period, MCSO published the ninth TSQR, which analyzed the traffic stops initiated by deputies while working a specialized traffic enforcement assignment or detail during 2021. As has been previously documented, MCSO has been working collaboratively with us, the Plaintiffs, and the Plaintiff-Intervenor to finalize and operationalize the required monthly analysis, or TSMR. MCSO began piloting the analysis in April 2021. The final TSMR methodology was approved earlier this year, approximately one year after the pilot began, and after extensive input from all involved – including several virtual meetings with experts representing MCSO, the Plaintiffs, the Plaintiff-Intervenor, and our Team. MCSO has implemented all of the operational aspects of the TSMR process. However, despite the approval of policy content prior to the commencement of the fourth quarter, MCSO failed to finalize and publish all of the guiding documents during this reporting period, and therefore failed to achieve Phase 1 compliance with the relevant Paragraphs.

In February 2021, MCSO learned that due to a technical issue caused by the migration of data from one data storage system to another, the agency's document preservation software, Open Axes, was not able to perform certain searches for documents in response to document preservation requests. MCSO's Legal Liaison Section (LLS) has been working with the Technology Management Bureau and the Open Axes vendor to resolve this issue. MCSO continues to be out of compliance with Paragraphs 269 and 270 due to the technical problems encountered with the technology that it uses for document preservation. Although MCSO asserts that it is in compliance with at least Paragraph 269, the Administrative Services Division Operations Manual established the use of Open Access for the purposes of searches and identifying personnel with pertinent records. Consequently, we cannot grant MCSO compliance with these Paragraphs until the agency resolves the issue or procures a new vendor who can.

We have documented in detail in several past reports our concerns with the preparation of the required documentation when deputies have contact with passengers during traffic stops. MCSO continues to demonstrate higher levels of compliance; yet they continue to remain below the level needed to attain Phase 2 compliance. We encourage MCSO to continue to stress to the deputies the importance of properly providing the required documentation to the passengers in order to effectively comply with MCSO's policies.

Similarly, MCSO continues to sustain higher compliance levels with the requirement to properly document all seized evidence or contraband on the VSCFs. Although MCSO is not yet in compliance with this requirement, the agency has demonstrated over recent reporting periods that it can achieve and maintain higher rates of compliance, which indicates that supervisors and deputies are being more attentive to this issue. We encourage MCSO to continue providing guidance and reinforcement to deputies and supervisors on this topic.

PSB investigations continue to be of high quality, though meeting timelines continues to be problematic. While compliance for those investigations conducted outside PSB improved during the last reporting period, they declined significantly during this reporting period. MCSO is unable to sustain improvement in those investigations conducted outside of PSB. During this reporting period, at the direction of our Team, PSB again began assigning administrative misconduct investigations to Districts and Divisions outside of PSB. We believe this action will not only relieve some of the burden on PSB, but also ensure that District and Division supervisory staff gain experience in conducting investigations and holding their personnel accountable.

For numerous years, the backlog of administrative misconduct investigations has continued to increase. At the end of this reporting period, there was a total of 2,149 pending administrative misconduct investigations, and the average number of days to complete an investigation was 593 days. Of the total 2,149 pending cases, 2,074 (97%) are considered backlog cases based on the agreed upon definition for a backlog case. On November 8, 2022, the Court issued the Third Supplemental Permanent Injunction/Judgement Order (Third Order). This Order addresses the ongoing concerns with the failure of MCSO to expeditiously investigate alleged misconduct and directs specific actions MCSO must take to reduce this backlog. After the Third Order was issued, we had discussions with MCSO with regard to expectations, as well as meeting Court-mandated timelines for compliance. During this reporting period, and into the next, MCSO collaborated with the Parties on proposed policy and procedural changes related to the investigation of employee misconduct. MCSO also made efforts to meet the requirements established by the Court with respect to filling vacant investigator positions in PSB, resulting in four investigators being transferred into PSB during the fourth quarter. In addition, MCSO worked on hiring new civilian investigators to fill vacant positions.

Pursuant to additional authorities and responsibilities granted to the Monitor, we consulted with the PSB Commander about the intake and routing of all 128 administrative complaints during 10 meetings over the course of the final seven weeks of this reporting period. We are providing renewed perspective, inquiry, and consideration at the front end of the administrative complaint process as we meet regularly with the PSB Commander. During the nascent stage of the Third Order issuance, we have implemented revisions in practices and protocols associated with complaint intake and routing. During this period of transition and progress, we have been pleased with the level of dedication, contribution, adaptation, and plain hard work demonstrated by the PSB Commander. In significant measure, he has contributed to a successful start as we advance the responsibilities of the Third Order.

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	Arizona 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
ESTI	Extended traffic stop indicator
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
IMF	Incident Memorialization Form
IR	Incident Report
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
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
SMS	Skills Manager System
SPSS	Statistical Package for the Social Science
SRT	Special Response Team
TraCS	Traffic Stop Data Collection System
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-Fifth Report of the Independent Monitor for the
Maricopa County Sheriff's Office Provided by the Plaintiff Class
May 11, 2023**

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-Fifth Report of the Independent Monitor for the Maricopa County Sheriff's Office (35th Draft Report), which covers the fourth quarter of 2022, October 1-December 31, 2022.

Section 1: Introduction

Plaintiffs focus their comments on issues of Traffic Stop Documentation and Data Collection (Section 7), Supervision and Evaluation of Officer Performance (Section 9), Misconduct Investigations, Discipline, and Grievances (Section 12), Community Outreach and Community Advisory Board (Sections 11 and 13), Complaints and Misconduct Investigations Relating to Members of the Plaintiff Class (Section 17). MCSO's supervisory oversight continues to prove problematic as Plaintiffs see many instances of supervisors failing to meet standards when providing deputy-related evaluations. While concerns surrounding supervisors' ability or willingness to provide meaningful supervisory oversight continue, these concerns do not operate in a vacuum. Poor supervisory oversight will only detrimentally affect the ongoing backlog of administrative misconduct investigations, a backlog that has continued to increase and erode community trust.

Section 7: Traffic Stop Documentation and Data Collection

Plaintiffs echo their comments previously made in the Thirty-Fourth Report and generally agree with the Monitoring Team's findings in Section 7. While much progress has been made towards implementing an objective model to track bias in traffic stops, the models employed still need significant testing to ensure their reliability and validity. Plaintiffs are still particularly concerned by the separation of stops based on "Special Assignments", which could mask individualized assessments used to identify discriminatory biases. Plaintiffs also note the following regarding specific paragraphs MCSO must meet in order to achieve compliance with the Court's order:

Paragraph 54 – This paragraph is composed of several subparagraphs detailing information MCSO must collect during traffic stops. The information required to be collected includes basic information such as the "name...of each deputy" up to and including more detailed information like "the Deputy's perceived race, ethnicity and gender of the driver and any passengers based on the officer's subjective impression." This information not only creates a literal (and figurative) paper trail which can be qualitatively

and quantitatively monitored for unconstitutional policing concerns, but also serves to provide further answers for why racially biased policing continues to occur at MCSO.

In regard to Paragraph 54.g, Plaintiffs agree with the monitoring team's determination MCSO is not in compliance. Plaintiffs note their concern MCSO is still failing to provide required documentation in the form of Incidental Contact Receipts ("ICRs") to passengers during stops (and failing to document all stops involving passengers). While Plaintiffs are encouraged to see the compliance rate improve, they re-emphasize their concern from the Thirty-Fourth Report regarding discipline of deputies for a breach of MCSO policy regarding providing these forms during stops.

As to the to the other subparagraphs in this section, Plaintiffs are pleased to see improvement in compliance with basic elements of a traffic stop (as required by MCSO policy). Indeed, in past report deputies consistently failed to accurately note information in the Vehicle Stop Contact Forms ("VSCFs") and sometimes forgot to put in information about passengers, the presence of additional deputies on scene, or whether a person was searched. As Plaintiffs have indicated previously, the VSCF system was created to routinize stops (and eliminate bias). It is essential MCSO deputies meet the basic recording requirements required by the VSCF to avoid undermining a foundational aspect of compliance designed to reduce pretextual stops.

Paragraph 67 – Plaintiffs emphasize the monitoring team's note that MCSO should continue to work on providing consistent production of both vetting and alert closure documents in order to obtain compliance with this paragraph.

Paragraph 70 – The Seventh Traffic Stop Annual Report (published by MCSO in June 2022) confirmed Plaintiffs' suspicions that disparities still exist in MCSO's stops which "may indicate a systemic bias within the patrol function" that targets the Latino community. Plaintiff agrees MCSO is not in full compliance with this section but believes MCSO has not adequately responded to the objective conclusion a "systemic bias" persists at the office.

MCSO's Constitutional Policing Plan – Plaintiffs continue to highlight the lack of responses to the Traffic Stop Survey as a continuing problem in exploring qualitative explanations for stop disparities. Out of 30,846 stops, MCSO only received 53 survey responses in 2022, which means that less than 1% of individuals stopped completed the survey. MCSO needs to continue to create solutions which will increase response to the Traffic Stop Survey.

Section 9: Supervision and Evaluation of Officer Performance

MCSO is still out of compliance with Paragraph 87, and this is significant, as this provision 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*,” which is critical to the success of achieving compliance and ultimately protecting the Plaintiff class from continued harm. ¶ 87 (emphasis added); Draft Report at 132-133. MCSO must prioritize and absorb meaningful accountability measures. MCSO also remains out of compliance with Paragraph 92, primarily due to the ongoing issues with reviews of supervisors. Only 75% of the 28 Supervisor EPAs reviewed were in compliance. Draft Report at 140.

It further continues to be of great concern to the Plaintiffs that MCSO is out of compliance with Paragraphs 95, 97, 98, 99 and 100. Supervisors agency-wide have not been able to demonstrate that they can produce consistent, quality supervisory reviews. Draft Report at 148.

The Monitor still must independently ensure that the EIS is being properly used by supervisors in their reviews of subordinates. Problems were still noted in Paragraphs 92 and 95, provisions which direct Supervisors to “use EIS to track each subordinate’s violations or deficiencies in Investigatory Stops or detentions [¶ 92]” or in “arrests [¶ 95].” Draft Report at 139, 144.

Section 12: Misconduct Investigations, Discipline, and Grievances

Plaintiffs remain concerned that administrative investigations are continuing to increase and are now at an average of 593 days to close and have now seen this length of time increase again for the second quarter in a row, rather than decrease. Draft Report at 185 (¶194). Plaintiffs note that the compliance rating for investigations done by the Professional Standards Bureau (PSB) increased to 28% this quarter, and district investigations increased to 54% noncompliance. *Id.* The prolonged time for administrative investigation closure results in evidence being lost, diminished memories, increased community distrust, and a lack of timely due process for complaining witnesses including members of the public. This unacceptable delay should be of utmost concern to the agency, which should prioritize immediate measures to reduce the time it takes to complete an investigation. The compliance for District cases has been noted to be “inconsistent for numerous reporting periods and no sustained improvement has occurred.” Draft Report at 186 (¶194). Of the total 13 investigations by the District or Divisions outside of PSB there were concerns with 7 of them. This was an increase in non-compliance from 31% to 54% this period. Draft Report at 206 (¶211). Concerns noted included: “failure to identify an appropriate allegation, failure to address all potential misconduct, failure to arrive at an appropriate finding, failure to initiate an investigation, or a combination of investigative and administrative deficiencies.” *Id.*

MCSO is out of compliance with Paragraph 195 because they are understaffed in PSB. There are only 40 total investigators as of the end of December 2022. Draft Report

at 189. MCSO remains out of compliance with Paragraph 204 which requires timely administrative investigations. Draft Report at 198. Only 28% were completed within the 85-day timeframe. Compliance is down compared to the last reporting period. *Id.* It appears that the correlation between the number of investigators as well as the level of timely completed investigations will remain out of compliance until MCSO is sufficiently staffed.

Plaintiffs also question the Monitor's compliance finding with Paragraph 173 which requires MCSO to review an employee's disciplinary history or ongoing investigations before a hiring, promotional or transfer decision is made. Draft Report at 168. Plaintiffs recommend that a deferred finding be reached instead as the Monitor has "been unable to personnel files since January 2020" as site visits have been conducted remotely. The Monitor noted that reviews of personnel files will allow the team "to ensure that the appropriate documentation is included in each employee's file." Draft Report at 170.

Sections 11 and 13: Community Engagement/Community Outreach Program

A. Community Engagement

i. Community Outreach Program

With regard to Paragraphs 109 through 114, the explanations in the 35th Draft Report are nearly identical to, if not the same as, the 34th and 33rd Reports, which suggests no material changes from the last two reporting periods. *See* 35th Monitor Report at 155-58. Therefore, Plaintiffs reiterate their comments from the last reporting period regarding paragraphs 109 and 114:

Plaintiffs again object to the Monitor's Phase 2 "Not applicable" finding of Paragraph 109. Under this Paragraph, the Court directs 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." *Id.* at 155. Plaintiffs believe that a "Deferred" status would have been appropriate given that the site visit took place remotely and the community meeting did not take place. Plaintiffs understand the Monitor's concerns regarding travel due to the COVID-19 pandemic. Plaintiffs have expressed numerous times that a virtual community meeting via a platform like Zoom is feasible. Plaintiffs urge the Monitor to hold a virtual meeting if an in-person one cannot be accommodated due to the ongoing public health crisis.

As with Paragraph 109, Plaintiffs request that Paragraphs 110-112 which pertain to the requirements of public meetings, be changed to "Deferred" status. The Monitor made "Not applicable" findings because the public meetings did not take

place due to the ongoing public health crisis. Plaintiffs believe that a “Deferred” finding is appropriate because the Monitor was unable to determine compliance since a community meeting did not take place due to the ongoing pandemic. The Plaintiffs urge the Monitor to hold virtual community meetings if in-person meetings continue to be affected by COVID-19 public health concerns.

With regard to paragraph 114, while the Community Outreach Division (COd) did not receive any complaints, concerns, or suggestions by members of the public regarding the implementation of the Court’s Orders for this reporting period, Plaintiffs urge the COd to proactively conduct outreach activities in the impacted communities such as hosting virtual meetings. This way, MCSO can hear directly from community members on questions and concerns they may have.

ii. Community Engagement/MCSO Community Liaison and Community Advisory Board (CAB)

With regard to paragraph 261, the 32nd, 33rd, 34th and the 35th Draft Reports appear to have deleted the language in *italics* from the 28th Report without explanation: “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, *by researching polling firms that are experienced in working with Latino populations.*” See 28th Monitor Report at 256. Plaintiffs recommend that the Report indicate whether the CAB continues to explore whether it will retain a polling firm with experience working with Latino communities.

With regard to Paragraph 262, the explanation in the 35th Draft Report is identical to the 33rd and 34th reports, which suggests no material changes from the last six reports.

Section 17: Complaints and Misconduct Investigations Relating to Members of the Plaintiff Class

Paragraph 281 requires MCSO to ensure that administrative misconduct investigations regarding Class Remedial Matters (CRMs) are consistent with (1) the requirements of the Court’s Orders, (2) MCSO’s policies, and (3) the manner in which MCSO handles all other complaints and disciplinary matters. During this reporting period, the Monitor reviewed two CRM cases completed by PSB. In the two cases, the Monitor concurred with the findings of the PSB Commander. Draft Report at 256.

We note concerns from one of the CRM cases. In this case, the Principal of the investigation, a detention instructor, told one of the inmates, if he wanted to watch a Mexican movie he needed to go to Mexico. The same instructor made a similar comment to a juvenile inmate in a previous CRM case. This overlap in both investigations was noted by the PSB investigator. Despite this, PSB failed to weigh the evidence in the

present case. If the evidence was properly weighed, a sustained finding would have been reached with respect to a CP-2 allegation for Unbecoming Conduct in this matter as “the facts alleged are more likely true than not true” given the corroborating testimony and the complaint history for this Principal.

**Maricopa County Sheriff's Office
Comments on Monitor's Thirty-fifth (35th) Quarterly Draft Report
October 1, 2022 – December 31, 2022**

The Monitor's Thirty-fifth (35th) Quarterly Draft Report covers the time from October 1, 2022, to December 31, 2022 (the "Draft Report"). MCSO continues to work with the Monitor, American Civil Liberties Union, and the Department of Justice to achieve compliance with the Court's Orders. Upon taking office in January 2017, Sheriff Penzone created the Compliance Bureau, which consolidated many divisions and units working to ensure MCSO was operating more efficiently and effectively to achieve compliance. MCSO is dedicated to following best police practices and gaining full and effective compliance with the Orders.

On March 31, 2023, MCSO submitted and filed with the Court its 35th Quarterly Report, which delineates the steps that have been taken to implement the Court's Orders and the plans to correct problems and responses to concerns raised in the Monitor's previous Quarterly Report. (Doc. 2874.) MCSO requests that the content of its 35th 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 are listed below.

Section 7. Traffic Stop Documentation and Data Collection.

Paragraph 56. The Monitor's Draft Report for this Paragraph states that MCSO added additional Extended Traffic Stop Indicators ("ETSI") to the TSAU Operations Manual as a result of findings in TSQR 8. However, those ETSIs were added as a result of TSQRs 3 and 4.

Similarly, the Monitor's Draft Report states that MCSO "amended the data dictionary to incorporate the findings contained in TSQR 9." For the sake of clarity, the data dictionary was amended to include a new special assignment field on the VSCF that will more accurately collect special assignment dates. This change allows deputies to explain extensions and special assignment stops and add clarifying comments as necessary.

Paragraphs 65 and 67. The Monitor's Draft Report on these Paragraphs discusses MCSO's production of documents related to the vetting process of the TSMR. Previously, there was a misunderstanding between MCSO and the Monitor that led to a delay in providing these materials to the Monitor. Expectations have been clarified and MCSO does not anticipate further issues in providing vetting materials.

Paragraph 70. As a general matter, the Monitor's Draft Report focuses on MCSO's completion of the Constitutional Policing Plan ("CPP"). However, because Paragraph 70

is about MCSO's traffic stop studies and its follow-up actions based on those studies, compliance with this Paragraph should be based on those issues. MCSO recommends that the Draft Report be modified to address those requirements of Paragraph 70. As noted in the Sheriff's most recent quarterly report, MCSO is completing all required traffic stop reports and taking actions in response to the information in those reports.

As to the CPP, the final sentence of the Monitor's Draft Report for this Paragraph states that MCSO "must develop alternative strategies to address personnel shortages." This statement ignores the considerable efforts MCSO has already put towards increased recruitment and retention. MCSO has reported extensively on these efforts. *See, e.g.*, Sheriff Penzone's Thirty-fifth Quarterly Report (Doc. 2874-1) at 56-57. Indeed, the Monitor's own Draft Report details some of these efforts. Accordingly, MCSO requests that the final sentence of Paragraph 70 be deleted because it does not recognize the efforts detailed in both MCSO's and the Monitor's Quarterly Reports.

More broadly, the Monitor's Draft Report does not place the high vacancy rate in context. Vacancies in sworn positions only account for a fraction of the total vacancies throughout MCSO—the bulk of MCSO's vacancies are detention positions. But because Paragraph 70 focuses on the patrol function, the compliance assessment should similarly focus on workforce issues that affect that function. Although MCSO shares the Monitor's concerns about detention vacancies and continues to address that issue, it should not be the focus of the CPP compliance assessment. In addition, as noted in the Sheriff's most recent quarterly report, although Goal 9 is a critical part of MCSO's work, compliance with Goal 9 should not affect compliance with Paragraph 70.

Section 9. Supervision and Evaluation of Officer Performance.

Paragraph 87. The Monitor's Draft Report notes that it "is helpful to identify probationary EPAs" for their review of the requirements of this Paragraph. To clarify, MCSO has confirmed that the EPA system is configured to identify EPAs as "probationary," "promotional probationary," or "annual" EPAs. The samples reviewed by the Monitor in December 2022 were all annual EPAs, so it is possible that this configuration was not immediately apparent.

Paragraph 99. In this quarter, MCSO began using a new format for EPAs. The Monitor asserts that the EPAs completed in the new format were missing Employee Rank and Assignment History information. MCSO disagrees with this assertion. The two EPAs that were completed for deputies using the new format both identify the deputies' current division, indicate that they are sworn officers, and that they maintained their ranks through the rating period. Likewise, the three EPAs completed for supervisors using the new format all reference their ranks and assignments during the rating period. Although each rater may have addressed the rank and assignment history with different language, each of

the five EPAs using the new format contain this information. As such, these five EPAs were in compliance with the requirements of this Paragraph and MSCO requests that the Monitor modify the finding in the Draft Report.

Section 11. Community Engagement.

Paragraph 116. The Monitor has continued to defer MCSO's compliance with this Paragraph. The Monitor did so on the basis that "MCSO did not appoint a new member, nor did MCSO and the Plaintiffs' attorneys jointly appoint a new member, to fill the CAB's vacancies." But MCSO appointed a new member, Nicolas Rodriguez, in October 2022. MCSO requests that the Monitor's comments to Paragraph 116 be updated to reflect this appointment. Likewise, MCSO and Plaintiffs submitted their materials for the joint appointment to the Monitor on December 16, 2022, and MCSO requests that the Monitor's comments to Paragraph 116 be updated to reflect this submission. Consequently, MCSO requests that the Monitor change its Phase 2 compliance rating from "Deferred" to "In Compliance."

Section 12. Misconduct Investigations, Discipline, and Grievances.

Paragraph 195. The Monitor's Draft Report states that "PSB, in its command's estimation, is understaffed." This statement does not reflect the view of PSB command at the end of the 4th quarter 2023. Although there was a backlog of investigations at that time and additional qualified staff are always welcome, PSB command did not consider PSB to be understaffed at that time in light of the additional staff that had been hired as well as the policy changes authorized by the Third Order. As such, this portion of the Monitor's Draft Report regarding Paragraph 195 should be struck.

Paragraph 242. The Monitor's Draft Report reiterates its suggestion that MCSO's CoRD explore other possible locations for placing complaint forms. CoRD has continued to do so, and, by coordinating with MCSO's patrol divisions, was able to identify 11 new locations in this quarter. These include two new locations each in Districts 1-4 and 7, as well as one new location for the Lakes division. Forms are now placed at 121 locations throughout the County. Despite the high number of locations where the complaint forms are available, PSB received only four complaints that originated from these forms in this quarter. As has been the case, the vast majority of complaints originate from MCSO's website or over the phone.

Section 15. Document Preservation and Production.

Paragraph 269. The Monitor continues to hold MCSO out of compliance with this Paragraph because of issues created by Open Axes and MCSO's search for a replacement vendor. But Paragraph 269 is specifically about prompt communication of document preservation notices, and as MCSO has explained, Open Axes does not factor into MCSO's

document preservation notice procedure. Instead, LLS uses the source document and institutional knowledge of relevant custodians to ensure that document preservation notices are promptly served. Open Axes is not used to identify custodians. As such, the Draft Report's concern that "Open Axes' failure to properly perform searches could have an impact that [the Monitoring Team] will not know about until the reruns are performed" is unwarranted because those searches are not used to identify custodians for preservation notices.

MCSO again requests that it be found in compliance with Paragraph 269 because, as the Draft Report notes, "MCSO is sending out Document Preservation Notices in a timely manner to custodians who may have responsive documents."

Section 18. Concluding Remarks

The Monitor's concluding remarks state that "after input from our Team, PSB again began assigning administrative misconduct investigations to Districts and Divisions outside of PSB." MCSO requests that this comment be amended to clarify who made this routing decision—MCSO began sending investigations to the Districts and Divisions at the direction of the Monitor.

MCSO also requests that the Monitor clarify that the average number of days listed in the final paragraph of the concluding remarks (593) is the average number of days to full case closure, not the average number of days to complete an investigation. Additionally, MCSO recommends that the Monitor report the number of cases on the backlog—2,074—rather than the number of pending investigations (2,149) because that paragraph is addressing the backlog.

**Comments on the Draft Thirty-Fifth Report of the Independent Monitor
for the Maricopa County Sheriff's Office
Provided by Plaintiff-Intervenor United States
May 12, 2023**

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-Fourth Report of the Independent Monitor for the Maricopa County Sheriff's Office (Draft Report), which covers the third quarter of 2022.

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 based on its substantively inadequate and untimely processing

of administrative misconduct investigations and substantive deficiencies. As the draft report indicates, MCSO still struggles with processing investigations in an efficient and adequate manner. After improving from 58% to 79% compliance in the last quarter, compliance for District investigations dropped to 46%. Draft Report at 35. Specifically, the Monitor observed administrative and investigative deficiencies in over half (54%) of the thirteen District cases it reviewed this quarter; this is up from 21% last quarter. *Id.* at 36. In addition to untimeliness, the deficiencies included: “improper allegations, failure to address all potential misconduct, failure to immediately report potential misconduct, improper findings, or a combination of investigative and administrative deficiencies.” *Id.* at 36. PSB investigators also still struggle with untimeliness. *Id.* at 37. Only one of the 11 cases the Monitor reviewed “was in full compliance including required timelines.” *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 7 of 45 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 63. Deputies appear to be generating the forms during the stops but failing to give them to the passengers. MCSO has stated that it will modify its electronic data collection system to prompt deputies to issue contact receipts, but it has not yet

done so. *Id.* at 63-64. It is concerning that, more than seven years after MCSO implemented electronic field-based reporting, such rudimentary lapses in policy compliance still exist. These policy lapses also 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 64-65. 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 54(k). This subparagraph 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. Draft Report at 65-66. According to the Draft Report, identifying an appropriate sample of searches to measure compliance with this subparagraph has been difficult. MCSO itself has acknowledged that there may be more cases identified once deputies properly document searches. *Id.* at 65. During this reporting period, the Monitor assessed only 9 stops to determine whether deputies are correctly documenting searches. *Id.* at 66.

We continue to be concerned about the integrity of the data that MCSO collects regarding searches. In particular, we are concerned that deputies may have conducted a number of searches that they failed to document and that therefore did not receive the appropriate level of scrutiny from the agency or from the Monitor. The Monitor explains that part of the problem may be due to the manner in which MCSO collects data related to consent searches. Deputies must document all searches on the vehicle stop contact form, which is the primary source of data for statistical analysis of agency-wide trends. But deputies are not required to record on this form when someone consents to a search, or that they notified the person searched of their right to refuse or

revoke consent, other than by recording the encounter on their body-worn camera (BWC). Draft Report at 67. While a BWC recording may provide information related to whether consent was truly voluntary, this method of documentation alone does not lend itself to aggregation and statistical analysis of agency-wide trends. It also makes it difficult and time consuming for MCSO or the Monitor to audit whether consent searches were truly consensual. MCSO should take measures to ensure that information is collected and aggregated for analysis, and that deputies understand their obligations under policy. The Monitor has continuously advised MCSO to revisit the requirements of this section and to require deputies to obtain adequate consent by reading the Consent to Search Form and requiring the signature of everyone to be searched, but MCSO has failed to do so. *Id.* For that reason, DOJ recommends that MCSO be held out of compliance with this paragraph.

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 69-70. As the Monitor states, it has been unable to observe that paper copies of forms used when TraCS is down are properly stored. *Id.* at 70. So the Monitor should change this compliance finding to "deferred," until the Monitor can verify compliance. We also 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 65. This paragraph requires MCSO to analyze traffic stop data on a monthly, quarterly, and annual basis. Draft Report at 78-81. MCSO must report its findings to the Monitor and the Parties and analyze the data to identify individual-level, unit-level, or systemic problems. We agree that MCSO is not in compliance with this paragraph, not only because of delays in implementing the Traffic Stop Monthly Report (TSMR) process, but also because MCSO used or proposes to use an improper methodology in its Traffic Stop Quarterly Reports. As we explained in letters to MCSO and the Monitor last year, MCSO's sixth Traffic Stop Quarterly Report (TSQR 6) consistently understated disparities in how MCSO deputies treat white and Latinx drivers as a result of data errors and methodological flaws, and MCSO's seventh Traffic Stop Quarterly Report (TSQR 7) proposed two additional analyses that include similar methodological flaws, including the fundamental statistical error of controlling for an outcome. In MCSO's most recent quarterly analysis (TSQR 9), which examined special assignments, MCSO improperly deviated from the Monitor-approved methodology by using aggregate data to draw an inference about individual deputies. As we explained in a February 6, 2023, email to MCSO and the Monitor about TSQR 9, MCSO compared aggregate data to infer incorrectly that individual deputy bias likely did not contribute to racial disparities in traffic stop outcomes.

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 92. 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. 2784-1 at 9. And MCSO's most recent Traffic Stop Quarterly Report (TSQR 8) shows that MCSO has not meaningfully reduced racial disparities in traffic stops from 2017 to 2021. Draft Report at 88-89. MCSO acknowledges in TSQR 8 that the continued disparities were "not wholly unexpected." *See* TSQR 8 at 62 (Sept. 2022), *available at* https://www.mcsobio.org/_files/ugd/c866a6_630b2867983c4a18bf48dc0c63182dde.pdf.

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. 2802.3 at 5-6 (urging MCSO to "determine whether additional policy changes related to traffic stops could address the racial and ethnic disparities"); Doc. 2780.3 at 6 (same); Doc. 2757.3 at 6 (same). Recent developments have only heightened those concerns. For example, as the Monitor notes, MCSO's fifth Traffic Stop Quarterly Report (TSQR 5) found that certain Districts had larger racial disparities in traffic stops. Draft Report at 93. MCSO's only response has been to hold meetings at each District to discuss the report's findings. MCSO has not implemented any other interventions suggested by Paragraph 70 to address the Districts with the largest disparities. MCSO indicated in its ninth Traffic Stop Quarterly Report (TSQR 9) that "MCSO command" would "consider the viability" of "more structure or targeted violation enforcement," and that "Patrol Bureau and District Commanders will consider prioritizing public safety concerns for citation issuance in traffic enforcement on routine patrol." TSQR 9 at 49 (Dec. 31, 2022), *available at*

https://www.mcsobio.org/_files/ugd/b6f92b_089d19c100b24f53a01ee1b453e40a79.pdf. But two months later, MCSO informed the United States that "a broad officewide effort is not being undertaken at this time to prioritize specific traffic offenses during patrol shifts," and Sheriff Penzone "is not going to limit deputies' ability to enforce existing laws in a manner that complies with MCSO policy." Feb. 21, 2023, email from M. O'Grady. MCSO has not taken sufficient agency-wide steps to modify its practices in response to persistent racial disparities.

MCSO plans to use 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, we look forward to evaluating whether the MCSO implements the analysis to identify appropriate interventions that reduce racially disparate enforcement by individual deputies. 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.

In the past, MCSO has recognized this obligation. Four years ago, MCSO presented a “Plan to Promote Constitutional Policing” and committed to additional initiatives—beyond those already required by the Court’s orders—to address and reduce the disparities it found in its annual analysis at that time. Draft Report at 94. The Monitor relies on MCSO’s representations during site visits and conference calls to ascertain whether MCSO is making reasonable progress to implement the Plan. The Plan has nine goals and is intended to cover a variety of MCSO activities, including improving supervisory practices, enhancing data collection, delivering additional targeted training, and expanding recruitment efforts. *See* Draft Report at 94-98. The Constitutional Policing Plan reflects MCSO’s obligation to take steps to monitor and respond to signs that biased policing may be occurring, and to take steps to “modify activity.” Yet MCSO’s own reporting suggests that it has not prioritized the implementation of this plan. For example, one of the Plan’s goals is to improve traffic stop data collection and analysis, and MCSO reports that it had completed 98% of the goal’s tasks. Draft Report at 95-96. This level of completion appears to be inconsistent with MCSO’s actual progress, however. The Monitor notes that MCSO still “needs to finalize” certain policy changes related to the Traffic Stop Monthly Report (TSMR) process, and MCSO did not deliver documentation “for the November and December TSMR cycles . . . within the timeframes established by policy.” Draft Report at 80-81. These developments, along with MCSO’s history, suggest that significant work remains to improve traffic stop data collection and analysis, as contemplated by the Constitutional Policing Plan.

The Parties and the Court have repeatedly reminded MCSO about its obligations under Paragraph 70. Indeed, three years ago, the Court specifically addressed the requirements of Paragraph 70: “That is your obligation. There is no doubt that the TSAR [Traffic Stop Annual Report] says there may be systemic bias. So what are you going to do by way of reasonable investigation and close monitoring, in light of the TSAR’s report?” Doc. 2504 (Nov. 26, 2019 Status Conference) at 17. To address the Court’s concerns, MCSO should determine whether additional policy changes related to traffic stops could address the racial and ethnic disparities, including changes in deployment and enforcement priorities. At times, MCSO has indicated an openness to exploring changes to its practices. *See* TSQR 9 at 49. But we have seen little progress, and, as described above, little evidence of agency-wide steps to reduce racial disparities in traffic enforcement. We urge MCSO and the Monitor to prioritize this issue.

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. First, a finding of compliance is premature because the Monitor has not yet evaluated MCSO’s implementation of the Traffic Stop Monthly Report (TSMR) program for compliance with the Court’s orders. 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. 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.”

Even apart from the TSMR, a finding of full and effective compliance is not consistent with the Monitor's findings on other supervision-related paragraphs of Court's Orders. For example, Paragraph 87 requires that MCSO hold commanders and supervisors directly accountable for the quality and effectiveness of their supervision. In its latest draft report, the Monitor found that MCSO is not in compliance with this paragraph. Draft Report at 132-33. Similarly, the Monitor determined that MCSO is not in compliance with Paragraphs 95, 97, 98, 99, and 100. Draft Report at 144-150. These paragraphs relate to core aspects of effective supervision, such as identifying misconduct, taking corrective action, evaluating the effectiveness of interventions, and regularly reviewing deputies' performance for patterns of behavior. Because MCSO is not in compliance with these paragraphs, the Monitor should not find MCSO in full and effective compliance with Paragraph 83, which requires "effective supervision."

Section 8: Early Identification System (EIS)

We have no comments on this section.

Section 9: Supervision and Evaluations of Officer Performance

Paragraph 95. This paragraph relates to supervisor reviews of deputies' violations or deficiencies in arrests. It requires MCSO supervisors to accurately document issues and take corrective action.

We agree with the Monitor's determination that MCSO is not compliant with this paragraph. Draft Report at 144-45. The Monitor again found issues with the quality of supervisor Employee Performance Appraisals in EIS reviews; these were not sufficiently documented and therefore did not comply with this paragraph. *Id.* MCSO supervisors should ensure that their EIS reviews are sufficiently documented, especially as they relate to misconduct investigations, deficiencies in arrests, and any corrective actions taken.

Paragraph 97. This paragraph requires MCSO commanders and supervisors to periodically review EIS reports and information, and initiate or assess the effectiveness of, interventions for individual deputies, pursuant to the obligations set forth in Paragraphs 81(c)-(h).

We agree that MCSO is not in compliance with this paragraph, and that, as the Monitor notes, "[t]he reviews of broader pattern-based reports, as required by Paragraph 81.c., and assessments of interventions as required by this Paragraph, have not been sufficiently documented" to achieve compliance. Draft Report at 147. Under Paragraph 81(c), MCSO commanders and supervisors must review, on a regular basis but not less than bimonthly, EIS reports regarding their subordinates and, at least quarterly, broader pattern-based reports. Our review of supervisory notes, along with past on-site observations of supervisors' use of the EIS, does not persuade us that the bimonthly reviews of EIS information have been meaningful, or that supervisors are equipped to review broader pattern-based reports. We have yet to see evidence that supervisors properly prepare for or conduct appropriate interventions with deputies identified for intervention through the EIS, and MCSO continues to struggle in providing the appropriate documentation to assist in those reviews.

Paragraphs 99-100: These paragraphs relate to supervisor evaluations of deputies' performance, including the consideration of misconduct complaints and investigations. Paragraph 99 requires

that supervisory review “shall take into consideration all past Complaint investigations,” as well as “citizen Complaints” and “past Supervisory actions taken pursuant to the early warning protocol.” Paragraph 100 provides that “[t]he quality of Supervisory reviews shall be taken into account in the Supervisor’s own performance evaluations.”

We agree that MCSO is not in compliance with these paragraphs. As the Monitor notes, several Employee Performance Appraisals failed to document misconduct investigations, and 8 of the 28 supervisor Employee Performance Appraisals reviewed by the Monitor failed to “specifically and sufficiently” document supervisors’ review of violations and corrective actions in EIS. Draft Report at 149-50. The failure to document misconduct investigations and supervisory review violates Paragraphs 99 and 100. In addition, Paragraph 99 requires that supervisors must “take into consideration” complaints and investigations, and Paragraph 100 instructs that MCSO must consider the “quality” of supervisory reviews in evaluating supervisors. Compliance requires not only proper documentation but also meaningful consideration of complaints, misconduct investigations, and other relevant factors by MCSO supervisors.

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 173. This paragraph requires MCSO to consider employees’ and applicants’ disciplinary histories and involvement in ongoing investigations when making hiring, promotion, and transfer decisions. The Monitor found MCSO “in compliance” with this paragraph.

The Monitor expressed serious concern over several employees MCSO promoted this quarter. Draft Report at 170. For example, one employee had four open allegations of misconduct, including an allegation of discrimination or bias (CP-8: Preventing Racial and Other Bias-Based Profiling) and two CP-2 allegations (Code of Conduct, Failure to Meet Standards). *Id.* at 169. The employee had received two eight-hour suspensions in 2017, one of which was for a vehicle crash, and had a previous allegation of a CP-8 violation in 2017, which was unfounded. *Id.* The second employee was a Detention sergeant who had a sustained Category 6 violation of discrimination or bias from 2016 involving making racist comments directed at a member of the Plaintiffs’ class. *Id.* at 169-170. The employee also had an open misconduct allegation of CP-2, and an open allegation of DJ-6 (Inmate Drug Testing). *Id.* at 169. For the detention sergeant, MCSO failed to provide written justification for the promotion, as required by Paragraph 174 of the Second Order. *Id.* The United States shares the Monitor’s concerns about MCSO’s decision to promote these individuals, notwithstanding the unresolved allegation of discrimination or bias in one case, and the past sustained allegation of bias in the other.

Additionally, because the COVID-19 pandemic prevented the Monitor from travelling to Maricopa County this quarter, the Monitor was unable to review personnel files to verify the information MCSO provided to demonstrate its compliance with these paragraphs. Draft Report

at 170. The Monitor nonetheless found MCSO to be “in compliance.” If the Monitor cannot find a way to verify MCSO’s representations regarding its compliance with this paragraph without traveling to Maricopa County, 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 176. This paragraph requires MCSO to take the quality of investigators’ internal affairs investigations and supervisors’ reviews of those investigations into account in their performance evaluations.

To assess MCSO’s compliance with these requirements, the Monitor reviewed Employee Performance Appraisals (EPAs) for 28 supervisors and commanders. Draft Report at 172. In its review, the Monitor evaluates only whether the EPAs contain comments on the quality of the employee’s internal investigations or of the employee’s reviews of internal investigations. *Id.*

This review is incomplete. Rather than only assessing whether the EPAs contain comments on the required subjects—quality of investigations or reviews of investigations—the Monitor should also assess whether comments in EPAs affect the performance ratings of those employees. By limiting its assessment to whether comments are present, the Monitor’s review does not fully evaluate whether the quality of investigations/review of investigations actually affects an employee’s performance evaluation. In order to determine whether MCSO is complying with this paragraph, the Monitor must evaluate whether there is a connection between the quality of employees’ investigations/reviews and their performance evaluations. The Monitor found MCSO in compliance with this paragraph. *Id.* The Monitor should change its finding to “Deferred” until the Monitor conducts an appropriate review.

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 173. 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 174. 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 fall 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. The draft training that MCSO submitted in the previous quarter establishes that MCSO 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.

Paragraphs 187 and 236. These paragraphs require MCSO to maintain complete files relating to investigations and related proceedings.

Due to the COVID-19 pandemic, the Monitor has not reviewed files to assess MCSO's compliance with these paragraphs since 2019. Draft Report at 179, 224. The Monitor nonetheless found MCSO to be "full and effective compliance" with both paragraphs. *Id.* at 179, 224. If the Monitor cannot find a way to verify MCSO's representations regarding its compliance with this paragraph without traveling to Maricopa County, 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 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 183. 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. If the Court broadens MCSO's discretion to divert certain categories of complaints from PSB, *see* Third Order at ¶ 353, 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 195 and 201. 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 198. 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 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 objects to the Monitor’s finding that MCSO is in full and effective compliance with this paragraph. 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.*, Dkt. 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 218. This paragraph requires MCSO to maintain all completed administrative investigative reports and files, as required by applicable law.

Before the COVID-19 pandemic, the Monitor assessed MCSO’s compliance with this paragraph by inspecting MCSO’s criminal and administrative investigation file rooms and randomly reviewing internal affairs case files to verify that all information is also being electronically maintained in MCSO’s electronic case file system. Draft Report at 211. Due to the pandemic, the Monitor has not completed this audit since October 2019. *Id.* at 212. The Monitor nonetheless found MCSO to be in full and effective compliance with this paragraph. *Id.* 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.

Paragraphs 239-242. These paragraphs require MCSO to make its complaint process accessible through measures such as posting informational placards, requiring deputies to carry complaint forms, ensuring that the office that receives complaints is accessible to the public, and requiring complaint forms to be available at locations around the county.

Due to the COVID-19 pandemic, the Monitor has not traveled to Maricopa County this reporting period and has therefore not verified the information MCSO has provided about its compliance with these paragraphs. Draft Report at 226-227. The Monitor nonetheless found MCSO to be in compliance or in full and effective compliance with each of these paragraphs. *Id.* We recommend that these findings 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 232. 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

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>.

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.

Paragraph 253. This paragraph requires the Bureau of Internal Oversight (BIO) to produce semi-annual public reports on misconduct investigations. The reports must analyze stratified random samples of misconduct investigations to identify any procedural irregularities, including instances in which “deadlines were 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 236. BIO’s methodology is inadequate. To determine whether PSB met the applicable deadlines, BIO does not review whether an investigation exceeded the 180-day timeline imposed by the Second Order. Instead, the BIO auditor merely reviews whether the investigator submitted any requests for extensions before any previous extensions had expired. *See, e.g.*, Nov. 2021, Misconduct Investigations Inspection Report, at 7, available at <https://www.mcsobio.org/files/ugd/c866a69e89a016ffff4edc8691908fe8ece9fc.pdf>. This is inconsistent with the Monitor’s own methodology; the Monitor determined in November 2020 that it would not consider investigations timely unless any extension requests were supported by adequate justification. *See* Independent Monitor’s 25th Quarterly Report (Nov. 16, 2020) (Doc. 2569) at 190.

Despite the Monitor’s determination, BIO has continued to assess only the timeliness of extension requests, not whether the requests were supported. As a result, BIO continues to find MCSO in compliance for the timeliness of its investigations, even as the agency has amassed a more than 2,000-case backlog in administrative misconduct investigations. If BIO is to serve its function as an internal auditor for MCSO, its auditing methodologies must be reasonably calculated to identify systemic failures. The Monitor should find MCSO out of compliance with this paragraph.

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

Paragraph 281. Paragraph 281 requires MCSO to ensure that administrative misconduct investigations regarding Class Remedial Matters (CRMs) comply with the Court's orders and MCSO policy, and that CRMs are handled in the same manner that MCSO handles all other complaints and disciplinary matters. MCSO closed two CRMs during this reporting period. Draft Report at 256. We disagree with the Monitor's determination that MCSO complied substantively with Paragraph 281 in its investigation of one CRM for which MCSO concluded the allegations were not sustained, exonerated, or unfounded. *See id.* It is concerning that some of the deficiencies we identified in this CRM investigation are among the core issues that gave rise to this case, including MCSO's failure to consider relevant evidence and make credibility determinations in cases alleging bias.

In this CRM, the investigator did not consider evidence that the principal in the investigation—a youth detention instructor—had been previously investigated for similar misconduct. In both cases, students alleged that, at different times, the instructor used racially charged language, remarking that if the student wanted to watch a Spanish language or Mexican movie, they had to “go to Mexico.” The instructor admitted he made the comment in the first investigation, but he denied making the comment in the new investigation. When the investigator interviewed the instructor, she acknowledged the similarities between the two complaints, but did not consider the instructor's prior admission when assessing his credibility. *See* IA2020-0583. The instructor's prior course of conduct was highly relevant to the new investigation. The two complaints alleged substantially similar conduct occurring at different times with different complainants. The investigator concluded that the bias allegation was “not sustained.” As the Monitor notes, the United States has raised concerns about investigators' ability to make credibility determinations in CRMs, and the Monitor concurs that investigators need additional training on this issue. That training has yet to occur. Draft Report at 256.

Third Order

We have no comments on this section.

Section 18: Concluding Remarks

We have no comments on this section.