



# Maricopa Police Department Internal Investigations Audit

October 16, 2012



# Scope of Review

1. Were the complaints investigated utilizing generally accepted investigative standards (yes/no)?
2. Was the discipline rendered based on facts (yes/no)?
3. Was the discipline consistent with policy in effect at the time (yes/no)?



# Methodology of the Review

- Review related Maricopa Police Department Policies
- Review 192 closed MPD Internal Affairs Investigations:
  - Investigations dating from November 20, 2007 through August 2011.
- Determine findings and conclusion



# Range of Findings

Unfounded. It is found that the reported misconduct did not occur or did not occur as alleged.

Exonerated. The incident occurred, but the conduct was lawful and proper.

Unresolved. There is insufficient evidence to either prove or disprove the allegation. The inquiry into this allegation is inactivated pending development of further information.

Sustained. The allegation is supported by sufficient evidence to justify a reasonable conclusion that the alleged misconduct occurred.



# Review Summary

- 188 cases submitted for review
- 165 cases reviewed had an affirmative response to all 3 questions
- 21 cases did not meet acceptable standards for the review
- 21 cases represent an error rate of 11%



# Findings for Not Meeting Standards

- Investigations lost or missing
- Complaints not investigated
- Investigation not completed in a timely manner
- Inappropriate finding classification



# Conclusions

- Majority of cases reviewed were investigated utilizing acceptable standards.
- Discipline rendered was warranted based on the facts outlined in the investigation.
- Discipline imposed was consistent with MPD Policy and within the purview of the Police Chief.
- Over reliance on Coaching and Counseling when more severe discipline was warranted.



## Recommendations

1. Acquisition of a computer program such as IAPRO.
2. Continued training for all supervisors on the basics of conducting Internal Affairs investigations.
3. Greater adherence to the concept of progressive discipline.
4. Development of an early warning system for employees, if not already in place.



## Recommendations (continued)

5. Investigations should be conducted by personnel of higher rank
6. Record all investigative interviews and preserve as part of the file



# Questions

