



Professional Standards Bureau

Misconduct Investigations Semi-Annual Report

July 1, 2025 – December 31, 2025

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Requirement

The Maricopa County Sheriff requires the Professional Standards Bureau (PSB) to produce a semi-annual public report on misconduct investigations, including, at a minimum, the following: Summary information about sustained allegations that an employee violated conflict-of-interest rules; aggregate data on external complaints; analysis of civilian complaints received; aggregate data of internally-generated misconduct allegations; aggregate data on misconduct case processing; aggregate data on the outcomes of misconduct investigations; and aggregate data on employees with persistent or serious misconduct problems.

Executive Summary

The Professional Standards Bureau (PSB) is required to submit a semi-annual public report on misconduct investigations involving Deputy Sheriffs, Detention Officers, Civilian employees, Reserve Deputies, and volunteer Posse members. The purpose of this report is to provide an analysis and aggregate data collected from the IAPro database and supplemental spreadsheets pertaining to misconduct investigations between July 1st, 2025, to December 31st, 2025.

The Maricopa County Sheriff's Office (MCSO) observed a reduction in internal complaints compared to the previous semi-annual reporting period. The most frequent internal allegations involved Failure to Meet Standards, Workplace Professionalism, and Employee Relationships.

Externally, Code of Conduct violations accounted for approximately 91% of all allegations. Of these external complaints, 35% originated from custody operations, while 32% stemmed from calls for service. The predominant external allegations were related to Unbecoming Conduct, Public Demeanor, and Failure to Meet Standards under the Code of Conduct policy.

Between July and December 2025, MCSO received 232 administrative investigations. Approximately 13% of these cases were assigned to divisions outside the Professional Standards Bureau (PSB), while the remaining 87% were managed by PSB.

The Professional Standards Bureau remains firmly committed to reducing the backlog of investigations and upholding the highest standards of accountability. We will continue working diligently to achieve the objectives outlined in this report and advance our mission of integrity and professionalism.

Response

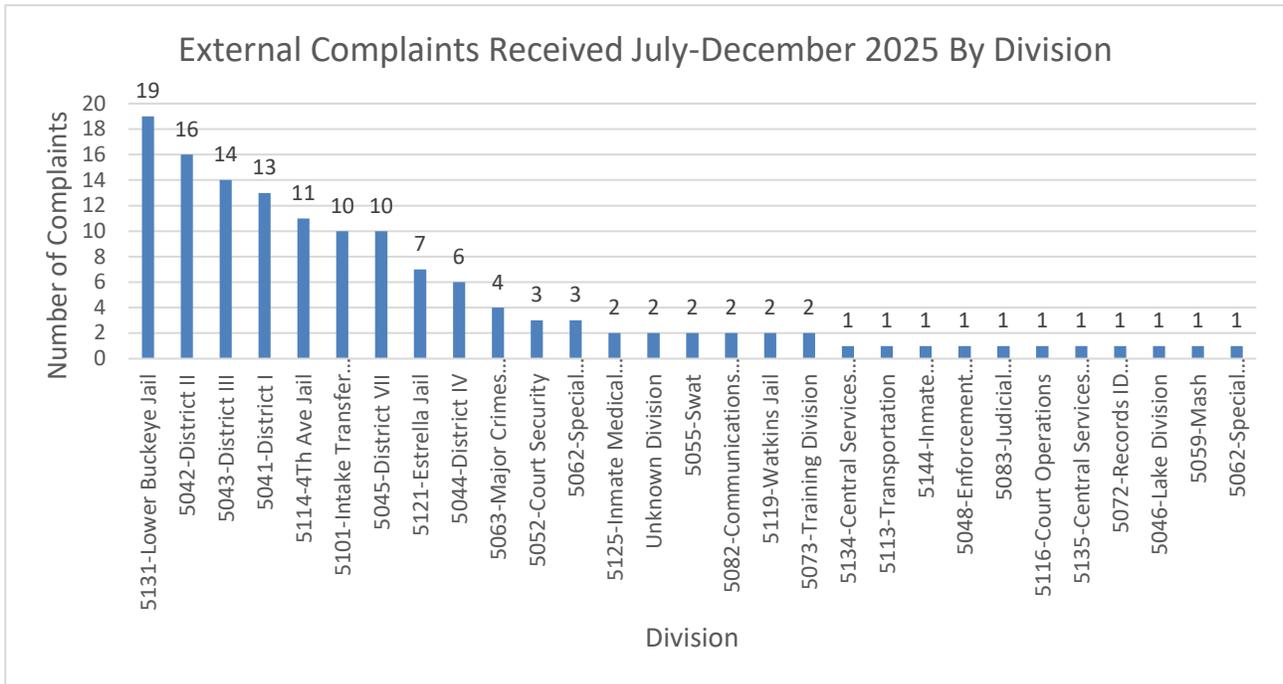
A. Conflict-of-Interest Sustained Allegations

The Professional Standards Bureau (PSB) did not sustain any allegations of an employee violating conflict-of-interest rules in conducting or reviewing misconduct investigations between July 1, 2025, and December 31, 2025.

B. External Complaints

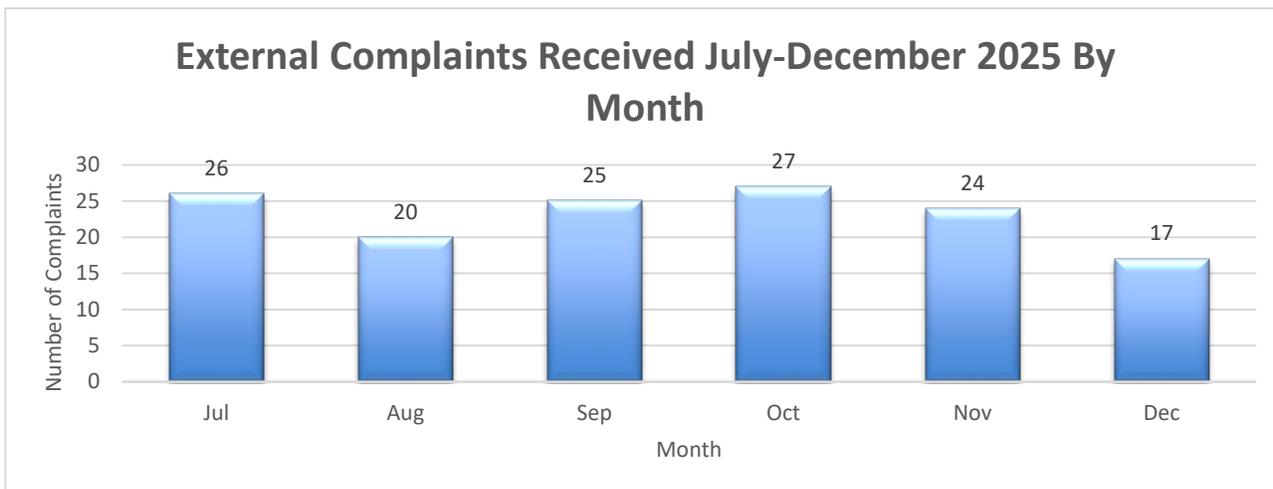
Based on the data, the MCSO received a total of 139 external complaints that resulted in PSB administrative investigations and criminal investigations from July 1, 2025, and December 31, 2025, officewide. The divisions with the most external complaints were Lower Buckeye Jail with 19, and District II with 16 external complaints.

Figure 1 depicts the number of external complaints received between July 1, 2025, and December 31, 2025, differentiated by Division.



Among the 139 external complaints received, the most common allegations involved Code of Conduct Policy violations (e.g., unbecoming conduct, failure to meet standards). The approximate average number of external complaints received each month was 23.

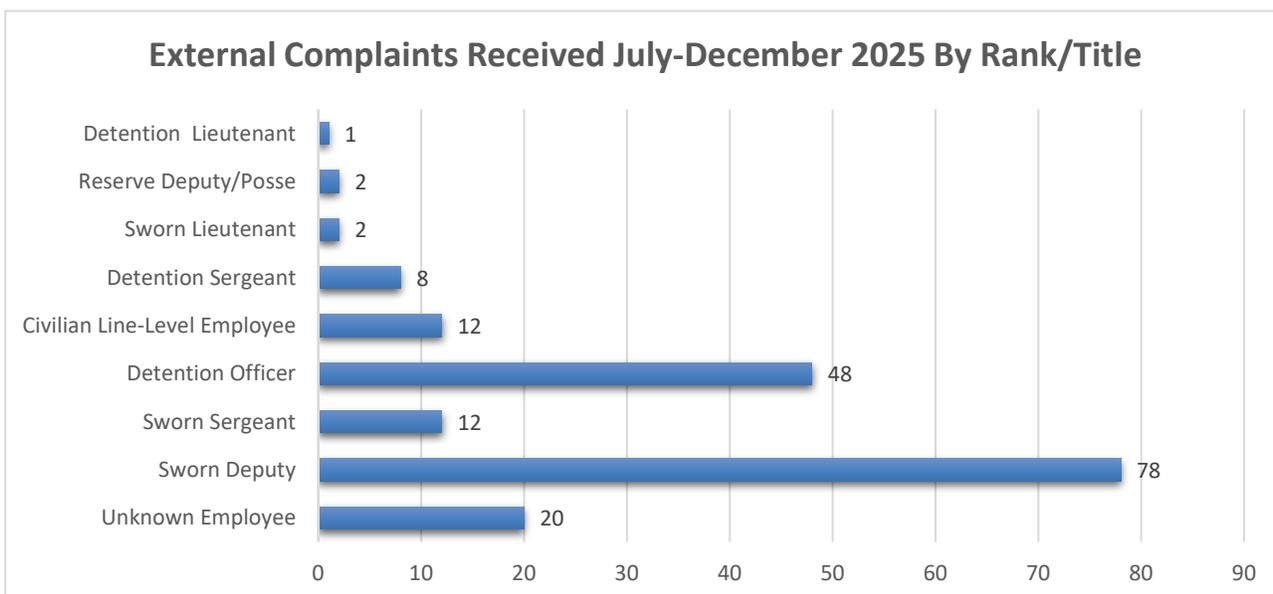
Figure 2 depicts the number of external complaints received by month.



It is important to note a single complaint can result in an investigation with multiple employee principals and allegations. Therefore, the number of external complaints resulting in an investigation (139) will not mirror the number of principals and allegations in this next subsection.

The “Sworn Deputy” rank was identified 78 times out of 183 total principals listed in external complaint investigations during the reporting period listed.

Figure 3 depicts the Rank of Principals in External Complaint Investigations July 1, to December 31, 2025.



The information listed in Figures 4, 5, and 6 consists of available demographic information¹ of MCSO employees named as the principal in external complaint investigations.

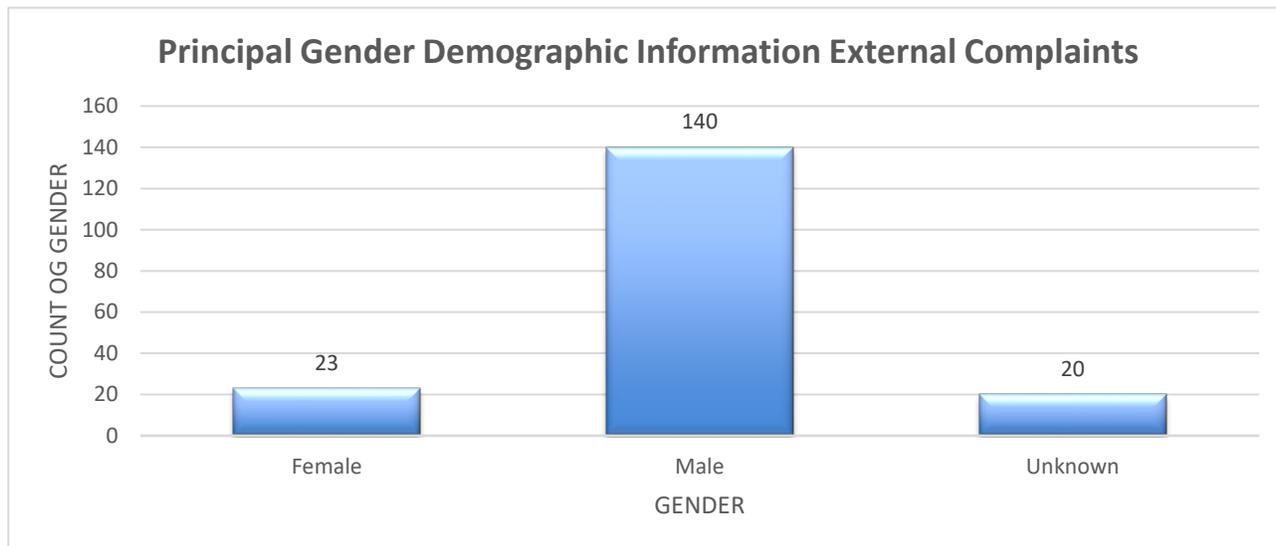


Figure 4 depicts 140 identified male principals in external complaints; approximately 72% of external complaint principals. As of 12/31/2025, males made up 77% of the MCSO workforce.

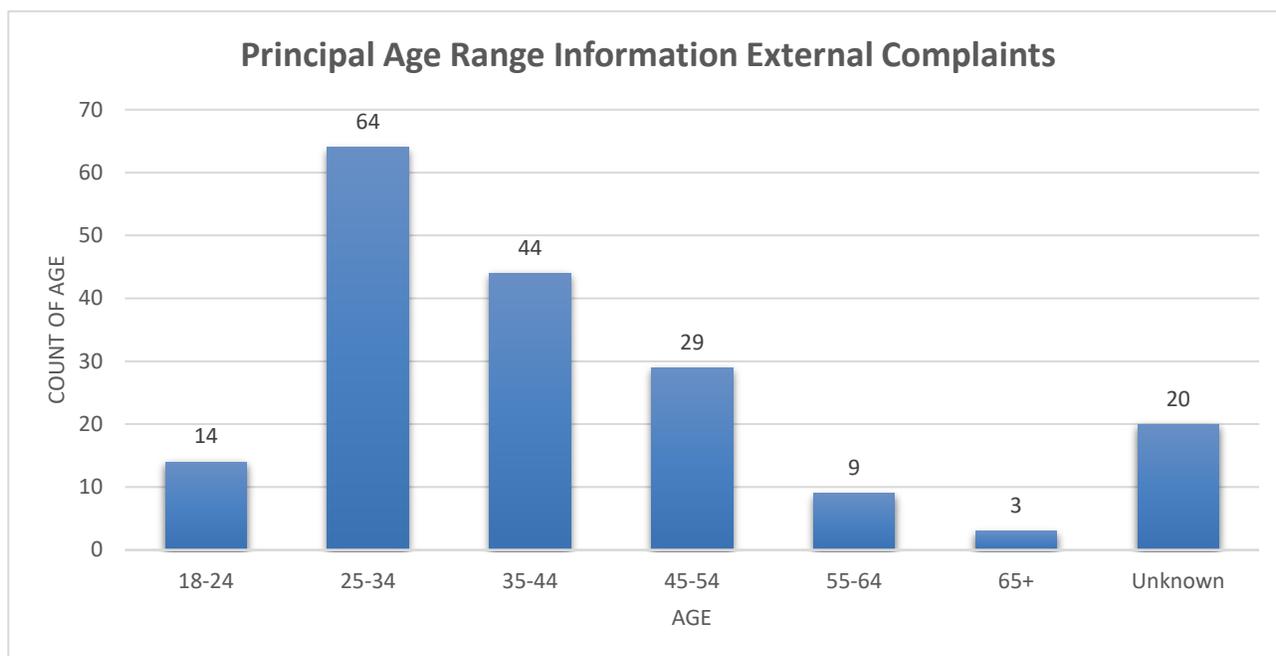


Figure 5 shows known External Complaint Principals are commonly between the ages of 25-34. The average age of a Principal is 28 years old.

¹ Data is based on known, compensated MCSO employees. The IPro system does not track demographic information of unknown and volunteer employees (i.e. Posse members/Reserve Deputies)

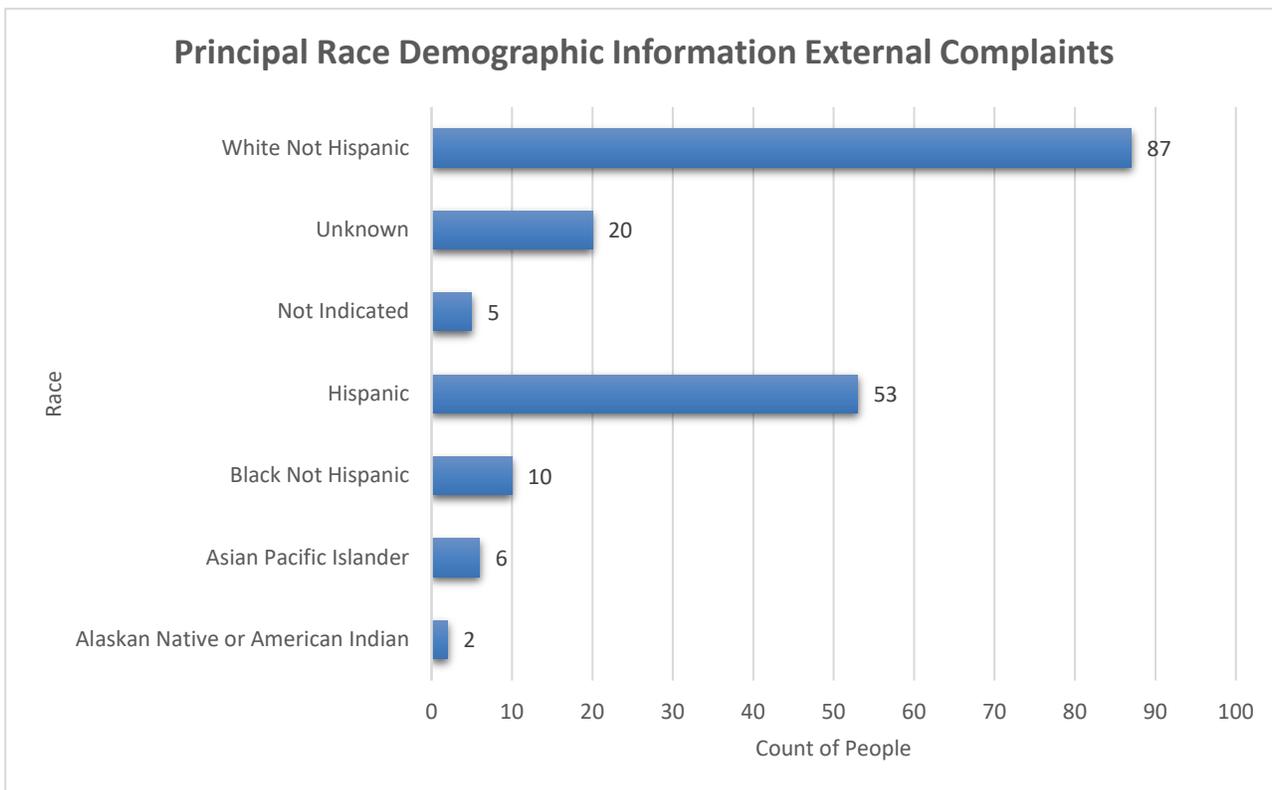


Figure 6 depicts 87 identified White (Non-Hispanic) employees named as a principal in external complaint investigations; approximately 48% of the 183 principal employees.

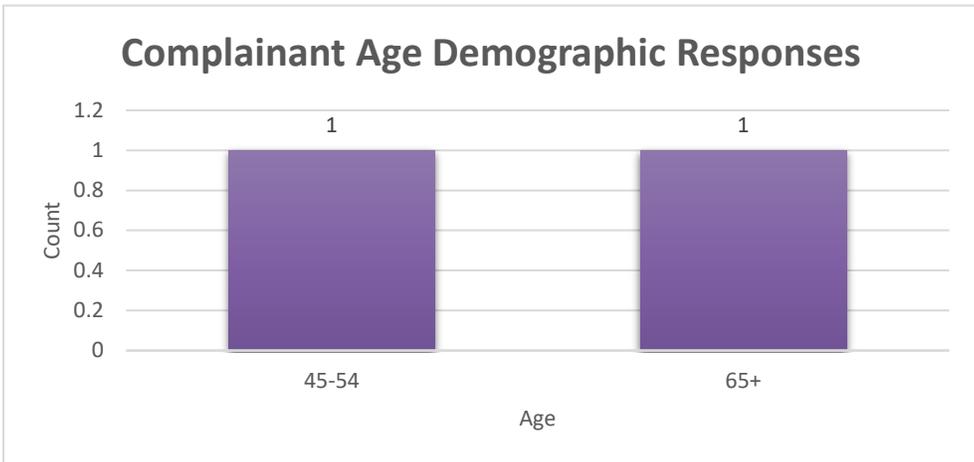
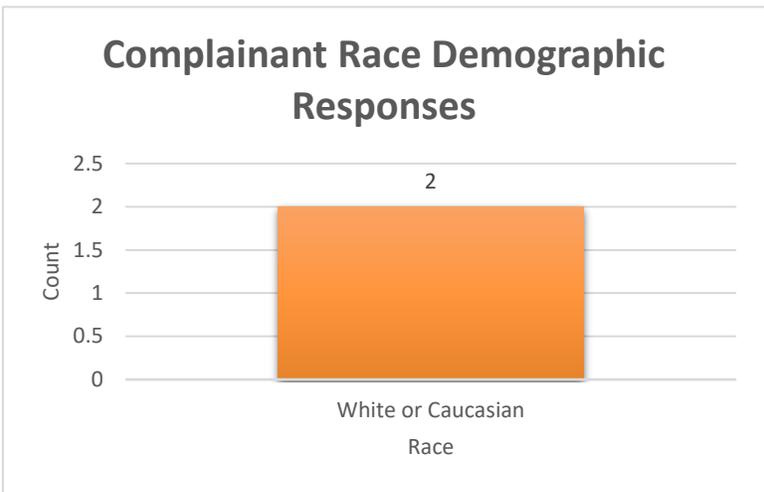
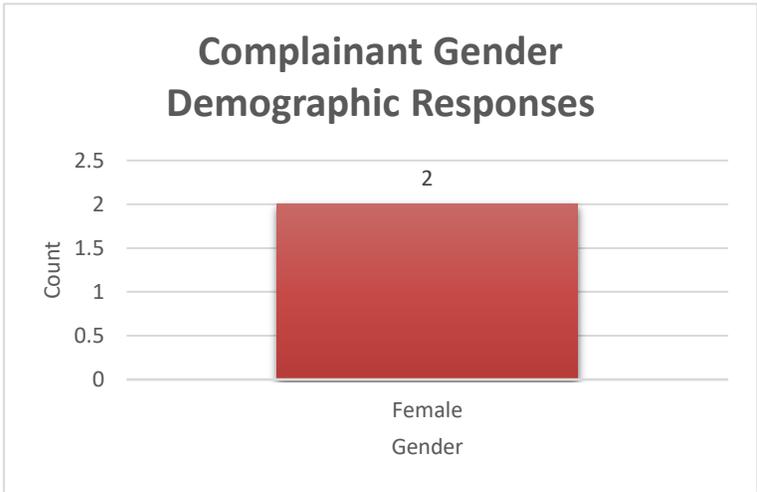
As of 12/31/2025, White (Non-Hispanic) employees made up 53% of the 163 known principal employees. As of 12/31/2025, White (Non-Hispanic) employees made up 48% of the MCSO workforce.

The MCSO does not collect external complainants’ demographic information during the complaint intake process. This ensures all complaints are received, processed, and investigated consistently and without bias.

The PSB initiated the collection process of complainant demographic information in January 2020 via a voluntary paper and online survey provided to the complainant at the conclusion of an investigation. During this reporting period, the PSB closed 328 external cases and thus sending complaint surveys to all known external complainants.² PSB received 2 survey responses.

The following graphs in Figures 7, 8, and 9 consist of the demographic information provided voluntarily by individuals named as a complainant in an external complaint investigation.

² Due to the possibility of multiple complainants in a single IA case, one IA case may receive several survey responses. Additionally, anonymous complainants do not receive a demographic survey.



It should be noted, the gender, race, and age demographic categories replicate those listed on the United States Census Bureau survey.

Due to the low response rate, a statistical analysis could not be conducted to determine if any pattern or trend could be identified.

The PSB also tracks external complaints received from anonymous sources. Between July 1, 2025, and December 31, 2025, the PSB received 6 anonymous external complaints resulting in an investigation.

There were 252 alleged policy violations stemming from external complaints between July 2025 and December 2025. Approximately 86% of the allegations were related to violations of conduct (e.g., unbecoming conduct, failure to meet standards, etc.).

Figure 10 depicts the allegation breakdown³.



³ Low allegation counts have been combined for presentation purposes. See category breakdown below.

Restrictive Housing Operations: Inmate possessions(1), inmate classification (1), inmate grievance procedure (3), Prison Rape Elimination Act (PREA) (1).

Enforcement Operations: Arrest procedures (2), vehicle accident investigations (3), search and seizure (3) emergency and pursuit driving (1), law enforcement extra duty and off-duty employment (1), use and operation of vehicles (9) Incident Report Guidelines (1), internal investigations (1), civil disputes and execution of Civil Process (1) .

General Office Operations: Truthfulness (1), anti-retaliation (1), workplace professionalism (1), Body-Worn Cameras (11).

The PSB tracks the “nature of contact” that led to the alleged employee misconduct. The PSB has distinguished these into nine categories. Below is the breakdown of each category:

Booking: actions of/interactions with personnel during the booking process

Call for Service: actions of/interactions with sworn personnel dispatched to an incident

Custody Operations: actions of/interactions with personnel during detention/custody functions

Follow-up Investigation: actions of/interactions with personnel post initial call for service or detective investigations

Non-Enforcement Duties: actions of/interactions with personnel who are not actively conducting enforcement duties. (e.g. sworn staff on-duty but not on a call, civilian staff actions, etc.)

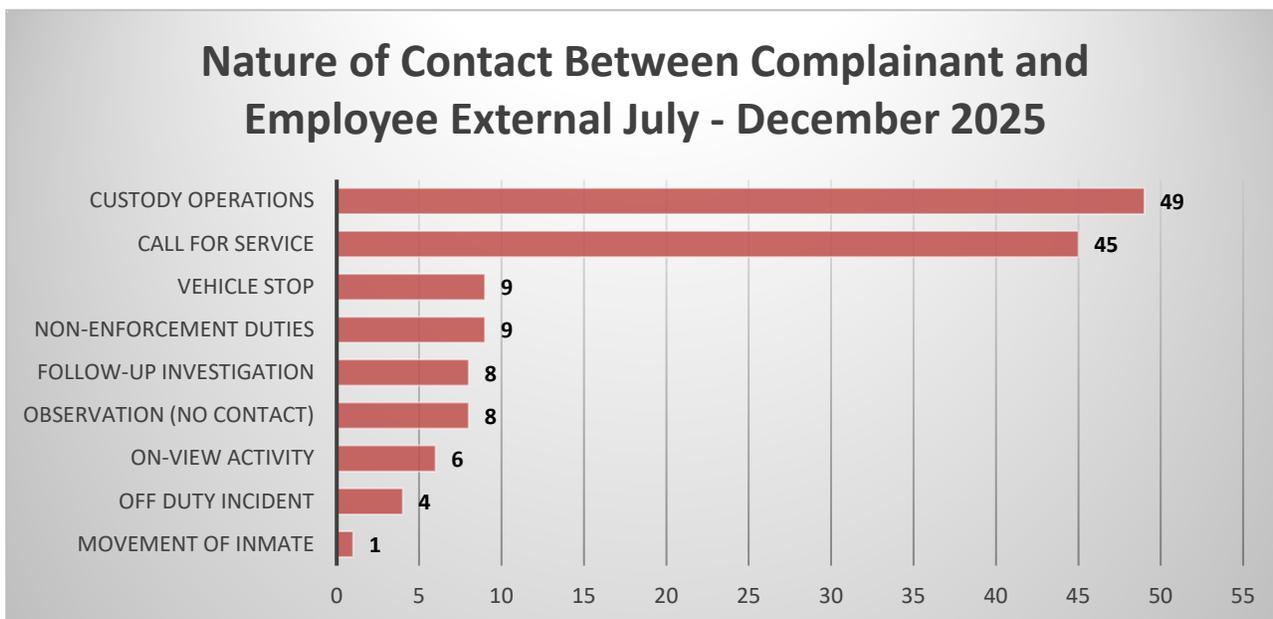
Observation: witnessed employee misconduct (e.g. no direct contact)

Off Duty Incident: actions of/interactions with personnel not on duty

On-view Activity: actions of/interactions with sworn personnel initiating contact with the public (not a call for service or vehicle stop)

Vehicle Stop: actions of/interactions with sworn personnel during a traffic stop

The chart below shows the nature of contact between the complainant and principal for external complaint investigations initiated between July 1, 2025, and December 31, 2025.



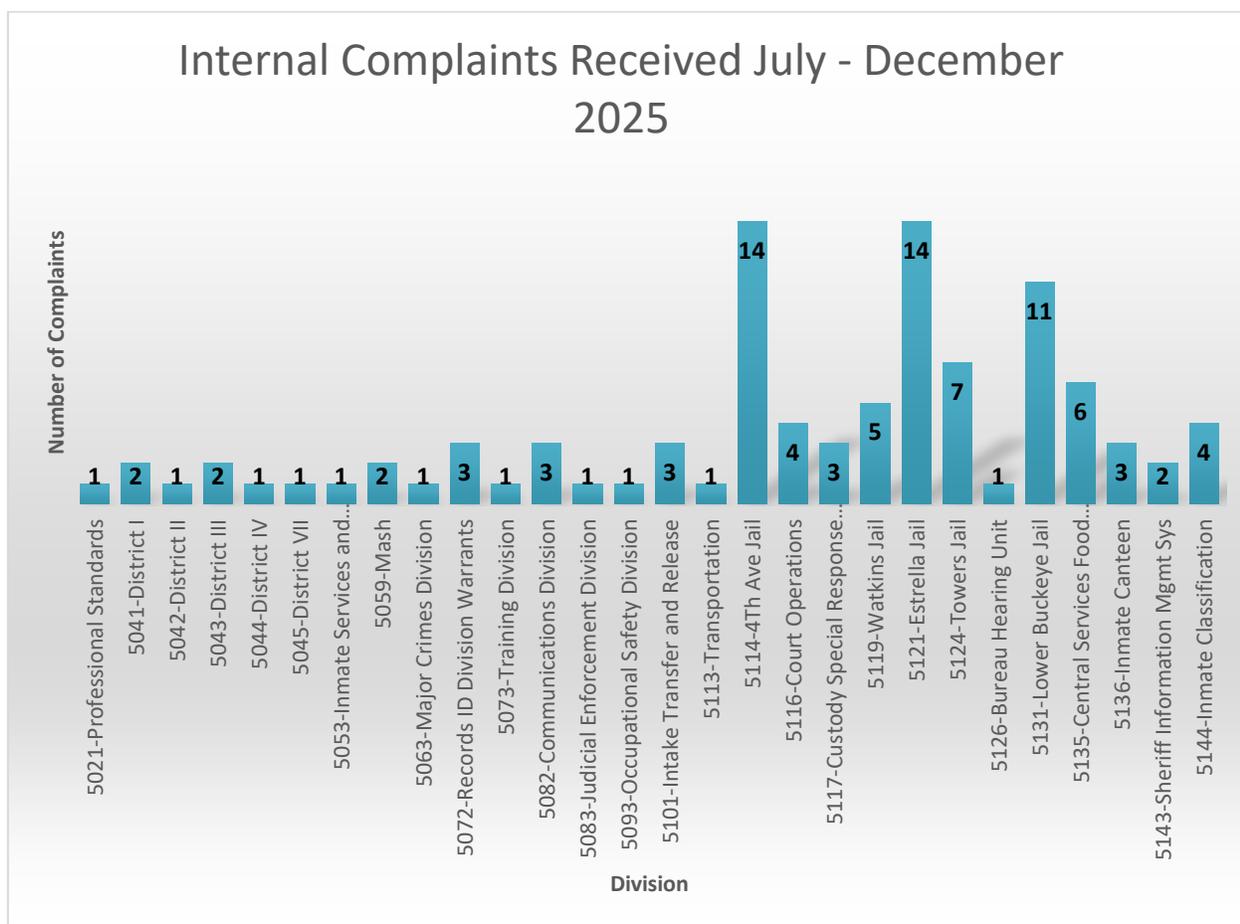
C. Civilian Complaint Analysis

This section is intended to evaluate the implications the complaint intake process had on the number and type of administrative investigations initiated following external civilian complaints. MCSO saw a small increase in the number of opened administrative investigations during this reporting period. The number of open administrative complaints has stayed at multi-year lows. Administrative complaints received by the PSB are reviewed to determine the most appropriate course of action based on the nature of the allegation. The Office continues to evaluate the complaint intake process to determine the most appropriate way to process and expedite civilian complaints.

D. Internal Complaints

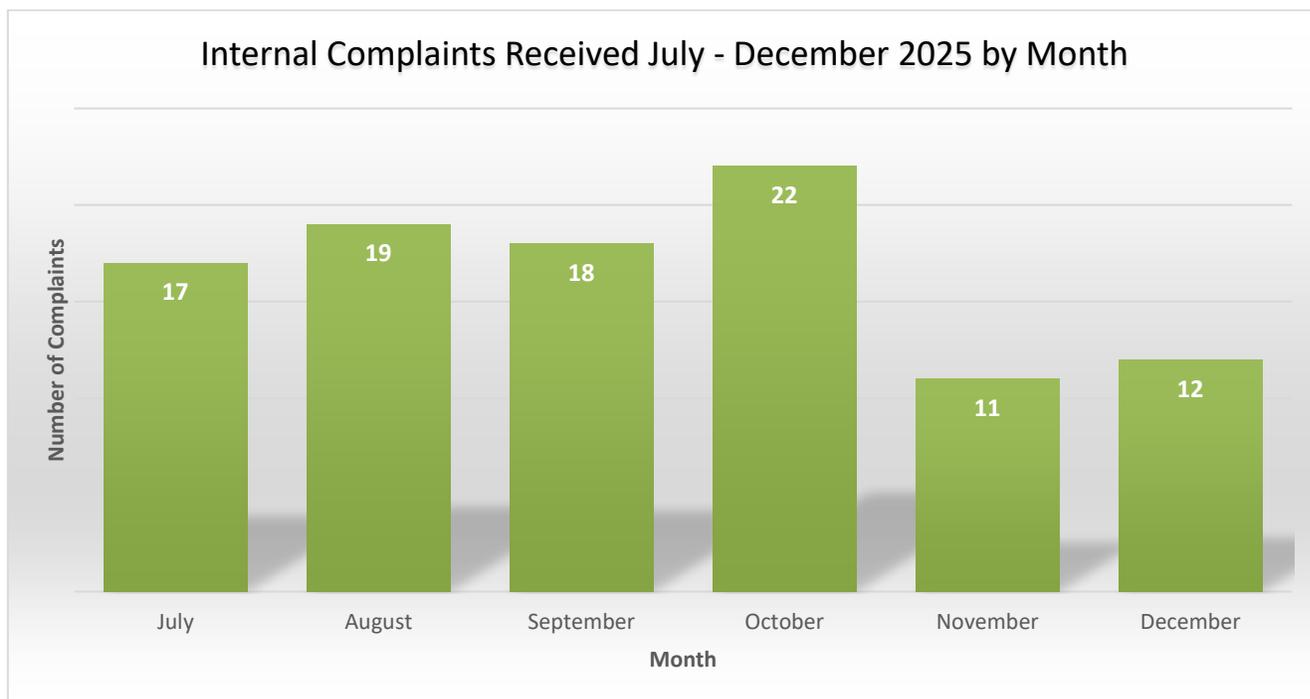
Based on the data, the PSB received a total of 99 internal complaints from July 1, 2025, and December 31, 2025, office wide. The divisions with the most internal complaints were 4th Avenue Jail, with a total of 14 internal complaints, and Estrella Jail, also with 14 internal complaints.

Figure 12 depicts the number of internal complaints received during this reporting period, differentiated by Division.



The number of internal complaints received has decreased from the prior reporting period, with most of the allegations involving Code of Conduct practices (e.g., unbecoming conduct and failure to meet standards). In October 2025, the MCSO received 22 internal complaints; with an approximate average of 18 complaints received per month.

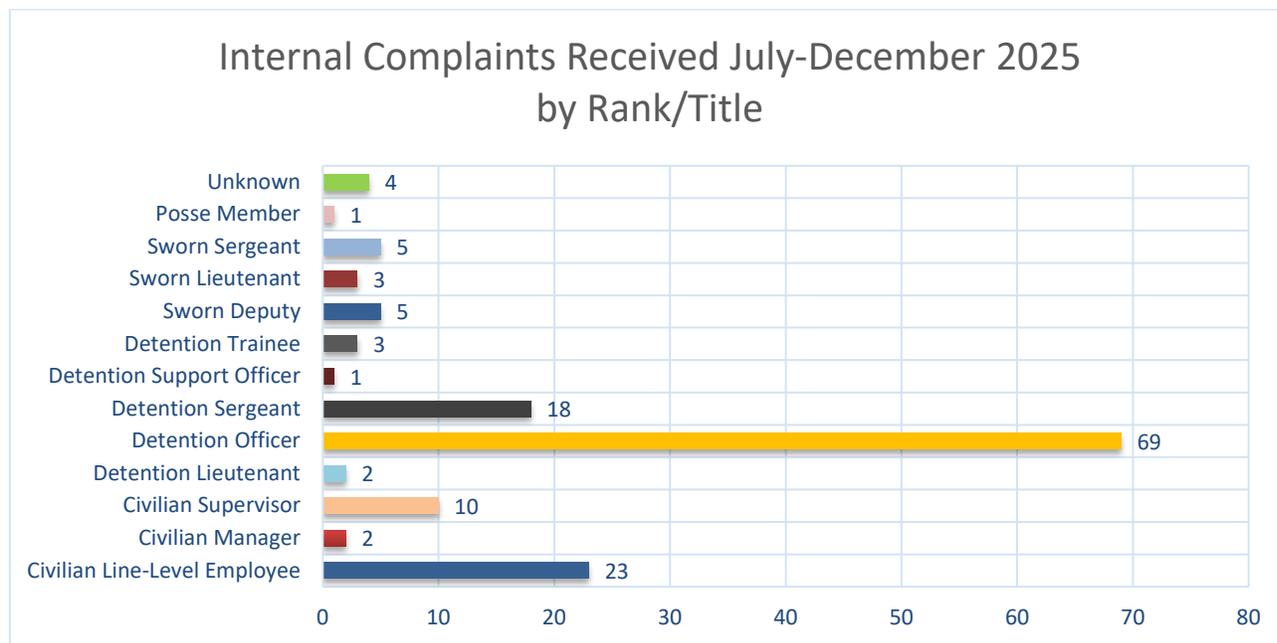
Figure 13 depicts the number of internal complaints received by month.



To reiterate, a single complaint can result in an investigation with multiple principals and allegations. Therefore, the number of internal complaints that resulted in an investigation (99) will not mirror the number of principals and allegations in the next subsection.

The “Detention Officer” rank was identified 69 times out of 146 total principals listed in internal complaint investigations between July and December 2025.

Figure 14 depicts the ranks of principals identified in internal complaint investigations during the reporting period.



The following pages consists of demographic information of MCSO employees that have been named the principal and complainant in internal complaint administrative investigations.⁴

It is important to note that between July and December 2025, the Professional Standards Bureau (PSB) initiated one internal investigation involving an anonymous complainant. This case was classified as an internal complaint because the information provided contained details that only an employee would reasonably possess.

⁴ Data is based on known, compensated MCSO employees. The IAPro system does not track demographic information of unknown and volunteer employees (i.e. Posse members and Reserve Deputies)

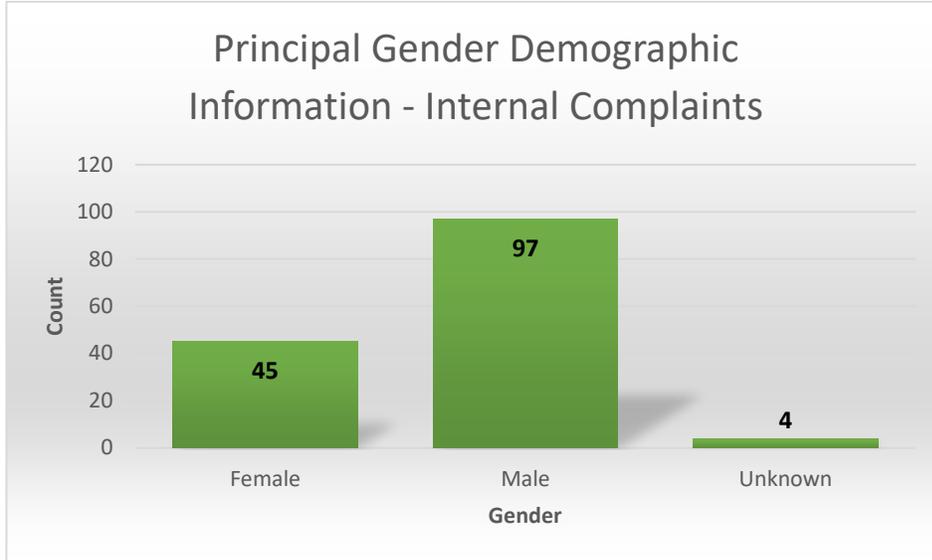


Figure 15 shows 97 identified male principals. There were four unknown employees identified as principals.

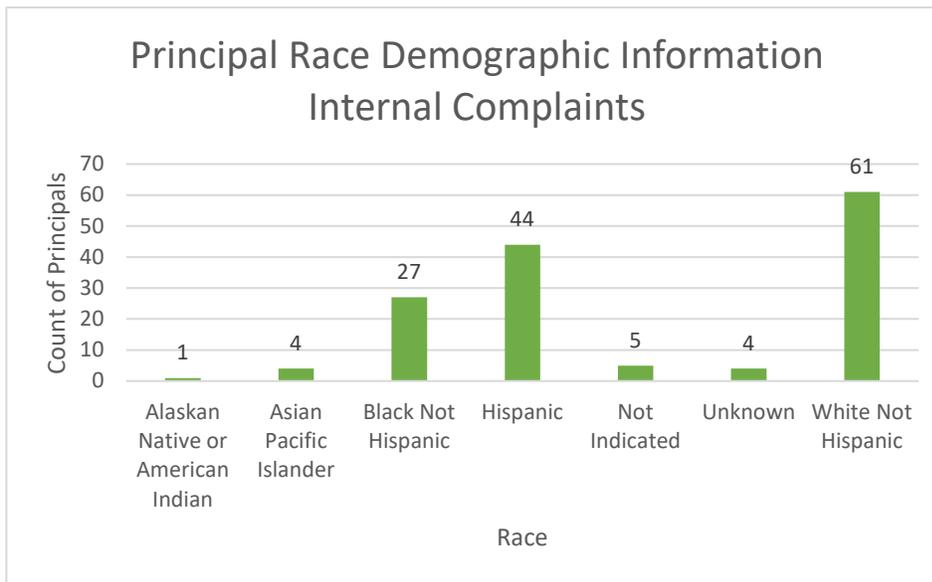


Figure 16 depicts 61 identified White (Non-Hispanic) employees

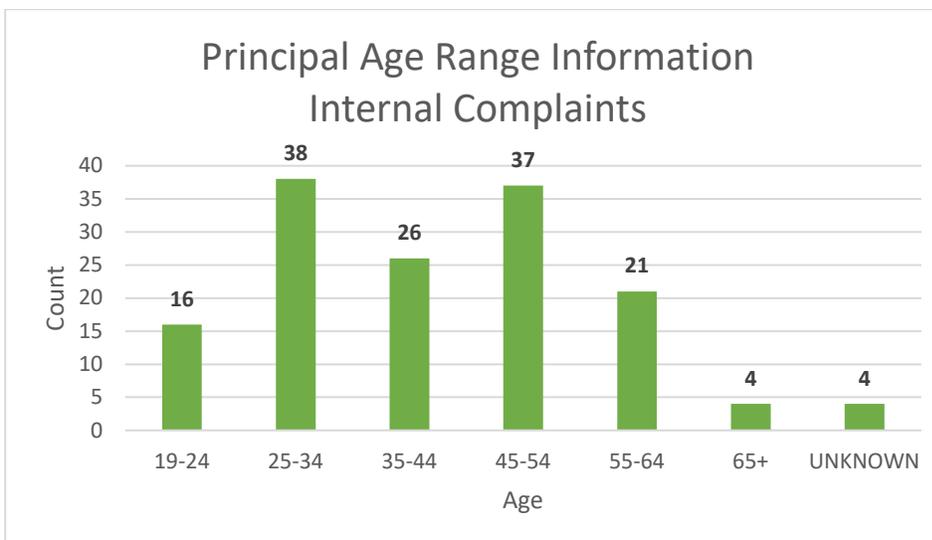


Figure 17 shows known Internal Complaint Principals are commonly between the ages of 25-54, with 101 principals. The largest segment of principals was between the ages of 35-44. The average age of all known principals was 43 years old.

Complainant Gender Demographic Information Internal Complaints

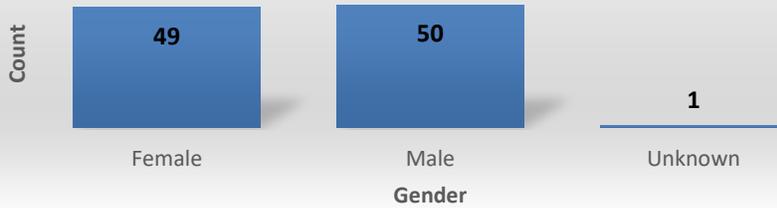


Figure 18 shows 99 identified male complainants and 50 male complainants. Gender could not be identified for the 1 unknown complainant.

Complainant Race Demographic Information Internal Complaints

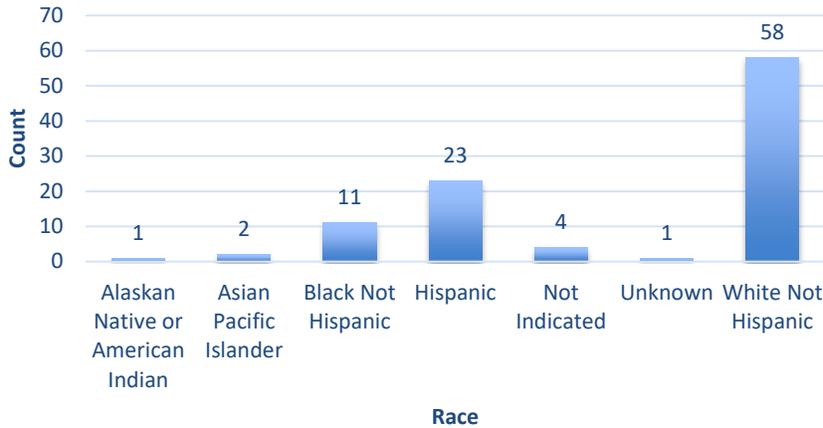


Figure 19 depicts 58 identified White (Not Hispanic) employees named as the complainant in Internal Complaint Investigations; approximately 58% of the 100 complainants. Race could not be identified for the 1 complainant.

Complainant Age Range Information Internal Complaints

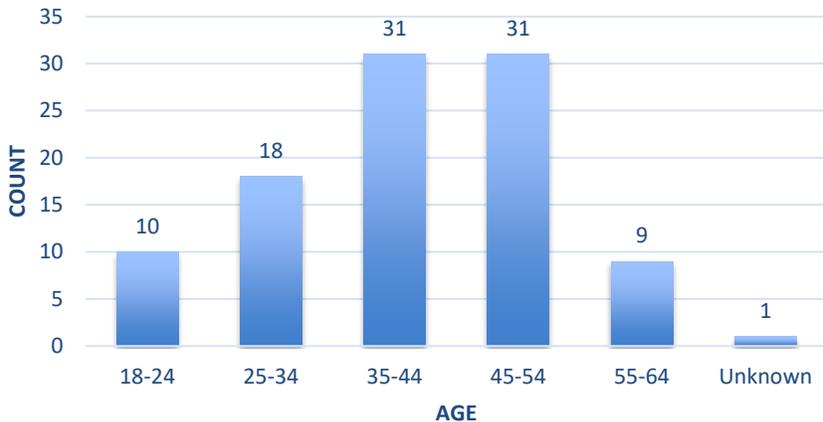


Figure 20 shows that known complainants in Internal Complaint cases are commonly between the ages of 35 and 54, which coincides with an average age of 39 years old. Age could not be identified for the 1 unknown complainant/age.

It should be noted the IPro system does not track the nature of contact that led to an internal complaint. There were 137 alleged policy violations generated from internal complaints July 2025 through December 2025. Approximately 75% of the allegations were related to violations of conduct (e.g. unbecoming conduct, failure to meet standards, etc.); this is a decrease in allegations from the last semi-annual reporting period.

Figure 21 depicts the allegation breakdown by policy violations within Internal Complaint Investigations.⁵



⁵ Low allegation counts have been combined for presentation purposes. See category breakdown below.

Enforcement Operations: Emergency and Pursuit Driving (2), Use/Operation of Vehicles (1).

Custody Operations: Operations Journal & Logbooks (1), Inmate Supervision, Security Walks and Headcounts (5), Property Management (1).

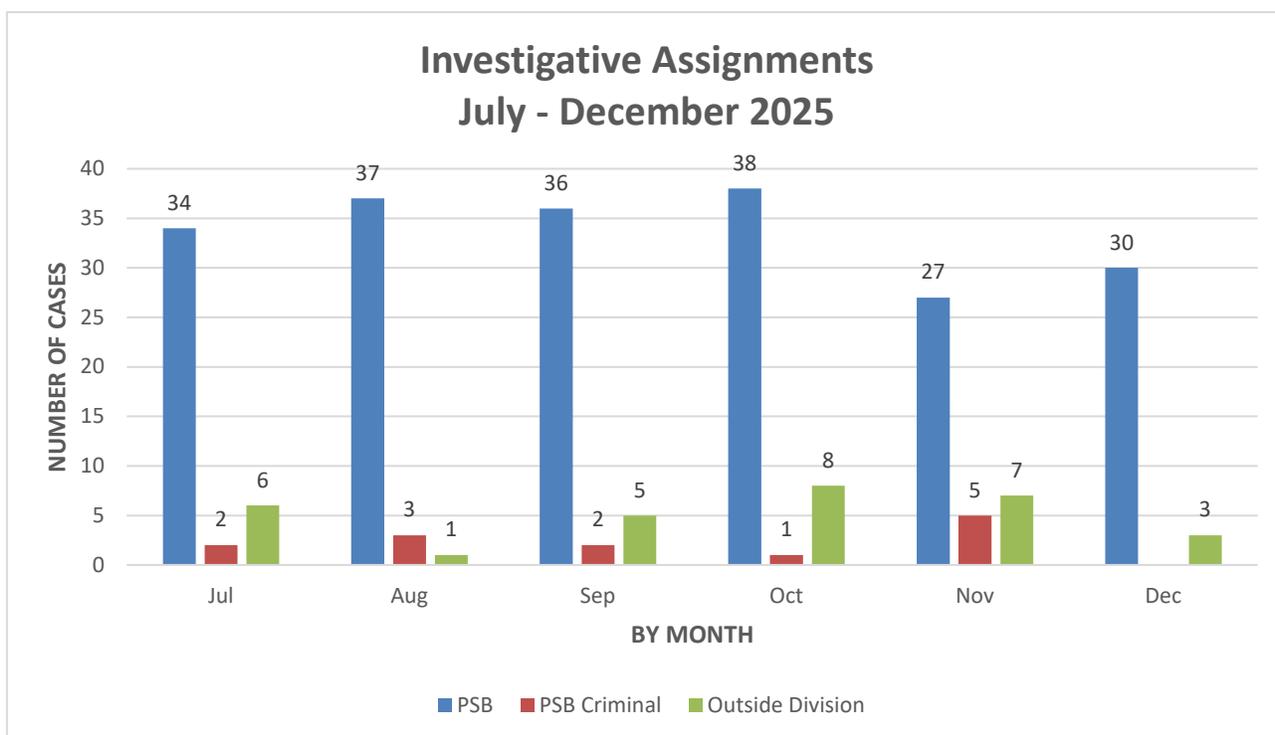
General Office Operations: Leave and Absences (1), Workplace Professionalism (19).

E. Processing of Misconduct Cases

The Professional Standards Bureau Commander determines whether an administrative investigation will be conducted at the division level or within the PSB⁶. The decision is based on the severity and type of offense, the complexity of the investigation, the rank of the employee, and the alleged principal’s disciplinary history. Once it has been decided that an investigation can be handled at the division level, it is assigned an investigator to conduct interviews, review all the information provided, and recommend the proper finding for the alleged violation to the Division Commander. Assistance and guidance from the Professional Standards Bureau are provided throughout the division level investigation.

Between July 1, 2025, and December 31, 2025, the PSB opened a total of 245 misconduct investigations⁷; 202 were assigned to the Professional Standards Bureau investigators, 13 were assigned to the Professional Standards Criminal Investigations Section, and 30 were assigned to investigators throughout the Sheriff’s Office.

Figure 22 depicts a monthly report of assigned cases and Figure 23 depicts the investigation assignment, broken down by Non-PSB Division.



⁶ Following the issuance of the Court’s Third Order in November 2022, the intake, routing, and assignment decisions are reviewed and ultimately made by the Court Appointed Monitor.

⁷ This includes opened misconduct investigations into external complaints, internal complaints, external criminal complaints, and internal criminal complaints.



From July 2025 through December 2025, there were a total of 75 investigations completed outside of the Professional Standards Bureau or otherwise known as division cases. The average time from the initiation of a division investigation to final closure was 116 days.⁸ This number does not include backlog cases that were assigned to divisions as part of the PSB annual 8-hour training and on a volunteer basis.

Of the 75 division cases, one case was returned for further investigation. After review by PSB, 1 division investigation was considered deficient due to conclusions not being supported by the evidence. The remaining 73 cases did not require any revisions.

From July 2025 through December 2025, there were a total of 499 administrative investigations completed within the Professional Standards Bureau (PSB). The average total completion time (initiation to final closure) of PSB investigations was 956 days.

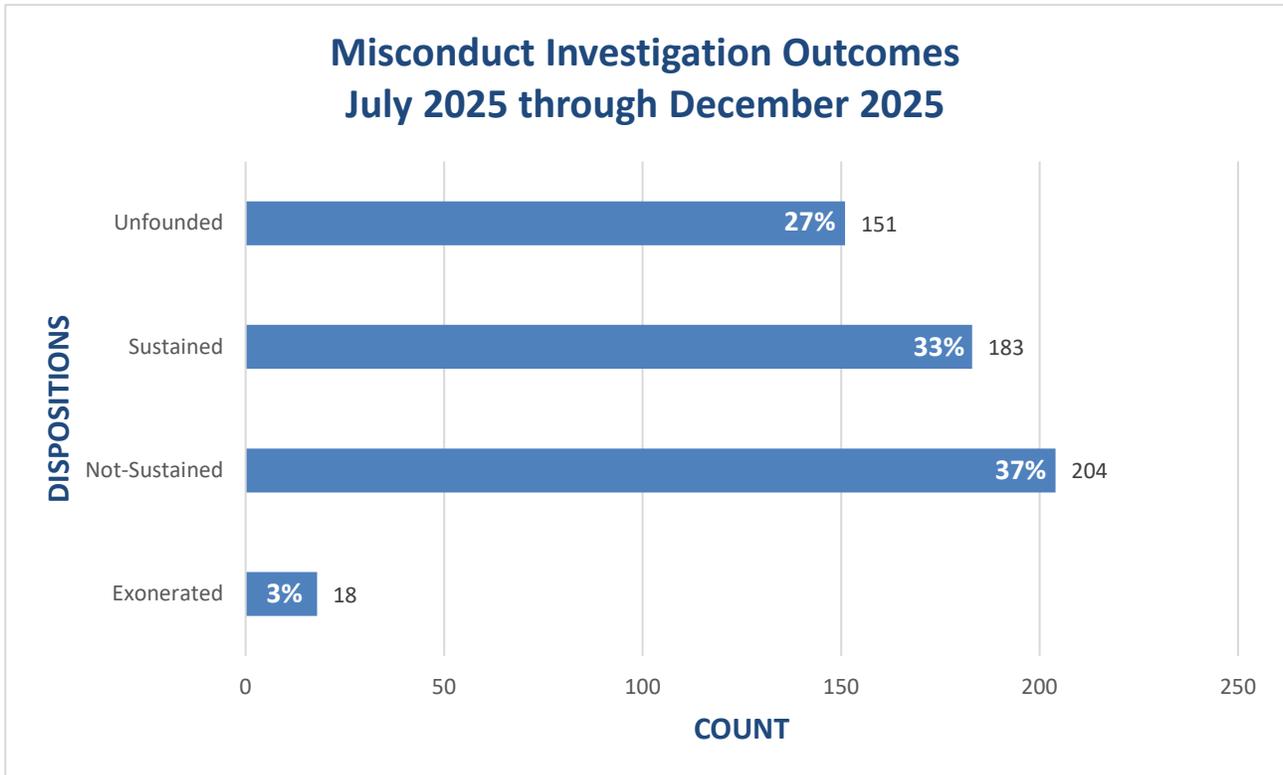
Of the 499 PSB cases, there were zero cases returned due to the conclusions not being supported by the evidence or investigation.

⁸ This does not include the effect approved extension requests would have on time frames.

F. Outcomes of Misconduct Investigations

A total of 556 administrative misconduct investigations were completed between July 2025 to December 2025; 183 completed investigations had sustained dispositions, 204 had not-sustained dispositions, 18 had exonerated dispositions, and 151 had unfounded dispositions.

Figure 24 shows the number of outcomes as well as each section’s approximate percentage.



According to MCSO Policy GC-17 Employee Disciplinary Procedures, 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 and discipline. The paragraph below includes the discipline count for the 183 sustained misconduct investigations closed from July to December 2025.

The following is a breakdown of the disciplinary and non-disciplinary actions for the 183 closed sustained cases⁹: 47 non-disciplinary (coaching) actions; 41 written reprimands; 45 suspensions; 0 demotions; 10 terminations; 4 resignations in lieu of termination; and 0 probationary release. 58 employees retired or resigned and 11 employees were terminated prior to the conclusion of the investigation and/or discipline determination.

It is important to note the Maricopa County Sheriff's Office policy views a Coaching within Internal Affairs Investigations as a *"non-disciplinary interaction between a supervisor and an employee that supports an individual in achieving specific personal or professional goals by providing training, advice, and guidance in response to a specific situation."*

From July 1, 2025, through December 31, 2025, there were four cases where the findings were changed after a Pre-Determination Hearing (PDH.) The initial findings for one or more principals in each case were changed from sustained to not sustained, and sustained to unfounded.

There was one case in which the Appointing Authority, regarding discipline, deviated from the established matrix after the PDH. The Discipline Range indicated a suspension; however, a Written Reprimand was imposed.

From July 1, 2025, through December 31, 2025, there were no cases in which the Maricopa County Merit System Council altered or overturned the Findings of an investigation. No cases were withdrawn from the appeal process. There were no cases where the findings were upheld by the Merit System.

⁹ Listed numbers reflect the discipline action for each employee principal involved; numbers will not match the total number of closed sustained cases.

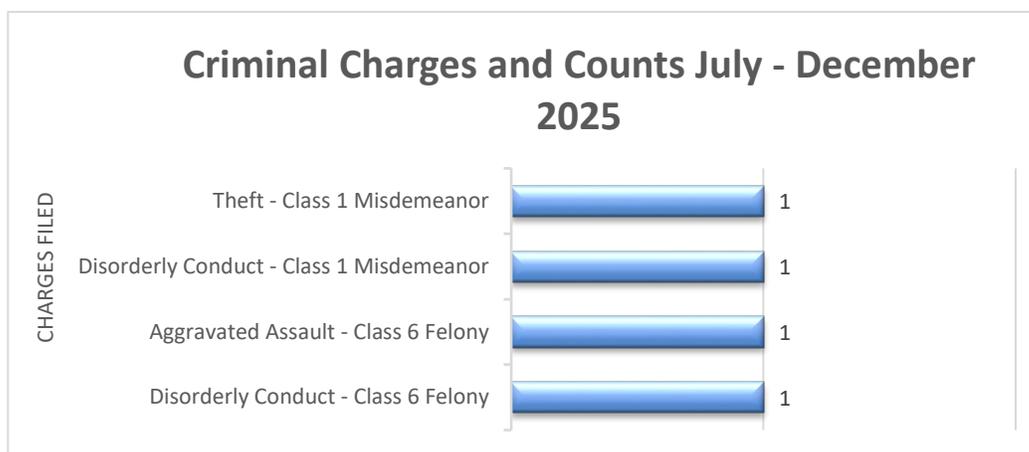
G. Persistent or Serious Misconduct

This section discusses employees listed as the subject of more than two misconduct investigations, employees with more than one sustained allegation, and the number of criminal prosecutions of employees. It is important to note the MCSO categorizes discipline (minor or serious) imposed by the sustained misconduct; it is not based on the allegations themselves. It is also important to note there can be multiple allegations within a single misconduct investigation. The last paragraph of this section (criminal prosecution charges) is based on a six-month period. The paragraphs below are based on a rolling annual timeframe and NOT a six-month time period.

In the previous 12 months (January 1st, 2025, through December 31st, 2025), 40 employees were listed as the subject of more than two misconduct investigations, out of a total of 521 investigations. The 40 employees have been broken down and categorized by their most serious discipline. Of the 40 employees, 13 received major discipline, and 6 received minor discipline¹⁰. 10 received non-discipline coaching. Two separated from MCSO prior to discipline being determined. 32 employees have ongoing active investigations¹¹.

There were 11 employees, from January 1st, 2025, through December 31st, 2025, that have had more than one sustained allegation that resulted in **minor** discipline. Those 11 employees had a combined total of 25 sustained allegations. In that same timeframe, 21 employees had more than one sustained allegation that resulted in **serious** discipline. 9 employees with more than one sustained allegation separated before the discipline could be determined.

Between July 1, 2025, through December 31, 2025, 2 employees were the subject of criminal prosecutions, resulting in 4 charges being filed.



¹⁰ Serious discipline is categorized as discipline equal to or greater than an employee suspension. Minor discipline is categorized as discipline less severe than a suspension, not to include coaching.

¹¹ A distinct employee may be classified into several categories. The number of employees will not equal the sum of the category numbers.

H. Patterns and Trends

The Professional Standards Bureau makes assessments of the types of complaints received to identify problematic patterns and trends on a quarterly basis. The PSB conducted an assessment for the first quarter (July 2025 through September 2025) and for the second quarter (October 2025 through December 2025).

First Quarter Assessment:

Divisions Receiving the Most Complaints

The PSB identified the Lower Buckeye, 4th Avenue Jail facilities, and patrol District II-Avondale as receiving the most complaints between July 1, 2025 and September 30, 2025.

The Lower Buckeye Jail facility received 16 complaints resulting in misconduct investigations; six with allegations of inappropriate language/actions (use of profanity or vulgar language; sexual comments, actions, or gestures; and threats); five with allegations of excessive force; and two with alleged failure to follow procedures. The remaining three allegations did not follow a pattern or trend we could identify at this time.

The 4th Avenue Jail facility received 13 complaints resulting in misconduct investigations; four with allegations of time and attendance issues; two with allegations of excessive force; and two with alleged inappropriate language/actions (use of profanity or vulgar language; sexual comments, actions, or gestures; and threats). The remaining five allegations did not follow a pattern or trend we could identify at this time.

The patrol District II-Avondale received 11 complaints resulting in misconduct investigations: five with allegations of mishandled investigations/calls for service; and five with alleged inappropriate language/actions (use of profanity or vulgar language; sexual comments, actions, or gestures; and threats). The remaining one allegation did not follow a pattern or trend we could identify at this time.

Notable Patterns and Trends Identified within MCSO Divisions

Between July 1, 2025 and September 30, 2025, multiple divisions were not identified as having the most complaints; however, the PSB identified a pattern or trend of complaints received.

The Estrella Jail facility received 10 complaints resulting in misconduct investigations; three with alleged time and attendance issues; two with allegations of workplace professionalism; and two with alleged inappropriate language/actions (use of profanity or vulgar language; sexual comments, actions, or gestures; and threats). The remaining three allegations did not follow a pattern or trend we could identify at this time.

The Intake, Transfer, and Release jail facility received 8 complaints resulting in misconduct investigations; seven with alleged inappropriate language/actions (use of profanity or vulgar language; sexual comments,

actions, or gestures; and threats). The remaining one allegation did not follow a pattern or trend we could identify at this time.

The patrol District 1 – Mesa received 7 complaints resulting in misconduct investigations: four with alleged inappropriate language/actions (use of profanity or vulgar language; sexual comments, actions, or gestures; and threats). The remaining three allegations did not follow a pattern or trend we could identify at this time.

All Misconduct Allegations Categorized

There were 119 complaints received between July 1, 2025 and September 30, 2025. The Professional Standards Bureau identified 45 investigations alleging inappropriate language/actions (use of profanity or vulgar language; sexual comments, actions or gestures, and threats). There were 15 with alleged rudeness associated with dismissive or demeaning behavior, and 12 allegations of excessive force.

The following allegation categories received 10 or less mentions each. There were 10 with allegations of mishandled investigations/calls for service; 10 with alleged failure to follow procedures; 7 with alleged time and attendance issues; 7 with allegations of off/on duty crime; and 6 with alleged conflicts between employees.

Although not high in numbers overall, the following are a list of notable categories of investigations: three with alleged improper security walks.

Employee Potential Problematic Patterns and Trends

The following employees have been identified as MCSO personnel with potential problematic patterns or trends of misconduct from investigations initiated between July 1, 2025 and September 30, 2025.

An employee was named in four investigations regarding allegations of conflicts between employees.

An employee was named in three investigations regarding allegations of inappropriate language/actions (use of profanity or vulgar language; sexual comments, actions or gestures, and threats).

An employee was named in three investigations regarding allegations of time and attendance issues.

Second Quarter Assessment:**Divisions Receiving the Most Complaints**

The PSB identified the 4th Avenue Jail and Lower Buckeye facilities, and patrol District III-Surprise as receiving the most complaints between October 1, 2025 and December 31, 2025.

The 4th Avenue Jail facility received 13 complaints resulting in misconduct investigations: three with alleged inappropriate language/actions (use of profanity or vulgar language; sexual comments, actions, or gestures; and threats); three with allegations of workplace professionalism; and two with allegations of rudeness associated with dismissive or demeaning behavior. The remaining five allegations did not follow a pattern or trend we could identify at this time.

The patrol District III-Surprise received 13 complaints resulting in misconduct investigations; three with allegations of mishandled investigations/calls for service; three with alleged inappropriate language/actions (use of profanity or vulgar language; sexual comments, actions, or gestures; and threats); and three with alleged rudeness associated with dismissive or demeaning behavior. The remaining four allegations did not follow a pattern or trend we could identify at this time.

The Lower Buckeye Jail facility received 11 complaints resulting in misconduct investigations: three with allegations of inappropriate language/actions (use of profanity or vulgar language; sexual comments, actions, or gestures; and threats); and two with alleged failure to follow procedures. The remaining six allegations did not follow a pattern or trend we could identify at this time.

Notable Patterns and Trends Identified within MCSO Divisions

Between October 1, 2025 and December 31, 2025, multiple divisions were not identified as having the most complaints; however, the PSB identified a pattern or trend of complaints received.

The Estrella Jail facility received 10 complaints resulting in misconduct investigations: three with allegations of workplace professionalism; two with alleged inappropriate language/actions (use of profanity or vulgar language; sexual comments, actions, or gestures; and threats); and two with allegations of failure to follow procedures. The remaining three allegations did not follow a pattern or trend we could identify at this time.

The patrol District VII-Fountain Hills received 9 complaints resulting in misconduct investigations: two with allegations of biased disparaging action and/or statement. The remaining seven allegations did not follow a pattern or trend we could identify at this time.

The patrol District 1 – Mesa received 8 complaints resulting in misconduct investigations: two with allegations of rudeness associated with dismissive or demeaning behavior; and two with alleged failure to take action during calls for service. The remaining four allegations did not follow a pattern or trend we could identify at this time.

All Misconduct Allegations Categorized

There were 113 complaints received between October 1, 2025 and December 31, 2025. The Professional Standards Bureau identified 22 investigations alleging inappropriate language/actions (use of profanity or vulgar language; sexual comments, actions or gestures, and threats). There were 17 with allegations of workplace professionalism; 14 with alleged rudeness associated with dismissive or demeaning behavior, and 11 allegations of mishandled investigations/calls for service.

The following allegation categories received 10 or less mentions each. There were 10 with alleged failure to follow procedures; 6 with allegations of off/on duty crime; 5 with allegations of failure to act; and 5 with alleged excessive force.

Although not high in numbers overall, the following are a list of notable categories of investigations: four allegations of conflicts between employees; four with alleged vehicle driving issues; four with alleged biased law enforcement action; three with alleged failure to report misconduct, three with allegations of biased/disparaging actions; and two with alleged truthfulness concern.

Employee Potential Problematic Patterns and Trends

The following employees have been identified as MCSO personnel with potential problematic patterns or trends of misconduct from investigations initiated between October 1, 2025, and December 31, 2025.

An employee was named in four investigations this quarter: three with allegations of workplace professionalism.

An employee was named in three investigations regarding allegations of workplace professionalism.

An employee was named in three investigations regarding workplace professionalism.

I. Semi-Annual PSB Reviews of Investigations

The Professional Standards Bureau (PSB) conducts semi-annual reviews of all investigations assigned outside the Bureau to ensure proper categorization, adherence to investigative standards, and accuracy of findings.

To support this process, PSB assigns personnel to review investigations submitted by the Districts using a standardized template and checklist. This structured approach has significantly improved consistency, procedural completeness, and overall quality of investigations. Additionally, PSB personnel provide guidance and advisement to District investigators throughout the investigative process when needed.

Since the reinstatement of divisional investigations, the quality and timeliness of cases have improved; however, opportunities for further enhancement remain. During this reporting period, PSB identified recurring issues in District investigations, including incorrect policy application for allegations and improper findings. Notably, one investigation during this period contained errors that were not identified by District Division Commanders prior to submission to PSB. These errors primarily involved inaccurate allegations and unsupported findings.

To address these challenges, PSB continues to emphasize training and oversight. Investigators receive an initial 40-hour course on Conducting Misconduct Investigations, followed by annual 8-hour refresher training. Combined with ongoing practice, these efforts are expected to drive continued improvement in investigative quality at the District level.

PSB actively tracks cases with identified deficiencies and implements corrective measures through various mechanisms. While progress has been observed, issues remain in areas such as investigative thoroughness. These areas will continue to be a focus for improvement moving forward.

Conclusion

Since the previous reporting period, the Maricopa County Sheriff's Office (MCSO) has continued to refine its processes to ensure misconduct investigations are conducted thoroughly, accurately, and in a timely manner. Data analysis for this reporting period indicates an average of 18 internal complaints and 23 external complaints per month. This reflects a slight decrease in internal complaints compared to the prior reporting period, while the volume of external complaints remained consistent.

As part of its commitment to data-driven oversight, PSB has sought to collect complainant demographic information through voluntary surveys to identify patterns and trends. However, due to a low response rate, additional demographic insights could not be obtained at this time.

From July 1, 2025, through December 31, 2025, the MCSO completed 556 investigations, showing a concentrated focus and improvement in resolving the number of open/pending misconduct investigations. During this reporting period, the Professional Standards Bureau (PSB) successfully closed 422 backlog cases. This achievement reflects PSB's continued commitment to reducing the backlog through strategic process improvements, including the reassignment of cases to divisional supervisors for completion. In the latter part of the year, supervisors - Captains, Lieutenants, and Sergeants—were invited to volunteer for backlog case assignments. Cases were systematically distributed and completed through this collaborative approach.

From July 1, 2025, through December 31, 2025, the MCSO completed 183 misconduct investigations that contained one or more sustained violations of MCSO Policy. This relates to approximately 33% of the investigations completed during this reporting period.

This report also underscores MCSO's ongoing efforts to promote transparency and accountability within the organization and to the community. Considerable progress has been made in reducing the number of administrative investigations pending, demonstrating MCSO's steadfast commitment to meeting and exceeding the requirements outlined in the Court's orders. These efforts reinforce our dedication to operational integrity and public trust.