



LETTER OF ENDORSEMENT FOR SHERIFF CHRIS NANOS

For Pima County Sheriff

June 13, 2024

The Pima County Sheriff's Commanders Association, an AZCOPS member organization, is proud to announce our endorsement of Sheriff Chris Nanos in the upcoming 2024 Pima County Sheriff election.

In 2020, this organization offered its support to Sheriff Nanos based on the belief that he would be the best advocate for Department members and more importantly, that he would bring a competent and compassionate approach to serving the people of Pima County. Now almost four years later, we can examine the record to determine whether Sheriff Nanos has met expectations. Below are some of the facts that informed our decision today.

- Created a new Wellness Program to add layers of emotional and psychological support to department members whose work and life experiences expose them to trauma on a regular basis.
- Successfully advocated for pay improvements for all department employees and has remained in constant negotiations for competitive and equitable compensation.
- Instituted an innovative and aggressive recruitment platform that has resulted in dramatic increases in department staffing and dynamic cross-training opportunities giving new deputies early exposure to managing conflicts in our correctional setting.
- Drove the creation of the Pima Regional Critical Incident Team and adopted a comprehensive Body-Worn-Camera program to improve transparency across the department; maintains healthy cooperative working relationships with regional partners and those in other counties to aid with EOD, SWAT, Search & Rescue, and Investigations.
- Took an aggressive stance on infrastructural improvements leading to the completion of literally thousands of unfulfilled work requests at the jail, the establishment of a Vail substation, and construction of a new hangar for the Air Unit and a new San Xavier Substation.
- Relocated resources and redesigned district lines to bring Sheriff's Department resources closer to needs.
- Re-established community policing programs, e.g., Directed Patrol and Special Enforcement Team and increased staffing of School Resource Officers to serve every middle and high school and ensure feeder elementary schools are covered.
- Maintains an environment of opportunity through staff development, mentoring, assignment transfers, and promotions while ensuring accountability and discipline by dealing openly with performance and integrity issues.

- Approaches members with compassion and understanding while holding them to account for errors.
- Established a philosophy of fairness and equity across the department to ensure that no one unit receives preference over another.
- Places the safety and well-being of the community as the top priority when managing tactics.
- Led the creation of a uniform response to school threats, bringing together all school district leaders with area law enforcement leaders to devise prevention and response strategies.
- Maintains unprecedented availability and connection to community members; established Community Advisory Review Board to observe department functions and provide feedback to the Sheriff.

In an environment motivated by differing ideologies and agendas across a competitive field, we see Sheriff Nanos' record of substantial success and are reassured that the sheriff is delivering the best leadership for this department and this community. His focus has been on big picture strategic concerns, while never forgetting to consider individuals who are often without representation. Department staffing strength, facility and equipment improvements, proactive policing programs, and so on, speak to the delivery of an improved law enforcement and public safety service for the citizens of Pima County.

It is worth noting that the Sheriff's Department still has needs to be fulfilled—authorized staffing is below federal recommendations for a community of this size, facility improvements and changes are needed across the department, and the demands of modern law enforcement require a steady effort to evaluate and adopt tools and technology to make our work more effective. Now on more steady ground than we were four years ago, we look to Sheriff Nanos to reshape our department to meet tomorrow's needs. Clearly, he has the executive experience to evaluate community and department challenges and guide us to winning solutions. We are excited to lend support to his campaign and confidently endorse Sheriff Nanos as the most capable and qualified law enforcement leader for our community.



Gerard Moretz, President