



# Pima County Sheriff's Department

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Clarence W. Dupnik  
Sheriff

Christopher Nanos  
Chief Deputy

Keeping the Peace and Serving the Community Since 1865

June 23, 2015

Honorable Chairwoman Sharon Bronson  
and Members of the Pima County Board of Supervisors  
150 W. Congress Street, 11<sup>th</sup> Floor  
Tucson, AZ 85701

*Re: Letter of Resignation/Retirement*

Dear Chairwoman Bronson and Members of the Pima County Board of Supervisors:

It has been a great and humble honor to serve on behalf of the citizens of Pima County as Sheriff. I have dedicated the last 35 years working relentlessly toward making our community safe for the people of Pima County. I have the utmost confidence that the Department is at a junction of continuity and one that will continue to cultivate as a leading agency. Therefore, it is with a heavy heart, that I tender my resignation as Sheriff of Pima County and retire effective *July 31, 2015*.

When I first became Sheriff in 1980, the Department was not a highly respected agency. But, through the hard work and efforts of the past and present employees of the Pima County Sheriff's Department, we have become highly regarded for innovative law enforcement and corrections services and programs. The Pima County Sheriff's Department is without question, one of the best law enforcement agencies in the country. I have been privileged to be Sheriff and the leader of this great organization, but the credit for our success lies in their hard work as they instilled my vision and goals. I hope you are as proud of the organization as I am. They carry a tremendous responsibility as it relates to the safe, respectful and peaceful conduct of our society and I know they will continue the rich precedent of serving this community with the right leadership

As you know, Arizona law empowers you to select an appointment to complete the remainder of my unexpired term. While I understand the selection is yours, I would like you to respectfully consider my professional recommendation based on a decade of observation, evaluation and sound judgment. In today's world of heightened public attention and expectations, the arrival of the information age, and a general distrust of law enforcement organizations, a law enforcement leader of the future must possess a variety of skills in order to survive in a climate of heightened expectations and constant change. As you recall over a year ago I promoted *Chief Deputy Chris Nanos* as my second in command. The position had been held vacant for over a decade as I wanted to ensure that my endorsed successor shared similarities in vision and exhibited characteristics of humility along with intellect. Importantly, a person that possess an empathy towards community policing to improve the police public image and that of the interactions with citizens, a person that strives for organizational transparency and is insistent on ethical decisions and integrity, a person that distinguishes tactics from strategy, a visionary and one that helps employees recognize their responsibility to shape the future and lastly a person with strong investigational experience. Leadership is a process, not a position - leadership implies followers, but leaders must lead by example and I can't think of no one more qualified to take on the challenges of this role than Chief Deputy Nanos. I have seen the progression of this leader and I believe he is ready to lead. Therefore, I wait with great anticipation that the department I am leaving will continue to prosper under his leadership and I hope you assist in navigating my vision for this department's future.

Letter to Chairwoman Bronson and Pima County Board of Supervisors

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After 57 years in law enforcement, it is time for me to pass this role to the next generation. My years as Sheriff of Pima County have been some of the most rewarding of my life and I want to thank my constituents for their entrusted leadership and for affording me the opportunity to be their Sheriff.

I begin the next chapter in my life with a tremendous amount of gratitude for your support and trust throughout the years. Without the support of the Board, many of the department's achievements would not have been attainable – it is a proud partnership that has laid down the foundation of the Pima County Sheriff's Department and for this I am extremely grateful.

God bless and Godspeed!

Respectfully,

A handwritten signature in blue ink, appearing to read "Clarence W. Dupnik". The signature is fluid and cursive, with a large initial "C" and a stylized "D".

Clarence W. Dupnik  
Sheriff of Pima County

c: Chuck Huckelberry, Pima County Administrator  
Robin Brigode, Clerk of the Pima County Board of Supervisors