



**PIMA COUNTY DEPUTY SHERIFF ASSOCIATION**  
PO Box 1107  
Cortaro, AZ 85652

**VOTE OF NO CONFIDENCE  
FOR**

**Sheriff Mark D. Napier, Pima County Sheriff's Department.**

We, the undersigned board members of the Pima County Deputy Sheriff's Association and the Pima County Corrections Officers Association wish to express our dissatisfaction with the current Sheriff, Mark Napier.

This letter is an expression of our vote, along with the majority supporting votes of our memberships, asserting NO CONFIDENCE in Sheriff Mark Napier and his ability to lead the Pima County Sheriff's Department. We understand the severity of this decision and we did not arrive at it hastily.

When Sheriff Napier campaigned for the Pima County Deputy Sheriff's Association and the Pima County Corrections Officers Association's endorsements he provided a list of 26 promises. One such promise was to "work tirelessly to have the step plan funded in perpetuity." He further promised "to make every effort politically and publicly to make this happen." Instead, he has abolished the step plan completely.

During his campaign he promised to cut what he described as a "top heavy" organization. Yet, he now has "appointed" the largest command staff in the history of the Pima County Sheriff's Department. Completely counterintuitive to the Associations' perspective and by Sheriff Napier's direction, the Department's line-level staffing has actually shrunk. These actions have palpably deflated morale, created an untenable and unsafe work environment, and compromised the public's safety in Pima County.

We continue to lose ground with Sheriff Napier who, while unwilling to listen, fails to recognize his mistakes. Thus, there is no hope for learning or improvement. There is no way forward with Sheriff Napier. We need different leadership.

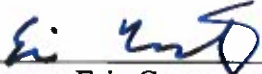

One crisis after another has unfolded under Sheriff Napier's leadership. Employee morale has reached a new low. It is time for change.

For these reasons, we the undersigned, vote "NO CONFIDENCE" in Sheriff Napier. We hope he will abide by his repeated promise to us: if the employees of the Pima County Sheriff's Department do not "want [him] for a second term", he would graciously step down.


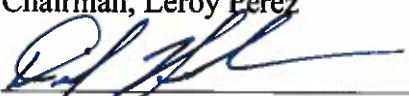


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**Pima County Deputy Sheriff's  
Association**

  
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Chairman, Eric Cervarez  
  
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Vice Chairman, Ricardo Garcia

**Pima County Corrections Officers  
Association**

  
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Chairman, Leroy Perez  
  
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Vice Chairman, Daniel Hancock