

Memo

To: To Whom It May Concern
From: Captain Jeffrey B. Karns
CC:
Date: November 29, 2010
Re: Letter of Reference: Ferris E. Lucas Award – Sheriff of the Year

My name is Jeffrey Karns and I am a Captain with the Pinal County Sheriff's Office, currently serving as the Support Services Bureau Commander. I am in my 18th year with the Pinal County Sheriff's Office and have been in policing, both military and civilian, since 1982. Sheriff Babeu is the 5th Sheriff I have served under during my tenure with Pinal County.

Since assuming office in January of 2009, Sheriff Babeu has systematically, professionally and with a great deal of focus and discipline, carried out some major organizational and operational changes in the office.

Some of those changes are summarized below:

1. Planned, organized and implemented a structural organizational change wherein the geographical patrol boundaries of the agency were redrawn and personnel redistributed according to population/calls for service and other priority areas. This operational change resulted in a marked reduction in response times to calls for service and to an increase in deputy presence and visibility, which has increased public safety throughout the county.
2. Created and ushered in several key positions which did not previously exist in the office and which have directly contributed to a marked improvement in the professionalism, accountability and operations of the office. Among those positions were a professional Communications and PSAP Manager, a Grants Manager, a Warehouse Manager and a Finance Manager. All these positions have directly contributed to increased oversight and accountability in key areas of the office and improved officer safety and communication through procurement of needed equipment and training.
3. Spearheaded the outfitting of the Sheriff's Office Fleet with Mobile Data Computers which had previously not been available. This has increased the timeliness of reporting, improved officer safety, reduced radio air-time usage and ensured that deputies spend more time visible and available in the field.
4. Spearheaded the acquisition of funding for needed patrol rifles and other equipment that was previously not issued or available. This has made our personnel properly equipped and increased their safety and their ability to perform their duties.

5. Implemented a system of increased personnel accountability and restructured the Office of Professional Standards. This has brought about much needed improvements in the investigation and action on information of potential officer misconduct.

6. Placed a renewed focus and a much needed shift of resources to the internal training function. Since Sheriff Babeu has shifted those resources, the office has developed a phenomenal yearly training program of mandatory and advanced officer training, which has been opened to outside agency participation. There has been a reduction in deputy use of force complaints and in actions which caused liability to the County and the Agency. Officer survival skills and other skills and knowledge have improved drastically under Sheriff Babeu's tenure.

7. Steadfastly implemented a system of increased investigation, interdiction and enforcement of human/drug smuggling and in enforcing established laws related to illegal immigration. Sheriff Babeu has been a champion of law and order related to these areas. He has taken the forefront in keeping these issues in the national attention and in championing Arizona's SB 1070 law despite some very hostile and negative focus for his doing so. These efforts have improved the safety of the citizens of Pinal County and of the State of Arizona.

This list could be expanded almost endlessly; yet, the listed accomplishments provide a view into the major and necessary changes that Sheriff Babeu has brought to the agency. There is a renewed sense of professionalism and agency pride that has spun off of the programs and improvements ushered in by Sheriff Babeu. This is due in no small part by his visible, open, courageous and steadfast leadership. He has shown himself to be very intelligent, driven to make improvements and sensitive to the community he serves.

Sheriff Babeu is a credit to Pinal County, the Peace Officer Profession and to the Office of Sheriff in general. He epitomizes what a Sheriff should be and he not only advocates these things, he lives it.

Please accept this letter of reference on behalf of Pinal County Sheriff Paul Babeu, to be considered for the Ferris E. Lucas Award – Sheriff of the Year.

Sincerely,

Captain Jeffrey B. Karns