

# Maricopa County Sheriff's Office

## Joe Arpaio, Sheriff



### **SHERIFF ARPAIO FULLFILLS PROMISE TO THE PUBLIC HIRES OUTSIDE CONSULTANT**

November 15, 2011

(Phoenix, AZ) Today Sheriff Arpaio was presented with a proposal to revamp the Maricopa County Sheriff's Office employee discipline policy. This is the result of a promise Sheriff Arpaio made to the public this summer to hire an outside consultant to review the current policies and develop a uniformed disciplinary practice to include mitigating and aggravated circumstances.

Arpaio hired Mike Branham as the consultant for the developing of this "discipline matrix." Branham has an extensive background in law enforcement. He was formally the Chief of Police for Youngtown Police Department, Director of the Arizona Criminal Justice Commission and most recently was the Director of Juvenile Corrections for the State of Arizona. Mike Branham is also a graduate of the FBI National Academy.

Sheriff Arpaio says, "This proposal will ensure any violations of policy are met with the discipline that is evenly applied to all and considers all circumstances." The intent of this policy is to ensure adherence to reasonable standards of performance and conduct to help employees understand the consequence of violations of policy and the ramifications of continued violations.

For this critical policy revision, Sheriff Arpaio sought someone with extensive and broad experience in law enforcement, executive management and policy development who brought a fresh approach to the issue of discipline and not a "canned response."

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