Sheriff Paul Penzone Sets Command Team
Veteran Staff and Newcomers Lead High Performing Organization

Sheriff Paul Penzone has set the Maricopa County Sheriff’s Office (“MCSO”) Command Team with a mix of new appointees and veteran staff.

“There are very talented people in this organization who have great ideas,” said Sheriff Penzone in announcing the appointments on January 27, 2017.

The Sheriff consulted with a number of MCSO employees and outside parties in assisting in making these personnel decisions. The individuals promoted were identified as talented leaders, respect throughout the organization.

Three of the five individuals are assigned to the newly created MCSO Compliance team reporting to Chief of Staff & Special Counsel Stephanie Cherny. This team is led by Executive Chief Bill Knight, Deputy Chiefs Fred Aldoras and Stephanie Molina and is tasked with assisting MCSO in its compliance with the law, MCSO policies and procedures as well as all court orders and directives. It is another sign that Sheriff Penzone is focused on prioritizing compliance.

Deputy Chief Russ Skinner was promoted to oversee the Patrol Division reporting to Executive Chief Matt Giordano. Sheriff Penzone also promoted Chief Tracy Haggard to acting Executive Chief of Custody. Chief Haggard has been with MCSO for 31 years and will be essential in leading the detention side as a national search is conducted for the permanent Executive Chief.

This team joins a MCSO Leadership group that Sheriff Penzone announced on December 20, 2016. In addition to Chief Deputy Ben Henry, the new leadership team includes Chief of Staff & Special Counsel Stephanie Cherny, Executive Chief Matt Giordano, Commander of Special Programs Ken Mentzer, Community Relations Director James Collins and Director of Public Information Mark Casey.

“With these talented individuals in place, we have the opportunity to refocus and redefine the Maricopa County Sheriff’s Office,” explained Sheriff Penzone. “We are one organization, one office, one family committed to the families of this community to keep everyone safe.”
Announcing the full leadership structure caps an action-filled first month in office by Sheriff Penzone that includes:

- Committing to conduct professional law enforcement with respect toward the people and communities served by MCSO. This includes the creation of Community Advisory boards to build partnerships and better understand different cultures.
- Committing to active review and training in use of force situations to create better outcomes while learning from our deficiencies and our successes.
- Committing to a full analysis of spending by MCSO to determine the best allocation of people and equipment to deliver top law enforcement.
- Committing to elevating the role of and professional standards for Detention Officers and programs.
- Committing to creating effective, supportive, and cooperative partnerships with other law enforcement agencies at all levels.
- Committing to launch crime prevention initiatives with education and enforcement dealing with fugitive apprehension, fraud aimed at the elderly, crimes against children, and battling opioid addiction.
- Appointing the SPEAR Team (Sheriff Penzone’s Executive Advisory Review) to study and offer recommendations to the Sheriff on Special Issues. Its first project is analyzing Tent City.
- Meeting with the Court Monitors and working hands on to bring MCSO into compliance with the orders by U.S. District Court Judge Murray Snow.

“I’m very grateful to have this highly skilled team helping to make Maricopa County one of the safest communities in America,” said Sheriff Penzone.

FOR MORE INFORMATION CONTACT:

Mark Casey
Director of Public Information
Maricopa County Sheriff’s Office
Office – 602-876-1803
Mobile – 602-397-6224
m_casey@mcso.maricopa.gov
PROMOTIONS TO STRENGTHEN MARICOPA COUNTY SHERIFF’S OFFICE COMPLIANCE TEAM

**Promoted from Deputy Chief to Executive Chief: William T. Knight.** He joined MCSO in 1993 as a Deputy Sheriff and has worked in District 1, Lake Patrol, Special Investigations Division, Computer Crimes, Major Crimes, Public Information Office, Command Administration, Internal Affairs and the Bureau of Internal Oversight. Executive Chief Knight has strong business and analytical skills that make him the go-to person in the area of compliance and internal oversight. He earned a B.S. in Information Technology from Devry University. Executive Chief Knight is promoted to the newly created position of Chief of Compliance.

**Promoted from Captain to Deputy Chief: Stephanie Molina.** She joined MCSO in 1993 and as a Deputy Sheriff worked the major investigations bureaus including Major Crimes, Central Detectives, Special Investigations, and Computer Crimes. She was instrumental in the development and implementation of Office policy and protocol involving internet investigations; and developed a cyber threats/cyber bullying curriculum for educators who wanted to minimize the negative impact the internet had in the classroom, while maintaining and safeguarding students’ first amendment rights. After being promoted to Lieutenant, Deputy Chief Molina worked in the Policy and Legal Compliance Division and Court Implementation Division; working with legal counsel and the federally appointed Court Monitor to ensure compliance and implementation of the Court’s Order and mandated requirements. As a captain, she managed the Professional Standards Bureau ensuring fair and impartial investigations while protecting employees’ rights. She is known for her professionalism and dedication to MCSO’s efforts to aid staff in achieving professional and personal success. She has a Bachelor of Arts Degree from the University of California, San Diego and is an adjunct faculty member at Phoenix Community College.

**Promoted from Captain to Deputy Chief: Fred Aldorasi.** His career exemplifies the high level of quick thinking, adaptation and action that brings the best outcomes possible when our community needs smart, strong law enforcement work. Deputy Chief Aldorasi joined MCSO in 1989 as a Deputy Cadet and over the years and through many promotions and changes in responsibility, has led divers in Lake Patrol, the MCSO Mounted Unit and detectives of the Homicide Unit. He learned budget and financial administration while maintaining oversight over patrol functions and investigations, a tough balancing act. Deputy Chief Aldorasi’s performance led to a promotion to Captain to the Major Crimes Division, Special Investigations Division and then Court Compliance and Implementation Division. He is known as fair, impartial, and approachable, essential qualities in leadership in a high performing organization. Deputy Chief Aldorasi is responsible for Internal Oversight.
PROMOTIONS TO STRENGTHEN MARICOPA COUNTY SHERIFF’S OFFICE
PATROL AND DETENTION

Promoted from Captain to Deputy Chief: Russ Skinner. Deputy Chief Skinner started his career as a Deputy Sheriff with Maricopa County in 1990. He has worked in several capacities throughout the Office serving the community in various roles of patrol, investigations and community educational programs. Deputy Chief Skinner has been characterized as an active and effective law enforcement professional. As a Deputy, he was deeply committed to building community relations working in the DARE, Block Watch and Public Safety and Educational Programs. He was also an exceptional Detective by serving in investigative roles in Narcotics, Financial and Computer Crimes and made it a priority to build relationships with prosecutors, outside agencies and the public. Over the past few years, Deputy Chief Skinner has been assigned to areas involving Implementation and Compliance efforts with the Federal Court Order and the Lake Patrol Division. Deputy Chief Skinner will be assigned as the Patrol - East Bureau Commander.

Promoted from Deputy Chief to Executive Chief (Acting): Tracy Haggard. She joined MCSO in 1985 as a Detention Officer Cadet and advanced steadily through the organization to Sergeant, Lieutenant, Captain and Deputy Chief. She has a deep operational understanding of all aspects of Maricopa County’s Detention facilities, staff, and inmates built from a hands-on approach. She is known as a decisive, problem-solving and compassionate leader who motivates and empowers her team to success. Tracy Haggard’s promotion addresses Sheriff Penzone’s pledge to raise standards in detention. Executive Chief Haggard earned a B.S. in Human Services from Wayland Baptists University and is a Certified Jail Manager (CJM) through the American Jail Association.