



Cochise County Board of Supervisors

Public Programs...Personal Service
www.cochise.az.gov

Policy Title: Separation of Service - Sheriff's Office Sworn Personnel

Policy Number: 2221

Effective: February 1, 2017

Supersedes:

Last Reviewed/Updated:

Scope/Coverage: Employees of Cochise County Sheriff's Department

Policy Contact: Director, Human Resources

A Sheriff's Office employee who voluntarily terminates employment with the County within 180 days of receipt of uniform allowance shall return 50% of monies received for the uniforms, or have that amount withheld from their final paycheck.

In certain situations, the Sheriff's Office negotiates an agreement stipulating conditions of employment for Sworn Personnel. Typically, this is a situation where the employment is conditioned upon successful completion of the Arizona's Peace Officer's Standards and Training (POST) and certification as a law enforcement officer. Such training is paid for by the County and the regular salary is paid during the training. When such an agreement is in place, if the employee 1) fails to successfully complete the POST training, or 2) terminates employment (voluntarily, or for cause) prior to the expiration of a three-year period following completion of POST training, then the employee shall reimburse the Finance Department on a pro rata basis for all training costs paid by the County.