



**THOMAS M. KNIGHT, SHERIFF**  
**SARASOTA COUNTY SHERIFF'S OFFICE**

Post Office Box 4115  
Sarasota, Florida 34230-4115  
Telephone (941) 861-5800  
Fax (941) 861-4039  
[www.sarasotasheriff.org](http://www.sarasotasheriff.org)

Dear Citizens of Sarasota County,

March 18, 2009

As your recently elected Sheriff, one of my first tasks was to ask for a thorough and objective evaluation of our agency so all of us—including the members of the Sheriff's Office, Sarasota County's government and taxpayers—could see exactly where we stand today.

The management review, sometimes referred to as a staff inspection, is a tool used in both the public and private sectors to provide organizations with an outside perspective of their culture, level of efficiency and effectiveness in achieving their mission—which, of course, in our case is protecting Sarasota County's citizens.

**The information gleaned from this review is vital, as it will serve as the basis on which we will make changes and build for the future of our agency and our community.**

The review was conducted by an unbiased, outside transition team including some of the top law enforcement experts in the state: retired Manatee County Sheriff Charlie Wells; retired Florida Department of Law Enforcement Assistant Commissioner Dr. James Sewell; and retired Miami-Dade Police Department Major George Aylesworth. They were assisted by members from the Hillsborough County Sheriff's Office. These professionals not only assessed our current systems and structure, but also considered how we could improve and modernize the Sheriff's Office based on best practices throughout the nation.

We are using the information contained in this report to re-organize the Sheriff's Office in a way that streamlines operations and makes our agency more effective in enforcing laws as well as protecting citizens. It builds in greater employee and supervisor accountability, and appropriately places the focus on the deputies who patrol our streets. It will also help us as we strategically prepare for the future.

I have reviewed this information and have discussed it with my staff and the transition team. The report has been completed and is now available in downloadable electronic format on our agency website: [www.sarasotasheriff.org](http://www.sarasotasheriff.org).

I would like to thank the transition team for their help in conducting the review and preparing the report. They have been instrumental in helping us take the first step toward making the Sarasota County Sheriff's Office a model for other law enforcement organizations throughout the nation.

A handwritten signature in black ink that reads "Tom M. Knight".

Sheriff Tom Knight



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• 2071 Ringling Boulevard • Sarasota • Florida 34237-7036 •

