

Sarasota County Sheriff's Office

# STRATEGIC PLAN

FY25/26 – FY28/29



Under the leadership of Sheriff Kurt A. Hoffman



Dear Citizens of Sarasota County,

I am proud to present the Sarasota County Sheriff's Office Strategic Plan for FY25/26 through FY28/29. This reflects our ongoing commitment to ensuring the safety, security, and well-being of every citizen, family, and visitor in Sarasota County. Our community continues to grow and evolve, and with that growth comes new challenges and opportunities. This plan was designed to not only address the current needs of our community but also to anticipate future demands so that our agency remains prepared. It represents the hard work and dedication of the men and women of this agency, combined with the voices of the citizens we serve, and it reinforces our core values of integrity, respect, service, and fairness.

Public safety is more than the absence of crime—it is about building trust, fostering relationships, and ensuring that our services reflect the values of the community. Within this plan, you will find clear goals. We also remain committed to addressing issues such as traffic safety and drug prevention while also dedicating resources to community outreach, youth engagement, and mental health initiatives. These priorities are rooted in our belief that law enforcement is most effective when it operates in partnership with the community it serves. Together, through collaboration and transparency, we can continue to uphold Sarasota County as one of the safest and most desirable places to live, raise a family, work, and visit.

This Strategic Plan provides a vision for the future and a message to remain steadfast in our duties. The trust and support of our community is the platform of our success, and together we will continue to build Sarasota as the overall best county in Florida.

I personally thank the Community Group Members, the Internal Workgroup and the Command Staff that helped with this plan along the way. I am grateful for the enthusiasm and dedication of everyone who participated in this process.

Sincerely,

A handwritten signature in black ink that reads "Kurt A. Hoffman". The signature is fluid and cursive, with a distinct "K" at the beginning.

# MISSION

The mission is to provide effective and efficient service in partnership with our community.

# VISION

Our vision is a professional agency guided by our values and united with the community to make Sarasota County a safe place to live, work and visit.

# VALUES

The Sarasota County Sheriff's Office values are integrity, respect, service and fairness.



# **GOAL 1: TO OFFER INNOVATIVE SOLUTIONS TO PUBLIC SAFETY AND QUALITY OF LIFE ISSUES IN SARASOTA COUNTY**

## **Objective 1-1**

To enhance community-based activities, as well as increasing educational, informational, and enforcement programs that build on SCSO's partnership with the community.

## **Objective 1-2**

To explore the need and development of a Real Time Information Center (RTIC) to enhance public safety by providing law enforcement with a real time intelligence and situational awareness.

## Objective 1-3

To implement community engagement software to evaluate and document public surveys in response to service.



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# **GOAL 2: TO PREPARE, SUPPORT, AND PROVIDE A PROFESSIONAL WORKFORCE TO BETTER SERVE THE COMMUNITY**

## **Objective 2-1**

To enhance crisis awareness and intervention through continued and advanced training.

## **Objective 2-2**

To reevaluate the need of an agency-wide expansion of the peer support programs.

## **Objective 2-3**

To evaluate the need for critical incident training for non-sworn members.

## **Objective 2-4**

To foster an environment that supports continuous learning and professional development inclusive of an agency mentoring program.

## **Objective 2-5**

Continue to monitor and evaluate participation in agency wellness programming while gathering feedback and determining any need for improvement.



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# GOAL 3: TO PLAN FOR AND ADAPT TO THE CHANGING NEEDS OF THE AGENCY AND THE COMMUNITY IT SERVES

## **Objective 3-1**

Continue to evaluate and enhance the agency's information technology

## **Objective 3-2**

To collaborate with Sarasota County for the expansion of the Sarasota County Correctional Facility, SCSO Headquarters, SCSO Aviation hangar, and any other facility needs which may be identified.

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### Objective 3-3

Ensure transparency regarding our agency's activities and resource requirements through various social media platforms and public forums.

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# SUMMARY

This strategic plan utilizes a four-part time frame for implementation of goals: short term, intermediate, long term, and ongoing.

**Short term** - are currently underway or to be implemented and anticipated for completion between October 1, 2025, and September 30, 2026.

**Intermediate** - are expected to be implemented and anticipated for completion between October 1, 2026, and September 30, 2028.

**Long term** - are expected to be implemented and anticipated for completion between October 1, 2028, and September 30, 2029.

**Ongoing** - refers to objectives which, once implemented, will be continued indefinitely by Sheriff's Office personnel.

Performance measures or success will be quantified by assigned members submitting quarterly reports to document the progress made toward achievement of the stated objective, significant problems associated with its achievement, and any significant deviation from the approved implementation plan.

The plan shall be reviewed and updated each year to reflect changes in crime patterns, citizen and agency expectations and needs, demographics, and economic conditions in Sarasota County.

# A SPECIAL THANK YOU

To the three distinct groups who helped develop this strategic plan.

## INTERNAL WORKGROUP MEMBERS

Professional Standards Lieutenant Blair Waller  
Personnel Manager Emily Mruczek  
Fiscal Accountant Karen Silano  
Radio Maintenance Supervisor Chris O'Donnell  
EOB Manager Cindy Bresse  
Patrol Lieutenant Chris Schale  
Special Operations Sergeant Sam Lutz  
Investigations Sergeant Steve Leavitt  
Investigations Detective Lenishia Twenty  
Court Services Deputy Carl Severs  
Corrections Operations Deputy Marc Ulum  
Corrections Services Sergeant Patrick Busenburg  
Corrections Services Deputy Lauren Kleinfeldt

## COMMUNITY GROUP MEMBERS

Jennifer Johnston, Gulf Coast Community Foundation  
Jon Thaxton, Gulf Coast Community Foundation  
Bill Sadlo, Boys and Girls Clubs of Sarasota and DeSoto Counties  
Shawny Robey, Lightshare  
Crystal Bailey, Selby Gardens  
Sonya Johnson, NAMI  
David Pfeiffer, Operation Patriot Support  
Kim Adler, Jewish Federation of Sarasota and Manatee Counties  
Michael Evanoff, Evies  
Sebastian Girstl, Riverview High School (Student)

## COMMAND STAFF MEMBERS

Colonel Brian Woodring, Chief Deputy  
Major Brian Meinberg, Courts and Corrections Division  
Major Ryan Brown, Law Enforcement Division  
Chief Lisa Kiesel, Administrative Division  
General Counsel Julie Herd  
Captain Joseph Giasone, North Patrol Bureau  
Captain Bryan Ivings, South Patrol Bureau  
Captain Debra Kiner, Corrections Services Bureau  
Captain Jeff Vajdik, Corrections Operations Bureau  
Captain Adam Kaskey, Investigations Bureau  
Captain Brian James, Special Operations Bureau  
Captain David Parisi, Support Services Bureau  
Captain Daniel Tutko, Emergency Operations Bureau  
Director Willie Holland, Information Technology Bureau  
Director Staci Pickavance, Human Resources Bureau  
Director Shannon Sutton, Finance Bureau  
Director Doug Cruise, Fleet Services Bureau

A large, ornate gold badge is positioned on the left side of the image. It features a five-pointed star in the center, surrounded by a circular border with the words 'SARASOTA COUNTY SHERIFF'S OFFICE'. Below the star is a circular emblem depicting a coastal scene with a sun, water, and land. The badge is set against a dark green background with a yellow curved shape.

DISCOVER MORE AT [WWW.SARASOTASHERIFF.ORG](http://WWW.SARASOTASHERIFF.ORG)



SARASOTA COUNTY  
SHERIFF'S OFFICE



INTEGRITY ★ RESPECT ★ SERVICE ★ FAIRNESS