



Santa Rosa Sheriff's Office

Sheriff Bob Johnson

To: Sheriff Johnson

From: Capt. Scholl

Date: February 5, 2026

Re: 2025 Strategic Plan Review

In accordance with agency guidelines and CFA accreditation standard 1.04 an annual review/evaluation of the strategic plan was conducted. The following is a summation of the review of goals and strategies by department/division. There have been some personnel changes which are reflected on the agency's organizational chart.

Department of Law Enforcement:

Anticipated Personnel Needs:

Patrol Deputies (16 positions):

District 1 (Gulf Breeze) -- 2 deputies

District 2 (Navarre) – 4 deputies

District 3 (Pace) – 4 deputies

District 4 (Milton) – 4 deputies

District 5 (Jay) – 2 deputies

Investigations and support (7 positions):

Internet Crimes Against Children (ICAC) – 1 sergeant and 1 detective

Property Crimes – 1 detective

Offender Registration – 1 detective,

Criminal Apprehension Team (CAT) – 1 deputy,

Crime Analysis – 2 analysts

GOAL 1, Objective 2: The Sheriff's Office will combat the opioid epidemic through enhanced enforcement and investigative techniques.

- CID's Narcotics Unit continues to use SAFE funds for fentanyl related narcotics purchases and investigations to continue to hold drug dealers accountable.
- In July 2025, SRSO announced the arrest of a Pace man for first-degree murder by illegal distribution of a controlled substance in connection with a 2023 fatal fentanyl overdose.
- The Narcotics Unit collaborated with FDLE on a Title III Wire Intercept targeting a fentanyl distribution network in Northwest Florida in October 2025.

GOAL 5: The Santa Rosa County Sheriff's Office is committed to Officer Safety and Wellness

Strategy 1: Enhanced In-House Training

- The Training Division has continued with ongoing in-house training programs emphasizing educational and practical applications. Additionally, we have facilitated specialized training opportunities through local and out-of-state programs to ensure our staff are equipped with diverse skill sets necessary for various law enforcement duties.
- In May 2025, the Santa Rosa County Sheriff's Office partnered with the National Command and Staff College (NCSC) to create the SRSO Online Training Academy to support employee continued development. This training platform will provide you with additional tools and resources while staying current on topics impacting the law enforcement profession

Strategy 3: Supervisor Training and Resources

- Comprehensive supervisor training continues to be implemented, ensuring they are prepared to provide necessary resources and assistance to team members. Furthermore, all agency staff continue to have direct access to the "Mind Base" application, which serves as an additional resource for their professional development.
- The Training Division will seek engagement with FBI-LEEDA (Law Enforcement Executive Development Association) for enhanced training for supervisors within the agency.

Personnel Actions

The Criminal Investigations Division (CID) canvassed SRCSO with the following In-House Announcements to fill existing vacancies:

- * Major Crimes Sergeant in December 2025.
- * Major Crimes Detectives in January, March, and August 2025
- * Property Crimes Detective in March 2025.
- * Criminal Apprehension Team (CAT) Deputies in July and September 2025.

GOAL 9, Objective 1: Improve the capabilities of the Computer Forensic Unit to handle complex technology-based investigations in an efficient manner.

- CID recruited, assigned, and trained two additional detectives for computer forensics and digital investigations.
- The Computer Forensics Unit installed faraday lockers in evidence and computer forensics to upgrade the capabilities of SRSO regarding digital investigations.
- An SRSO Computer Forensics Detective completed Berla Vehicle Forensics training for extracting and analyzing data in seized mobile devices sponsored by the US Secret Service.

GOAL 10, Objective 1: Resource allocation to effectively combat emerging trends in fraud related crimes.

- To strengthen SRSO's ability to combat fraud and cryptocurrency related crimes, a Property Detective completed training related to investigating and seizing cryptocurrency and digital wallets.

Department of Detention:

GOAL 7: The Santa Rosa County Sheriff's Office is committed to enhancing the security and safety of our Detention Division.

- Additional cameras have been added to the recently upgraded CCTV system, furthering enhancing security monitoring in and around the facility.

GOAL 8: The Santa Rosa County Sheriff's Office is committed to reducing recidivism.

- Reentry programs have been expanded to include:

- * NWFL Fatherhood Initiative – a course designed to assist incarcerated men become better fathers and reengage with their children.
- * Addiction Recovery – a class for those struggling with alcohol or drug dependencies.
- * Reentry Briefing – a monthly meeting with inmates approaching release to connect them with community resources and support.

Department of Administration:

Personnel Actions

In conjunction with the agency's goals for personnel within the Department of Administration the following have been achieved or are in process:

- Human Resources has added one (1) Human Resource Specialist position meeting our current anticipated needs.
- Records has added one (1) additional Records Clerk position meeting our current needs but with close oversight for potential new additions later with increased public records request.
- Fiscal has added no new positions as of now. In fact, one existing position was reallocated to Records due to the increased workload there. This transition is still under review and if the position reallocation causes negative impacts within Fiscal, steps will be undertaken to readdress and implement staff enhancement.
- Information Systems has added one (1) new Help Desk position to be filled within the next (60) days with one existing position upgraded to a Cyber Security position to enhance and upgrade our system security. One additional position is still slated for future growth.

Anticipated Capital Improvements/Equipment Needs

- The agency continues to enhance and upgrade our critical equipment by replacing, on a regular planned basis, all computers and associated servers and other equipment at or before the manufacturers' recommendations and sooner when necessitated by mandates required by the FBI in conjunction with CJIS requirements.

GOAL 6: The Santa Rosa County Sheriff's Office is committed to continual improvements in our operations using our Computer Aided Dispatch Systems (CAD), Records Management Systems (RMS) and our Jail Management Systems (JMS).

Strategy 1: Maintain and Improve Programs

The agency has contracted with Tyler Technologies to provide new CAD services, as well as new Records Management systems for all our operations. This initiative is still ongoing as of this time with Data Archiving and other project milestones being addressed in conjunction with new project timelines being put forth for consideration. Multiple areas of ongoing training for agency personnel have taken place ahead of a still to be determined new "Go Live" date.

Strategy 2: Provide Guidance and Support to Staff on Program Changes

Implementation and training as to the above is ongoing. Additionally, system upgrades to our other systems are routinely implemented as soon as they are released by our vendors. In this transition minimal but ongoing required updates and mandatory updates are being implemented by our staff in conjunction with CTS/SMARTCOP, which is still our current applications and RMS provider.

Strategy 3: Monitor and Evaluate Existing and New Programs

The agency, as noted prior, evaluated the effectiveness and future viability of our current CAD and Records management systems (CTS/SmartCop) and it was determined that this vendor no longer met our future needs, which resulted in our search to seek out and contract a new service provider (Tyler Technologies). As previously noted in Strategy 1 (above) this initiative is still ongoing.

In addition, planning is underway with the Santa Rosa County Board of County Commissioners and the Department of Emergency Management to conceptualize and build a new consolidated communications center.

New Construction:

This initiative is still in the planning and development stages with the Santa Rosa County Emergency Management Department taking the lead. Initial building and location schematic have been completed in conjunction with all affected departments to include the Sheriff's Office. Pending further action by the Santa Rosa Board of County Commissioners as to funding, no specific timeline for further project development is available currently.

Professional Standards Accreditation

The Santa Rosa County Sheriff's Office was re-accredited on October 23rd, 2025, and received its second Excelsior Recognition. During this most recent reaccreditation the agency also satisfactorily met every standard (no exemptions) set forth by the Florida Commission for Law Enforcement Accreditation. This was a first for the agency and is very uncommon throughout the entire state to achieve.

Anticipated Capital Improvements:

The Sheriff's Office in conjunction with the Santa Rosa Board of County Commissioners continues to move forward with planning and development toward a new Public Safety Building to be located here on property adjacent to the current SRSO headquarters. During Fiscal year 2025 plans were drawn out for the new complex, and these are still currently in development. In addition, property site work has been undertaken in part with soil testing having been completed. This project is ongoing and will continue over the next approximately two years, barring possible delays beyond our control.

Department of Special Operations**Anticipated Personnel Needs:**

A total of three (3) deputies for the following positions:

Interdiction – 1 deputy

Traffic Unit – 2 deputies

School Resource Officer – School Safety

All schools within the county are staffed with a school resource officer and no changes are needed.

Disaster Response Team (DRT)

The disaster response team is staffed and equipped to respond to emergencies within Santa Rosa County, and it is prepared to assist other counties when requested. No changes are needed.

Traffic Unit and Interdiction Unit

These units are staffed and equipped. Additional personnel as outlined above would enhance the effectiveness of both units. No other changes are needed.

Marine Unit

The Marine Unit is staffed and equipped. No changes are needed.

Honor Guard

The honor guard unit is staffed and equipped. No changes are needed.