



Neal Trautman, Inc

Formerly the non-profit, National Institute of Ethics

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To whom it may concern:

As Director of the National Institute of Ethics, I presented over 1,000 law enforcement ethics seminars and conference presentations during the last twenty-two years. Observing hundreds of police administrators placed me in a unique position to recognize leadership excellence. This is exactly what Rick Staly exemplifies. I highly recommend him as a candidate for sheriff.

I have known Rick since the 1970s when we were both law enforcement officers in Central Florida. We took Criminal Justice college courses together at Rollins College. There have been countless opportunities for me to witness and learn about his professionalism and leader abilities. He deserves the utmost of respect and trustworthiness.

Rick Staly has dedicated his life to the highest ideals of law enforcement. His desire to become sheriff is driven by his wish to "make a difference" for his community. From patrolling the roughest neighborhoods in Orange County, where he was seriously wounded on duty, to having the type of leadership style through which employees flourish, he is truly an exceptional administrator.

When you recommend someone, it means they have earned your confidence and trust. It signifies that you are willing to put your reputation "on the line" for that person. Further, you are confirming he or she is an honorable, moral, decent individual. I take this task seriously, and am honored to have the opportunity to tell others my opinion of Rick Staly as a candidate for sheriff.

Sincerely,

Neal E. Trautman, Ph.D.
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Sheriff Kevin Beary

ORANGE

Telephone (407) 836-3700

COUNTY SHERIFF'S OFFICE

Post Office Box 1440, Orlando, Florida 32802-1440

January 30, 2001

To Whom It May Concern:

I would like to take this opportunity to highly recommend Frederick J. "Rick" Staly to you for employment.

I have known Rick for more than twenty years both on a personal and professional level. I have always found him to be knowledgeable, dependable, ethical and professional. His personal integrity is of the highest level and beyond reproach. His vast educational, law enforcement and executive management experience would make him a valuable asset to your organization.

Mr. Staly first served as the chief of my transition team and then as my Undersheriff, Chief Operating Officer (C.O.O.) or second-in-command, of our 2,000+ employee law enforcement agency for almost six years. During his tenure as Undersheriff, Rick was the architect of many of our successful crime and cost reduction strategies. He designed and implemented our weekly Coordinated Crime Control and Accountability meetings that have resulted in significant crime reductions in all categories throughout unincorporated Orange County. He was highly involved in designing the technology plan for the Sheriff's Office and implementing agency-wide reorganizations that resulted in significant cost savings. Rick's assignments were always to Agency components that needed strong leadership to resolve critical issues. I always found him willing to tackle these issues and bring them to a successful resolution.

It is for these reasons that I highly recommend him to you. I have no doubt that he will be an asset to your organization.

Sincerely,



KEVIN E. BEARY
Sheriff of Orange County



*The First Agency in Orange County to Receive Both
International and State Accreditation.*

