



*2023*  
*Annual Report*

Leon County Sheriff's Office



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THE LEON COUNTY SHERIFF'S OFFICE CONSISTS OF

**726**  
MEN & WOMEN

DEDICATED TO THE SAFETY OF LEON COUNTY RESIDENTS



**218**

LEON COUNTY SHERIFF'S OFFICE  
**SWORN CORRECTIONS EMPLOYEES**



**312**

LEON COUNTY SHERIFF'S OFFICE  
**SWORN LAW ENFORCEMENT EMPLOYEES**



**196**

LEON COUNTY SHERIFF'S OFFICE  
**CIVILIAN EMPLOYEES**

### LEON COUNTY SHERIFF'S OFFICE QUADRANTS

THE COUNTY IS BROKEN DOWN INTO FOUR QUADRANTS:

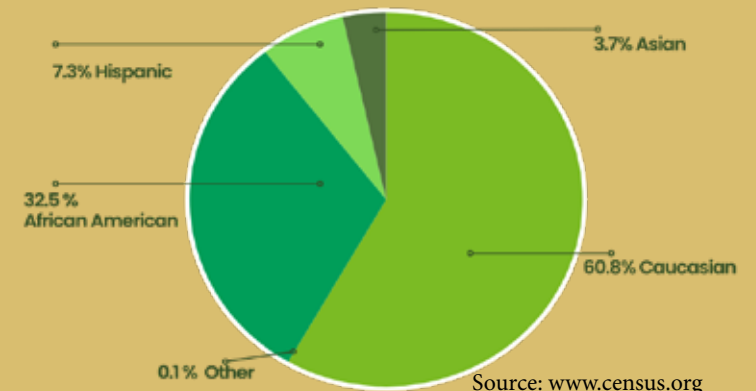


LEON COUNTY IS HOME TO FLORIDA'S CAPITAL, TALLAHASSEE. TWO MAJOR UNIVERSITIES AND ONE STATE COLLEGE.

### LEON COUNTY'S POPULATION

POPULATION	296,913 (2023)
AREA	702 square miles
UNEMPLOYMENT RATE (as of 2023)	3.5%
AVERAGE HOUSEHOLD INCOME	\$ 61,317.00

### LEON COUNTY'S DEMOGRAPHICS





# SHERIFF WALTER MCNEIL



Walter A. McNeil was elected Sheriff of Leon County in November 2016, and was re-elected in 2020. In his distinguished 44-year career as a public servant, Walter McNeil led the fight against crime in Tallahassee and across America. For 10 years, at the helm of the Tallahassee Police Department, Chief McNeil was recognized for his progressive voice and his effective response to citizen concerns.

In 2005, Sheriff McNeil was deployed by then Governor Jeb Bush as the overhead commander for Florida's Emergency Response to the Mississippi Gulf Coast for Hurricane Katrina recovery efforts. From 2007-2008, Sheriff McNeil lead the Department of Juvenile Justice under former Governor Charlie Crist. From 2008-2011, Sheriff McNeil was appointed to lead the Florida Department of Corrections. In 2012, he was selected to serve on the advisory group that met with Vice President Biden to discuss gun violence. In the same year, McNeil was selected as President of the International Association of Chiefs of Police (IACP), traveling to foreign countries to discuss methods to combat terrorism, human trafficking, cyber-crimes, and other 21st century concerns that may impact global security and policing issues.

McNeil's community policing efforts to control gangs, drugs, and juvenile crime earned him numerous honors, including the Tallahassee NAACP Humanitarian Award, Public Sector Business Person of the Year, United States Deployment Excellence Award (DEA), Innocence Project Partner of the Year, Bethel Baptist Church of Tallahassee Man of the Year, and the Martin Luther King Foundation Man of the Year Award, amongst many others.

Sheriff McNeil currently serves on several boards including, Southside Rotary Club; Big Bend Minority Chamber; United Way of the Big Bend; Boy Scouts of America; Tallahassee Community College; Boys and Girls Club of the Big Bend; Flagler College; Boys Town of North Florida; Tallahassee Chamber of Commerce; North Florida Fair Association; 100 Black Men of Tallahassee; and Fellowship of Christian Athletes, to name of a few.

Sheriff McNeil is a past adjunct instructor at both FAMU and FSU, instructing in the study of Introduction to Law Enforcement.

# MESSAGE FROM THE SHERIFF



Dear Citizens of Tallahassee-Leon County:

2023 was an amazing “YEAR of SERVICE.” It is with great pride that I present the many accomplishments of the Leon County Sheriff’s Office. At the heart of these accomplishments are the dedicated men and women of this agency. I am continually grateful for their service and unwavering dedication to the citizens of Leon County.

As law enforcement and correctional professionals, we face issues in our community today that cannot be solved by the Leon County Sheriff’s Office alone. “ALLin” is not just a philosophy but a commitment to working hand-in-hand with other agencies, organizations, businesses, and the community we serve to make Leon County a safer place in which to live, work, and play. Through the application of the ALLin philosophy and our agency values, this commitment expands through our agency and into the community. We strive for excellence through teamwork and accountability at all levels.

Please join me in celebrating and appreciating the accomplishments of 2023 and in looking forward to a “YEAR of ENGAGEMENT” in 2024. As we remain steadfast in our mission to reduce the incidence and fear of crime, we will continue to engage with each other and our community with kindness, integrity, and respect.

ALLin!

Sincerely,

A handwritten signature in black ink, appearing to read "Walt McNeil", is positioned below the word "Sincerely,".

Walt McNeil  
Sheriff



# MISSION, VISION, VALUES AND STRATEGIC GOALS

## Mission

The mission of the Leon County Sheriff's Office is to safeguard the lives and property of the people we serve, to reduce the incidence and fear of crime, and to enhance public safety by working in partnership with our diverse community.

## Vision

United in a spirit of teamwork, we are committed to being law enforcement's benchmark for excellence by providing World Class public safety and community services to the people of Leon County, while maintaining respect for individual rights and human dignity.

## Values

**Honesty & Integrity** The members of the Leon County Sheriff's Office will be truthful and trustworthy at all times, and in all places. Our commitment is to the highest level of standards as measured by the policing profession, the Law Enforcement Canon of Ethics, and standing up for one's belief.

**Accountability** Each member will be responsible for his or her actions, not only to our fellow members, but to the community we serve. The community is our customer and we will strive to meet their expectations for quality service.

**Teamwork** We are committed to the spirit of cooperation and will maintain our partnership with the community. We will never knowingly let a member of our team fail.

**Trust & Respect** Our actions serve to enhance the public's trust and respect for the Sheriff's Office. We will strive to safeguard that trust and pledge to protect the rights of all citizens we serve.

**Commitment to Excellence** We are dedicated to achieving the vision, mission, and goals of this Office. We will always strive to do our best and continuously improve to achieve our goals.

## Strategic Goals

The Leon County Sheriff's Office Strategic Goals stem from the 21st Century Policing Pillars and encompass high-level areas of responsibility.

- Building Trust & Legitimacy** 
- Policy & Oversight** 
- Improve Detention Services** 
- Community Policing & Crime Reduction** 
- Training & Education** 
- Officer Safety and Wellness** 
- Technology & Social Media** 



See full Strategic Plan by visiting our website at <http://www.leoncountysos.com/> or scan the QR code.



Sheriff McNeil began formulating the ALLin LEON initiative when he took office in 2017. On May 14, 2019, ALLin LEON became a public initiative by way of a formal proclamation signed by the Leon County Board of County Commissioners.

ALLin LEON is a comprehensive philosophy designed to unify people, agencies, and organizations to work collaboratively to reduce crime in Leon County. It is a partnership which allows all stakeholders to work toward a common goal. ALLin LEON is comprised of four components: prevention, re-entry, enforcement, and community involvement.

## PREVENTION



Prevention is critical. In addressing the root causes of criminal activity in Tallahassee, it is imperative to start with our youth. If we don't address the root causes of crime, we will continue to have a stream of young people turning to crime. Intervening at an early age to provide youth with positive activities and role models can reduce negative influences and deter criminal behavior.

Through our youth services programs and partnerships with youth-serving organizations in the community, we can work toward long-term solutions to problem behaviors with the youth of Leon County.



## ENFORCEMENT

Enforcement is needed. We will prevent what can be prevented and enforce on the issues that cannot. To ensure the safety of our citizens, we will work collaboratively with other local, state, and federal law enforcement agencies and the judicial system to arrest and prosecute repeat criminals who resist efforts to rehabilitate and continue to offend.

We recognize that we cannot arrest our way out of our problems but will hold perpetrators accountable for their actions and protect victims of crime.



## COMMUNITY INVOLVEMENT

Strong relationships of mutual trust between law enforcement and communities are critical to maintaining public safety and effective policing. Law enforcement officials rely on the cooperation of community members to provide information about crime in their neighborhoods and to devise solutions to crime and disorder problems.



## REENTRY

Incarcerated individuals need support to be successful when released back into the community. We aim to reduce recidivism by connecting incarcerated individuals with opportunities for change by providing evidenced-based programming that promotes positive community involvement, crime reduction, and a safer Leon County.



# LCSO IN ACTION

2023 Calls for Service and Data

133

Crime Prevention Presentations

65,379

Community Policing/Crime Prevention Calls for Service

1,580

Aviation Calls for Service

113,605

Total Calls for Service Uniform Patrol responded to

Conducted at least

46,290

Outside Agency Assists

# COMMUNITY ENGAGEMENT

## Overview of Key Community Events & Fundraising Partnerships



In 2023, the Leon County Sheriff Office (LCSO) and our community came together for a series of impactful events and fundraising efforts, showcasing our commitment to unity and support. All of the events hosted by LCSO are designed to offer insight into law enforcement practices and encourage civil engagement, foster meaningful connections between law enforcement and the community, promote trust and collaboration, or pay tribute to our dedicated men and women who put their lives on line everyday.

Below is a summary of the key events and partnerships LCSO hosted in 2023.

**7th Annual Patrol Stroll “ALLin for a Cure”:** This event, dedicated to supporting the American Cancer Society, raised an impressive sum of over \$23,000, demonstrating our collective determination to fight against breast cancer.

**Annual First Responders Luncheon:** A heartfelt gathering honoring the dedication and bravery of our local first responders, fostering appreciation and camaraderie within the community.

**Breakfast with the Sheriff (NW Corridor):** An opportunity for residents to engage directly with law enforcement leadership, fostering transparency and mutual understanding.

**Camelot Community Care Christmas Wish List Event:** Bringing joy to underprivileged families during the holiday season, thanks to the generosity of our community members.

**Citizen’s Academy Classes (43&44):** Empowering citizens through education on law enforcement practices and community safety strategies.

**Citizen’s Academy Alumni Association Meetings (monthly):** Sustaining the bond between law enforcement and the community beyond the classroom, fostering ongoing collaboration and dialogue.

**Coffee With A Cop (NE & NW Leon County):** Building trust and rapport between law enforcement officers and residents over a cup of coffee, promoting open communication and understanding.

**Community Shred Day:** Promoting identity protection and environmentally responsible disposal of sensitive documents, enhancing community security.

**Cycle Safety Class:** Educating cyclists on safe practices and road awareness, promoting a culture of safety and respect for all road users.

**Dade Street Block Party:** A vibrant celebration of community spirit, bringing together residents for music, food, and fellowship.

**Donuts with Deputies (NE Leon County):** An opportunity for informal interaction between deputies and community members, fostering positive relationships.

**Faith & Blue Service (partner with Immanuel Baptist):** Uniting faith-based organizations with law enforcement to promote peace, understanding, and cooperation within our diverse community.

**Ft. Braden Community Meeting:** Addressing local concerns and fostering community engagement in building a safer and stronger neighborhood.

**Hispanic Resource Festival (partner with Eugene’s Catholic Church):** Celebrating Hispanic culture and heritage while providing valuable resources and support to the community.

**Hotdogs with Deputies:** A casual gathering over hotdogs, strengthening bonds between law enforcement and the community through informal interactions.

**McGruff and Deputy Child Safety Presentations:** Equipping families with essential safety knowledge and resources to protect children from harm, prioritizing the well-being of our youngest community members.

**OASIS for Girls Summer Camp Presentation:** Empowered young girls through mentorship and skill-building activities.



Coffee with a Cop Event at Paper Fox Coffee on October 04, 2023.



# COMMUNITY ENGAGEMENT

## Overview of Key Community Events & Fundraising Partnerships

In recognizing the invaluable support received, we extend heartfelt gratitude to our top donors from our events in 2023:

- ALSCO, Inc.
- Altrua Global Solutions
- Dale Earnhardt Chevrolet & Buick, GMC, Cadillac
- Loyalty Credit Union
- Mission BBQ
- Prime Meridian
- United Badges Insurance Services



### Leon County Sheriff's Office Volunteer Off-Road Search & Rescue



The Florida Off-Road Foundation, Inc. (FORF) is a nonprofit corporation under section 501(c)(3) charitable organization of the Internal Revenue Code, and creator of the Explore Off-Road Florida license plate. FORF hopes that through education and public engagement, the programs and activities the Foundation supports will sustain the offroad culture and protect Florida's off-road natural environment for generations to come.

While in the planning phase for a Volunteer Off-Road Search and Rescue Team to assist where patrol vehicles are unable to go, the Florida Off-Road Foundation (FORF) donated a 2020 Jeep Gladiator to LCSO. The Jeep Gladiator was purchased in Tallahassee, which was the goal of working with a local business. While internal policies and procedures are being put in place before accepting applications, the 2020 Jeep Gladiator has been used to assist the Gadsden County Sheriff's Office in the search for a missing person and access areas where stolen and abandoned property was inaccessible to an agency Tahoe. Post Hurricane Idalia's landfall in 2023, the Jeep was deployed and utilized to remove trees from the roadways. This assisted deputies not being tied up on down trees and eliminated some of the calls Leon County Public Works received, regarding clearing roadways.

Deputies have reached out to local businesses to obtain donated equipment for the remainder of the Jeep build. The following businesses have donated items:

- Metalcloak
- Warn
- Williams Communication
- Rhino USA
- Combat Off Road
- General Tires
- Complete Custom of North Florida



Their generosity has been instrumental in the success of these community initiatives, and illustrate a shared commitment to making our community safer, more connected, and compassionate. 2023 was a year marked by unity, generosity, and collaboration as the Leon County community came together to make a positive difference and support causes that impact our community.

# COMMUNITY ENGAGEMENT MEMBERSHIPS

WE BELIEVE IN COMMUNITY



- 100 Black Men Tallahassee
- 211 Big Bend
- Alpha Kappa Alpha Sorority, Incorporated
- American Heart Association
- American Red Cross
- American Society of Evidence Based Policing
- AMI Kids
- Amos P Godby High School
- Association of Certified Fraud Examiners
- Association of Public Managers
- Back on Track
- Big Bend Fraud Task Force
- Big Bend Reentry Coalition
- Bunk Bed Build
- Capital Tiger Bay Club
- Celebration Baptist Church
- Certified Public Manager Association
- Christmas Connection
- Citizen Academy Alumni Association
- City Church
- City of Tallahassee Parks and Recreational Leagues
- Coffee with a Cop
- Domestic Violence Coordinating Council
- Family Promise of the Big Bend
- FBI Law Enforcement Executive Development Association (FBI / LEEDA) - Lifetime Member
- FBI National Academy Associates (FBINA - National and Florida Chapter) FDLE Senior Leadership Program Mentor
- First Commerce Credit Union
- Florida Association of Hostage Negotiations
- Florida Association of Identification
- Florida Association of School Resource Officers
- Florida Bar Grievance Committee 2B Florida Crime & Intelligence Analyst Association
- Florida Deputy Sheriffs Association
- Florida Division of the International Association for Identification
- Florida Gang Investigators Association
- Florida Gang Investigators Association Board of Directors
- Florida Government Finance Officers Association
- Florida Police Accreditation Coalition
- Florida Public Relations Association
- Florida Sheriffs Association Finance Committee
- Florida Government Finance Officers Association
- Florida Sheriffs Association
- Florida Sheriffs Association Commanders
- Florida Special Olympics
- Florida State Seminole Boosters
- Florida State University Varsity Club
- Forever Blue
- Forgotten Coast Jeeper
- Frontline Project
- FSU World Elder Abuse Awareness Day
- Girl Scouts
- Honor Flight
- International Association for Identification
- International Association of Bomb Technicians and Investigators
- International Association of Chief of Police
- International Association of Chiefs of Police (IACP) - Lifetime Member
- International Association of Law Enforcement Intelligence Analysts
- Jeff Bear Foundation Board
- Kiwanis
- Krawl'n for the Fallen
- Lake Ellen Baptist Church Youth Ministry
- Law Enforcement Torch Run Special Olympics
- LCSO Citizen Academy
- LCSO Explorers
- Leadership Tallahassee
- Leadership Tallahassee Board of Governors
- Leadership Tallahassee Class 36, 39, and 41
- Leon County Sheriffs Retiree's Association
- Leon County Sickle Cell Foundation
- Loyal Order of Moose Lodge
- March of Dimes
- National Alliance of Gang Investigators Associations - Executive Board
- National Grants Management Association
- National Sheriffs Association
- Network of Entrepreneurs and Business Advocates
- New Mt Zion AME Church
- NIGP: The Institute for Public Procurement
- National Organization of Black Law Enforcement Executives (NOBLE)
- North Florida Fair Association
- Off Road United Foundation
- Omega Psi Phi Fraternity, Inc.



# COMMUNITY ENGAGEMENT MEMBERSHIPS

WE BELIEVE IN COMMUNITY

- Organizational Behavior Management (OBM) Network
- Pace Center for Girls - Leon
- Patrol Stroll
- Police Executive Research Forum
- Project Management Institute (PMI) Tallahassee Chapter
- Project Management Institute (PMI) International
- Relay for Life
- LCSO Reserves
- Roll Player for Specialty Teams at LCSO
- Roll Player for Training Unit at LCSO
- Salvation Army
- Society for Human Resources Management
- Society for Human Resources of Big Bend
- Society for Industrial & Organizational Psychologists
- South City Foundation
- Southeastern Field Training Officer Association
- Springtime Tallahassee
- St. Francis Wildlife - Chair
- Stars Alumni
- Strong Women in Heels
- Sunshine Rotary
- Swift Creek Middle School - School Advisory Council
- Swift Creek Middle School Baseball
- Tallahassee Chapter of the Association of Certified Fraud Examiners
- Tallahassee Youth Orchestras
- Tom Brown Park All Stars Coach

- Tom Brown Park Baseball Coach
- Torch Run
- Torch Run- Special Olympics
- Turkey Delivery-Celebration Baptist Church
- United Partners for Human Services
- United States Bomb Technician Association
- United Way
- Vietnam Veterans of America
- Wakulla County Recreation Park Football League
- Wakulla Recreational Center Youth Football Coach
- Whole Child Leon
- Zeta Phi Beta Sorority, Inc.



Assistant Sheriff Ron Cave with Real Estate Leadership Group



Bell Ringing with The Salvation Army



Turkey Delivery with Celebration Baptist Church

# BUDGET OVERVIEW

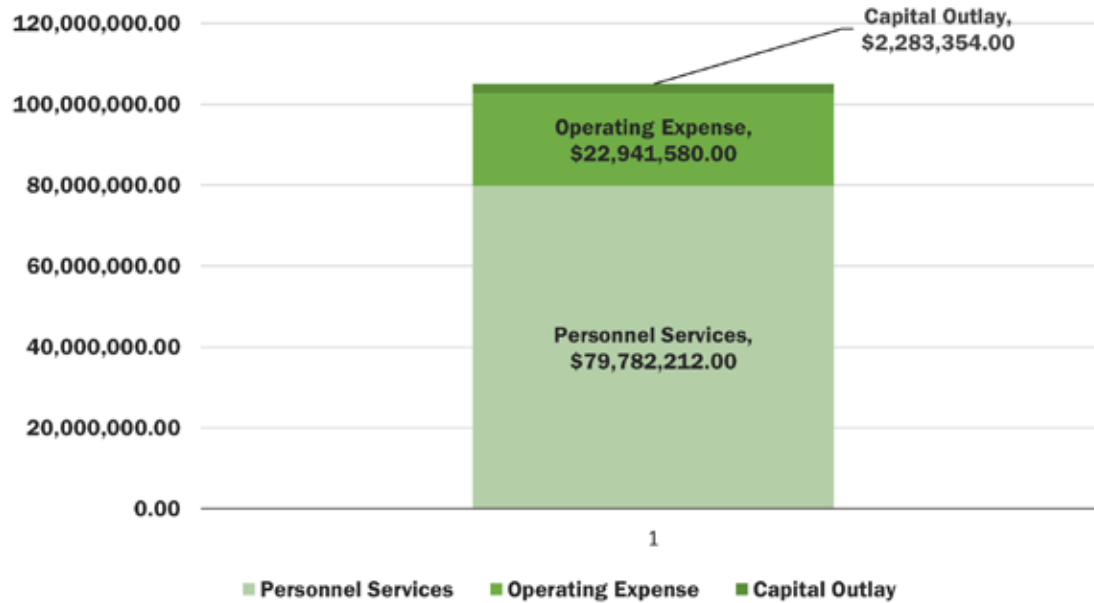
FY 2023-2024 Total Budget



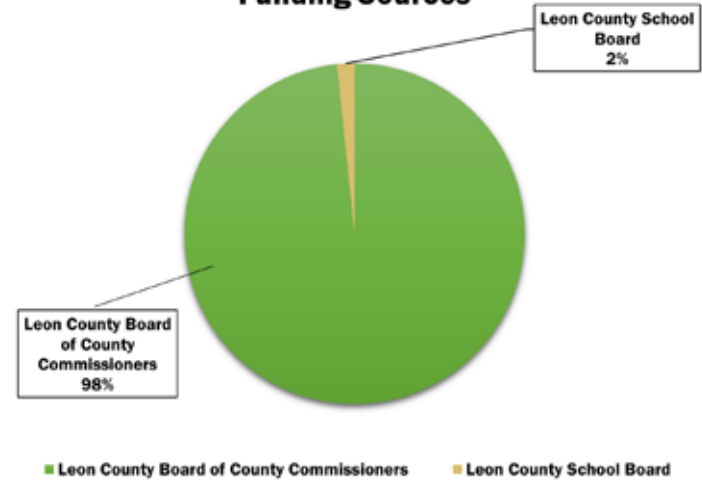
The budget is divided into three main functions: personnel services, operating expenses, and capital outlay. Each function is broken down by Law Enforcement, Detention, and Judicial.

## BUDGET EXPENSES

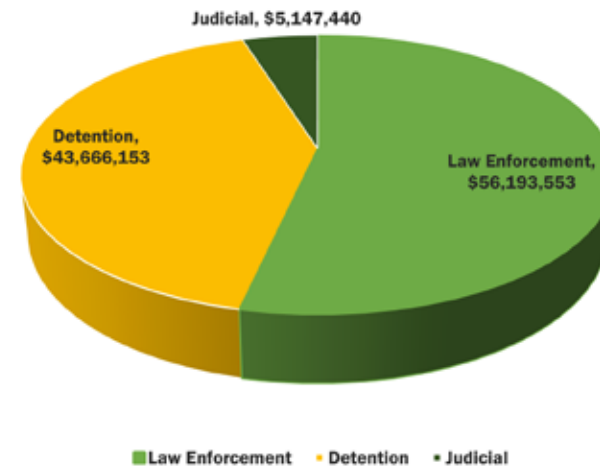
**Leon County Sheriff's Office  
FY 2023-2024  
Budget by Category**



**Leon County Sheriff's Office  
FY 2023-2024  
Funding Sources**



**Leon County Sheriff's Office  
FY 2023-2024  
Budget by Function**



The main sources of funding for the Leon County Sheriff's Office budget are transfers from the Board of County Commissioners, consisting mainly of ad valorem revenues in the form of property taxes. The budget funds salaries and benefits, operating expenses, and capital-related items. In addition, the Leon County School Board funds approximately half the cost to fund the School Resource Deputy (SRD) program.

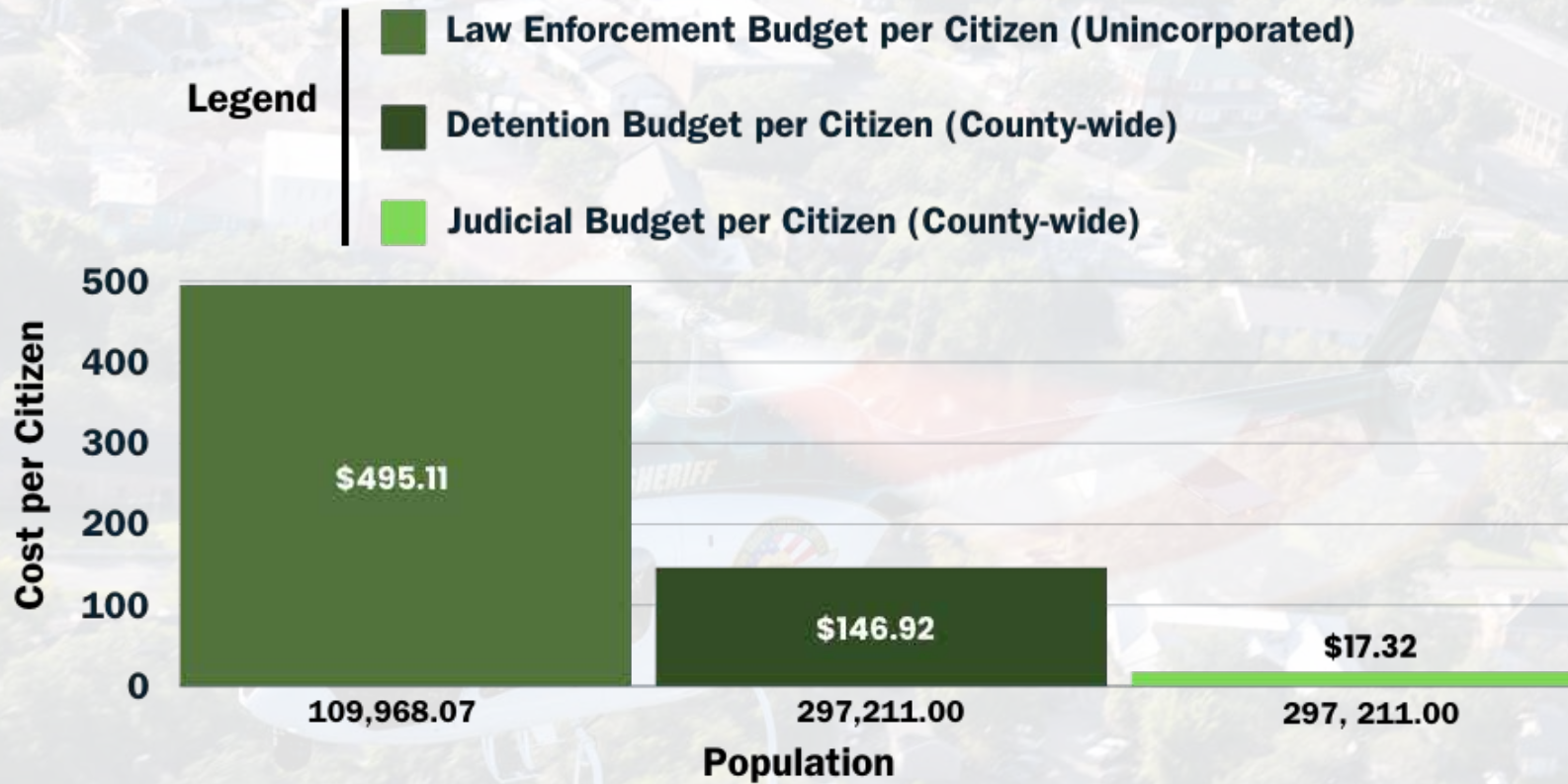


# BUDGET OVERVIEW

FY 2023-2024 Total Budget

## BUDGET EXPENSES

### NET BUDGET PER COUNTY-WIDE RESIDENT (FY 2023)



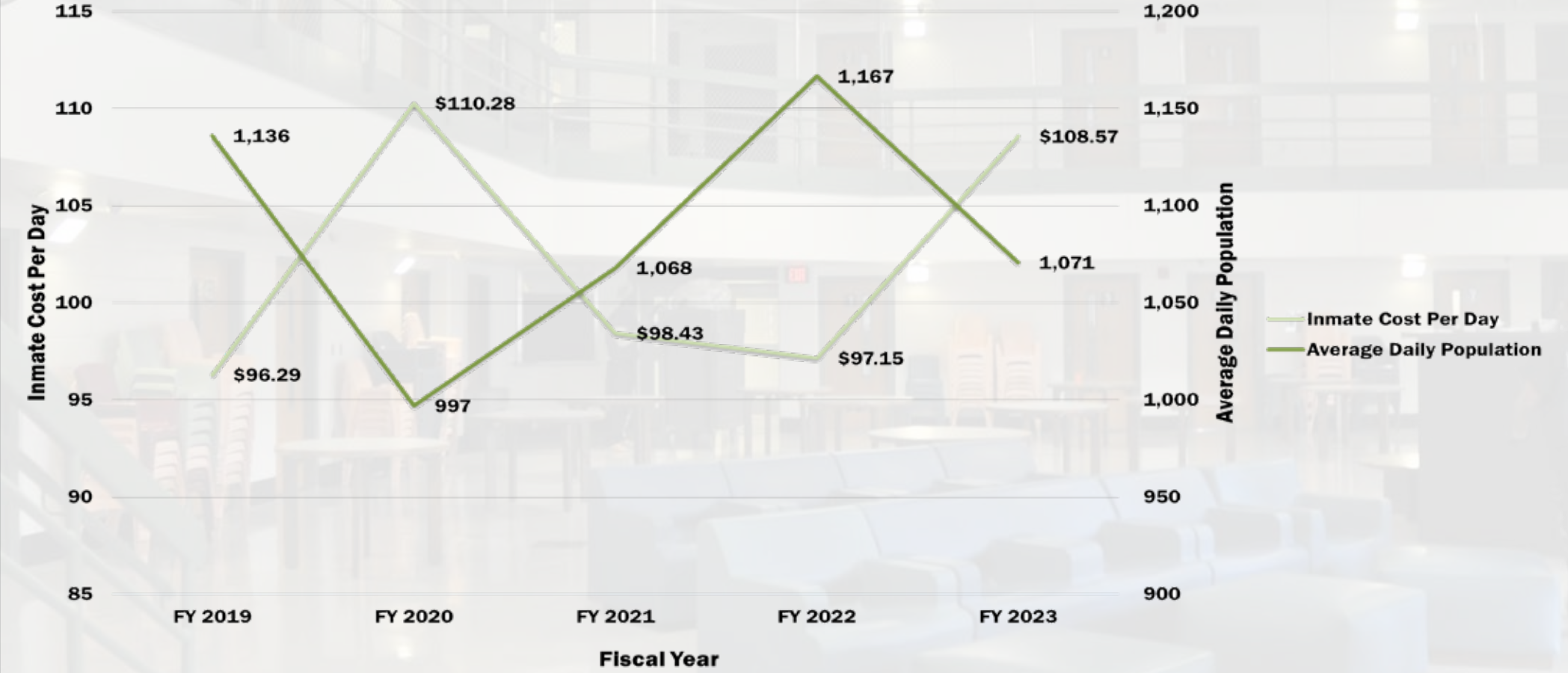
# BUDGET OVERVIEW

FY 2023-2024 Total Budget



## BUDGET EXPENSES

### Inmate Daily Cost





# EXECUTIVE STAFF



## Ron Cave

Chief of Staff and Assistant Sheriff of Administration and External Affairs

Assistant Sheriff Ron Cave was raised in Tallahassee and graduated from Godby High School. Cave went on to graduate from Thomas University with a Bachelor's degree in Criminal Justice and continued his education by attaining a Master's degree in Political Science from Florida State University, a Master's degree in Criminal Justice Administration from the University of West Florida, and a Master's Certificate in Public Administration from the University of West Florida.

He continues to actively engage with and contribute to the academic community by serving as an adjunct professor for two Florida community colleges and a private university where he teaches courses in political science and criminal justice. Cave has lectured on various topics related to criminal justice, public policy and administration, the Florida Legislature, and political science.

Assistant Sheriff Cave holds criminal justice instructor certifications in general topics, firearms, defensive tactics, and vehicle operations. He has worked continuously in the criminal justice field since 1996. Cave has been a Florida Certified Correctional Officer since 1997, and a Florida-certified Law Enforcement Officer since 1998. He has served in various positions and roles with local and state criminal justice agencies including Investigator (internal affairs and criminal), Deputy Sheriff, Lieutenant, Captain, Major, Chief (statewide operations), and Director.

Currently, Cave serves as the Chief of Staff and Assistant Sheriff of Administration and External Affairs.



## Argatha Rigby-Gilmore

Assistant Sheriff of Judicial, Detention and Re-Entry

Assistant Sheriff Argatha Rigby-Gilmore was reared in Indian River County, Florida. She is a graduate of Vero Beach High School and Indian River Community College. From Florida State University, she received a Bachelor of Science degree in Criminology (1980) and a Certified Public Manager certification (CPM 2001). In addition, she has a Master's Degree in Social Science and Public Administration from Florida A&M University (1991). Assistant Sheriff Gilmore is a graduate of the FBI National Academy, Session #214 (2003) and a graduate of Harvard University's John F. Kennedy School of Government State & Local Executive Program (2002). She successfully completed the Florida Department of Law Enforcement Chief Executive Training in 2010.

On March 23, 2018, Assistant Sheriff Gilmore received her Doctorate of Strategic Leadership Foresight Degree from Regent University. Assistant Sheriff Gilmore's law enforcement career began at the Tallahassee Police Department on August 31, 1984. She retired from the Tallahassee Police Department after 25 years of service having served in numerous roles throughout the department in leadership roles.

On September 28, 2009, the Mayor of the City of Lake City swore in Police Chief Argatha Gilmore. Under her leadership, the Department renewed its status as an Accredited Law Enforcement Agency in Florida. On December 3, 2021, Assistant Sheriff Gilmore was sworn in as Leon County Sheriff's Office Assistant Sheriff over Law Enforcement Operations, becoming the first African American female to do so.

On July 24, 2023, Gilmore was assigned to her current position of Assistant Sheriff over Judicial, Detention, and Reentry.



## Steve Harrelson

Assistant Sheriff Law Enforcement

Assistant Sheriff Steve Harrelson was raised in Jasper, FL, moved to Tallahassee, and graduated from Godby High School. He went on to graduate from Florida State University with a degree in Criminology. In 1988, Harrelson began his law enforcement career with the Monticello Police Department.

He started with the Leon County Sheriff's Office in 1989 as Deputy Sheriff. He was promoted to Detective where he worked in Property, Fraud, and Persons Units. He served as a negotiator on the Hostage Negotiation Team and became the Team Commander.

Harrelson was promoted to Sergeant in 2002, where he supervised Patrol, Property, and Financial Crimes Units. While Sergeant, Harrelson was awarded the LCSO Medal of Meritorious Service for exceptional service. In 2006, Harrelson was promoted to Lieutenant over Accreditation.

In 2011, he was promoted to Captain over Community Services, Patrol, and Criminal Investigations. In 2016, he was promoted to Major over Special Services. During this time Harrelson became the first Certified Public Manager (CPM) for the Sheriff's Office. In 2017, he was promoted to Chief of Administrative Services, overseeing various support units.

Harrelson received the Committee of 99 Sheriff Larry Campbell Distinguished Career Service Award for his long productive career in law enforcement. In 2018, he became the Director for the Consolidated Dispatch Agency (CDA). In 2020, Harrelson was promoted to Assistant Sheriff over Judicial, Detention, and Re-entry.

In 2023, Harrelson was assigned to his current position as Assistant Sheriff of Law Enforcement Operations.



**Greg Gibson**  
Executive Director  
Research, Analysis, Planning and  
Innovation Division (R.A.P.I.D.)

Executive Director Greg Gibson began his career in 1990 with the Tallahassee Police Department serving in patrol, school resource, and D.A.R.E.

In 1998, Gibson joined the Florida Department of Environmental Protection (DEP) Office of Inspector General. In 2003, Gibson was appointed Assistant Chief of the Florida Park Police with the DEP Division of Law Enforcement (DLE), later serving as Assistant Director and Director of DEP DLE before taking a position as a Lieutenant Colonel with the Florida Fish and Wildlife Conservation Commission (FWC). At FWC, Gibson oversaw statewide intelligence, investigations, technology, fleet services, and the FWC academy.

Gibson was elected to several terms as chairman of the Joint Task Force Board for the Statewide Law Enforcement Radio System and served as the State Coordinating Officer during Florida's response to the 2010 Deepwater Horizon oil spill. Gibson has previously served as Chief of Law Enforcement for the Florida Department of Business and Professional Regulation Division of Alcoholic Beverages and Tobacco, Chief of Police for Tallahassee Community College, and Chief of Investigative Services for the Florida Department of Agriculture and Consumer Services Office of Agricultural Law Enforcement.

Gibson holds bachelor's and master's degrees from Florida State University and is a graduate of the University of Louisville Southern Police Institute and the Florida Criminal Justice Executive Institute Chief Executive Seminar.

Gibson now serves as Executive Director of the LCSO Research, Analysis, Planning, and Innovation Division.



**Stephanie Jones**  
Executive Assistant

Stephanie Jones joined the Leon County Sheriff's Office in December 2016, as the Executive Assistant to Sheriff Walt McNeil.

As a member of the executive staff, Jones maintains Sheriff McNeil's schedule and assists in planning appointments, agendas, board meetings, conferences, etc. She records minutes of official meetings for distribution. She oversees the reception and routing of phone calls and handles prioritizing all outgoing and incoming correspondence for Sheriff McNeil. Jones conducts research and prepares presentations and reports as assigned.

Prior to LCSO, Jones served as an Administrative Assistant with the Florida Department of Corrections from 2008-2016. She worked as an Executive Assistant for the Florida Department of Juvenile Justice from 2007-2008.

Jones received certification in word processing and office management from Thomas Area Vo-Technical College. She has held positions as an Accounting Control Clerk, Administrative Aide, Executive Assistant, Personal Secretary and Staff Assistant with several state agencies and city government.



# EXECUTIVE STAFF



**Shonda Knight**  
Executive Director  
Community & Media Relations

Shonda Knight is currently the Executive Director of Community and Media Relations (CMRU) for the Leon County Sheriff's Office.

The CMRU disseminates public safety information, as well as coordinates and promotes LCSO's outreach initiatives, creating and maintaining community partnerships. Under Knight's leadership, in 2019, their team was named Outstanding Unit of the Year by the Florida Crime Prevention Association as well as the 2019 Public Relations Programs Judges Award Winner by the Florida Public Relations Association (FPRA). The Unit was also awarded the top, statewide Community Relations Award from FPRA in 2018.

Prior to joining LCSO in March, 2017, Knight served as Executive Producer and Anchor for WCTV-TV in Tallahassee. Knight has more than 17 years of television newsroom experience. She oversaw many of the day to day operations of the news department and anchored The Good Morning Show, as well as Eyewitness News at Noon. Knight was the first African American to co-anchor the morning shows at WCTV.

Knight also served as an adjunct professor at Florida State University for eight years. She has former students now working in television markets across the country.

Knight is a Florida Associated Press award-winning journalist, and has served as Vice President of the Florida Associated Press Broadcasters. She currently serves on numerous community boards, including South City Foundation, First Commerce Credit Union and the North Florida Fair Association. She is also a member of the Florida Public Relations Association, the Network of Entrepreneurs and Business Advocates and Alpha Kappa Alpha Sorority, Incorporated.



**James Pimentel**  
General Counsel and Constitutional Policing Advisor

In 2017, James W. Pimentel was appointed by Sheriff Walt McNeil as the General Counsel and Constitutional Policing Advisor for the Leon County Sheriff's Office. As General Counsel, he provides legal assistance to the entire agency.

General Counsel Pimentel is a 1997 honors graduate of the University of Florida College of Law. From 1997 until 2004, Mr. Pimentel served as an Assistant State Attorney in the Fourth Judicial Circuit of Florida. He prosecuted criminals on all levels of offenses from misdemeanors through capital felonies. From 2005 until 2017, Mr. Pimentel served as General Counsel for the Clay County Sheriff's Office.

Mr. Pimentel earned his Bachelor in Science in Political Science, with Highest Honors, from Northeastern University in Boston. Upon graduation in 1988, Mr. Pimentel was commissioned as a Naval Officer on active duty from 1988 until 1994. Mr. Pimentel qualified as a Navy Surface Warfare Officer and served tours in USS El Paso (LKA-117) and USS Dale (CG-19). He served as Third Division Officer, Combat Information Center Officer, and Assistant Operations Department head during those tours of duty. After completing his active duty obligation, Mr. Pimentel entered the Naval Reserve and served in Mobile Inshore Undersea Warfare Unit 207. While serving in MIUW 207, Mr. Pimentel was recalled to active duty following the 9/11 terrorist attacks.

During his active and reserve military service, Mr. Pimentel was promoted to Lieutenant Commander and selected for promotion to Commander. Mr. Pimentel earned the Navy Commendation medal, four Navy Achievement Medals, two National Defense Service medals, the Global War on Terror Expeditionary and Service Medals, the Southwest Asia Service Medal, the Naval Reserve Medal with Mobilization "M" device, the NATO service medal, Expert Rifle and Pistol Medals, three sea service deployment ribbons, and two battle excellence awards.

Mr. Pimentel is an Eagle Scout, and the proud father of an Eagle Scout.

# ORGANIZATIONAL CHART

## CITIZENS OF LEON COUNTY



**Sheriff of Leon County**  
Walter McNeil



**Stephanie Jones**  
Executive Assistant



**James Pimentel**  
General Counsel



**Greg Gibson**  
Executive Director  
R.A.P.I.D.



**Ron Cave**  
Assistant Sheriff  
Administration and  
External Affairs



**Argatha Gilmore**  
Assistant Sheriff  
Detention, Judicial and  
Re-Entry Services



**Steve Harrelson**  
Assistant Sheriff  
Law Enforcement



**Shonda Knight**  
Executive Director  
Community and  
Media Relations



**Elise Gann**  
Chief  
Financial Officer



**Brice Google**  
Chief  
Detention  
Administration



**Benjamin Benedict**  
Chief  
Criminal Investigations  
Division



**Angela Green**  
Public Information  
Officer



**Grady Jordan**  
Chief  
Training and  
Business Services



**Ed Lee**  
Chief  
Judicial Services



**Ron O'Brien**  
Chief  
Uniform Patrol Division



**Mary Nicholson**  
Executive Director  
Human Relations



**Norman Mack**  
Chief  
Detention  
Operations



**Leslie Rabon**  
Executive Director  
Real Time Crime  
Center



**Chris Summers**  
Chief  
Executive Officer

Effective July 24, 2023



# AGENCY AWARDS

## 2023 LCSO Annual Award Recipients

**Ryan Beck**  
Civilian of the Year

**Tiffany Hires**  
Supervisor of the Year

**Correctional Officer John Vought**  
Detention, Judicial,  
Re-entry Employee of the Year



**Correctional Officer Shurrion Williams**  
Rookie of the Year

**Deputy Paul Pacchioli**  
Community Impact and Outreach

**Deputy Robert Hamby**  
Officer Safety and Wellness

**Lieutenant Steve Barrow**  
Law Enforcement Employee of the Year

**Deputy Gene Hatcher**  
Reserve Deputy of the Year

**Dale Earnhardt Jr. Chevrolet**  
Carl Tomberlin Spirit of Philanthropy Award

**Lieutenant Chris Jacobs**  
Trust and Dedication

**Deputy Emily Brann**  
Officer Training and Education

**Captain Georgella Dent**  
Improve Detention Services

**Pathways**  
Unit of the Year

**Deputy Kevin Anderson**  
Lifesaving Award

**Captain Lee Majors, Sergeant Rick DeBacker, and Deputy Benjamin Miller**  
Sheriff's Commendation Award





## TOP 100 BEST PUBLIC FLEETS

Leon County Sheriff's Office Fleet Management Unit was named Top 100 Best Public Fleets placing at #51 out all Public Fleets in the Americas.

<https://www.nafa.org/100-best-fleets-2023/>



## LEADERSHIP IN LAW ENFORCEMENT

LCISO was honored with the prestigious International Association of Chief of Police (IACP) /Simsi Leadership in Law Enforcement Research Award for pioneering work on the Anatomy of a Homicide Research Project in October 2023.



# EMPLOYEE AWARDS

## EMPLOYEE OF THE MONTH



**Nate Boler**  
Law Enforcement  
Employee of the Month  
for January 2023



**Blake Howard**  
Law Enforcement  
Employee of the Month  
for February 2023



**Tamara Hairston**  
Detention Facility  
Employee of the Month  
for April 2023



**Starla Goldwire**  
Detention Facility  
Employee of the Month  
for May 2023



**Cyshai Rodman**  
Detention Facility  
Employee of the Month  
for January 2023



**Robert Pompey**  
Detention Facility  
Employee of the Month  
for March 2023



**Paxton Rogers**  
Law Enforcement  
Employee of the Month  
for April 2023



**Isaiah Franklin**  
Law Enforcement  
Employee of the Month  
for June 2023



**Nicole Ash**  
Detention Facility  
Employee of the Month  
for February 2023



**Robert Speights**  
Law Enforcement  
Employee of the Month  
for March 2023



**John Dahlke**  
Law Enforcement  
Employee of the Month  
for May 2023



**Jack Revell**  
Detention Facility  
Employee of the Month  
for June 2023



**Robert Gaines**  
Law Enforcement  
Employee of the Month  
for July 2023



**William Dunn**  
Detention Facility  
Employee of the Month  
for September 2023



**Patti Jackson**  
Administration &  
External Affairs  
Employee of the Month  
for October 2023



**Nancy Fitzgerald**  
Administration &  
External Affairs  
Employee of the Month  
for December 2023



**Daniel Whaley**  
Detention Facility  
Employee of the Month  
for July 2023



**Kristi Gordon**  
Administration &  
External Affairs  
Employee of the Month  
for September 2023



**Patricia Herold**  
Detention Facility  
Employee of the Month  
for November 2023



**Jonathan Gaffney**  
Law Enforcement  
Employee of the Month  
for December 2023



**Kenyauta Clark**  
Detention Facility  
Employee of the Month  
for August 2023



**Javier Vides**  
Law Enforcement  
Employee of the Month  
for September 2023



**Adam Shideler**  
Law Enforcement  
Employee of the Month  
for November 2023



**Jennifer Heusdens**  
Administration &  
External Affairs Employee  
of the Month for August  
2023



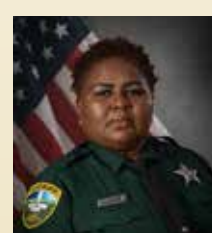
**Da'Shaun Barnes**  
Law Enforcement  
Employee of the Month  
for October 2023



**Nakedra Williams**  
Administration &  
External Affairs  
Employee of the Month  
for November 2023



**Keyera Wilcox**  
Law Enforcement  
Employee of the Month  
for August 2023



**Cheree Doggett**  
Detention Facility  
Employee of the Month  
for October 2023



**Jada Hollie**  
Detention Facility  
Employee of the Month  
for December 2023



# EMPLOYEE AWARDS

## MEMBER RECOGNITION

### Life Saving Awards



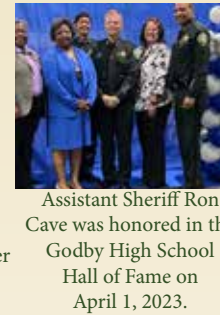
Deputy Tremaine Spears, Deputy Isaiah Franklin, K9 Deputy Roderial Little, Sergeant Ronn McMullen, Lieutenant Kevin Shea and Deputy Brittany Reese (Left), Captain Craig Carroll (Top right) and Correctional Officer Kenya Clark (Bottom Right) were honored with the Life Saving Award for exceptional bravery, quick response and dedication to the well being of others on November 21, 2023



(Left ) Deputy Trevon Ford and Mark McGowan received Life Saving Medals for speaking with a suicidal person, in a mental crisis on June 2, 2023.



Assistant Sheriff Argatha Gilmore was named 2023 Trailblazer (Case Center for Women & Girls) by the Oasis Center for Women & Girls.



Assistant Sheriff Ron Cave was honored in the Godby High School Hall of Fame on April 1, 2023.



Boys Town of North Florida honored Sheriff Walt McNeil with the Spirit of Youth award.



LCSO Lieutenant Chris Jacobs receive the 2022 Veterans of Foreign Wars First Responder of the Year award. LCSO Sergeant William Collins was also honored for receiving the same award in 2021.

### Community Awards

### Professional Achievement Awards



Chief Grady Jordan graduated from the Federal Bureau of Investigation's National Academy on March 16th, 2023.



LCSO Lieutenant Henderson on graduating from FDLE's Senior Leadership Program, Class 25. He is one of 34 graduates from agencies across the state on May 26, 2023.



Captain Andrea Blalock graduated from the FDLE Florida Criminal Justice Executive Institute Executive Leadership Seminar in Orlando on September 1, 2023.



First graduating class of The Leon County Detention Facility's inaugural Executive Correctional Leadership Program.

**Certified Public Managers**  
Larry Bourdeau, Brandy Coxwell, and Ron O'Brien

Certified Project Managers (CPM) Graduates (FSU)

### Distinguished Service Awards



Lead Aircraft Mechanic Steven Cantrell received the Technical Specialist 2023 Award at the Annual Airborne Public Safety Association.



Lieutenant Robert Collins received the Distinguished Service Award on November 15th 2023 in recognition of his 21 years of dedication to LCSO.



Deputy Kevin Anderson and Lieutenant Kevin Shea were recognized as Committee of 99 award recipients on May 2, 2023.



Captain Andrea Blalock receives the Chris Connell Merit Award for Unsung Hero at the Heroes in Public Safety Banquet at FSU Dunlap Club on May 24, 2023.

### Meritorious Service Award

#### Deputy Gray Rawls

Rawls was awarded for his aid in the Tom Brown Park Shooting.



**Region 1 Florida Narcotic Officers' Association Officer of the Year (October 2023)**

**Javier Vides**  
Vides was awarded Officer of the Year by the Florida Narcotic Officers' Association on October 24, 2023.

In addition to the hours served with the Leon County Sheriff's Office, our military service men and women also dedicated 2,944 hours in 2023 to serving our country!

**9**

Air Force

**17**

Marines

**2**

Coast Guard

**40**

Army

**6**

Army  
National  
Guard

**10**

Navy



Thank you all for your dedication and service to this country!



# ACCOMPLISHMENTS

## Administration and External Affairs

### STRATEGIC OBJECTIVES

#### Business Services and Training

##### GOAL 2: Policy and Oversight

- 2.21 Evaluate the effectiveness of the abbreviated in-house and Field Training and Evaluation Program (FTEP) restructuring implemented in 2021. (complete)
- 2.22 Create and evaluate Standard Operating Procedures (SOP) for the Field Training and Evaluation Program (FTEP) and Field Training Officers (FTOs). (complete)
- 2.23 Implementation of GovQA software platform for management of public records requests. (complete)
- 2.24 Conduct a feasibility study to determine if records decentralization would create efficiencies. (complete)
- 2.25 Improve customer service/satisfaction of Fleet services.

##### GOAL 3: Technology and Social Media

- 3.7 Transition all end-of-life servers to supported operating systems through migrations and retirements.
- 3.8 Re-develop and re-host the LCSO public web site on a more robust, supportable, and sustainable platform through a cloud-based SaaS provider to mitigate risks associated with on-premise hosting. (complete)
- 3.9 Re-develop internal web site (intranet) on a more robust, supportable, and sustainable platform for an improved visual experience and ease of use.
- 3.10 Implement Single Sign-On (SSO) and Adaptive Multi-Factor Authentication (MFA) for more secure and streamlined access to applications and resources by employees, and for a more thorough and efficient account management process.
- 3.11 Increase annual security awareness training from once per year, to twice per year to maintain employee awareness to the criticality of IT security best practices. (complete)
- 3.12 Implement additional software platforms for improved agency communication and collaboration. (complete)
- 3.13 Add additional print and video resources for common staff "How To" needs (IT) to speed issue resolution for staff and reduce routine support tickets. (complete)

##### GOAL 5: Training and Education

- 5.6 Increase the number and utilization of certified instructors, within all disciplines, to offer additional specialized/advanced classes in house. (complete)
- 5.7 Develop and implement Detention Transport and Hospital Security Training. (complete)
- 5.8 Provide new or modified standard of care for Tactical Emergency Casualty Care (TECC). (complete)
- 5.9 Update Defensive Tactics "control" techniques utilized for response to resistance incidents. (complete)
- 5.10 Increase desire of deputies to become Field Training Officers. (complete)
- 5.11 Increase the number of Field Training Officers (FTOs). (complete)

### DEPARTMENT OF ADMINISTRATION

The Department of Administration and External Affairs is under the direction of Assistant Sheriff and Chief of Staff, Ron Cave. The department is comprised of Business Services and Training, Executive Office to the Chief of Staff, Finance, and Human Relations. Each of these integral teams work behind-the-scenes in positions that allow the Leon County Sheriff's Office (LCSO) sworn law enforcement and certified detention members to better combat criminal activity and safely detain those incarcerated.



► **BUSINESS SERVICES AND TRAINING DIVISION**

The Business Services and Training Division is led by Chief Grady Jordan. The division is comprised of Fleet, Law Enforcement, and Detection Training and Standards, Information Technology, Records Management, and Supply and Facilities.

► **FLEET MANAGEMENT BUREAU**



The Fleet Management Bureau is led by Director Tim Coxwell and supported by six technicians.

Fleet manages the total life cycle of 808 assets including 460 vehicles that travel 4,391,755 combined miles.

Each technician is responsible for 134 assets including 76 vehicles.



**In 2023, Fleet:**

- 509** tires dismantled, mounted balanced and nitrogen filled.
- 20** New Aim Titanium Modules installed. 46 Modules reprogrammed.
- 611** Preventative Maintenances (PMs).
- 24,815** fuel transactions managed through Wright Express and FuelMaster delivering 274,516 gallons of fuel.

In 2023, the Leon County Sheriff’s Office Fleet Management was recognized as one of NAFA Fleet Management Association’s 100 Best Fleets, ranking 51st overall. Only two other law enforcement fleets in the U.S. ranked in the Top 100.

Government Fleet Magazine recognized Leon County Sheriff’s Office as a top 50 Leading Fleet. LCSO was the ONLY law enforcement fleet recognized by Government Fleet Magazine.

Qualifying for Government Fleets Leading Fleets Contest, which recognizes the Leading 50 Fleets in the Nation, was yet another confirmation.

COMPLETED IN 2023	
58 A/C Repairs	68 Emergency Equipment Repairs
221 Brake Repairs	91 Cooling System Repairs
184 Check Engine Lights Diagnosed	229 Batteries Installed
1,083 General Repairs in 244 workdays.	



The National Institute of Automotive Service Excellence, with the prestigious “ASE Blue Seal of Excellence”, recognized the Leon County Sheriff’s Office Fleet Management team for an eighth consecutive year. Only four Sheriff’s Office Fleets in Florida received this certification status.

There are only 58,334 ASE Master Automotive Technicians in the world. By comparison, there are roughly 700,000 law enforcement officers in the United States



# ACCOMPLISHMENTS

## Administration and External Affairs

### FLEET MANAGEMENT BUREAU, *continued*

#### 8 years consecutive ASE Certified Blue Seal of Excellence Recognition

NAFA Certified Automotive Fleet Manager  
1 of 338  
APWA Certified Public Fleet Professional  
1 of 107  
AEMP Certified Equipment Manager  
1 of 215

NAFA Fleet Management Association Curriculum  
Content Committee Member

Florida Sheriffs Association  
Fleet Advisory Board Member

Florida Association of Governmental Fleet  
Administrators Treasurer

2020 FLAGFA Member of the Year

2017 FSRMF's Outstanding  
Fleet Manager of the Year

ASE Certified Master Automotive Technicians  
4 of 58,334

ASE Certified Automotive Technicians  
6 of 182,513

ASE Certified Maintenance and Light Repair  
Technicians  
7 of 23,254

ASE Certified Undercar Specialists  
3 of 5,692

ASE Certified Parts Specialist  
2 of 18,498

ASE Certified Service Consultant  
2 of 16,300

### ► DETENTION TRAINING AND STANDARDS BUREAU

The Detention Training and Standards Bureau was created in January 2023 to establish comprehensive training programs, specify training management responsibilities, and provide detention members with access to the training process. This bureau is led by Captain Andrea Blalock and supported by a training sergeant and a detention deputy. The bureau is assisted by approximately 31 detention adjunct instructors who are certified in general instructor and high liability courses to assist on an as needed basis.

In 2023, two Correctional Basic Recruit Classes graduated. LCSO welcomed 25 new detention officers. The bureau delivered 126 in-house, two-hour high-liability, courses to 866 participants.



### EXECUTIVE CORRECTIONAL LEADERSHIP PROGRAM



The first Executive Correctional Leadership Program was established for detention sergeants and lieutenants. The first cohort had 10 participants, and all successfully completed the program culminating with a graduation ceremony. In September 2023, the second Executive Correctional Leadership Program began with 12 participants and this cohort will graduate in March 2024.



**TRANSPORT AND HOSPITAL SECURITY COURSE**

The first Transport and Hospital Security Course was offered in April 2024. Through this 40-hour course, detention officers learn safe procedures for transporting and searching prisoners without violating their constitutional rights. Detention Training has provided three offerings and 37 participants have been successfully trained in this course.

**MICRO TRAINING**

Micro-training, sometimes referred to as micro-learning or micro-credentialing, is training that is delivered in small 15–20-minute learning units that demonstrates proficiency in a skill. The Detention Training and Standards Bureau has provided 68 Micro-training courses generally in shift check-on.

**PROFESSIONAL DEVELOPMENT TRAINING**

The Detention Training and Standards Bureau had two offerings, Crucial Conversations and Essential Skills for Supervisors.

**CELL EXTRACTION TRAINING**



This 4-hour course is designed to address the needs of both the correctional administrator and cell extraction team member. This training applies both intermediate and advanced tactics for the

resolution of incidents in which inmates refuse to comply with lawful orders to exit their cell. Eight offerings of this course were provided in 2023.

**INMATE MANIPULATION AND STAFF DECEPTION**

This course taught best practices for conducting offender manipulation training and factors to consider when thinking about offender manipulation training. Twelve offerings of this course were provided in 2023.

**DETENTION DEPUTY AND TASER INSTRUCTOR**

Axon Accelerate and TASERCON joined forces to bring together the best from public safety’s premier technology and training conferences: expert breakout sessions, world-class keynotes, state-of-the-art experiences, and the opportunity to get hands-on training with the latest products.

The three tenets of the conference were training, networking, and education. SEFTOA 2023 was 2.5 days of education and networking.

The speakers covered both the technical aspects and human aspects of field training officer roles and responsibilities.



Justin Reatherford participated in the Axon Accelerate Convention in Pheonix, AZ.



Detention Deputy Sergeant Sarena White participated in the Southeastern Field Training Officers Association Conference, in Destin, FL.



Sergeant Sarena White explaining how tasers are utilized by deputies to Citizens Academy Class 45.



# ACCOMPLISHMENTS

## Administration and External Affairs

### LAW ENFORCEMENT TRAINING AND STANDARDS BUREAU



The Law Enforcement Training and Standards Bureau is led by Captain Larry Bourdeau and supported by one training lieutenant, one field training officer lieutenant, one sergeant, and two deputy trainers. Approximately 115 adjunct instructors, with varying certifications, assist the bureau on a part-time basis, to deliver high quality training to our agency.

The Law Enforcement Training Bureau is responsible for creating and delivering high quality training to both sworn and non-sworn members, in both high liability and non-high liability topics. They are also responsible for delivering the Recruit Training Program, which encompasses the 6-week Recruit Orientation Training Program and the 12-week Field Training and Evaluation Program.

### In 2023 the Law Enforcement Training and Standards Bureau...

<p>Delivered <b>437</b> in-house, two-hour high-liability courses, to 2,890 participants.</p> <p>This includes taser, defensive tactics, vehicle operations, firearms, and first aid. The sessions were shortened to two-hour block time frames, as data shows adult attention span and retention is greater with more frequent iterations of smaller time frames.</p>	<p>Assumed responsibility for vetting applications for new law enforcement positions and facilitating hiring boards. This change took place mid-year and since then, have vetted approximately <b>150</b> applications.</p>	<p>Sent <b>5</b> LCSO members through an advanced Gracie Survival tactics school, focusing on sound decision making, tactics, injury reduction and community trust building.</p>
<p>Delivered <b>24</b> Micro Trainings on topics such as legal changes and/or procedural changes, during check-on meetings.</p>	<p>Managed approximately <b>30</b> recruits, sponsored by LCSO, to attend the academy.</p>	<p>Completed the agency-wide roll out of the new defensive tactics training curriculum.</p>
<p>Completed an agency wide roll out of the Taser 10, to include new taser instructor certification courses and Taser 10 courses for all deputies carrying a taser.</p>	<p>Maintained an average of <b>123</b> Criminal Justice Standards and Training Certified instructors and coordinated the roll out of updated high liability instructor certifications.</p>	<p>Completed the agency-wide roll out of the updated Tactical Emergency Casualty Care (TECC) course.</p>
<p>Began Red Dot training roll out.</p> <p>Red dot function is a device mounted on the firearm which uses technology to enhance shot placement and accuracy.</p>	<p>Facilitated <b>4</b> iterations of the new- Recruit Orientation Training.</p>	<p>Developed a new supervisor program to teach new patrol sergeants to manage new supervisory duties.</p>
<p>Facilitated more than <b>100</b> physical agility tests.</p>	<p>Facilitated <b>19</b> deputies through the Field Training program (14 through law enforcement FTO and 5 through Bailiff FTO).</p>	<p>Developed and began delivering an 80-hour Law Enforcement Executive Leadership Training Program. This inaugural law enforcement leadership class is designed for sergeant's and lieutenant's, to enhance and develop leadership skills over the course of seven months.</p>

In addition, the bureau is highly engaged in the following innovative projects:

**PROJECTS**

**DE-ESCALATION TRACKING PROJECT:**

Established a De-escalation Training Committee to establish standard terminology and related training.

**AXON STANDARDS PROJECT:**

Axon Standards is a web-based software that has been selected to replace the Blue Team software. Axon Standards will provide a solution for Response to Resistance form composition and processing, Agency Vehicle Incident reporting and processing, and citizen/supervisor complaint form composition and processing. Rollout agency-wide training for standards was completed in December 2023.



First cohort of nine members who participated in an 80-hour Law Enforcement Executive Leadership Training Program. This inaugural law enforcement leadership class is designed for sergeant's and lieutenant's, to enhance and develop leadership skills over the course of seven months. Beginning in September 2023, each month there are two full day sessions where law enforcement leaders will hear from guest lecturers and discuss topics such as, crucial conversations, servant leadership, mentorship, data-driven management and problem solving, strategic thinking, project management, public speaking, and building an effective team.

**ARMORY SECTION**



The Sheriff's Office Armory Unit is comprised of an agency armorer, and approximately 15 assistant armorers. The Armory Unit tracks and maintains approximately 600 agency-owned firearms and 350 tasers. Working in conjunction with Property and Evidence, the Armory Unit screened, sorted, and cleaned approximately 550 confiscated firearms for eventual trade, thus earning the Sheriff's Office approximately \$35,000 worth of credit used for law enforcement equipment needs.

Agency armorers spent countless hours building patrol rifles equipped with low powered variable optics for the designated marksman program, as well as red dot sight equipped handguns for the Agency's new MRDS handgun program. The scope of the Armory has also expanded slightly to include an off-site armory located in the Leon County Detention Facility, which houses handguns and tasers for transport deputies.



# ACCOMPLISHMENTS

## Administration and External Affairs

### INFORMATION TECHNOLOGY BUREAU



The Bureau of Information Technology proudly supports the technological needs of LCSO, including desktop and server hardware, software and systems, IT security, and specialty equipment and services. The group is led by Director Robert Thompson and is structured into two sections: the Desktop Support Section and the Systems, Servers, and Security Section. The mission of the Bureau is simple: to provide quality, timely, and consistent IT support services that enable and enhance the ability of each member to fulfill their responsibilities and the organization's mission.

More than 200 applications and custom reports are supported, as well as nearly 4,000 devices and endpoints across nearly a dozen physical locations. These items include rugged laptops used in the field (MDCs), standard laptops, desktops, printers, desk and cell phones, security cameras, body worn cameras (BWCs), in-car and interview room cameras, touchscreens, body temperature scanners, building access control points, A/V equipment, digital signs, servers, and storage. Additionally, the team is responsible for user account provisioning and management, patch management, service monitoring, information security, and application and system support.

This was another amazingly productive year for the Bureau. This team of 11 full-time members, one contracted staff member, and four part-time individuals made forward progress on several strategic goals defined for the 2022 – 2024 planning period and managed to maintain a level of service without falling further behind.

DID YOU KNOW

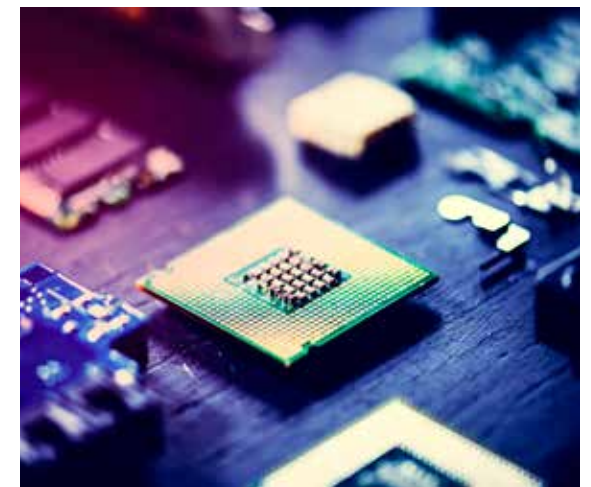
The Bureau of Information Technology consists of 11 FTEs, 1 contracted team member, and 4 part-time members and is split into two primary teams: Desktop Support and Systems, Servers, and Security. Individuals in the Bureau have more than 225 years of combined experience and hold 14 technical certifications in the areas of project management, security, and applications.

### Highlights of the 2023 calendar year include:



### BY THE NUMBERS

- Serviced nearly 8,500 internal tickets and requests for assistance.
- Maintained, renewed, and supported just over 200 applications, interfaces, and custom reports.
- Deployed twelve new applications in response to various business office needs and service requests.
- Shepherded 182 requests through the Change Control process, providing business-unit and agency-wide visibility and notification of impactful and non-impactful activity.
- Processed, reviewed, and approved or denied 378 invoices for payment.
- Retired or replaced four servers to simplify, maintain, and secure our IT environment.





## SECURITY

- Updated and applied numerous security patches to business applications to maintain security and supportability.
- Implemented multi-factor authentication for all Office 365 applications.
- Acquired and began deployment of a more robust server and service monitoring tool to monitor the environment more proactively.
- Partnered with Leon County Office of Information Technology (OIT) to begin a full security assessment of all networks and devices.
- Transitioned two primary business applications to Single Sign-on as part of a multi-year effort to improve user provisioning efficiency and better secure the environment.



## FACILITIES

- Supported the relocation of Fiscal, Re-Entry, and CSMB staff to DISC Village, which involved circuit installation, wiring additions, temporary cellular-based network connectivity, cable television, and office setup.
- Supported the planning and implementation efforts of the relocation and expansion of the Real Time Crime Center—a collaborative, multi-agency project with integrated system access and a large video wall for data sharing.
- Continued support of revisions and preparations associated with Property & Evidence’s move to the new Tharpe Street location.
- Hosted Axon’s roaming “Road Show” – a day-long, on-site product showcase of their offerings to area Law Enforcement entities.



## TECHNICAL PROJECTS

- Negotiated a multi-year vendor renewal for body-worn cameras, tasers, drones, interview room cameras, transport van cameras, and business process software.
- Replaced an aged interview room system with a cloud-based camera solution that integrates video recordings with other digital evidence for a more efficient internal processing and sharing with external Law Enforcement entities.
- Replaced an aged in-car transport van camera system to the same service-based camera solution that integrates video recordings to our centralized video repository; the new system also incorporates license plate reader (LPR) technology, increasing value and utility to the agency.
- Continued deployment of addressable digital signs to improve internal staff communication and that in public spaces for visiting citizens.
- Transitioned remote users from an end-of-life VPN connectivity solution to a new supported product with minimal user interruption.
- Added a self-service Public Records Request kiosk in the front lobby of the Administration Building to better serve the public.



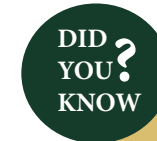
## OPERATIONS

- Deployed more than 500 hardware assets, including laptops, desktops, monitors, cell phones, hot spots, printers, scanners, and digital signs enhancing staff’s ability to conduct work efficiently and stay informed.
- Supported two (in-process) external audits of IT and IT-related processes and policies.



## ENHANCEMENTS

- Completed preparations and testing to support Florida’s transition to Incident-Based Reporting System (FIBRS/NIBRS) to improve the nation’s crime data.
- Continued the cooperative effort with Leon County Office of Information Technology (OIT) to replace LCSO’s Jail Information System (JIS).
- De-centralized LCSO’s Comprehensive Case Information System (CCIS) tenant for improved visibility and manageability.



**For the twelve months between October 2022 to September 2023 (FY23), Leon County’s email scanner processed more than 10 million emails from external senders. Of those, approximately 17% were quarantined as suspicious or malicious.**





# ACCOMPLISHMENTS

## Administration and External Affairs

### RECORDS MANAGEMENT BUREAU

The Leon County Sheriff's Office Records Management Bureau is responsible for agency records from their creation, storage, retention, and disposition. The Records Management Bureau is located at both the LCSO Administration building and the Leon County Detention Facility and is responsible for the management of records at each location. Records is led by Director Elethia Chase and comprised of 17 full time positions and two part-time Records Clerk positions.

LCSO continues to utilize GovQA which is a highly secure system for the intake, tracking, collaboration, redaction, and response to public records requests. Utilizing this web-based system allows access 24/7 to make new requests and receive those records requested once processed.



The Records Management Bureau receives and responds to many public records requests daily.

- During the year 2023, 12,133 individuals made a request for records. This is an increase of 646 individuals making a request from last year.
- On average, the number of records the individual requestors make is twice the number of people requesting the record. Any one individual may ask for a single record or multiple records when they make their request.
- During the year 2023, the Records Bureau released 15,493 records pursuant to requests.
- The time to process a records request is dependent on the volume and complexity of each record requested.
- Records commonly requested include incident reports, arrests reports, crash reports, Internal Affairs (IA) reports, court dispositions, affidavits, body-worn camera (BWC), video (other than BWC), audio, photographs, emails, phone logs, medical files, personnel files, phone recordings, radio recordings, training records, inmate files, CAD notes, background checks, statistical reporting, and other records.
- Each item requested must be reviewed for exemptions and confidentiality to ensure compliance with public records laws, prior to release. Currently the State of Florida has more than 1,100 exemptions listed related to public records.

#### Additional services provided by Records Management during 2023 included:

- Processed 545 domestic violence reports.
- Processed 3,439 traffic citations.
- Processed 250 Seal and/or Expunge Orders.
- Processed 131 Marsy's Law requests.
- Validated 499 FCIC/NCIC computer entries.
- Scanned in and verified separately were 675,559 records.
- Responded to 5,178 phone calls received in Records Management

### SUPPLY AND FACILITIES SECTION

LCSO's Supply and Facilities Section provides all uniform products for agency members in addition to all office supplies and essentials required by members to perform their jobs. In 2023, the section provided uniforms and products for over 3800 visitors. Supply personnel received more than 3,900 packages. A major function of the section is uniform procurement. In 2023, Supply completed over 260 uniform fittings and placed 916 uniform orders.

The Supply and Facilities Section is responsible for serving as a liaison with the Board of County Commissioners Facilities Division. In 2023, they received 280 work orders of which 276 were completed. In addition to acting as a liaison between the BOCC and LCSO, the section completed more than 1,000 small projects, to include relocation of agency staff, Finance, Pathways, RISE Center, CSMB, and Planning Units. The section was able to save the agency countless expenses by acquiring surplus furniture for the above office relocations.



## STRATEGIC OBJECTIVES

### Executive Officer to the Chief of Staff

#### GOAL 1: Building Trust and Legitimacy

- 1.3 Increase participation of the Citizen Advisory Council. Continue policy review and Internal Affairs case review process while expanding their participation in other agency activities and initiatives. (complete)
- 1.4 Implement and facilitate Innovation Circles to investigate, analyze, and find innovative ways of solving problems, offer concrete recommendations on potential solutions that help improve strategy, leadership, culture, and capabilities.
- 1.5 Implement strategies for more frequent and consistent internal messaging through multiple mediums.
- 1.6: Enhance the internal affairs early warning program by continuing the development of early intervention plan behavior flags, analyzing baseline data, and documenting and communicating procedures for responding to early warnings.

#### GOAL 2: Policy and Oversight

- 2.11 Analyze sustained internal affairs cases for trends and implement a training plan to reduce future occurrences.
- 2.12 Develop an Internal and External Accreditation Information and Education Plan.
- 2.13 Attain and maintain Commission on Accreditation for Law Enforcement Agencies (CALEA) national accreditation.
- 2.14 Maintain Commission for Florida Law Enforcement Accreditation (CFA) state accreditation status. (complete)
- 2.15 Maintain compliance with Florida Model Jail Standards and Florida Corrections Accreditation Commission (FCAC) state accreditation. (complete)
- 2.16 Attain and maintain American Correctional Association (ACA) national accreditation.
- 2.17 Execute Lexipol policy integration process.
- 2.18 Expand and enhance LCSO Research and Planning capability.
- 2.19 Implement a framework for organizational project management and project governance.
- 2.35 Designate a core set of agency measures as key performance indicators (KPIs) and establish a consolidated Agency Scorecard for monitoring.

## EXECUTIVE OFFICER TO THE CHIEF OF STAFF

The Executive Officer to the Chief of Staff supports the Citizen Advisory Council and oversees the Bureaus of Accreditation & Internal Affairs. Chief Chris Summers serves as the Executive Officer and leads the Internal Affairs Bureau and Law Enforcement and Detention Accreditation Bureaus.

### INTERNAL AFFAIRS BUREAU

The Internal Affairs (IA) Bureau is responsible for the receipt, review, assignment, and investigations of complaints alleged against LCSO members, whether sworn law enforcement, sworn corrections, or non-sworn members of our organization.

In 2023, Internal Affairs investigated 69 formal complaints involving organizational members. These complaints originated from external and internal sources. As of January 29, 2024, 26 of the 66 complaints had been substantiated upon investigation by Internal Affairs.

The Internal Affairs Bureau also tracked 65 investigative inquiries. These issues involve citizen concerns that are received but do not rise to the level of agency policy violations. Thirty-seven of the 65 inquiries were reviewed by Internal Affairs personnel, while various agency supervisors investigated the remaining 28.

The Internal Affairs Bureau also initiated the Early Intervention (EI) Program in 2023. Early intervention is a process to ensure the health and wellness of our personnel. This is accomplished through Agency software that enables IA to monitor various high-liability actions our members engage in. When a member reaches a specified threshold of activity, a system alert notification informs the IA Commander. The IA Commander reviews the alert and shares the verified alert information with the member's supervisory team for review and appropriate action. Internal Affairs monitored 8 early intervention activities during 2023.

In January 2023, the Internal Affairs Bureau assumed the responsibility of conducting the background investigation process. This requires investigation and review of all potential agency hires. Agency Investigators conducted 215 background investigations in 2023.



# ACCOMPLISHMENTS

## Administration and External Affairs

### Internal Affairs Bureau Significant Accomplishments:



Sergeant Collins and Detective Dills attended statewide and national training seminars regarding officer discipline and response to resistance incidents.

### LAW ENFORCEMENT AND DETENTION ACCREDITATION BUREAUS

The LCSO is committed to meeting and exceeding the standards of modern, professional, correctional and law enforcement service delivery.

The LCSO has participated in and earned accredited status within the State of Florida for many years. The Commission for Florida Law Enforcement Accreditation (CFA) has recognized LCSO as an accredited organization beginning in 1997 and awarded LCSO with an “Excelsior” level accreditation designation in 2012. CFA accreditation requires law enforcement agencies to adhere to 235 standards.

The Leon County Detention Facility (LCDF) has maintained state-accredited status through the Florida Corrections Accreditation Commission (FCAC) since 2000. Since 2018, LCSO detention accreditation has earned the “Excelsior” level designation. Corrections accreditation must adhere to 261 standards.

Looking forward, Sheriff McNeil has challenged his organization members and accreditation team with seeking and achieving nationally accredited designations for law enforcement and detention through the Commission for Law Enforcement Accreditation (CALEA) and the American Corrections Association (ACA). LCSO’s goal is to receive the accredited agency status designations in 2024.

### Accreditation Bureau Significant Achievements:

Our Detention Accreditation Team completed successful announced and unannounced inspections with respect to maintaining our Florida Model Jail Standards and were unanimously recommended for FCAC re-accreditation during our November on site process.

Law Enforcement Accreditation Manager, Sgt. Woodall received an advanced level certification with Power DMS known as a “Power DMS Certified Professional”. Sgt Woodall was additionally selected to the Professional standards with Florida Police Accreditation Coalition (FL-PAC). Deputy Fender received his CFA Accreditation Manager status.



## STRATEGIC OBJECTIVES

### Finance

#### GOAL 2: Policy and Oversight

- 2.27 Increase efficiencies in processing accounts receivable.
- 2.28 Increase efficiencies in processing accounts payable. (complete)
- 2.29 Modernize internal purchasing processes.
- 2.30 Refine the LCSO budget process.
- 2.31 Increase revenue received from awarded grants.

## CITIZEN ADVISORY COUNCIL



Leon County Sheriff's Citizen Advisory Council (CAC)

The Leon County Sheriff's Citizen Advisory Council (CAC) is responsible for reviewing investigations completed by the Internal Affairs (IA) Bureau. The CAC is comprised of approximately 24 members and led by a council chair appointed by the Sheriff. The CAC members convene monthly to review and discuss completed internal affairs case files. During 2023, more than 50 completed internal affairs investigations were shared with the CAC to review. Council members are encouraged to ask questions about the investigations. During a typical CAC meeting, LCSO members will address LCSO policies and procedures that provide the foundation for the corresponding IA investigation.

## FINANCE DIVISION



The Finance Division is led by Chief Financial Officer Elise Gann. The goal of the division is to support effective financial decision making and ensure responsible financial stewardship by ensuring sound financial management, efficient and effective processes, diverse vendor pool, and resource control.



# ACCOMPLISHMENTS

## Administration and External Affairs

The division prepares the annual certified budget for presentation to the Board of County Commissioners and monitors the budget throughout the year. The Division also hosts the annual independent audit of the financial statements and prepares the financial statements for presentation to the Auditor General. The main sources of funding for the Sheriff's Office budget are transfers from the Board of County Commissioners, consisting mainly of ad valorem revenues in the form of property taxes. The budget funds salaries and benefits, operating expenses, and capital-related items. In addition, the Leon County School Board funds approximately half the cost to fund the School Resource Deputy program.

The division is comprised of the Finance and Accounting Bureau led by Director Scott Otte and the Purchasing, Contracts, and Grants Bureau led by Director Kasey Kirkland.

### ► FINANCE AND ACCOUNTING BUREAU



In compliance with applicable laws, rules, regulations, policies and Generally Accepted Accounting Principles, the Finance & Accounting Bureau is responsible for the management and processing of all cash receipts, cash disbursements (travel, accounts payable, payroll), general and inmate accounting functions, grant financial reporting, billing, and budget management. Internal control reviews are performed on an as-needed basis. In addition, they are responsible for filing various financial, tax, and regulatory reports.

#### In 2023 the Finance and Accounting Bureau:

- Processed 6,628 invoices.
- Processed 3,386 accounts payable checks.
- Processed 2,655 accounts receivable deposits

### ► PURCHASING, CONTRACTS, AND GRANTS BUREAU



The Purchasing, Contracts, and Grants Bureau coordinates and manages the purchasing and contracting activity of the Sheriff by reviewing and administering purchase requests, issuing purchase orders, conducting competitive solicitations, and drafting and administering formal contracts and agreements.

In 2023, 1,261 purchase orders were processed.

The bureau's review and oversight ensure the Sheriff's Office complies with all procurement laws, rules, policies, standards, and regulations. Additionally, the team identifies grant opportunities, writes applications, administers formal grants, and assists agency staff with grant reporting.

### **PURCHASING, CONTRACTS, AND GRANTS BUREAU *continued***

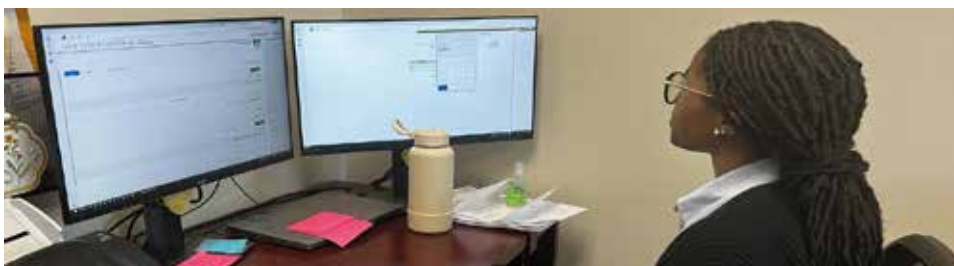
The bureau also provides vendor management and training, including outreach to small, local, and minority vendors in our community to assist them in doing business with the Sheriff. They assist in operationalization the fiscal strategy of the Sheriff through effective contract management strategies and contract negotiations.

In 2023, LCSO spent \$602,633 with minority vendors.

Grants applied for and received in calendar year 2023:

- Department of Justice, Bureau of Justice Assistance FY 23 Body-Worn Camera Policy and Implementation Program – Grant award of \$56,000.00 to expand body-worn cameras to Leon County Detention Center to Booking staff.
- Department of Justice, Bureau of Justice Assistance -2023-171719 Smart Reentry: Expanding Jail Programs and Services – Grant award of \$491,576.00 to develop, implement, and expand effective reentry programming encompassing pre and post release efforts to reduce recidivism by providing evidence-based services that improve employment, housing, and transportation success for individuals reentering the community following incarceration.
- Community Policing FY23 Law Enforcement Agency De-Escalation Grants -Community Policing – Grant award of \$249,950.00 to the Leon County Sheriff’s Office to work with research partners at the Florida State University and the Florida Sheriff’s Association to analyze collected data and compose research publications related to de-escalation to improved law enforcement training.

LCSO is currently managing 20 active grants and has exceeded the annual strategic goal for increasing revenue received by grant awards by 10% annually.





# ACCOMPLISHMENTS

## Administration and External Affairs

### STRATEGIC OBJECTIVES

#### Human Relations Division

##### GOAL 1: Building Trust and Legitimacy

- 1.8 Provide workforce diversity and inclusion training for all employees. (complete)
- 1.9 Establish a dedicated recruitment team. Expand outreach and participation at college and career events to include onsite and virtual events at historically black colleges and universities. (complete)

##### GOAL 2: Policy and Oversight

- 2.20 Review and optimize the human resources information system (HRIS).
- 2.32 Assess and optimize processes throughout the employee lifecycle (recruitment and selection, onboarding, development, retention, transfer/promotion, and separation). (complete)

##### GOAL3: Technology and Social Media

- 3.6 Implement an automated onboarding and offboarding process and integrations between LCSO human resources information system and human resources software platforms.

##### GOAL 5: Training and Education

- 5.1 Document career paths (roadmaps) to illustrate progression for law enforcement, corrections, and civilian positions and ensure appropriate training and development programs are available to assist members in meeting their professional goals.
- 5.2 Establish LCSO Leadership Institute. (complete)
- 5.3 Implement and maintain online training platforms to provide members with independent personal development training opportunities. (complete)

##### GOAL 6: Officer Safety and Wellness

- 6.1 Sustain a wellness program that aims to reduce the impact of job-related trauma and improve the overall quality of life for members of LCSO.
- 6.2 Establish a Family Integration and Support Program to provide support to and facilitate the connection between employee's family members and the LCSO.
- 6.3 Enhance Behavioral Health Education and Training and Resources. (complete)
- 6.4 Enhance Physical Wellness Resources.
- 6.5 Develop a Critical Incident Response Team (CIRT). (complete)
- 6.6 Enhance Risk Management Program.

### HUMAN RELATIONS DIVISION



The Human Relations Division is comprised of Human Resources, Risk Management, Employee Development & Recognition, Behavioral, Wellness, and Resiliency, and Recruitment. The division has an expanding role in Labor Relations, supporting interactions between our agency and members.

### BEHAVIORAL, WELLNESS, AND RESILIENCY BUREAU

Our Behavioral, Wellness & Occupational Health Bureau provides evidence-based initiatives with an emphasis on building a trauma-informed organization. The bureau aims to reduce the impact of job-related trauma and improve the overall quality of life for members of the LCSO and their families.

The goals of the program include:

- Identifying and enhancing existing wellness resources.
- Developing and providing wellness education.
- Developing partnerships with health and wellness providers.
- Staying abreast of wellness program best-practices and serving as an advocate for members enduring personal or professional difficulties.

The services of the program include but are not limited to identification of resources, providing support for members and their families, providing training and educational opportunities to member well-being and health, and coordination of interventions. These include fitness, nutrition, stress management, weight management, finances, social-emotional, peer support, and chaplaincy services.



2023 Employee Benefits and Wellness Fair

### 2023 Accomplishments

- Hosted 94 agency sponsored wellness events.
- Facilitated 484 total wellness briefings.
- The 39 dedicated peer support team members provided 1,091 support contacts.
- Chaplains provided 3,456 hours of support to our members traveling 14,720 miles during 12,393 pastoral contacts/conversations.
- Supported 109 members with 157 Employee Assistance Program sessions. Only two of those sessions were mandatory while 155 were voluntary.
- Hosted a very successful Employee Benefits and Wellness Fair in the spring.

### ► EMPLOYEE DEVELOPMENT AND RECOGNITION BUREAU

The Employee Development & Recognition Bureau guides and supports overall member development, performance management, career pathways and LCSO recognition programs. Additionally, this bureau coordinates the LCSO supervisory leadership programs and is responsible for all performance documentation via the agency's performance evaluation system.

### 2023 Accomplishments

- Created a successful Innovation Circle for LCSO Career Development/Pathways.
- Provided training for 431 members through Employee Training and Leadership Development sessions.
- Created career paths for 34 sworn positions, as well as for eight LCSO Specialty Team positions.
- Delivered two New Employee Orientation programs for new members.
- Hosted monthly Employee of the Month recognition ceremonies honoring the hard work of members in law enforcement, detention, and civilian ranks.
- Eliminated the 2021 and 2022 backlog of member evaluations.
- Ensured the completion of all 2023 performance evaluations.
- Hosted three LCSO Quarterly Supervisor Training sessions (April, August, December).
- Processed 156 internal and external employee award nominations of which 68 were awarded to members for recognition such as Employee of the Month, LCSO Annual Awards, IACP, FSA, FDLE Missing Children's Day, Veterans of Foreign Wars, Committee of 99 and Florida Law Enforcement Hall of Fame.



# ACCOMPLISHMENTS

## Administration and External Affairs

### HUMAN RESOURCES BUREAU

The Human Resources Bureau provides support to internal and external customers by providing specific, client-focused services. Human Resources is responsible for compensation, employee benefits, on-boarding and off-boarding of employees, and applicant services. The Bureau ensures compliance with federal and state law. Human Resources works continuously to define and refine processes and align with the agency's goals and objectives.



LCSO Swearing in Ceremony November 2023

### PROCESSED

Processed & Hired 104 members	Supported 58 members with requests for FMLA.	Processed 2,720 applications.
Processed 82 separations.	Processed 24 interns/volunteers.	Processed 83 in-house position announcements.
Processed 18 agency retirements.	Processed 164 internal transfers.	Process mapped the employee lifecycle, recommended and implemented improvements to optimize the processes. (Objective 2.32)

## Human Resources Bureau 2023 Accomplishments

COMPLETED IN 2023	
Administered 106 position processes	Updated 153 Law Enforcement/Corrections certifications
Processed 756 training certifications	Hosted 2 swearing in ceremonies
Updated 424 internal job descriptions	Hosted 1 Promotional ceremony
Hosted 1 Years of Service Ceremony	Hosted 1 Honorary Deputy Ceremony
Hosted the agency Thanksgiving luncheon	Conducted Open Enrollment



Honorary Deputy Ceremony



Annual Employee Thanksgiving Luncheon

### RISK MANAGEMENT BUREAU

The Risk Management Bureau was introduced in the fall of 2020, to identify areas of exposure to danger and loss. In the fall of 2021, this bureau was moved to Human Relations to ensure a holistic review of agency risk including member health and workers compensation.

#### 2023 Accomplishments

- Began conducting quarterly building inspections to identify potential hazards.
- Assumed responsibility for the administration of Fleet insurance claims.
- Produced quarterly reports analyzing Workers Comp claims, Agency Vehicle Incidents, and Sustained IA complaints.
- There was a 42% reduction in Workers Comp claims compared to the 2018-2021 average, exceeding the strategic 3-year target of a 15% reduction.



# ACCOMPLISHMENTS

## Research, Analysis, Planning and Innovation Division (RAPID)

### STRATEGIC OBJECTIVES

#### Research, Analysis, Planning, and Innovation Division (RAPID)

##### GOAL 2: Policy and Oversight

- 2.18 Expand and enhance LCSO Research and Planning capability.
- 2.19 Implement a framework for organizational project management and project governance.
- 2.35 Designate a core set of agency measures as key performance indicators (KPIs) and establish a consolidated Agency Scorecard for monitoring.

### RESEARCH, ANALYSIS, PLANNING AND INNOVATION DIVISION (RAPID)

Research and Planning Bureau and Analysis, Logistics, and Research Unit merged to form the Research, Analysis, Planning, and Innovation Division (RAPID). RAPID is staffed by a sworn executive director, a law enforcement sergeant, a detention sergeant, a non-sworn administrator, and a part-time data analyst. (Strategic Objective 2.18)

RAPID is responsible for the following:

- Coordinating strategic and long-range planning and projects.
- Researching innovative law enforcement and detention programs and technologies.
- Conducting routine operational studies to assess the potential impact(s) of planned changes in law enforcement and detention operations.
- Collaborating with agency staff and partners to facilitate the development of key performance indicators, agency performance measures, benchmarks, and reporting procedures.
- Leading the management of high-profile agency projects to include establishing and maintaining a consistent and scalable framework for initiating, planning, executing, monitoring, controlling, and closing projects; providing training, support, and tools for agency personnel assigned to manage projects; and monitoring oversight of agency projects.
- Acting as an agency clearinghouse for surveys and research requests received from outside entities.



RAPID Team Meeting



Mid Year Review Strategic Planning Meeting with Command Staff

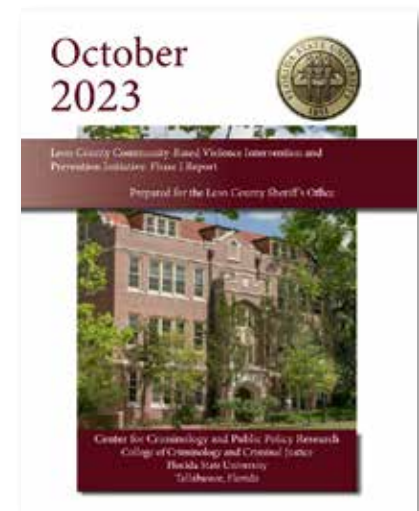
In 2023, RAPID staff accomplished the following:



All partners who helped develop the Anatomy of a Homicide project.

- Obtained instructor certification for Franklin Covey’s Project Management for the Unofficial Project Manager course. Created 11 LCSO specific project management templates. Provided project management fundamentals training to 21 agency members.
- Conducted 18 internal and three external engagements to collect feedback and recommendations to improve internal communications. The feedback was compiled with a related literature review and a report of findings and recommendations was produced.
- Conducted a review of detention suicides from 1995-2023 and presented a report of findings and recommendations.
- Attended the International Chiefs of Police (IACP) Annual Conference in San Diego, CA to accept a Leadership in Research award for the Anatomy of a Homicide Project.

- Continued and expanded the researcher-practitioner relationship with Florida State University College of Criminology and Criminal Justice. As a component of the Community Violence and Intervention and Prevention Initiative (CVIPI) grant, FSU completed an update and expansion of the Anatomy of a Homicide report, conducting a detailed analysis of LCSO and TPD case files for 733 homicides and non-fatal shootings committed in Leon County from June 4, 2019 to June 4, 2023. [Leon County CVIPI Phase I Report](#). This report also included a systematic literature review of violence intervention strategies and recommendations for evidence-based intervention strategies.
- Established and facilitated an Artificial Intelligence (AI) multi-agency working group. Facilitated monthly meetings to discover, track, and monitor AI opportunities and threats.
- Composed and managed the De-escalation Tracking Project, a major research initiative, through Phase 2 of the project. Applied for and received a COPS Office grant of \$249,950 for de-escalation training and research. The project will move into Phase 3 in 2024.
- Managed a project to integrate the Axon Standards software, a forms composition and management solution, into operations. Axon Standards is used for the composition of LCSO’s Response to Resistance reports, Agency Vehicle





# ACCOMPLISHMENTS

## Community and Media Relations

### STRATEGIC OBJECTIVES COMMUNITY AND MEDIA RELATIONS

#### GOAL 1: Building Trust and Legitimacy

- 1.1 Maintain quarterly community events to proactively promote public trust and engagement through positive non-enforcement activities.
- 1.2 Conduct community outreach to understand general perceptions related to gun violence and homicides, and recommendations for how to address gun violence and homicides.
- 1.10 Ensure information about LCSO employment opportunities and recruitment is available at appropriate in-person events.
- 1.11 Attend Law Enforcement and Detention/Judicial check on meetings on a quarterly basis to share information about crime prevention and community outreach activities.
- 1.12 Highlight Leon County Detention Facility (LCDF) employees on social media and Leon County Today FOX segments.
- 1.13 Communicate LCSO employee training and educational accomplishments to the public.

#### GOAL 2: Policy and Oversight

- 2.33 Collaborate with local colleges and universities to promote employment opportunities at LCSO.
- 2.34 Produce a recruitment video to highlight employment opportunities at the Detention Facility. (complete)

#### Goal 3: Technology and Social Media

- 3.1 Create and launch an electronic newsletter for the community.
- 3.2 Increase utilization of the LCSO Connect mobile application.
- 3.3 Increase awareness of Citizen Online Crime Reporting available through the LCSO website and the LCSO Connect mobile application.

The Leon County Sheriff's Office Community Relations Unit is comprised of sworn and civilian employees. These positions include Director, Public Information Officer, Sworn Crime Prevention Practitioners, a Media Specialist, and Videographer.

The Community and Media Relations Unit (CMRU) disseminates public safety and crime prevention information, plans and promotes community initiatives, as well as establishes and maintains community partnerships. LCSO Community Relations Deputies are designated "Florida Crime Prevention Practitioners" and maintain current Instructor Certification status.

The Leon County Sheriff's Office Community and Media Relations Unit offers various programs for personal and commercial safety free of charge to all Leon County residents and business owners such as:

- Personal Safety
- Residential Security Survey
- Commercial Security Survey
- Workplace Violence
- House of Worship Awareness Program
- Child Safety Programs
- Neighborhood Crime Watch
- Active Shooter



Leon County Today Show with Sheriff McNeil on Fox 49



2023 Jump Start to Success Back to School Community Event

**Goal 4: Community Policing and Crime Reduction**

- 4.12 Increase the number of certifications held by Crime Prevention Specialists. (complete)
- 4.14 Expand current Neighborhood Crime Watch (NCW) programs and increase participation.

**Goal 6: Officer Safety and Wellness**

- 6.8 Provide information to the public on safe ways to interact with law enforcement.

**Goal 7: Improve Detention Services**

- 7.10 Communicate success stories and accomplishments of programs serving current or formerly incarcerated individuals.

A recruitment video was produced to highlight employment opportunities at the Detention Facility and ran heavily on television. (Objective 2.34)

The Crime Prevention Manager Melissa Schaldenbrand and Crime Prevention Specialists Captain Jimmy Goodman and Brandon Ortiz obtained the Crime Prevention Through Environmental Design (CPTED) certification, Crime Prevention Practitioner certification, and the Civilian Response to Active Shooter Event (CRASE) certification. (Objective 4.12)

Over 30 crime prevention presentations included education about ways the public can interact safely with law enforcement. (Objective (6.8)

The production of the LCSO digital newsletter has continued. There has been a 38% increase in subscribers since launching. (Objective 3.1)

Quarterly community events were held in all sectors of Leon County. (Objective 1.1)



Hotdogs with Deputies Event in April 2023

**In 2023 Community and Media Relation**

- Responded to almost 400 media inquiries.
- Issued 75 press/media releases.
- Maintained an average of 79,000 social media followers.
- Produced 61 video productions.
- Produced 30 Leon County Today episodes.
- Planned and coordinated 10 internal events.
- Executed 9 media campaigns.
- Hosted 20 community events.
- Hosted 3 fundraising events, raising a total of \$34,727.
- Received 353 tips from Crime Stoppers.
- Made 133 crime prevention presentations to the public.
- Posted 67 requests for tips on social media.
- Conducted 2 Citizen Academy classes, graduating 49 members.
- Conducted 25 commercial and residential surveys.



# ACCOMPLISHMENTS

## Detention, Judicial, and Reentry

### STRATEGIC OBJECTIVES

#### Detention Administration

##### GOAL 2: Policy and Oversight

- 2.1 Staff vacant positions in Detention Operations.

##### GOAL 3: Technology and Social Media

- 3.14 Implement COVID-19 mitigation technology in the Detention Operations Medical Unit.

##### GOAL 5: Training and Education

- 5.12 Develop a training plan for dual certified staff. (complete)
- 5.13 Provide additional training opportunities for Inmate Programs and Classification staff.

##### GOAL 6: Officer Safety and Wellness

- 6.7 Provide an enhanced outdoor break area for Detention staff (Oasis Project). (complete)

##### GOAL 7: Improve Detention Services

- 7.4 Staff and Train a Detention Cell Extraction Response Team (CERT).
- 7.5 Expand and enhance Detention chaplaincy services.
- 7.6 Fully implement the Pathways Program.
- 7.7 Establish an alternate location for the Pathways Program staff and inmate Work Camp processing. (complete)
- 7.8 Transition the Re-entry, Innovative Services and Empowerment (RISE) Center to an alternate location to provide additional space. (complete)
- 7.9 Expand inmate program offerings. (complete)
- 7.11 Ensure eligible inmates continue to have access to voting and are able to register to vote while incarcerated.

### DEPARTMENT OF JUDICIAL, DETENTION, AND REENTRY SERVICES

The Department of Judicial, Detention, and Reentry is under the direction of Assistant Sheriff Argatha Gilmore.



### DETENTION EXECUTIVE OFFICER

Major Diane Sheffield serves as the Executive Officer to the Assistant Sheriff of Judicial, Detention, and Reentry Services and manages the Bureau of Support Services. The Executive Officer is responsible for oversight of department projects, member and community engagement, coordination of department recruitment efforts, and departmental policy review and revision.

### ▶ DETENTION SUPPORT SERVICES BUREAU

#### BUREAU OF SUPPORT SERVICES

The Bureau of Support Services is comprised of the Inmate Services Section and the Worship with Me Program. The Inmate Services Section provides direct and indirect support of services for inmates including meals, laundry, mail, sanitation, and appointment scheduling.

## BUREAU OF SUPPORT SERVICES continued

- **Lobby Unit:** staffed with non-sworn personnel responsible for checking in visitors and scheduling inmate appointments.
- **Mailroom Unit:** is staffed with non-sworn personnel responsible for scanning and copying incoming legal papers and handling outgoing and incoming inmate mail.
- **Kitchen Security Unit:** responsible for overseeing the food service vendor and inmates assigned to kitchen duty. Kitchen security ensures inmates receive three meals a day and on time and in the correct portions.
- **Laundry Unit:** is responsible for overseeing laundry operations and ensuring inmates receive clean uniforms twice weekly, bed lining, hygiene items, and pod chemicals
- **Environmental Services Unit:** responsible for overseeing custodial services within the detention facility including cleaning, trash removal, and biological or chemical spill remediation
- **Warehouse Unit:** is responsible for purchasing, maintaining facility supply inventory, and overseeing shipping and receiving operations.
- **Locksmith Unit:** is responsible for overseeing repairs and replacement of facility doors, unit and pod sliders, locks, keys, food flaps, and gun lockers. The Locksmiths also issue fire and water keys to new members and perform any other duties that are requested of them.



## WORSHIP WITH ME

Worship with Me is an initiative to connect local, at-risk youth with places of worship, to form a meaningful and impactful mentorship experience. This program does not focus on a specific religion or a specific type of activity. The goals of the program are to:

- Reduce violence in Leon County through prevention.
- Create a lasting bond between at-risk youth and places of worship.
- Increase the probability of a successful future for at-risk youth.
- Inform the community of the positive impact that just one hour of worship can have on youth in our community.

## ► DETENTION ADMINISTRATION DIVISION

The Detention Administration Division is led by Chief Brice Google and consists of The Reentry Services Bureau and the Special Services Bureau.

In 2023, Detention Administration completed the following projects:

- **Pod E1 Bed Installation:** These beds allow inmates housed on direct observation a bed to sleep on without security concerns regarding preserving life. Each bed installed was provided with a suicide-style mattress.
- **Pods N, O, and P Bunkbeds Updated:** Old bunks were removed and replaced with new bunks, which now allows for an attached ladder to be utilized by inmates assigned to the top bunk. The layout of bunks allows officers to better visualize each section.



# ACCOMPLISHMENTS

Detention, Judicial, and Reentry

## ► DETENTION ADMINISTRATION DIVISION *continued*

Exterior Perimeter Pod Windows Reinforced: Due to incidents and concerns with contraband being introduced into the facility through inmate's rooms located on the exterior of the perimeter, metal plates were attached to the outside of selected windows assisting in preventing illegal activity and introducing contraband.

## ► REENTRY SERVICES BUREAU

The Reentry Services Bureau is led by Director Brad Janowski and is comprised of Classification, Inmate Programs, Pathways, and the RISE Center. The mission of the LCSO Reentry Program is to connect incarcerated individuals with opportunities for change by providing evidenced-based programming that promotes positive community involvement, crime reduction, and a safer Leon County.



Effective Reentry strategies require activities that occur both within the LCDF and in the community. As individuals transition from the LCDF to the community, coordination is essential. This includes partnerships with many providers.

- Conducted 1,159 referrals through case management.
- The classification and programs team facilitated 4,990 inmate assessment interviews, conducted 640 CINAS Lite assessments, and 897 CSMB assessments.
- Obtained 11 new business pledges from our community business owners.
- Approximately 1,695 inmates received re-entry services focused on transitioning back into the community.
- Received a \$1 million reentry grant from the US Department of Justice – this grant will enhance the reentry pipeline between the LCDF and the RISE Center to provide services to a greater number of clients.

## CLASSIFICATION SECTION



The Classification Section is composed of sworn correctional officers who are responsible for interviewing and classifying inmates for proper housing placement within the detention facility. The degree of custody required for each inmate is based on sound classification assessments and practices, to ensure the risk posed to staff, other inmates, the public or themselves is minimal.

- Responded to 6,600 inmate requests and made 1,632 pod rounds.
- Facilitated 1,480 inmate moves.
- Conducted 750 Disciplinary Report Hearings.
- Conducted 2,633 initial inmate intake interviews.

## INMATE PROGRAMS SECTION

The Leon County Detention Facility offers educational and self-help programs to assist the incarcerated population with gaining control of their lives and encourage behavioral change through education. LCDF is currently offering over 30 programs after a two-year hiatus due to the pandemic. (Objective 7.9) Broad programming options address the following needs:

- Educational – Engage the mind.
- Spiritual – Engage the soul.
- Transformational – Engage the heart.
- Targeted interventions
- Skill training with directed practice.
- 24 community-based providers delivered programming inside the detention facility.
- Program staff delivered eight programs within the detention facility.
- In 44 weeks, 2,288 hours of instruction were provided to 4,444 inmates.
- The Chaplain Program had 5,176 participants in Bible study in 2023.

**DID  
YOU ?  
KNOW**

**Three persons have transitioned from incarceration to full-time employment with Leon County Public Works.**



# ACCOMPLISHMENTS

## Detention, Judicial, and Reentry

### STRATEGIC OBJECTIVES

#### Detention Operations

##### Goal 2: Policy and Oversight

- 2.1 Staff vacant positions in Detention Operations.

##### Goal 3: Technology and Social Media

- 3.14 Implement COVID-19 mitigation technology in the Detention Operations Medical Unit. (complete)

##### Goal 7: Improve Detention Services

- 7.1 Develop safer Correctional Officer pod stations in the eleven identified pods.
- 7.2 Identify alternate strategies to relieve intake congestion in the Detention Booking area due to lack of available or appropriate inmate housing. (complete)
- 7.3 Provide enhanced mental health services for inmates. (complete)
- 7.4 Staff and Train a Detention Cell Extraction Response Team (CERT). (complete)

### STRATEGIC OBJECTIVES

#### Council on the Status of Men and Boys

##### Goal 4: Community Policing and Crime Reduction

- 4.15 Establish and facilitate the Council on the Status of Men and Boys.

### PATHWAYS

Leon County Sheriff's Office Pathways Program, formerly known as "Work Camp", has a shift in focus from purely punitive sanctions to a more focused, individualized approach towards educational and vocational elements within sentences that are handed down by the courts.



In 2023 LCSO launched the Ecology and Reentry Training Hub (E.A.R.T.H.) Haven to include new and expanded programs such as beekeeping, mosquito fish breeding, citrus grove, art education and environmental horticulture.



The bees at EARTH Haven pollinate crops for up to two miles in all directions of their hive.

### THE RISE CENTER

The Reentry Innovative Services and Empowerment (RISE) Center is LCSO's continuum of care initiative, created to serve citizens being released from the Leon County Detention Facility and other correctional facilities. RISE is a one-stop resource center with case managers focused on serving returning citizens. Services offered include identification documents, employment, education and training, housing assistance, substance abuse, mental health, legal services, financial assistance/money management, counseling, healthcare access, family reunification, and video visitation.

In 2023, the RISE Center moved from Municipal Way to an expanded space at DISC Village on Pensacola Street.

- 628 clients visited the center.
- 1,135 referrals were made to other providers.
- 11 providers are co-located in the RISE Center.
- 34 formerly incarcerated individuals were hired through these connections.





**DID YOU KNOW?**

**Reentry is one of four key pillars of the ALLin Initiative.**

The women of Alpha Kappa Alpha, Delta Kappa Omega Chapter donated essential items to the RISE Center to support those in need.

### ► DETENTION SPECIAL SERVICES BUREAU

The Special Services Bureau consists of the Detention Investigations and Field Training Unit and handles all internal investigations and the training of all new staff members.

**The Detention Investigations Section is responsible for:**

- Monitoring and reviewing phones calls, incoming and outgoing letters through E-messaging, reviewing incoming pictures and videos for approval.
- Reviewing all offense reports originated within the Detention Facility and conducting follow-up investigation if needed.
- Respond to inmate request forms daily.
- Assist housing section with breaks and searches.
- Assist Internal Affairs, CIB, and any other agency with investigations concerning the Detention Facility.
- Investigate PREA incidents (Prison Rape Elimination Act).



# ACCOMPLISHMENTS

## Detention, Judicial, and Reentry

### ► DETENTION OPERATIONS DIVISION

The Division of Detention Operations is led by Chief Norman Mack. The Operations Division consists of the Housing and Operations Bureaus. The Housing Bureau consists of four squads that provide the care, custody, and control of the 18 inmate housing pods. The Operations Bureau consists of Booking, Releasing, Court Services, and Medical Security. These units are vital to the processing of inmates into the facility, through the court and medical, and for release to other facilities or the community.

#### 2023 Accomplishments

- The LCSO was awarded a grant of \$648,550 from FDLE for the purchase of a new jail management system to replace our current JIS system. The project is in the development phase.
- LCSO was awarded a \$56,000 grant from the Bureau of Justice Assistance to implement a body worn camera program in the Booking Section.
- LCSO sponsored three classes of corrections through academy at the Florida Public Safety Institute.
- Twenty-four officers were trained in Hospital/Transport training.
- The Leon County Detention Facility now has its own Armory for staff trained in Hospital/Transport. The Armory is equipped with all required equipment, allowing agency-trained transport officers to assist with hospital details and other facility-approved transport.

### ► DETENTION HOUSING SERVICES BUREAU

The Leon County Detention Facility Housing Bureau is responsible for the care, custody, and control of inmates in the care of the Leon County Detention Facility. The Housing Bureau consists of four (4) shifts which provide full-time supervision of all inmate housing areas (Pods). The LCDF is considered a “Direct Supervision” facility which means the inmates are allowed to move freely around their designated housing area. The officer supervises the inmates without the protection of any barrier unless the inmate is housed in one of the special housing Pods for Administrative or Disciplinary reasons.

### ► DETENTION OPERATIONS BUREAU BOOKING AND RELEASING SECTION



The purpose of the Booking Section is to care for and keep custody of each detainee who enters the facility. New arrestees are processed into the Justice Information System (JIS). The Inmate Property Unit is part of the Booking Section and ensures inmate property is properly stored and maintained.

The purpose of the Releasing Section is to assist inmates with their out processing. Releasing is also responsible for victim contacts, registration of sex offenders, and contacting probation and parole to attach GPS units to releases.

This section also coordinates with Detention - Court Services to facilitate transporting detainees to

## **BOOKING AND RELEASING SECTION *continued***

treatment centers, Department of Corrections, Florida State Hospital, and fugitives from other agencies.

The Court Services Unit of Booking works in tandem with all other units and outside agencies. Detention Court Services process inmate commitment packets, workup release dates, attend First Appearance Hearings, schedule inmate entry dates into treatment centers, and set fugitive waivers. All parole holds have their hearings in the Detention Court Services area (Objective 7.2).

In 2023, 8,271 arrests were processed into the LCDF, and 7,707 releases were processed out.

## **MEDICAL SECURITY SECTION**

The Medical Security Section assists our contract health care provider to ensure medical care is provided to the inmates.

This care extends beyond the walls of the Leon County Detention Facility. The medical provider connects with providers, within the community, when advanced medical care or procedures are needed.

The Medical Security Section ensures inmates are safely transported to and from local offices for these appointments.





# ACCOMPLISHMENTS

Detention, Judicial, and Reentry

## JUDICIAL SERVICES DIVISION

The Judicial Services Division is led by Chief Edward Lee and is comprised of the Bailiff Unit, Civil Enforcement Unit, Civil Process Unit, Transport Unit, Warrants Unit, and the United States Marshals Service (USMS) Task Force.



## BAILIFF UNIT

The Bailiff Unit's primary responsibility is to provide law enforcement services and security to all courthouse staff and visitors. A Bailiff is assigned to each judge presiding in a courtroom. That Bailiff takes direction from the judge in matters relating to courtroom decorum and maintaining order.

- Responding to calls for service, and/or alarm activations in and around the courthouse.
- Carrying out lawful orders of the court.
- Servicing of civil and criminal processes.
- Controlling the courthouse entrance and screening of visitors.
- Conducting orderly evacuation of the courthouse, when required.

**In 2023, the Bailiff Unit provided over 17,000 total court hours at the courthouse and the annex.  
Over 154,000 visitors and 180,000 articles were scanned.**

### ▶ CIVIL ENFORCEMENT UNIT



The Civil Enforcement Unit is responsible for receiving, processing, maintaining active files, and serving or executing all judicial processes received by the Leon County Sheriff's Office, per Florida State Statute. This includes processing civil summons and subpoenas, criminal subpoenas, writs, levies, pick up orders, ex-parte orders, extraditions, and more.

- Entered 4,640 warrants into FCIC/NCIC
- Removed 682 warrants in FCIC/NCIC
- Entered 18,984 civil documents into the tracking system

**In 2023 the Civil Enforcement Unit entered 4,640 warrants into FCIC/NCIC and removed 682.  
Additionally, they entered 18,984 civil documents into Civil Serve.**

### ▶ CIVIL PROCESS UNIT

The Civil Process Unit handles the service of various legal non-enforceable documents including civil summons, subpoenas, garnishments, tax deeds, divorce papers, and child support.

**In 2023, the Civil Enforcement Unit served 9,643 civil papers.**

### ▶ TRANSPORT UNIT

The Transport Unit's primary responsibility is the movement of transporting inmates between the Detention Facility and the Courthouse and transporting in-custody persons, to and from Leon County to other jurisdictions. The Transport Unit also arranges and transports inmates nationwide to Leon County for court appearances due to outstanding warrants and capias.



# ACCOMPLISHMENTS

Detention, Judicial, and Reentry

In 2023, the Transport Unit transported 4,253 inmates locally between the LCDF and the Courthouse, 776 inmates from the LCDF to other Florida facilities, 449 inmates from another Florida facility to LCDF, 6 inmates from LCDF to an out of state facility, and 95 inmates from an out of state facility to LCDF.



## WARRANTS UNIT

The Warrants Unit is responsible for serving all enforceable writs and warrants which include Baker Act (mental health) and Marchman Act (substance abuse) orders, Writs of Possession, Writs of Replevin, service of temporary and final Injunctions for Protection, Risk Protection Orders, levies, and locating and arresting wanted subjects on outstanding warrants.

In 2023, The Warrants Unit served 148 individuals with 311 felony and 64 misdemeanor warrants. In addition, 4,195 civil papers and 963 injunctions were served.

## US MARSHALS TASK FORCE

LCSO has assigned one sergeant and two detectives to the U.S. Marshals Service Florida/Caribbean Regional Fugitive Task Force. The purpose of regional fugitive task forces is to combine the efforts of federal, state, and local law enforcement agencies to locate and apprehend the most dangerous fugitives and assist in high-profile investigations.



- Served 366 warrants.
- Arrested 278 fugitives.
- Cleared 35 homicide warrants by arrest.
- Seized 40 guns.



## COUNCIL ON THE STATUS OF MEN AND BOYS

The Council on the Status of Men and Boys (CSMB) is under the direction of Executive Director Royle King and is comprised of four additional navigators. CSMB was created to lead and develop a comprehensive community effort to reduce homicides and non-fatal gun violence among males in the Tallahassee-Leon County area.



- Two life coach navigators and one school-based navigator were hired and on-boarded. These members, along with the executive director and community-based navigator staff the CSMB.
- The CSMB Governing Body was formed to focus on developing policy and providing direction to meet the council's mission and purpose.
- A Community Violence Intervention and Prevention Initiatives (CVIPI) multi-disciplinary planning team was formed to develop a Violence Reduction Strategic Plan. A kick-off meeting was conducted on April 28, 2023, and the group met throughout the year.
- The Gun Violence Community Survey was launched. The survey yielded 668 verified survey responses. The majority of zip codes in Tallahassee were represented by the survey data, including those identified in "An Anatomy of a Homicide."
- A 1,000 Men Call to Action Meeting was held in conjunction with listening sessions were from the chambers of commerce, Omega Lamplighters, LCSO Citizen's Academy Alumni, Ghazvini Learning Center, and PACE Center for Girls.
- CSMB life coaches were active in the Ghazvini Learning Center (GLC) providing services from March 2, 2023, through May 18, 2023.
- Expanded life coaching services beyond the Ghazvini Learning Center to Rickards, Godby, and Leon High School.
- Sponsored 33 students from the Ghazvini Learning Center with holiday gifts.
- Approved to start a Post Suspension Program in partnership with Florida A&M University to provide support services to suspended and expelled students from specific Leon County Schools.
- CSMB provided coaching services to 31 youth currently housed in the Leon County Juvenile Detention Center.
- The entire CSMB team completed a trauma informed care training that included a segment on adverse childhood experiences (ACE).



# ACCOMPLISHMENTS

## Law Enforcement Operations

### STRATEGIC OBJECTIVES

#### Law Enforcement Operations

##### GOAL 2: Policy and Oversight

- 2.3 Build out additional office space at the aviation facility to accommodate current and future personnel.
- 2.4 Develop an Aviation Division specific step plan / pay band plan to encompass compensation, certification, and time-in-service to support competitive hiring, and succession planning. (complete)
- 2.5 Continue phased implementation of 24-hour staffing plan for the Aviation Division/Aviation Taskforce.
- 2.6 Replace aging helicopter with new aircraft.
- 2.7 Complete Property and Evidence building construction and relocate all property and evidence to new location.
- 2.8 Fully implement Quick Entry for real property drops into Property and Evidence.
- 2.9 Implement a Citizen Portal to allow victims to submit electronic / digital evidence.(complete)
- 2.10 Acquire a storage facility for vehicle evidence (impound yard).

##### GOAL 3: Technology and Social Media

- 3.5 Replace aviation maintenance tracking software with a cloud-based system.

##### GOAL 4: Community Policing and Crime Reduction

- 4.4 Conduct an assessment to determine if Investigations Units are adequately staffed and resources/positions are assigned based on current workload and performance measures.
- 4.5 Implement specialized units for mental health, homeless outreach, and human trafficking.
- 4.6 Analyze internal processes in Special Operations and Investigations Units to determine efficiency and effectiveness.
- 4.11 Increase intelligence and analysis driven approaches to investigations and operational planning.
- 4.16 Implement a specialized unit for human trafficking. (complete)

##### GOAL 5: Training and Education

- 5.5 Conduct Active Assailant/Reunification exercise.

### DEPARTMENT OF LAW ENFORCEMENT OPERATIONS

The Law Enforcement Operations Department is commanded by Assistant Sheriff Steve Harrelson and is comprised of the Criminal Investigations Division, The Real Time Crime Center, and the Uniform Patrol Division.

#### ► CRIMINAL INVESTIGATIONS DIVISION

The Criminal Investigations Division is led by Chief Benjamin Benedict and is comprised of the Aviation Bureau, the Criminal Investigations Bureau, the Vice and Narcotics Bureau, and the North Florida HIDTA CADRE Initiative.

#### ► AVIATION BUREAU



It is the mission of the Leon County Sheriff's Office Aviation Bureau to aid law enforcement officers and the public in general, by using aircraft, technology, specialized training, and capabilities of the airborne law enforcement team.

The Aviation Bureau is led by Captain Lee Majors. The Aviation Bureau operates two 1995 Bell 206B3 "Jet Ranger" helicopters, and have the first law enforcement configured Bell 505 "Jet Ranger X" in operation on the eastern seaboard, which went into service in 2020.

**AVIATION BUREAU *continued***

The Leon County Sheriff's Office/Tallahassee Police Department Aviation Task Force is a collaborative effort of both agencies to utilize airborne assets to their full potential. The Task Force is staffed by eight Leon County Sheriff's Deputy pilots, including two reserve pilots, and two Tallahassee Police Department Police Officer pilots. All pilots hold an FAA commercial helicopter pilot certificate with an instrument rating.

Four of the pilots are also Certified Flight Instructors. Each helicopter crew is comprised of two Deputies and/or Officers, serving the role of "Pilot in Command" and "Tactical Flight Officer". The Director of Aircraft Maintenance holds an FAA airframe and powerplant certificate with inspection authorization and manages all aircraft inspections and maintenance.



**DID  
YOU?  
KNOW**

In October of 2023 the Leon County Sheriff's Office will have been operating helicopters for 50 years keeping the citizens of Tallahassee and Leon County safe.

The Aviation Bureau maintenance staff has a combined 71 years of aircraft maintenance experience.





# ACCOMPLISHMENTS

## Law Enforcement Operations

One of the Leon County Sheriff's Office's Strategic Objectives, (Objective 2.5), is for the Aviation Bureau to be fully staffed and available 24 hours a day. In 2023, another step toward fulfilling that objective was reached with the addition of a sixth full-time pilot to the bureau.

In 2023, The Aviation Bureau, in cooperation with Tallahassee Regional Medical Center, agreed to allow LCSO helicopters to land on the hospital helipad. This capability would be used to rapidly transport critically wounded personnel to the trauma center should the situation arise, saving valuable time which could be lifesaving. This bureau also received a \$160,000 U.S. Department of Homeland Security Grant, through the Florida Department of Emergency Management, to replace aging helicopter mission management equipment.

In 2023, the Aviation Task Force assisted with:



1,580  
calls for service

262  
arrests

69  
lost or missing  
person searches

56  
stolen vehicle  
recoveries

70  
pursuits or vehicles  
that failed to stop

28  
community  
outreach events

18  
out of county mutual  
aid responses.



Aviation Bureau Commander  
Captain Lee Majors

Aviation Bureau Commander Captain Lee Majors was reelected to the Board of Directors of the Airborne Public Safety Association. This association provides advanced training, networking, and advocacy for airborne public safety professionals worldwide. Captain Majors holds the position of Treasurer for the association and has previously served as the Southeast Regional Director responsible for the Southeast United States, the Caribbean, and South Africa.



Aircraft Maintenance Manager  
Steven Cantrell

In July of 2023 Aircraft Maintenance Manager Steven Cantrell received the Airborne Public Safety Association's 2023 Technical Specialist Award. This award identifies and recognizes an individual whose efforts or actions in maintaining or repairing aircraft operated by a law enforcement agency were performed extraordinarily above and beyond what is normally expected.

## ► CRIMINAL INVESTIGATIONS BUREAU

The Criminal Investigations Bureau is comprised of the Asset Investigation Section, the Criminal Intelligence Section, the Persons Investigation Section, and the Property and Evidence Section.

### ASSETS INVESTIGATION SECTION

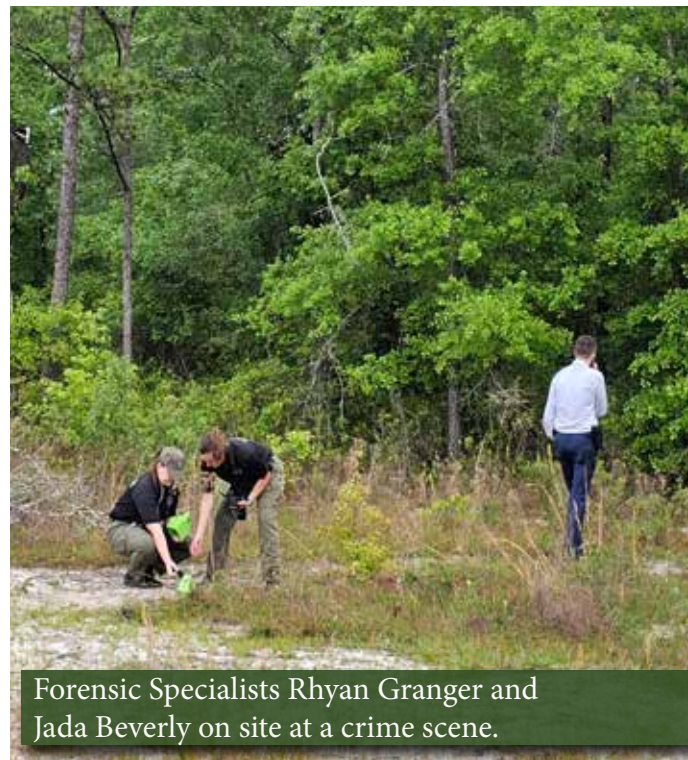
The Asset Investigation Section is comprised of the Crime Scene Unit, the Financial Crimes Unit, and the Property Crimes Unit.

## ► CRIME SCENE UNIT

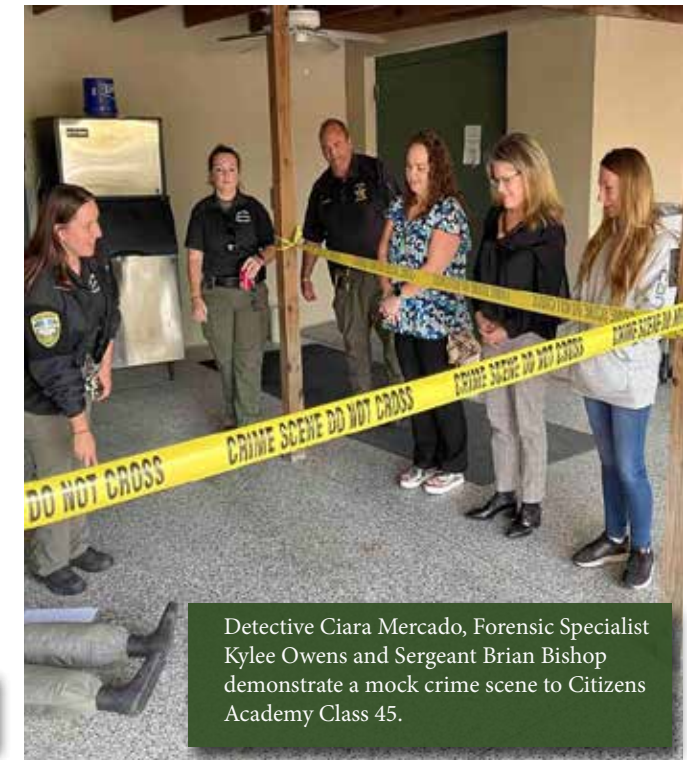
The Crime Scene Unit consists of 3 forensic specialists, 2 sworn detectives, a latent examiner, fingerprint technician, and the unit sergeant. The Crime Scene Unit is responsible for processing crime scenes, evidence, criminal registrations, examining fingerprints, test firing weapons to prove function,-- and ballistics analysis. Unit members respond to incidents such as burglaries, suspicious deaths, suicides, attempted homicides, and homicides. Members in this unit also attended advanced and specialized trainings.



Call Out Crime Scene truck and Response trailer.



Forensic Specialists Rhyan Granger and Jada Beverly on site at a crime scene.



Detective Ciara Mercado, Forensic Specialist Kylee Owens and Sergeant Brian Bishop demonstrate a mock crime scene to Citizens Academy Class 45.



# ACCOMPLISHMENTS

## Law Enforcement Operations

In 2023, the crime Scene Unit

- Responded to 117 call-outs.
- Worked on 379 cases.
- Processed 620 items.
- Completed 83 test fires.
- Conducted 202 latent print evaluations and 58 comparisons.
- Identified 95 latent prints.
- Completed 1,329 criminal registrations.
- Completed 2,816 sex offender/predator registrations.
- Fingerprinted 1,390 individuals.



The following equipment was acquired in 2023:

- 2 Master Laser Trajectory Kits for shooting reconstruction.
- Ductless Fume Hood – Used with chemicals.
- Downflow Ductless Hood – Processing with powders.
- Triplex Cyanoacrylate Fuming Chamber.
- 6 New camera flashes.



In 2023, members of the Crime Scene Unit attained advanced and specialized training.

- Latent Print Examiner Training (2 forensic specialists).
- Blood Pattern Analysis (2 forensic specialists).
- Law Enforcement Executive Leadership Training (unit sergeant).
- Field Training Officer Class (2 forensic specialists).



**DID YOU ? KNOW**

The week of June 4, 2023, Captain Jimmy Goodman noticed a citizen looking for something along the side of a roadway. He made contact and learned the man was a military veteran and married for 40 years. His original wedding band came off his finger while his hand was outside the window. Captain Goodman reached out to Sergeant Bishop for assistance with the Crime Scene's metal detectors. Detective Mercado and Sergeant Bishop responded to help look for the ring, which was located. The citizen did not expect his ring to be found and was grateful for the three agency members volunteering to help search for his ring.



**DID YOU ? KNOW**

**The Crime Scene Unit started transitioning from sworn detectives to non-sworn forensic specialists in 2021.**

In 2023, the unit's third non-sworn member, joined the team after completing an internship for her BS in Crime Scene. She enjoyed spending time with the team members and the agency to the point she volunteered in the unit after her internship was completed.

Once an opening became available, she applied for the position of forensic specialist.

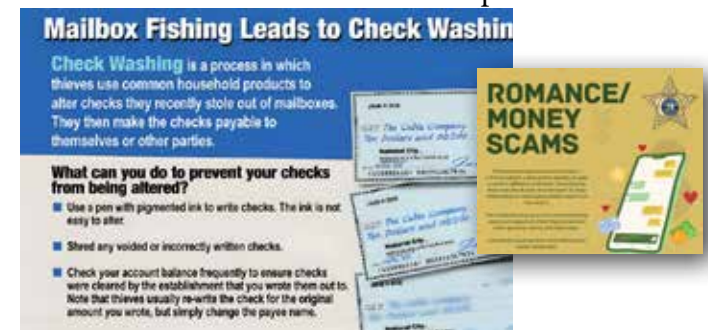
▶ **FINANCIAL CRIMES UNIT**

The Financial Crimes Unit (FCU) is currently staffed by one sergeant and four detectives. They are responsible for investigating criminal activity related to embezzlement, bank fraud, scams, credit card fraud, computer fraud, and financial exploitation of the elderly/disabled, amongst many other white-collar crimes. One member of the FCU is a certified member of the Association of Certified Fraud Examiners. FCU members are also engaged in the Tallahassee Chapter of the Association of Certified Fraud Examiners, Big Bend Fraud Task Force, Springtime Tallahassee, City of Tallahassee Parks and Recreational Leagues, and partnerships with Leon County Schools.

In 2023, FCU and the United States Postal Inspection Service (USPIS) created a closer working relationship to combat community issues with mail theft and subsequent fraud that occurs with this crime. FCU continues to work alongside our federal partners with the United States Secret Service (USSS) on larger white-collar crime cases. The partnerships FCU possesses with our federal partners at USPIS and USSS have allowed our detectives to receive specialized training as it pertains to current trends and investigative concepts.

**In 2023, the Financial Crimes Unit**

- Assigned 613 cases.
- Cleared 425 cases.
- 38 individuals were arrested, which is higher than the arrest totals the last two years.



▶ **PROPERTY CRIMES UNIT**

The Property Crimes Unit (PCU) is staffed with 4 detectives. The PCU investigates residential burglaries, thefts, criminal mischiefs, and crimes against pawn shops. The PCU leverages working relationships with many business entities as it relates to investigating their cases. Some of the major relationships used periodically are loss prevention associates at Lowes, Home Depot, Walmart, and many of the rent or lease businesses within Leon County.

Members of the PCU have been meeting monthly with members of the Tallahassee Police Department to share information regarding burglaries and thefts in Leon County. Members have also attended joint business meetings that include loss prevention employees from different businesses in attendance to address retail theft in Leon County. In a joint effort to combat auto thefts, LCSO has assigned two full-time detectives to the Auto Crimes Taskforce which is currently headquartered at the Tallahassee Police Department.

The PCU investigated a total of 974 cases in 2023, 97 of which were closed by arrest. These cases included burglaries, auto related thefts, criminal mischief, grand theft, petit theft, and grand theft of firearms cases.

Detective Matlock investigated a commercial burglary where over \$50,000 worth of pool equipment was stolen. A group of criminals from Miami traveled to Leon County and were determined to have committed the act. Warrants were obtained for all three suspects. Detective Matlock used modern electronic investigative technology to assist in solving the case.



# ACCOMPLISHMENTS

## Law Enforcement Operations

### **CRIMINAL INTELLIGENCE AND ANALYSIS SECTION**

The Criminal Intelligence and Analysis Section serves as a support unit for the entire Sheriff's Office providing a mix of criminal intelligence support, crime analysis, and administrative analysis. The section is staffed by non-sworn analysts who are subject matter experts in their field of work. Analysts play a very critical role in the agency. They must gather data and information from a myriad of sources, and then examine and evaluate it for accuracy—and potential threats. They use that data and information to determine what threats may arise, from where, and from whom. The analyst focuses on solving crimes and finding and apprehending offenders. They also identify and define crime trends, problems, and patterns. The section is heavily focused on reviewing and gathering large amounts of data, compiling reports based on their findings, and presenting their findings to various customers. They also scrub large amounts of data to identify persons involved in criminal activities.

In 2023, the section continued the weekly production of intelligence reports. In coordination with IT, the section prepared to support Florida's transition from the Uniform Crime Reporting (UCR) Summary system to the Florida Incident-Based Reporting System (FIBRS/NIBRS) in January 2024. The new system will allow LCSO to transmit data seamlessly through FIBRS to the Florida Department of Law Enforcement. Some of the key features include reporting across 49 crime categories, as opposed to the previous eight under the UCR system. Multiple offenses within an incident will now be reported, shifting the counting method to focus on the number of victims rather than incidents alone. FIBRS also allows agencies to provide comprehensive details on each crime occurrence, including information about victims, offenders, arrestees, and property data.

Analyst Chris Carpenter graduated from the Florida Law Enforcement Analyst Training (FLEAT), and the Florida Law Enforcement Analyst Academy (FLEAA).

### **PERSONS INVESTIGATIONS SECTION**

#### **INTERNET CRIMES AGAINST CHILDREN (ICAC)**

The Internet Crimes Against Children (ICAC) Taskforce investigates technologically advanced crimes and employs various undercover techniques to detect and apprehend child sexual predators. ICAC investigators also endeavor to educate parents, teachers, prosecutors, law enforcement, and groups about crimes committed against our most precious citizens along with what they can do to help prevent such heinous crimes.

In early 2023, a goal for the ICAC unit was to educate children and families about internet safety. Detectives were featured on the FOX 45 news station to speak about how families and children can be good "digital citizens" and look out for potential exploitation tactics. The detectives were also guest contributors on the Greg Tish 93.3 FM radio channel to speak about sextortion strategies offenders use against our youth.

The ICAC unit conducted operations to identify and arrest child predators attempting to lure children and engaging in sexual acts with them. This operation was a success and yielded eight arrests of offenders attempting to sexually exploit children. Towards the end of the year, ICAC detectives conducted more proactive investigations which revealed a male secretly filming children in his residence. This case led to the rescue and identification of six child victims who reside in Leon County.



Sheriff Walt McNeil speaking at the Human Trafficking Awareness & Public Safety Initiative Meeting in July 2023



LCSO staff and agency partners at the Human Trafficking Awareness & Public Safety Initiative Meeting in July 2023

### ► SPECIAL INVESTIGATION UNIT

The Leon County Sheriff’s Office Special Investigations Unit (SIU) is comprised of one sergeant and four full-time detectives, including a sex offender and sex predator detective. SIU handles complex and often high-profile cases that may require specialized skills, resources, and expertise.

One critical area of focus for SIU is human trafficking within Leon County. This can involve surveillance, infiltrating trafficking networks, and gathering intelligence to build strong cases. SIU employs a victim-centered approach to human trafficking investigations and work closely with support services to ensure victims receive the necessary care. Leon County Sheriff’s Office partnered with the Department of Homeland Security, Homeland Security Investigations, and the Capital City Human Trafficking Taskforce. This collaborative effort between local, state, federal agencies, and non-profit organizations, fosters a concerted approach that facilitates prevention, suppression, and enforcement of the multifaceted nature of human trafficking.

Also in 2023, the Leon County Sheriff’s Office was designated by the International Association of Chiefs of Police (IACP) to serve as a demonstration site for the *Building Agency Capacity: A Toolkit for Human Trafficking Investigations* project. This project aims to provide dedicated resources, support, and technical assistance to enhance efforts to identify and assist human trafficking victims and conduct investigations using trauma-informed, victim-centered principles. This designation enables the gathering of information from LCSO and five additional law enforcement agencies nationwide. The gathered data will be utilized to create human trafficking toolkits for dissemination to other law enforcement entities.

### ► SPECIAL VICTIMS UNIT (SVU) / VIOLENT CRIME UNIT (VCU)

The SVU/VCU unit is comprised of seven highly trained and skilled detectives with a focus on investigating all aspects of persons-related crimes. In 2023, members of SVU/VCU investigated approximately 1,050 persons-related crimes. Most of the felony-related offenses investigated were related to aggravated assault/battery, robbery, sexual battery, child abuse/neglect, and lewd, lascivious offenses against children.

SVU and VCU investigated the following:

- Three homicides of which one resulted in an arrest, while the other two are ongoing.
- Four attempted homicides with all four investigations resulting in an arrest. There was a reduction in both homicide and attempted homicide investigations from the previous year.



# ACCOMPLISHMENTS

## Law Enforcement Operations

### SPECIAL VICTIMS UNIT (SUV) / VIOLENT CRIME UNIT (VCU) *continued*

The Tallahassee Police Department, and The State Attorney's Office of the 2nd Judicial Circuit to create a "Cold Case" Task Force. This collaborative effort will bring much-needed resources together to potentially resolve unsolved major cases in Leon County.

### VICTIM ADVOCATE UNIT



Leon County Sheriff's Office Citizens Academy Alumni Association met with the Victim Advocate Unit to learn about LCSO utilizes "Heart Math" with deputies.

The Victim Advocate Unit (VAU) of the Leon County Sheriff's Office was established in 1995 and aims to be the first source of help for victims of crime. This unit is available on a 24-hour basis to respond to the needs of victims of crime in Leon County.

During the National Crime Victim's Rights Week, the VAU hosted a Lunch and Learn on Resilience for all local advocates in the Big Bend Area.

Two members are HeartMath Certified Mentors in the Building Personal Resilience Program. They provide this educational and therapeutic service to victims of crime suffering from the after effects of victimization, as well as to law enforcement professionals in-house. Every recruit class is trained in this technique during their firearm educational training.



The Victim Advocate Unit assisted the Joy Squad in providing breakfast to our sworn members to thank them during Law Enforcement Appreciation Week in May 2023.

The unit applied for and was granted \$500 from AfterMath to restock the supply closet. Items often needed for victims include personal hygiene, undergarments, and clothing. One member became certified with the Florida Crisis Response Team (FCRT), making two members available for outreach throughout the state. Another member completed the Crisis Intervention Team training and the Victim Services Practitioner Designation Update.



The Victim Advocate Unit demonstrates the Heart Math tool during deputies training.



Heart Math Tool

## PROPERTY AND EVIDENCE SECTION



Property and Evidence is managed by five full-time employees, two part-time employees, and one manager who serves as the agency's designated evidence custodian. This section is responsible for documenting, classifying, storing, tracking, and disposing of property.

In 2023, the Property and Evidence section had an intake total of 18,721 physical and digital items. The citizen portal was utilized to make 1,262 submissions for evidence. The section released/destroyed almost 30,000 items and has been packing all 87,000 physical items in preparation for the unit relocation in 2024.

## ▶ VICE AND NARCOTICS BUREAU

The Vice and Narcotics Bureau is led by Captain Bobby Green and consists of detectives with specialized training in the many facets of illegal drugs. The bureau investigates a wide variety of illegal drug activity from street-level dealers to large-scale drug trafficking organizations (DTO).

Several detectives assist other task force units in surrounding counties to collaborate and help combat the growing concerns about the sale of illegal drugs and fentanyl. Several detectives are assigned to the High-Intensity Drug Trafficking Area (HIDTA) Task Force and the North Star Multi-Jurisdictional Drug Task Force which focuses on suspects involved in illegal drug sales within the Big Bend (Gadsden, Wakulla, Liberty, Gulf, Calhoun, Jefferson, Taylor, Dixie, and Suwannee Franklin, Hamilton, Lafayette) counties. Other task force participation includes ones housed at the U.S. Drug Enforcement Administration and Florida Department of Law Enforcement.

In 2023, Homeland Security requested that LCSO provide a Task Force Officer within their organization. Detective Frank Cook was selected for this role.

Also, North Star requested that LCSO provide a Central Commander to assist in the efforts to combat narcotics sales and distribution in surrounding counties, of which Sergeant Daniel Roufa filled this role.

In 2023, the bureau executed **24 search warrants** and made **65 arrests**.

Seizures included the following:



\$643,159.15 currency.	86.35 grams of methamphetamine/molly.	83.47 grams of fentanyl.	1,140.5 grams of THC edibles.
40 firearms.	108 pills of prescription drugs.	14.18 grams of ketamine.	13,564.89 grams of alpha-PVP.
163.06 grams of powder cocaine.	32.62 grams of crack cocaine.	1,140.5 grams of THC edibles.	898.7 grams of cannabis.



# ACCOMPLISHMENTS

## Law Enforcement Operations

### HIGH-INTENSITY DRUG TRAFFICKING AREA (HIDTA)



HIDTA worked 77 cases resulting in 22 arrests. The team seized 53 firearms and drugs worth \$960,000 to include:

- 35 kilos of methamphetamine.
- 1 kilo of powder cocaine/crack.
- 255 pounds of cannabis.
- 2 kilos of synthetic drugs.

#### SOME OF THE SEIZED ITEMS PICTURED ABOVE:

10 Firearms	Marijuana: 56,997 grams	Cocaine: 2,066 grams	\$8,086	THC Edibles: 9100 grams
1 vehicle	MDMA: 3.86 grams	Oxycodone: 30 grams	Psilocybin Mushrooms: 420 grams	Synthetic cathinone: 324 grams
	Ketamine: 14.18 grams	THC liquid/Resin: 32,511 grams	Alprazolam: 2,137 pills	

The North Star Task Force performed eight search warrants yielding 14 arrests. Seizures included:

- 7 firearms.
- 4 grams of alpha-PVP.
- 65 grams of cocaine.
- 700 grams of marijuana.
- 510 grams of methamphetamine.

### NORTH STAR MULTI-JURISDICTIONAL DRUG TASK FORCE (NSMDTF)

In December 2022, The North Florida HIDTA CADRE Initiative received a Big Bend Crime Stoppers tip to a poly-drug narcotics dealer in Tallahassee, FL. An investigation was initiated, and numerous surveillance events were conducted by members of HIDTA which ultimately resulted in a traffic stop and arrest of a subject who was in possession of suspected fentanyl, cocaine, xanax, oxycodone, marijuana, various THC products and on active felony probation.

With the assistance of members of LCSO Vice Unit, Florida Highway Patrol, and U.S. Drug Enforcement Agency, 11 narcotics dealers or traffickers were arrested or have outstanding warrants because of the investigation. Those subjects face various charges ranging from cocaine trafficking to firearms charges. Most of the arrested subjects are facing 3-to-15 year minimum mandatory sentences. The investigation is still ongoing.

## STRATEGIC OBJECTIVES

### Real Time Crime Center

**GOAL 4: Community Policing and Crime Reduction**

- 4.10 Complete the buildout of the Capital Region Real Time Crime Center (RTCC).
- 4.17 Establish a public/private camera partnership.



CRRTCC Grand Opening

### REAL TIME CRIME CENTER

The Capital Region Real Time Crime Center (CRRTCC) is led by Executive Director Leslie Rabon and is a collaborative information center staffed by members from Leon County Sheriff’s Office, the Tallahassee Police Department, and the Florida State University Police Department. This center is also partnered with the Florida State University College of Criminology and Criminal Justice who is an in-house research component.

After a three year build-out which included the planning, renovation, and development of a new center, the Capital Region Real Time Crime Center became operational in February 2023. The CRRTCC prides itself on providing the most up-to-date information to our first responders. This effort increases their knowledge when responding to calls for service, provides information to solve crimes quicker, and allows a partnership across the City of Tallahassee and Leon County like no other.

#### Key Accomplishments

- Developed in-house standard operational policies, procedures, and an Analyst Training Program.
- Trained three members as Field Training Officers.
- Secured and deployed 24 new technological assets for enhanced data sharing.
- Hosted several dignitaries, including Congressman Neal Dunn.
- Conducted inter-agency, community, and national survey to develop baselines for center operations.
- In August 2023, analysts assigned to the CRRTCC were trained on the use of Mobile CAD. This allows the team to add information to an active CAD screen without the added burden to our partners at the Consolidated Dispatch Center. While this may seem minor, this reduces the amount of airtime that is used for routine information and increases data for historical purposes.



# ACCOMPLISHMENTS

## Law Enforcement Operations



### In 2023, the CRRTCC:

- Provided over 45,500 analytical assists.
- Provided support in more than 4,000 calls for service.
- Assisted in the recovery of 189 stolen vehicles.
- Developed leads in 61.3% of requests for biometrics queries.
- Queried over 12,000 persons.
- Queried over 15,000 vehicles.
- Completed over 1,000 training hours.

Several members of the CRRTCC Team have experienced both professional and personal milestones.



Analyst Ethan Valenti completed the Florida Law Enforcement Analyst Training Course, making him eligible for the Analyst Academy.



Analyst Mac Haughey graduated from the Florida Law Enforcement Analyst Academy and completed Field Training Officer (FTO) school.



Analyst Amy Rosmini completed Field Training Officer (FTO) School.

### CRRTCC Grand Opening



Sheriff Walt McNeil speaking at CRRTCC Grand Opening



Photo Courtesy of Florida State University



Executive Director Leslie Rabon

## STRATEGIC OBJECTIVES

### Uniform Patrol

**Goal 3: Technology and Social Media**

- 3.4 Increase utilization of Citizen Online Crime Reporting.

**Goal 4: Community Policing and Crime Reduction**

- 4.1 Work with law enforcement and community partners to reduce the overall crime rate through the use of data-driven decision making, strategic enforcement priorities, the leveraging of technology and social media, and ongoing analysis and adjustment of efforts.
- 4.2 Develop strategies to become more data-driven in addressing crime.
- 4.3 Enhance capabilities to address violent crime, robberies and gang violence.
- 4.5 Implement specialized units for mental health and homeless outreach, and human trafficking. (complete)
- 4.8 Increase participation in Department of Youth & Young Adult Services Programs.
- 4.9 Increase youth and young adult diversion efforts.
- 4.13 Develop and deploy the Juvenile Justice Jeopardy game as a tool to help youth navigate interactions with peers and police and understand the legal consequences of their actions.

**Goal 5: Training and Education**

- 5.4 Enhance School Resource Deputy (SRD) Training Program. (complete)

## UNIFORM PATROL DIVISION

The Uniform Patrol Division is led by Chief Ron O’Brien and is comprised of an Administrative Section, Reserve Section, Special Operations Section, Youth and Young Adult Services Section, and two Uniform Patrol rotations.

### UNIFORM PATROL BUREAU (ALPHA AND BRAVO)

Uniform Patrol works 24 hours a day, 7 days per week and their purpose is to respond to emergency and routine calls for service. They are responsible for investigating criminal incidents, collecting evidence to support investigations, conducting interviews, documenting criminal and non-criminal incidents, and making arrests. In addition to responding to calls for service, these deputies proactively patrol their assigned sectors and engage in activities from traffic enforcement to crime prevention.



CALLS FOR SERVICE	
RESPONDED TO CITIZEN-INITIATED CALLS FOR SERVICE	28,288 IN 2023
RESPONDED TO FIELD / MOBILE CALLS FOR SERVICE	85,317 IN 2023

COMPLETED IN 2023
4,392 CASE REPORTS
1,525 CASE SUPPLEMENT REPORTS
953 FIELD INVESTIGATION REPORTS

**ARRESTS (2023)**  
**1,271**



CONDUCTED IN 2023	
COMMUNITY POLICING/CRIME PREVENTION CALL FOR SERVICE	65,379
BUSINESS CHECKS	3,392
TRAFFIC STOPS	7,111



The number of reports submitted via citizen online crime reporting system increased from 781 in 2022 to 943 in 2023. (Objective 3.4)

The estimated hours saved were 1,400.




# ACCOMPLISHMENTS

## Law Enforcement Operations


Several members of the Uniform Patrol Division have experienced professional achievements.

 Deputy Clarke Cannon was selected as a member of the Hazardous Devices Team and completed Hazardous Devices School in December 2023.

 Deputy Dekle was selected to serve on the Drone Team.

 Deputy Cody Langley was selected to serve on the SWAT Team.

 Deputy Cody Grubbs was selected as a Defensive Tactics Instructor and attended the Gracie Survival Tactics at Gracie University.

 In July 2023, Deputy Tony Mashburn observed a Black BMW with three occupants matching the description of a stolen vehicle. Concealed inside of the vehicle was a rifle along with a backpack containing 275 grams of marijuana. Located under the front passenger seat was a handgun that was also reported stolen. Due to Deputy Mashburn being vigilant and observant, these weapons and drugs were taken off the street.

## YOUTH AND YOUNG ADULT SECTION

### SCHOOL RESOURCE DEPUTY UNIT

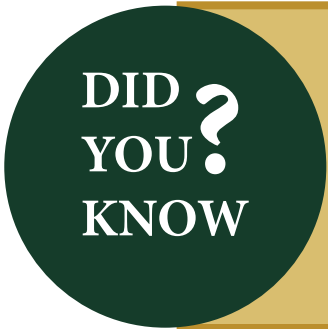


The School Resource Unit is comprised of one lieutenant, three sergeants, and twenty-three deputies (SRDs). LCSO contracts law enforcement services to Leon County Schools and provides 23 SRDs to be physically present at 18 Leon County Schools. Two SRDs are assigned to each of the five major high schools, one SRD is assigned to SAIL High School, and ten are at middle schools and two specialty schools.

SRDs are responsible for maintaining campus security, investigating criminal activity on campus, large juvenile gatherings involving criminal activity off campus, recovering runaway juveniles, providing a positive role model for students, and offering instruction to students and faculty throughout the year. The School Resource Unit is also responsible for the Crossing Guard Unit which consists of the School Crossing Guard Coordinator and 18 Crossing Guards.

The School Resource Unit is responsible for the Explorers Program which provides an opportunity for youth between the ages of 14 and 21 to learn about the profession of law enforcement. Each year, the Explorers have an opportunity to compete against other Explorer Posts at the regional, state, and national levels. Throughout the school year and the summer, SRDs actively participate in outreach programs such as the Back on Track program, Sheriff's Adventure Camp, Sheriff's Youth Ranch, Sheriff's Youth Advisory Council, Scouting, and the Teen Driver's Challenge.

**SCHOOL RESOURCE DEPUTY UNIT *continued***



From August through December 2023, the SRDs have worked over 5,000 additional hours (on top of their 40-hour work week) to make sure the children are safe at school.

When a child is on campus, a deputy is expected to be present. The SRDs cover their schools before, during, and after school.

This is a collaborative effort between them all!



Three SRDs are certified Defensive Tactics instructors: Deputy Chris Flores, Deputy Adam Cook, and Deputy Davis Clarke. They assist the unit in making sure training is up to date, as well as assisting the Training Unit deliver Defensive Tactics training to all members of LCSO.

The School Resource Unit and Leon County School (LCS) Safety & Security have worked closely together. Zero Eyes (Artificial Intelligence Technology for firearm recognition) has been implemented in our high schools. The system is in place to detect firearms and notify first responders and SRDs within three to five seconds.

LCS Safety & Security also installed tactical lockers in the high schools. These lockers include a small ballistic shield, a breaching tool, trauma kits, and keys to the school. “Pup Patrol,” with Pup Tango has also become a part of the school family, building a great relationship with the children and serving as a weapons detection dog.

The School Resource Unit has increased the number of deputies present at all inner-city sports functions to ensure safety. Metal detectors have been introduced to high school football stadiums by LCS Safety & Security. The School Guardians staff the stadium gates and utilize metal detectors to scan all who enter. This has proven to be invaluable to the SRDs by deterring patrons from introducing firearms.

**Back on Track has again proven to be successful.**



Since the start of the 2023-2024 school year, the Back on Track Program has had a 97% success rate with only 3% of participants re-offending.

Back on Track’s success is due in large part to Deputy Jessica Ikner who consistently makes extra efforts to ensure our youth are in attendance every month.



# ACCOMPLISHMENTS

## Law Enforcement Operations

### SPECIALTY UNITS

### CANINE UNIT



The Canine Unit consists of one sergeant and five Canine teams. A Canine team is assigned to each Uniform Patrol shift to provide 24-hour availability. The Canine teams can be utilized to track missing persons and to detect the odor of illegal narcotics. The Canine teams are also responsible for tracking and apprehending subjects who have fled from law enforcement. The Canine Unit members are deputized by federal agencies, and they work closely with the U.S. Marshals Violent Fugitive Task Force and the Department of Homeland Security Investigations.

During 2023, Canine Sergeant Chuck Mehr and Canine Trainer Adam Bragg conducted weekly, ongoing training for LCSO as well as numerous outside agencies. Both the sergeant and trainer are also responsible for providing several hundred

hours of ongoing training to each LCSO Canine team, to include the annual Florida Law Enforcement Canine Association and Florida Department of Law Enforcement certifications of which every handler completed successfully in 2023.

Over the past year the LCSO Canine unit has provided ongoing canine support for an impressive list of cooperating agencies to include but not limited to the following:

- US Marshals Service,
- Drug Enforcement Agency
- US Postal Inspector
- Florida Department of Law Enforcement
- Tallahassee Police Department, Gadsden County Sheriff's Office
- Wakulla County Sheriff's Office
- Florida Highway Patrol
- Florida State University Police Department
- Florida Agricultural and Mechanical University Police Department
- Bureau of Alcohol Tobacco and Firearms, and Explosives

The Canine Unit assists the agencies in addition to providing continued operational support to the LCSO Patrol Division, Deputies without Borders, VICE and Narcotics Unit, Warrants Unit, Criminal Investigations Bureau, and any additional unit requiring canine assistance. The LCSO Canine Unit is responsible for numerous arrests made in important federal indictments and investigations. In addition, the LCSO Canine Unit is regularly recognized and highly touted by Marty West, Deputy Commander of the US Marshals Fugitive Task Force. The Canine team has located items of criminal evidence including several weapons used to commit violent felonies. Each canine has and continues to provide protective services to its handler, all LCSO members, and every member of the community.



The members of the Canine Unit often are put into harm's way to capture the most dangerous criminals in our community. A few examples of the crimes they have thwarted are bank robberies, armed burglary, and drug traffickers.

**CANINE SUCCESS STORIES**



**DEPUTY BRAGG & K9 GHOST**

In July, Deputy Bragg responded to assist deputies with a disturbance complaint, discovering that the suspect at the scene had an outstanding felony warrant. When deputies arrived, they identified the suspect, who fled on foot into nearby woods. Deputy Bragg and his canine partner "Ghost" pursued the suspect, issuing verbal commands to surrender with no response. Ghost picked up the suspect's track, leading them through various obstacles until they cornered him attempting to conceal himself. Despite repeated commands to stop, the suspect

continued to evade capture, attempting to climb a six-foot wooden privacy fence. Deputy Bragg released Ghost, who apprehended the suspect before he could escape. Upon searching the suspect, deputies found two small baggies of suspected Alpha-PVP concealed in his shoe.



**DEPUTY MATTHEWS & K9 BANE**

In April, Deputy Matthews swiftly reacted to a robbery in progress, whereupon the responding unit spotted the described suspect nearby, prompting the suspect to flee on foot. With the assistance of Canine Bane, the unit successfully tracked the suspect through a storage yard, culminating in the apprehension of the suspect who surrendered without

escalation. Notably, the captured individual was sought for multiple burglaries and possessed numerous outstanding warrants.



**DEPUTY GARRETT & K9 CASH**

In May, Deputy Garrett aided TPD in apprehending an armed burglary suspect who returned to argue with the victim at the scene. Upon TPD's arrival, the suspect fled into nearby woods, then onto a warehouse rooftop. With Air 1's assistance, the suspect was located hiding in a tree. Deputy Garrett deployed his canine partner, Cash, to track the suspect's scent and successfully guided Cash to the suspect's location. After establishing communication with the suspect, Deputy Garrett negotiated his surrender, allowing TPD units to safely bring him down from the rooftop. Moreover, Deputy Garrett was commended by TPD for

his bravery during an earlier shootout at Tom Brown Park, where he helped neutralize an armed threat, earning him the Medal of Valor from Chief Revell.



**DEPUTY WAGNER & K9 RONIN**

In February, Deputy Wagner responded to assist TPD with an armed bank robbery. Upon arrival, he deployed his canine partner Ronin, initiating a track of the suspect through varied terrain amidst rain. Traveling over pavement, grass, and mud, across a culvert, and into a wood line, they covered over a mile, emerging at a park behind a neighborhood. Perimeter units encountered an individual, later identified as the suspect who had changed clothes, thanks to Deputy

Wagner's efforts. Deploying Ronin for an article search, they found a trash bag containing the robbery's clothing and shoes nearby. This identification led to the suspect's involvement in another bank robbery shortly after. With the suspect's identity established, perimeter units swiftly intercepted him leaving the scene, leading to a successful traffic stop resulting in his arrest, seizure of multiple firearms, including an AK-47, and the recovered stolen cash.



Left: Deputy Seth Garrett awarded the Medal of Valor from Chief Revell at the Tallahassee Police Department Awards Ceremony and Holiday Luncheon on December 15, 2023.

Of the few LCSO Canine Unit's accomplishments shared each serves as a great example of the ALLin mentality and the training, effort, and dedication that each of the handlers and canines bring to LCSO's commitment to the reduction of crime.



# ACCOMPLISHMENTS

## Law Enforcement Operations

### ▶ HOMELESS OUTREACH STREET TEAM (HOST) UNIT



The Homeless Outreach Street Team (HOST) is comprised of two deputies who are responsible for engaging with Leon County’s homeless population to educate them on available resources and services. HOST deputies engage with business owners to provide guidance and recourse when homeless persons impact their business. In 2023, HOST made 1,043 contacts and 272 referrals for services.

Success stories from 2023 include:

- HOST deputies coordinated with the head of our local Salvation Army who was seeking a place of storage for 20 donated beds. The beds will eventually be dispersed to individuals in need of them. HOST deputies acquired storage space and facilitated the transport of the beds.
- HOST received a complaint about an individual who was hanging out at the county annex. HOST contacted the individual and determined he was currently homeless living out of his car. It was determined his car had broken down, and he did not have the means to fix or move his vehicle. Deputy Cook and Deputy Pacchioli spent several hours meeting with the client and helped get his car back up and running.
- HOST Deputies met with Catholic Charities to collect clothing items for an individual who was being provided a bus ticket to move back with family in California. HOST had been working with this individual for over a year to actively reconnect him with his family



### ▶ MENTAL HEALTH UNIT (MHU)



LCSO has a contract agreement with the Apalachee Center to provide mental health services in the field to persons experiencing a crisis. The Mental Health Unit (MHU) is comprised of three deputies who are paired with a mental health professional. They are trained in crisis intervention and de-escalation. As a team, the deputies ensure safety so the mental health professionals can conduct assessments of clients in crisis. When not responding to crisis situations, the MHU teams conduct follow-up visits to encourage and further assist their clients.

- In 2023, MHU worked 2,895 calls for service and had contact with 1,607 individuals.
- MHU attended a community mental health event at the Lincoln Center to gather additional resources.
- MHU assisted Patrol with a call involving an individual suffering from a mental health crisis who locked themselves in a vehicle and refused to speak with the deputy. An MHU deputy arrived, de-escalated the situation, and gained compliance from the individual who was taken into protected custody without further incident.



<b>RESPONSE CALLS</b>
MHU RESPONSE CALLS FOR SERVICE IN 2023
<b>2,895</b>

- MHU deputies Baker Acted an individual who was hostile towards law enforcement and denied needing any mental health services. He was released after 72 hours, but due to the rapport he had with the MHU deputy, he voluntarily checked himself back into Apalachee Center to receive treatment.

**TRAFFIC UNIT**



The Traffic Unit consists of one sergeant and seven deputies. The unit is responsible for investigating vehicle crashes ranging from fender benders to vehicle crashes involving serious bodily injury and fatalities. In their effort to keep the motoring public safe on our roadways, they participate in multiple traffic enforcement campaigns throughout the year such as the National Drunk & Drug Impaired Driving Prevention campaign. The Traffic Unit is utilized for special events such as dignitary motorcades and is additionally responsible for inspecting wrecker companies' tow trucks for compliance with regulations.

In 2023, the Traffic Unit conducted over 5,000 traffic stops and more than 100 traffic crash investigations.



In addition, the Traffic Unit:

- Secured \$5,000 from the Institute of Police Technology and Management (IPTM) to increase high visibility enforcement for the safety of pedestrians and bicyclists.
- Obtained a grant from the Florida Department of Transportation (FDOT) for speeding and aggressive driving enforcement in the amount of \$67,000.
- Helped raise \$8,000 for Special Olympics - Leon County through the Capital City Challenge Motorcycle Rodeo.



- Purchased a crash data retrieval system to aid in traffic homicide investigations and serious bodily injury crashes.
- Performed over 30 traffic safety operations specifically targeting speeding, aggressive driving, and impaired driving align with other agencies.
- Completed training and attained certification in Field Training Officer, General Instructor, Firearms Instructor, and Basic Traffic Homicide Investigation



# ACCOMPLISHMENTS

## Law Enforcement Operations

### ► RECRUITMENT

The Uniform Patrol Division has one recruiter who holds the rank of sergeant. The recruiter is responsible for representing the Leon County Sheriff’s Office while attending colleges, military bases, career expositions, hiring fairs, and any other event where there is potential to recruit new members. The recruiter educates interested candidates about the Leon County Sheriff’s Office and our opportunities and benefits. Follow-up is conducted frequently with potential candidates and assistance is provided with the application process. The recruiter acts as a liaison between the candidate, Human Resources, and the Training Unit when on-boarding new members.

#### 2023 Accomplishments

- Attended 18 career and job fairs locally and outside of Tallahassee.
- Supported 1,443 applicants through the process.



### ► RESERVE UNIT



The Reserve Unit is commanded by one reserve captain and two reserve lieutenants. Deputies in the Reserve Unit hold their law enforcement standards and volunteer their time to assist with law enforcement functions and community events.

In 2023 the Reserve Unit volunteered over 2,700 hours achieving a cost avoidance of almost \$62,000.

### ► HONOR GUARD



The Honor Guard is entrusted with ceremonial functions such as funeral honors, presentation and retiring of the colors, and parades. They must maintain an impeccable appearance, being good order and discipline. The Honor Guard takes great pride in upholding the prestige and honor of the Leon County Sheriff’s Office and the United States of America.

In 2023, the Honor Guard represented the Leon County Sheriff’s Office at 23 events.

## ► SPECIALTY TEAMS

Specialty Team assignments are additional duties. The Specialty Teams are comprised of members whose primary job assignment is something other than their Specialty Team assignment. They remain on call and ever ready to respond to incidents that require the response of a well-trained, cohesive unit. Members of Specialty Teams train together as a team once to twice per month and can be deployed regionally upon request.

## ► HAZARDOUS DEVICES TEAM (HDT)

The Hazardous Devices Team which is otherwise referred to as the “bomb squad” is deployed during incidents involving suspicious packages, HAZMAT, and Chemical Biological Radiological Nuclear and Environmental (CBRNE) incidents. They are responsible for the investigation and safe disposal of improvised explosive devices and military ordinance. Additionally, they are deployed with the SWAT Team when thermal or explosive breaching methods are required.

In 2023, the Hazardous Devices Team was deployed during four call-outs, one of which was to assist another agency. The team staffed six special events and conducted three bomb sweeps. They provided 11 community demonstrations and 19 static displays.





# ACCOMPLISHMENTS

## Law Enforcement Operations

### ▶ HOSTAGE NEGOTIATION TEAM (HNT)



The Hostage Negotiation Team (HNT) is deployed whenever there is a need for specially trained negotiators. HNT is also often deployed with the SWAT Team to bring peaceful resolution to hostage situations or wanted barricaded subjects. The team consists of eight members. HNT team members held seven monthly team training sessions and three joint training sessions with the SWAT, Drone, and Hazardous Devices teams.

HNT Team members attended two Florida Association of Hostage Negotiations (FAHN) regional trainings for region 2 hosted in Tallahassee with all members obtaining additional advanced training on the topics Surviving Psychological Injuries and Dual Negotiation Concepts with Scenarios Based Training included.

HNT had three members attend the annual Florida Association of Hostage Negotiations (FAHN) conference where they obtained advanced training. One member, Lt. Jason Glover, was re-elected for his 3rd term as Regional Director for FAHN's Region 2 which consists of Gadsden, Liberty, Franklin, Wakulla, Leon, Jefferson, Taylor, Madison, Hamilton, Suwannee, and Columbia counties.



HNT Team participated in four demonstrations and eleven static displays. They also responded to one call-out in conjunction with SWAT and Drone team members. This response was to assist the Liberty County Sheriff's Office with a barricaded subject, who had been involved in a domestic situation. After approximately 2 hours of negotiations using a Third-Party Intermediary (the brother of the subject), the subject surrendered without incident and was taken into custody.

HNT members also assisted throughout the year teaching the Crisis Intervention Training (CIT) conducted by the Florida Sheriff's Association for law enforcement officers throughout Florida. A modified version of the CIT block was offered to LCSO recruit deputies.

### ▶ LIVESTOCK TEAM

The Livestock Team is responsible for capturing non-domesticated animals that have escaped a secured location and are roaming freely. Such animals include cows, horses, pigs, and goats. Once captured, the Livestock Team must arrange for the animals to be housed and cared for until they can be reunited with their owners. If no owners can be located, the Livestock Team is responsible for selling or donating the animals. In 2023, the Livestock Team responded to 13 call-outs.



### ▶ **RAPID RESPONSE TEAM (RRT)**

The Rapid Response Team is deployed during times of civil unrest or potentially violent protests or riots. Their mission is to keep the peace and protect lives and property. In 2023, the Rapid Response Team was deployed to support 14 special events.



### ▶ **SPECIAL WEAPONS AND TACTICAL (SWAT) TEAM**

The Special Weapons and Tactics (SWAT) Team is deployed during situations that require a tactical response to incidents such as a hostage situation, a wanted subject who has barricaded themselves, high-risk search warrants and arrest warrants, high risk prisoner transports, Airborne Use of Force, dignitary protection details, and security for high profile events such as the Governor's Inauguration.

In 2023, the SWAT Team was deployed to four call-outs, conducted two transports, and staffed seven special events. SWAT supported 17 community events and conducted nine demonstrations.





# ACCOMPLISHMENTS

## Law Enforcement Operations

### ► TACTICAL DIVE TEAM

The Dive Team is deployed to conduct underwater investigations in bodies of water ranging from swift-moving rivers, sink holes, lakes, and open water. The Dive Team responds to various incidents involving water such as drownings, homicides, weapon and stolen property recovery, boating crash investigations, and motor vehicle crashes.

In 2023, the Dive Team was deployed during nine call-outs, supported four other agency's, and participated in 12 community events. The team logged 933 training hours over 25 training days.



### ► DRONE TEAM (UNMANNED AERIAL SYSTEM (sUAS))

The Drone Team has various-sized drones which are deployed during tactical situations, to assist the SWAT Hostage Negotiations Team. Through a video downlink and mapping technology, the drones can be utilized to obtain information such as suspect locations during a tactical situation. The drones are also utilized to map homicide scenes and fatal traffic crashes. Additionally, they are utilized to search for missing persons and conduct damage assessments in the aftermath of major storms.



# WORLD CLASS SERVICE

## COMPLIMENTS & KUDOS FROM CITIZENS AND EMPLOYEES



### LCSO Deputies

“I just wanted to say thank you to all the deputies we have been dealing with in the several robberies we have had outside of our building. We can tell from our cameras they have been coming in the parking lot at night to patrol the area when they get a chance. Every time an officer has come to our office, they have been very professional. Thank you for your leadership.”

-Danny Funderburg, GM of Lamar Advertising Company of TLH

### LCSO Detention Facility Staff

“SPECIAL THANKS to Kristy Hardin, Inmate Programs Supervisor for putting together the staff that you have. Them and the teachers are such a blessing to us who attend class. You all please keep up the good work. You guys are changing lives. God Bless you!! ”

-Damon Gilbert, Citizen

### LCSO Staff

“THANKS to Deputy David Pate and his colleagues for their work with the on-site assessment for Hernando County Sheriff’s Office. Deputy Pate and his colleagues gave our files a thorough examination and provided valuable feedback. Deputy Pate is an exceptional representative of your department, as he was extremely professional. Again, thank you for allowing Deputy Pate the time to participate. If we can ever reciprocate, please do not hesitate to call on us.”

-Lt. Rocky Howard, Professional Standards - Hernando County SO

### LCSO Deputies

“THANK YOU to the Leon County Sheriff’s Office for partnering with Fort Braden School for our Middle School Mental Health Awareness Day on March 10, 2023. Deputies Shade McMillian and Hannah Parry did an outstanding job presenting “Human Trafficking” to our middle school students. Again, we appreciate LCSO and their commitment to our community by partnering with our school for this annual event for our middle school students.”

-Todd Lanter, Principal – Fort Braden School

### LCSO Aviation Unit

“...I wanted to take the time today to extend my heartfelt thanks for the incredible helicopter ride with the LCSO. It was an absolute thrill and a memory I’ll cherish for a lifetime. Your dedication to keeping Tallahassee and the surrounding area safe is truly commendable. The bravery and hard work of you and your team do not go unnoticed. Your commitment to our community’s safety is both admirable and appreciated more than words can express. The helicopter ride was an experience I’ll always treasure.

The aerial view of our city was breathtaking, and it gave me a profound appreciation for the efforts put forth by law enforcement to ensure our security from above. I was so impressed with the technology and how you are able to assist from the sky. Please convey my gratitude to the entire team for their unwavering dedication and service. Your selflessness and commitment to keeping us safe are nothing short of heroic. Thank you once again for the unforgettable opportunity and for everything you do to make Tallahassee a safer place for us all. We are immensely grateful.”

-Karinda Barrett, Citizen



Left:  
Mounted Unit at  
41st Annual Law  
Enforcement Officer  
Memorial Service

### LCSO Deputy

“THANKS and APPRECIATION to Deputy Paul Pacchioli for his years of service in volunteering to assist with the coordination of the participating Mounted Units, during the Fraternal Order of Police 41st Annual Law Enforcement Officer Memorial Service. Deputy Pacchioli receives them, coordinates housing for the horses, and organized their participation in the service. Without his presence, passion, and dedication their involvement in the State service would not have been possible. Deputy Pacchioli is extremely professional and goes above and beyond to ensure all aspects of the Mounted Units’ contribution to the service is both meaningful and respectful to the surviving families of our fallen. I am confident each family was touched by their presence this year and that is directly related to Deputy Pacchioli’s efforts. Please communicate our heartfelt thanks and appreciation to Deputy Pacchioli.”

-Boris Millares, FL State Lodge, FOP, Inc.



# WORLD CLASS SERVICE

## COMPLIMENTS & KUDOS FROM CITIZENS AND EMPLOYEES

### LCSO Chief

**“SPECIAL THANKS to Chief Mack, for your care and concern shown to my grandson who is battling mental health issues. I appreciate everything you have done; you are very positive person.”**

**-Marie Hill, Citizen**

### LCSO Deputies & Staff

**“THANK YOU to the Leon County Sheriff’s, specifically Rebecca Garrett and Deputies Michael Gilley and Keyera Wilcox for providing an off-duty escort for the GEAR Up Florida Bicycle Team on May 27. Thirty college men rode their bicycles from Miami to Tallahassee – over 950 miles – and raised over \$140,000 for persons with disabilities.**

We were very fortunate on Saturday to have the assistance of Deputies Gilley and Wilcox, both of whom helped ensure the safety of our riders. And as she has done so efficiently and reliably in the past, Rebeccah Garrett provided outstanding service arranging for their help. Each of these people helped us in a way that reflects well on your office, and I appreciate it very much.

The Leon County Sheriff’s Office has been providing an escort for our riders for 26 years, and our community is very fortunate to have a Sheriffs Office staffed with community minded professionals who are willing to go an extra mile to help. Your leadership in this area sets a great example. Thanks again and please convey my thanks to your great people for their help.”

**-J.Jeffry Wahlen Ausley McMullen Attorneys at Law**

### LCSO Bailiff Deputies

**“SPECIAL THANKS to Bailiff Deputies; Joseph Eldridge, Donald Goddard, and Brian Falstrom, for the professional courtesies extended to me and my family during court proceedings in the courtroom of Judge Hobbs held on August 1. You will never know how much your kindness meant to me on that day.”**

**-Citizen**

### LCSO Captain & Detectives

**“ APPRECIATION & SINCERE THANKS to the Leon County Sheriff’s Office, specifically Captain Jimmy Goodman, Sergeant Brian Bishop and Detective Ciara Mercado for the professional courtesies provided to me on June 2. While on my way home on Orchard Pond Parkway, for some reason I briefly rested my hand on the frame of my car window while driving and my wedding ring slipped off, hit the pavement, and bounced away. I immediately stopped started searching on both sides of the road. While searching Captain Goodman stopped and asked; “what was I looking for?” I told him what happened, he immediately started looking as well. We searched to no avail, then Capt. Goodman asked; “how long had I been married, I responded, 41 years.” At that point he stated he was not giving up and was going to try and get some Crime Scene Specialist trainees to come and assist. I live in Havana and had been home about an hour, when I received a call from Capt. Goodman informing me, he and his team comprised of Det. Mercado and Sgt. Bishop had located my ring. I can’t thank them enough; I am sure the three of them had more important things to do than look for an old guys’ wedding ring. What they did was obviously above their call of duty, to donate their time on my behalf I greatly appreciate. It is a testament to you that you are able to attract such professional and dedicated individuals and so I tip my hat to you. Please let them know I contacted you about my experience with them and your department and express my sincere thanks to each one of them.”**

**-Mr. Wayne Langston, Citizen**



Left:  
LCSO Reserve  
Captain Jimmy  
Goodman with Mr.  
Wayne Langston in  
WCTV Something  
Good feature.

Photo Courtesy of WCTV

**LCSO ADMINISTRATIVE BUILDING**  
2825 Municipal Way Tallahassee, FL 32304

Main line  
(850) 606-3300

Records Management Division  
(850) 606-3317

Public Records Requests:  
Records Director - Elethia Chase  
[Public Records Request Form](https://www.leoncountysos.com/Citizen-Center/Records-Reports-Requests)  
<https://www.leoncountysos.com/Citizen-Center/Records-Reports-Requests>

**DISC VILLAGE**  
3333 W. Pensacola St. Tallahassee, FL 32304  
Fiscal  
(850) 606-3211

**RISE Center**  
(850) 606-3173

**Council on the Status of Men and Boys (CSMB)**  
(850) 606-3135

**LCSO DETENTION FACILITY**  
535 Appleyard Dr. Tallahassee, FL 32304  
Main line  
(850) 606-3500

**JUDICIAL SERVICES**  
301 S. Calhoun St. Tallahassee, FL 32301  
Main line  
(850) 606-3450

**REAL-TIME CRIME CENTER (RTCC)**  
Main line  
(850) 606-2585

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**2825 Municipal Way**  
**Tallahassee, FL 32304**  
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County Sheriff's website,  
[www. https://www.leoncountysoc.  
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**[https://www.youtube.com/  
LeonCountySheriffsOffice](https://www.youtube.com/LeonCountySheriffsOffice)**