



2018

ANNUAL REPORT

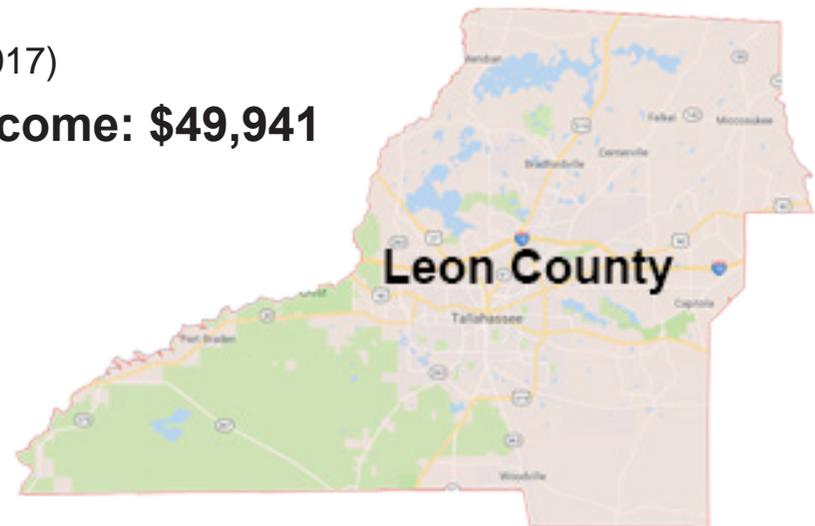
Leon County Sheriff's Office



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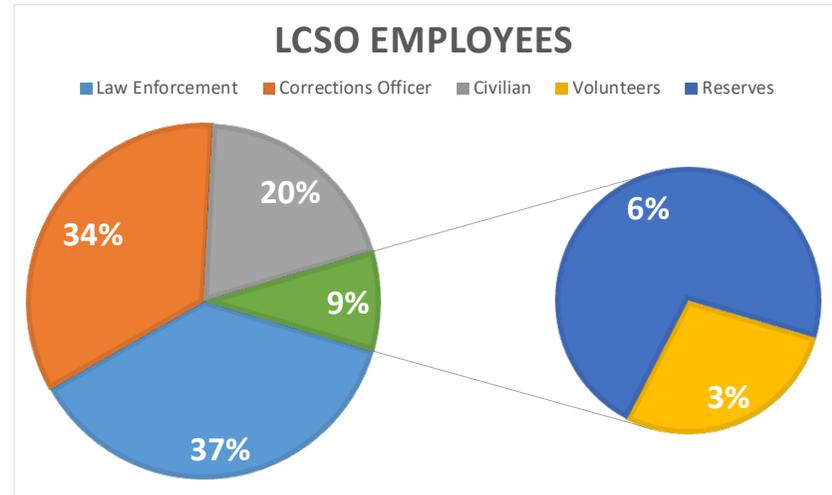
Area: 702 mi²
Population: 290,292 (2017)
Average Household Income: \$49,941



Leon County Sheriff's Office:

Total employees: 635
 Sworn Law Enforcement: 253
 Sworn Correctional Officers: 240
 Civilian employees: 142

Total non-paid staff: 70
 Volunteers: 18
 Sworn LE Reserves: 52



COMMAND STAFF



Pictured left to right: Chief Steve Harrelson, Executive Director Shonda Knight, Legal Counsel Jim Pimentel, Chief Audrey Smith, Chief Jeff Beasley, Sheriff Walt McNeil, Undersheriff David Folsom, Chief Linda Butler, HR Director Joe McCabe, Chief Chris Summers, Fiscal Director Rick Ritter



MESSAGE FROM THE SHERIFF



Walter A. McNeil was elected Sheriff of Leon County in November 2016. In his distinguished 40-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 Gov. 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 Gov. 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 DEA Award, amongst many others.

Dear Citizens of Leon County:

The Leon County Sheriff's Office has made great strides to enhance the quality of life by reducing both crime and the fear of crime. A primary responsibility of government is to provide a safe environment to live, work, and thrive. We continued with our very successful Allin Campaign, which joined law enforcement, faith, school, and business community in a collaborative partnership to decrease the record crime rate Leon County experienced before 2017-2018. Specifically, crime trends in Leon County continue to spiral downward, and we will not rest until all threats are abated.

Our primary focus is to deliver professional law enforcement and correctional services. We believe harnessing the power of technology, developing a highly trained and qualified workforce, and ensuring accountability and transparency in our operations is our roadmap to making Leon County safe.

This report speaks to the success our agency has accomplished through hard work and determination. We remain dedicated to seeking out ways to become more resourceful, imaginative, and aggressive in our approach to crime. While we are proud of the milestones we reached this year, we will not hesitate to seek every available opportunity to continue to protect our citizens and their property.

Sincerely,

Walt McNeil
Sheriff

Allin
Working together to make Leon County safer



Mission Statement

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.



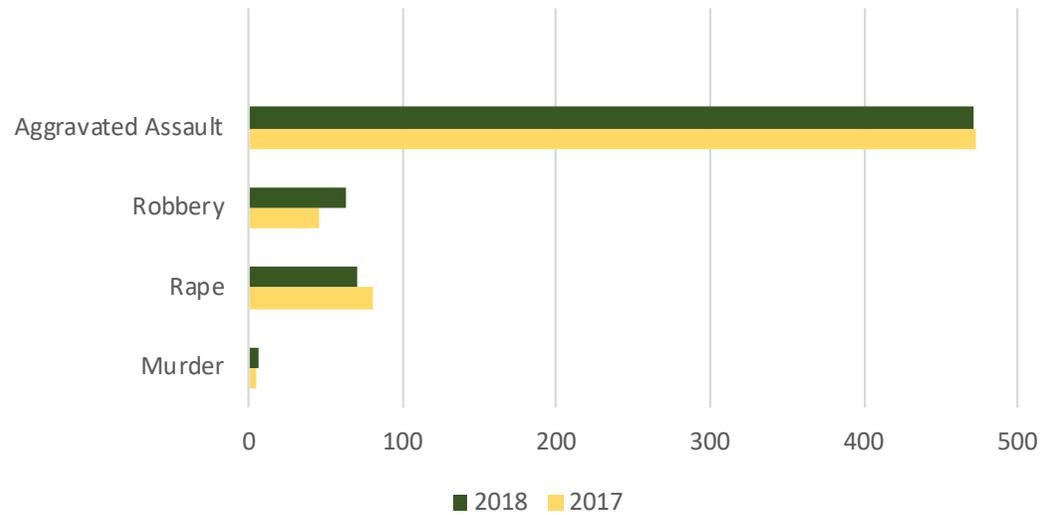


“Crime is down, but there’s still work to do!”

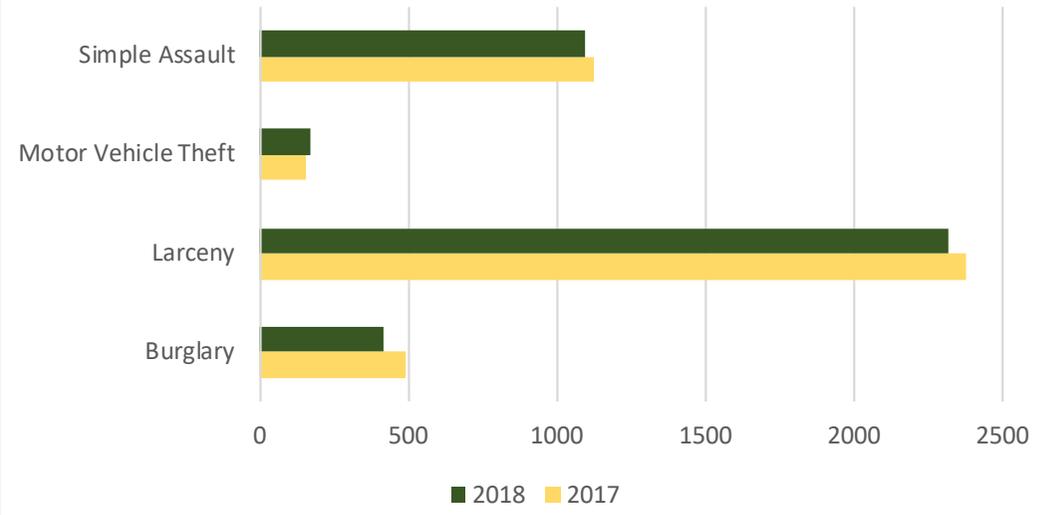
~Sheriff McNeil

6% decline
year to year

Violent Crime 2017 v. 2018



Non-Violent Crime 2017 v. 2018



These statistics only reflect Leon County Sheriff’s Office cases.



The Leon County Sheriff's Office adopted "ALLin" as its affirmation under Sheriff McNeil's Administration. It's a strategic and intentional commitment to community and law enforcement partnerships, "working together to make Leon County a safer place to live, work and play." "ALLin" is the defining language of the Leon County Sheriff's Office, and is at the forefront of the agency's initiatives and strategic planning.

LCSO Advisory Council

Sheriff McNeil's Advisory Council meets once a month to provide valuable feedback on LCSO initiatives and proposed program implementations. The 19 member group consists of business leaders, educators, law enforcement watchdogs, pastors and other community members.

Deputies Without Borders

Deputies without Borders is a deliberate collaboration between surrounding law enforcement agencies. LCSO is teaming up with the Florida Highway Patrol and sheriff's offices in counties including Wakulla, Gadsden, Jefferson and Liberty for direct operations to tackle crime issues. In 2018, much of Leon County's effort focused on partnerships with Wakulla and Liberty counties, including drug seizures, felony and misdemeanor warrant arrests, as well as the recovery of stolen vehicles.

Operation "ALLin"

"Operation ALLin" is an LCSO initiative, utilizing a partnership with the Florida Highway Patrol to increase the presence of law enforcement on the streets of Leon County.

The operation focused on aggressively targeting stolen vehicles, the transportation of illegal contraband, the possession of illegal weapons and the apprehension of fugitives from justice.

"Operation ALLin" was divided into four phases between November 2017 and February 2018 and accounted for thousands of hours of work. More than **\$900,000** in assets were seized from criminals. Troopers seized **48** pounds of marijuana, **2.4** pounds of cocaine and nearly **1000** grams of other illegal drugs with a street value of over \$500,000. FHP also recovered **15** illegal firearms, one stolen vehicle and a large amount of contraband used for credit card fraud and identity theft.

S.P.I.D.E.R. Unit

In 2017, Sheriff McNeil created a new, investigative unit of LCSO deputies who constantly evolve their mission to target crime. SPIDER or Special Projects Investigations Detection Enforcement Response took a brief hiatus during the first half of 2018 to assist with Patrol efforts. Since July, 2018 SPIDER has made **129** arrests, recovered **18** stolen vehicles and seized **13** firearms.

Detention Facility

The Leon County Detention Facility is laser focused on initiatives to help those who have paid their debt to society, get a fresh start. LCSO's Detention Facility hosts quarterly re-entry fairs on-site, with nearly 30 community partners, to help soon-to-be released inmates successfully navigate back into society. The Detention Facility has also partnered with the Apalachee Center to offer more mental health resources to inmates.





STRATEGIC PLAN

Public Safety

Priority: Work with the community and all law enforcement partners to reduce, solve and prevent crime to help keep Leon County safe, healthy and vibrant.

Goal 1: Increase Sworn Staffing

Youth Services

- Relief staffing for training and vacation days
- Explore use of SRD during summer

Uniform Patrol

- Increasing to 20 deputies per shift

Reserve Unit

- Explore compensation for special events
- Implement formalized FTO training program for Reserves

Goal 2: Continue reduction in crimes as reported in the Uniformed Crime Report and increase solvability rates

- Identifying repeat offenders
- Focus on property crimes that constitute the largest number of crimes in our community
- Focus on identifying repeat youth offenders
- Conduct a warrant sweep operation

Goal 3: Expand capability of Aviation Unit

- Research and identify equipment needs
- Establish partnerships with other First Responder agencies (to include TFD and other funding sources)

Goal 4: Improve Tactical Response Team Training

- Establish regular leadership meetings
- Cross train by discipline/team assignments

Goal 5: Increase partnerships with other LEO, Government, and private entities

- Further explore video sharing with private companies
- Continue Regional Investigations Leadership meetings
- Increase meetings with SAO to promote prosecution of chronic offenders

Goal 6: Reduce Incidents of Domestic Violence

- Continue partnership with Refuge House
- Implement Focused Deterrence Strategy
- Identify and implement new promising Domestic Violence reduction strategies

Goal 7: Complete implementation, as well as manage and assess the function of Real Time Crime Center

- Continue to define scope
- Identify peak operational hours
- Properly staff the center

Goal 8: Reduce Recidivism of Youth Offenders

- Implement “Back on Track” initiative
- Enhance Formal SRD “law enforcement perception” program for schools
- Coordinate investigative and analysis information with SAO to promote prosecution of worst offenders
- Establish annual strategic planning meeting with school officials

Detention and Judicial

Priority: (Detention) Improve the environment and operational efficiency, developing a comprehensive plan focused on facility infrastructure, staff development and the needs of the inmates.

Goal 1: Create and maintain a positive work environment for Leon County Detention Facility members.

- Develop internal and external communication plans, which

- highlight the mission and vision of the detention facility
- Perform a comprehensive staffing analysis within the LCDF
- Develop job specific post orders for correctional/security staff
- Establish a team to assess, evaluate and make recommendations on correctional staff equipment

Goal 2: Enhance programs for inmates/offenders returning to the community

- Develop an assessment tool to identify inmate needs
- Inventory inmate program needs and develop model to expand evidence based program to meet inmate needs
- Add two staff members to assist with performing inmate needs assessment/oversee programs
- Develop Leon County Re-Entry portal model and secure funding to support it

Goal 3: Improve the environment, safety and security with the LCDF

- Develop a three year Comprehensive Capital Improvement Plan based on LCDF needs
- Institute a facility environmental/safety program and designate a full-time facility inspector to manage the program
- Develop a security audit instrument and perform quarterly security audits
- Formulate the existing security review team by incorporating them into policy and procedure with specific responsibilities and performance metrics
- Develop search and security screening training for courthouse members.

Goal 4: Address Judicial Services Division needs based on member’s nature of assignment

- Develop enhanced scenario based training for Judicial Services Division Members
- Develop search and security screening training for courthouse members



Goal 5: Coordinate with the Court Administrator and the Chief Judge to prioritize critical facility and equipment needs

- Update surveillance and CCTV systems at the courthouse facilities
- Replace X-ray screening equipment at courthouse entrances

Organizational Excellence

Priority: Be a model law enforcement agency, establishing an internal framework of standards and processes, intended to engage and motivate our employees to deliver world-class service.

Goal 1: Obtain national law enforcement accreditation

- Submit application to CALEA for consideration
- Work with CALEA to complete self-assessment
- Awarded CALEA Accreditation

Goal 2: Obtain Governor's Sterling Award

- Follow up on status of meeting with Sterling Group and discuss training opportunities
- Register appropriate personnel for June 2019 conference
- Implement the Florida Sterling objectives and plan

Goal 3: Develop and implement a career development plan for all employees

- Create a Step Pay Plan Program for agency members
- Continue developing career road map currently in place
- Create a high year tenure policy and designate career development positions

Goal 4: Expand the recruitment process to provide a qualified and diversified workforce

- Create a sliding scale for new employees with experience
- Develop and implement a scholarship program to the Academy for Law Enforcement and Corrections to be

funded by an outside source

- Develop and implement a marketing program utilizing social media which emphasizes the comparison of benefits with local law enforcement agencies
- Expand recruitment efforts to military personnel via military bases

Goal 5: Develop a long-term workspace and target hardening plan for LCSO campus

- Research funding sources for long-term workspace improvements
- Work with local Subject Matter Experts (SMEs) to develop target hardening plan for LCSO campus
- Research creation of an LCSO Foundation
- Develop a long term maintenance plan for current facilities

Technology

Priority: Be an effective leader and reliable partner in the Public Safety community, using technology to enhance crime fighting and lower the crime rate to make Leon County a safer place to live.

Goal 1: Prepare a well-designed technology infrastructure which supports the mission of the Leon County Sheriff's Office.

- Train line-level personnel on the daily proactive usage of available technology resources
- Train supervisory personnel on the usage of technology resources for management of field resources
- Enhance Offender Management System through partnership with County or by replacement with off the shelf software

Goal 2: Leverage other law enforcement and community partnerships to increase technology sharing and usage opportunities

- Provide additional fixed and mobile cameras for site security for all LCSO facilities
- Research the development of a citizens' tip portal to create an additional avenue of information gathering
- Develop a citizens' mobile app to streamline communication sharing between LCSO and citizens
- Develop and deploy online reporting for citizens
- Research the availability of agency owned, private and government owned cameras for use in the Real Time Crime Center (RTCC)

Goal 3: Support and/or maintain technologies to ensure technology usage

- Enhance and expand capabilities and facilities of the Real Time Crime Center
- Provide infrastructure and personnel support for the Body Camera Program to enhance safety and transparency for citizens

Goal 4: Research technology and seek outside guidance to develop budget to provide updated technology for increased effectiveness

- Develop and implement a plan for the use of an Unmanned Aerial Vehicle (UAV) program
- Explore the usage of patrol vehicle hotspots to facilitate expanded and effective communications for field and investigative personnel during joint operations



LCSO IN ACTION

2,181

Outside Agency Assists

4,266

Crime Prevention Events

393

Aircraft Operations



51,634

Community Policing Reports

11

Dive Operations

2018 Calls for Service



“Deputy Lopez is a true Community Law Enforcement person. He takes time to get to know us in his community and relates to our area. He knows who ‘should’ be there, and recognizes when others ‘shouldn’t’. He is approachable at all times and is very professional. I ran in to the Deputy while out to lunch one day, he recognized me, asked about our family, and mentioned he’d stop by when in the neighborhood to check in on us. He is a model deputy sheriff and should be looked on as a role model for others in the organization.”



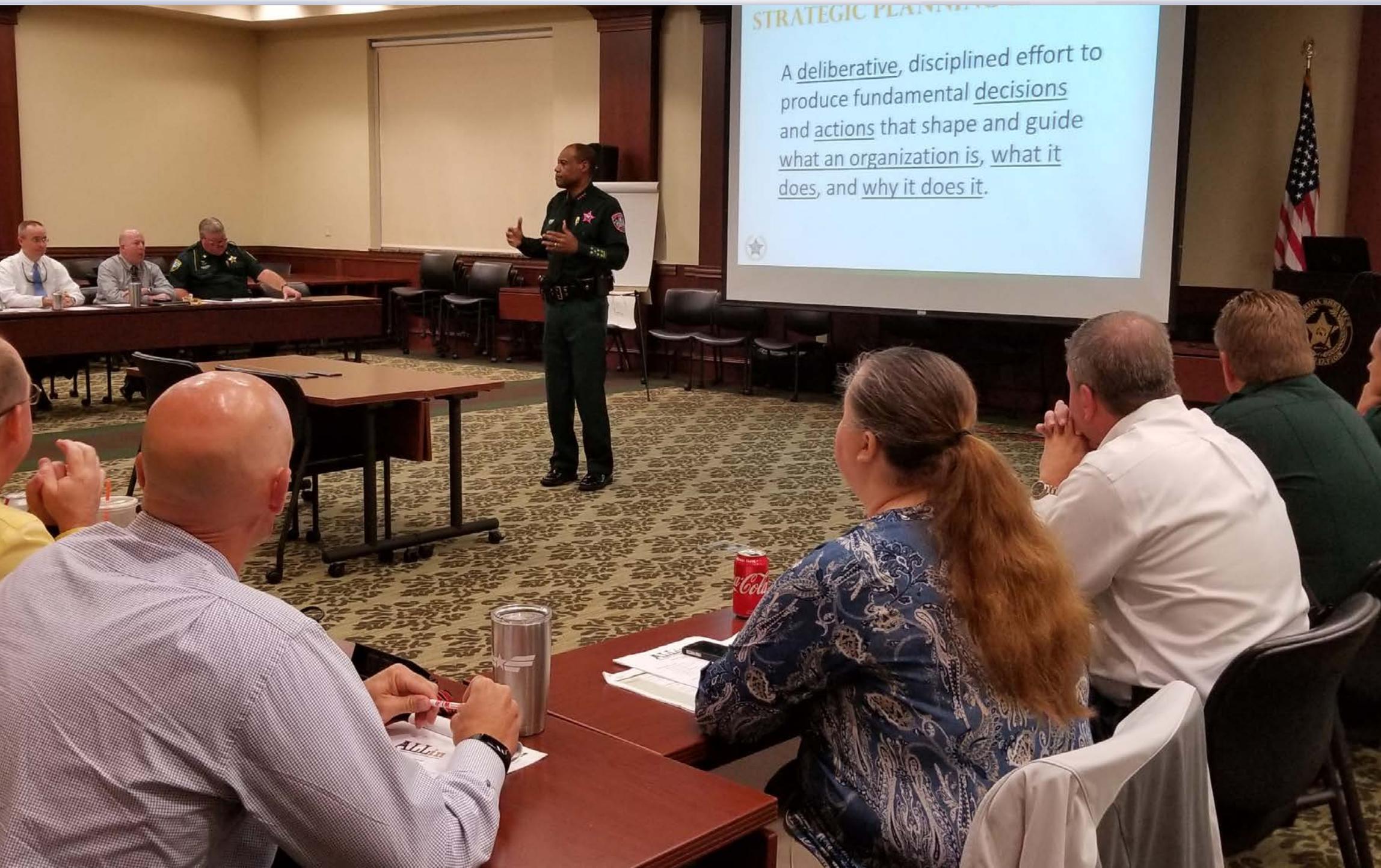
“Deputy Sears was so wonderful! He came to our house to file a stolen firearm report and he not only talked us through the process but assured us of next steps and was very friendly to our daughter and animals. We appreciate the great work of LCSO, especially Deputy Sears.”



“I wanted to take an opportunity to pass along my appreciation for assistance your deputy Eric Payne offered me Sunday afternoon. I had vehicle trouble and found myself stuck in a turn lane in the middle of Capital Circle North East. There was no safe way to get the engine running in the middle of traffic and Deputy Payne came to my aid, helping me safely move the vehicle from the very uncomfortable spot to an adjacent parking lot. I appreciate his assistance and wanted to pass that along.”

“I did a drive along with Deputy Ozemba, a wonderful young deputy in early November. He was professional, pleasant, informed and considerate. Deputy Ozemba is an outstanding ambassador for LCSO. He made the experience a great intro for me to the way law enforcement works in our county. My husband and I hope to be members of the Citizens Academy (which he promoted during our ride) and learn more and contribute what we can. Thank you so much Deputy Ozemba and Sheriff Walt!” ~ Lauchlin Waldoch

“Please extend our heartfelt gratitude to Deputy James Norris for the assistance he provided in removing a large tree from our cul-de-sac during the aftermath of Hurricane Michael. His enthusiasm and willingness to work tirelessly to restore our neighborhood to some sense of normalcy is so greatly appreciated. Our community is a better place because of his efforts.” Sincerely, The Wurglers



EXECUTIVE STAFF



David Folsom
Undersheriff

Undersheriff Folsom has worked for 32 years as a law enforcement officer. He began his career with the Valdosta State University Police Department from 1980-1984. Folsom received a commission as an officer in the United States Air Force in 1984. During that time, he was assigned as a Security Police Section Commander and Operations Officer in the Strategic Air Command and Alaskan Air Command where he was awarded the Meritorious Service Medal and USAF Commendation Medal.

In 1988, he joined the Tallahassee Police Department where he worked as a patrol officer, field training officer, traffic homicide investigator. Folsom worked as the supervisor and commander of the Special Operations Division. He was progressively promoted through the ranks to Captain.

In 2011, he was appointed the Deputy Inspector General for the Florida Department of Corrections. Sheriff McNeil appointed him Chief of Staff at the Leon County Sheriff's Office in 2017.

Undersheriff Folsom has a Bachelor of Science degree in Criminal Justice from Valdosta State University and a Master of Science in Political Science from Florida State University. He graduated from the FBI National Academy, Class 240, in 2010. Folsom graduated from Leadership Tallahassee in 2004 and is a member of the Florida Sheriff's Association and the International Association of Chiefs of Police.



James W. Pimentel
General Counsel

General Counsel James W. Pimentel is a 1997 honors graduate of the University of Florida College of Law. From 1997 until 2004, 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, Pimentel served as General Counsel for the Clay County Sheriff's Office. He has served as General Counsel to Leon County Sheriff Walt McNeil since January 2017. As General Counsel, he provides legal assistance to the entire agency.

Pimentel earned his Bachelor of Science in Political Science, summa cum laude, from Northeastern University in Boston. Upon graduation in 1988, Pimentel was commissioned as an Ensign in the United States Navy. He served on active duty from 1988 until 1994. After leaving active duty in 1994, Pimentel served in the Naval Reserve and was promoted to Lieutenant Commander, and later selected for promotion to Commander. Pimentel was recalled to Active Duty for one year following the 9/11 Terrorist Attacks, and he deployed outside of the United States. During his military service, Pimentel received the Navy Commendation Medal, four Navy Achievement Medals, two National Defense Service Medals, and numerous other military honors.

Pimentel is an Eagle Scout, Life Member of the National Eagle Scout Association ("NESA") and has received a District Award of Merit, the Silver Beaver Award, and the NESA Outstanding Eagle Scout Award from the Boy Scouts of America.



Stephanie Jones
Secretary

Stephanie Jones joined the Leon County Sheriff's Office in January 2017 as Executive Secretary 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. Sheriff McNeil's schedule, records minutes of official meetings. She oversees the reception and screening of phone calls and handles prioritizing all outgoing and incoming correspondence for Sheriff McNeil. Jones conducts research and prepares presentations or 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 a word processing certificate from Thomas Area Vo-Technical College. She has held positions as an Accounting Control Clerk, Administrative Aide, Executive Assistant and Personal Secretary.



ADMINISTRATION

The Department of Administration is comprised of Human Resources, Information Technology, Business Services, Training, Records Management, Facilities and Fleet. Each of these integral parts work behind-the-scenes in positions that allow our sworn law enforcement and certified detention members to better combat criminal activity and safely detain those incarcerated.

2018 Statistics

Human Resources Division

- Processed and hired more than 100 employees and volunteers
- Processed more than 1,100 applications
- Implemented and held two educational resource fairs for all employees, including more than ten educational institutions and financial resources

- Partnered with Flagler College to create the Flex Program to allow employees with an Associate's Degree or 60 credit hours to complete their Bachelor's Degree within five semesters
- Eight employees were provided LCSO scholarships to participate in the Flex Program.

Facilities Maintenance

- Processed more than 4,800 maintenance requests agency-wide
- Replaced the outdated detention fire system interface
- Replaced the roof on the Administration Building

Records Management Division

- Processed approximately 9,000 public records requests
- Scanned and verified more than 1.1 million documents

Training Division

- Completed restructuring of entire Recruit Training Program
- Upgraded Use of Force Tracking software

Information Technology Division

- Processed more than 6,000 IT requests agency-wide
- Completed the installation of the Real Time Crime Center
- Implemented the new Detention Commissary and Banking system
- Moved and enhanced the Detention Emergency Command and Control Center
- Replaced Detention Intercom System

CERTIFICATIONS

HUMAN RESOURCES

- Society for Human Resources Management Certified Professional

RECORDS MANAGEMENT

- Certified Public Records Administrator

INFORMATION TECHNOLOGY

- CompTIA A+ Certifications

TRAINING

- FDLE Certified Instructors



ADMINISTRATION





FISCAL OPERATIONS

The Sheriff's Office is primarily funded by appropriations from the Leon County Board of County Commissioners. The Finance Department's main goals and objectives are to ensure that all agency funds are properly spent, monitored and accounted for throughout the year. The Finance Department is responsible for the General Accounting, Payroll, and Procurement Units within the agency.

The General Accounting Unit ensures that financial records for the agency are accurate, reliable, and prepared in accordance with general accepted accounting principles and governmental accounting standards. General Accounting is responsible for the oversight and monitoring of the agency's daily fiscal operations, the preparation of the annual budget and the monitoring and submission of all grant related revenues and expenditures.

The Payroll Unit is responsible for the bi-weekly payroll process for all full-time and part-time members which was approximately \$58.2 million in fiscal year 2018. The unit is also responsible for the calculation and submission of all retirement and tax contributions made on behalf of the agency and its employees.

The Procurement Unit purchases operating and office supplies for the entire agency. The unit's objective is to obtain a quality product for the best price by researching prices and assisting other departments in obtaining quotes with the goal of fiscal accountability for all taxpayer dollars spent. The Procurement Unit processed more than \$5.3 million dollars in fiscal year 2018.

FY 2018/2019 BUDGET:
\$80,108,405





2019 BUDGET

Law Enforcement	\$39,504,934
Detention	\$36,833,566
Bailiff	\$ 3,769,905

FUNDING SOURCES

Leon County	\$78,251,031
School Board	\$ 1,857,374
Total	\$80,108,405

DEPARTMENTAL BREAKDOWN

Law Enforcement

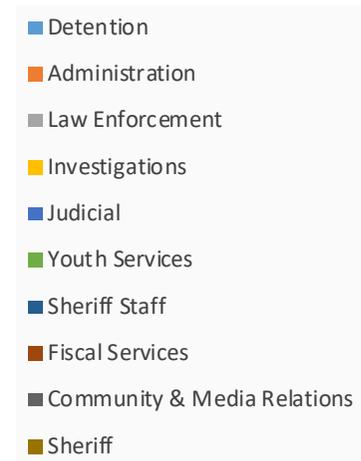
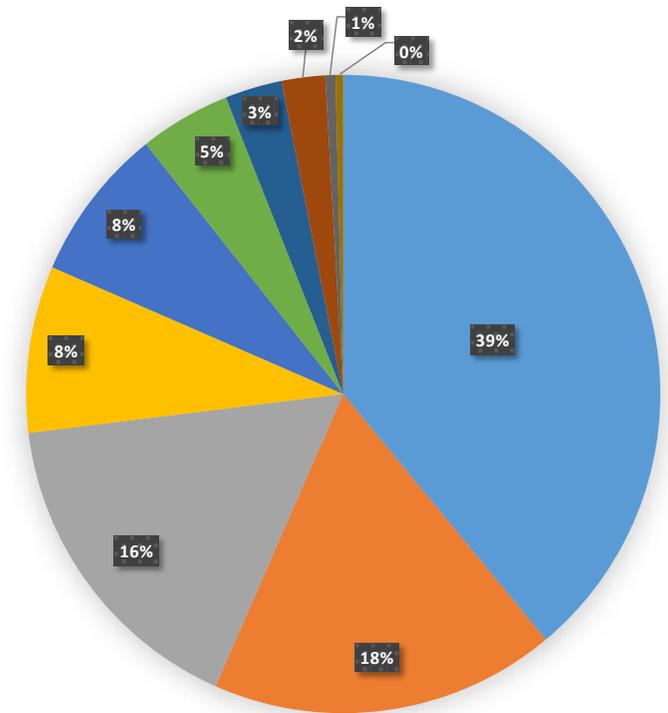
Personnel	\$29,828,954
Operating	\$5,419,946
Capital	\$1,481,505
CDA	\$2,774,529

Bailiff

Personnel	\$3,587,441
Operating	\$182,464

Detention

Personnel	\$25,490,803
Operating	\$11,116,897
Capital	\$225,866





FLEET OPERATIONS

The Leon County Sheriff's Office Fleet Operations is comprised of 504 vehicles, including 277 marked patrol vehicles. In 2018, LCSO Fleet Management completed 3,602 repairs, including 851 preventative maintenance services, 453 tire services, 289 brake system services and 186 emergency equipment repairs. Fleet Operations ordered, received, issued, and installed 14,038 parts and dispensed 242,836 gallons of fuel. Fleet Operations added 44 new vehicles in 2018. The Unit consists of a director and four technicians.





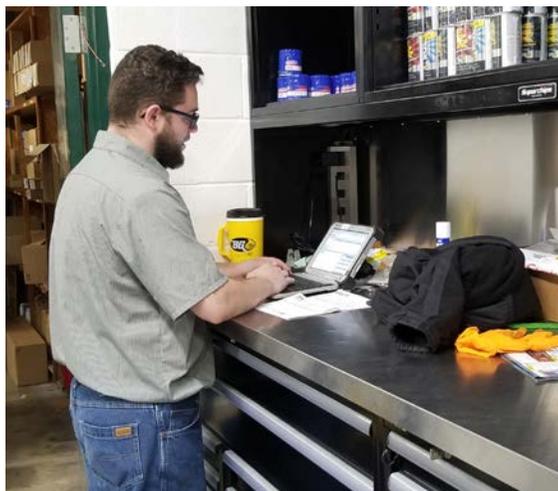
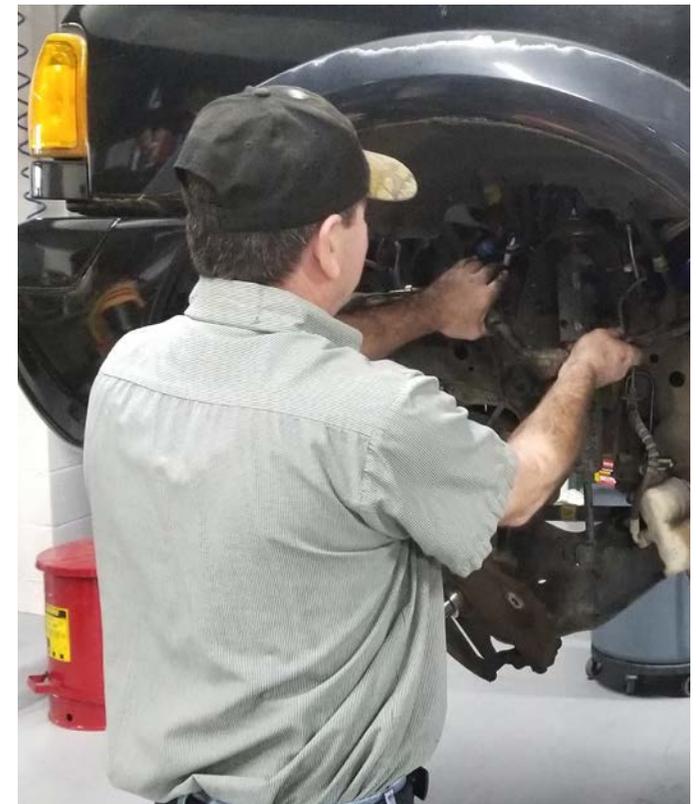
The Leon County Sheriff's Office Fleet was recognized by the National Institute of Automotive Service Excellence with the prestigious "ASE Blue Seal of Excellence" for a third consecutive year. This Unit is one of only four Florida Sheriff's Offices to receive this certification status. Our Fleet Management Division Director Tim Coxwell completed recertification of his ASE Master Technician status, NAFA Certified Automotive Fleet Manager certification, and the American Public Works Association's Certified Public Fleet Professional certification. There are only two fleet professionals in the State of Florida with these credentials and only eight in North America.

CERTIFICATIONS

- ASE Certified Blue Seal of Excellence
- Certified Automotive Fleet Manager
- APWA Certified Public Fleet Professional
- NAFA Fleet Management Association
- ASE Certified Master Automotive Technician
- ASE Certified Maintenance and Light Repair
- ASE Certified Parts Specialist
- ASE Certified Service Consultant



Tim Coxwell, LCSO Fleet Manager
Florida Sheriff's Risk Management Fund
"2018 Outstanding Fleet Manager of the Year"





UNIFORM PATROL

The Uniform Patrol division of the Leon County Sheriff's Office consists of 88 deputy sheriffs and supervisors. Deputies are deployed to one of four fixed shifts and assigned to one of three fixed sectors, covering all of Leon County including the City of Tallahassee.

Deputies in the division actively patrol Leon County, responding to calls for service from citizens, business owners and community partners. Deputies also participate in crime prevention and detection by actively searching for suspicious persons and activity. Uniform Patrol deputies also enforce traffic laws and investigate traffic crashes. Deputies conduct initial criminal investigations and crime scene processing. Each deputy is issued a marked patrol vehicle that they take home in order to provide a law enforcement presence in neighborhood communities.

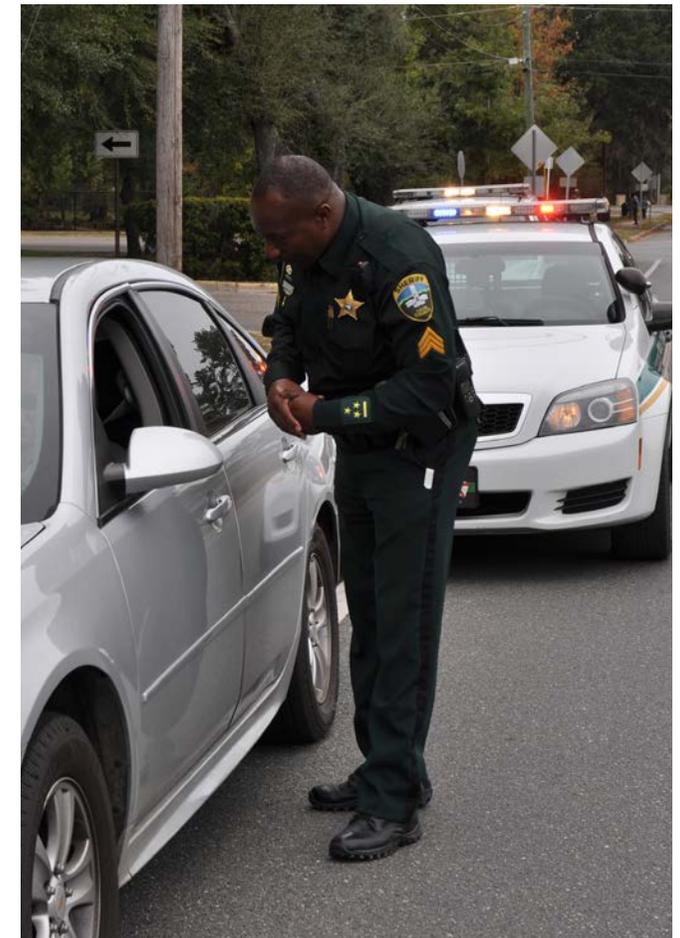
2018 Accomplishments

- Field Training Program graduated 16 new deputies (15 more in training expected to graduate in February 2019)
- Established a sixth canine team
- Certificated two new canine teams in patrol and drugs under FDLE (Florida Department of Law Enforcement) and FLECA (Florida Law Enforcement Canine Association)
- Re-certified all canine teams under FDLE guidelines
- Certified Canine Training Deputy Bragg as a FLECA certifying official
- Trained and provided deputies with Narcan
- Reserve Deputy program contributed more than 13,000 service hours
- Reserve Deputies worked approximately 50 community events
- Added four Patrol Deputy Sheriff's positions
- Conducted 18,858 business checks
- Conducted 13,247 residence checks
- Conducted 11,716 directive patrol/community policing incidents

- Traffic Unit worked approximately 50 community events
- Traffic Unit conducted 5,586 traffic stops, a 29% annual increase attributed to roadside education and enforcement
- Traffic crashes decreased by 15.9%
- S.P.I.D.E.R. stats – since the end of July
 - Served 185 warrants
 - Arrested 129 people
 - Recovered 18 stolen vehicles
 - Seized approximately 1,000 grams of illegal drugs
 - Seized 13 guns

Aviation Activity:

- Responded to more than 3,100 calls for service
- Assisted in the recovery of 60 stolen vehicles
- Increased flight hours by 5%
- Replaced two aging helicopter mission management computers and video monitors
- Identified funding for replacement of two aging helicopter camera systems, one to be installed in February.





CERTIFICATIONS

Aviation

Commercial Pilot
Instrument Pilot
Airline Transport Pilot
Flight Instructor
Unmanned Aerial System Pilot
Emergency Medical Technician
Advanced Thermographer
Airframe and Power Plant Mechanic
FAA Aircraft Inspection Authorization
Firearms Instructor
Colt Rifle Armorer
GLOCK Armorer

Patrol

General Instructor
Field Training Officer
Defensive Tactics Instructor
Firearms Instructor
Project Lifesaver
Radar
Laser
Driving Instructor
Breath Test Operator
Crisis Intervention Training
Glock Armorer
AR-15 Armorer
Drone Pilot
Hazmat
Drug Recognition Expert
Background Investigator
Taser Instructor
Precision Intervention Technique Instructor
Breath Test Operator
Below 100
SUV Instructor
Spike Strip Instructor

Standardized Field Sobriety Test
Advanced Roadside Impaired Driving Enforcement
Personal Radiation Detector
Gang Investigation Specialist

K-9

Certified canine teams in patrol and drugs under FDLE (Florida Department of Law Enforcement) and FLECA (Florida Law Enforcement Canine Association)
FLECA Certifying Official

BOMB Team

Hazmat Technicians
Bomb Technicians
Tactical Explosive Breacher

SWAT

Tactical Breacher
Less Lethal Operator
Sniper
Entry Certified

Dive Team

Underwater Police Science
Rescue Diver
Contaminated Water Diver
Overhead / Cavern Certified
Dive Medic
Boat Operator
Mixed Gas /Nitrox
Surface Supplied Diving

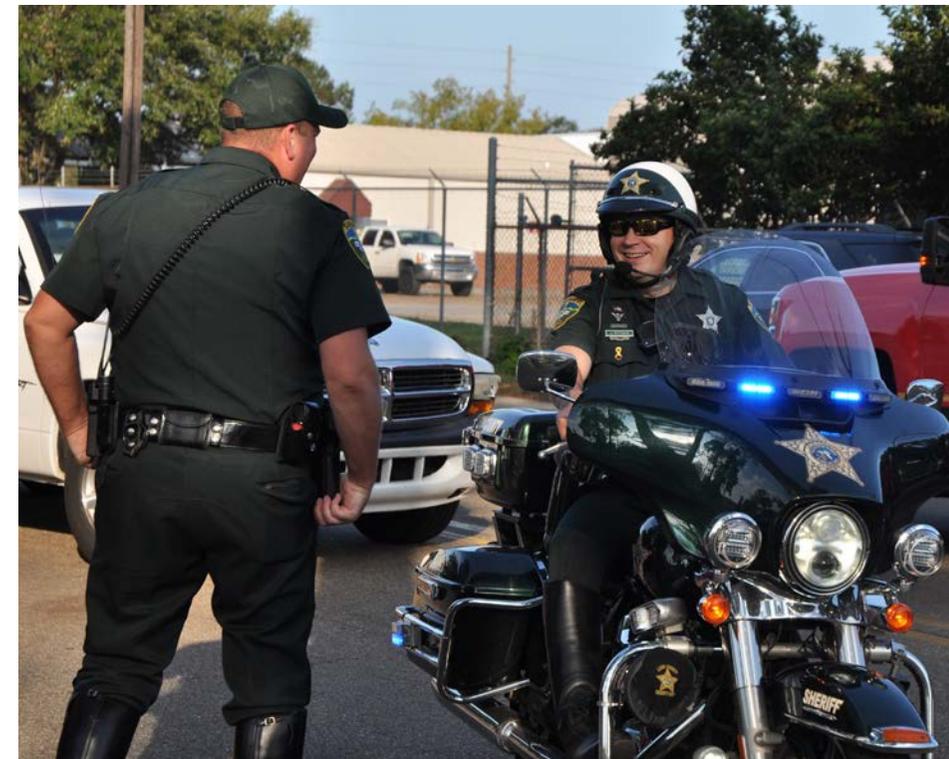
Traffic

Police Motorcycle
Police Motorcycle Instructor
Radar
Laser
Leica 3D Crime Scene Mapping
Basic Traffic Homicide Investigations
Advanced Traffic Homicide Investigations

Basic Roadside Field Sobriety Exercises
DUI Instructor
Traffic Crash Reconstruction
Breath Test Operator

Hostage Team

Crisis Hostage Negotiation Level I
Crisis Hostage Negotiation Level II
Crisis Intervention Training
Advanced Crisis Intervention Training
Department of Justice Advanced Hostage Negotiation Training
Advanced FBI Hostage Negotiation Training





INVESTIGATIONS

The Department of Investigations is divided into specific investigative units that support the operational first response departments of the Leon County Sheriff's Office.

The specialty areas include: Crime Scene Unit, Property Crimes, Financial Crimes, Crime Analysis and Intelligence and the Victim's Advocate Unit.

These units are staffed with approximately 66 employees who work traditional business hours each day but have a response obligation 24 hours a day, seven days a week. Our detectives are primarily engaged in the follow-up investigation of crimes reported within Leon County; however, it is not uncommon for our detectives to work joint investigations with other local, state and federal law enforcement partners.

Our Advocates, Analysts, Detectives, Technicians, and their supervisors are extremely proud of the service they provide to our community.

2018 Accomplishments

Criminal Investigations Department

- LCSO CID Lieutenants Green and Pearson graduated from FDLE Senior Leadership program
- Increased collaborative relationship with the State Attorneys Office, through training and case consultation and prosecutorial technology
- Initiated a regional law enforcement command meeting in an effort to increase collaboration, sharing of intelligence and resources
- Increased collaborative efforts with Tallahassee Police Department Supervision team by attending TPD's weekly PROACT meeting
- Chief Chris Summers was elected to his second term as the Chairmen of the Board for the Florida Smart Justice Alliance



CID Crimes and Special Victims Units

- Cleared 100% of 2018 homicides with arrests or by justified homicide per State Attorney

CID Narcotics and Organized Crimes Units

- Served a total of 66 narcotics search warrants throughout Leon County to include the City of Tallahassee
- Recognized by the US Drug Enforcement Administration (DEA) regarding assistance with a drug trafficking case
- Seized more than 9 kilos of methamphetamine as part of several on-going cases
- Embedded a Special Agent with United States Bureau of Alcohol Tobacco and Firearms (ATF) in the LCSO Narcotics and Organized Crime Unit in an effort to increase illegal firearms investigations



- Increased our referrals of chronic offenders to the United States Attorneys Office Gun Violence Reduction Initiative (GVI) resulting in 17 federal indictments.
- Renewed collaboration with the Tallahassee Police Department Narcotics Unit resulting in frequent “weed and seed” style “street level” drug sale interruption operations

- Increased utilization of link chart analysis as an investigative and prosecution tool, which highlights relationships between chronic repeat offenders within Leon County and surrounding jurisdictions
- Established a partnership with Ring Video to integrate and share residential video clips with vetted law enforcement information and safety messaging
- Created a weekly Statistics Tactics & Analysis Report (STAR) to increase timely data sharing with uniformed deputies and detectives
- Secured funding for an analyst position to assist the North Florida Fusion Center to be operational in 2019
- Developed in-house intelligence and analysis request tracking system
- Increased collaborative efforts of intel and

information sharing with local, state and federal partners through various meetings and initiatives such as Operation ALLin, Deputies without Borders, major collegiate athletic events and political demonstrations at the Capitol

Victim Advocate Unit

- The Victim Advocate Unit increased service to victims of crime by 42%
- The Victim Advocate Unit added a third advocate with the goal of increasing criminal justice services and resources to victims of crime by 50%
- The Victim Advocate Unit received training from the National Organization for Victim Assistance (NOVA) to provide crisis response to mass violence and tragedy
- VA Loris McCorvey was recognized as one of Tallahassee Community College’s Women in History Month honorees

Property and Evidence

- Received 79,659 items of evidence
- Enhanced accountability and chain of custody process by adding a second person and supervisor for evidence intake independent verification
- Implemented internal audit of all evidence to exceed the 25% required by state audit
- Four property and evidence members earned evidence handling certifications

Intelligence and Analysis:

- Officially launched LCSO’s Real Time Crime Center
- Added two additional Crime Analyst II positions
- Reclassified Uniform Crime Reporting (UCR) Specialist position to a Crime Analyst
- Implemented license plate reader technology for criminal investigations





DETENTION FACILITY

The Leon County Detention Facility provides booking and detention services for all law enforcement agencies within Leon County. The department is comprised of more than 250 sworn/certified correctional officers and civilian support members. The Unit includes Booking and Releasing, Medical, Inmate Services, Chaplaincy, Re-entry, Housing, and the Work Camp program. The LCDF housed an average of **1,065** inmates at any given time, with **902** being males, **158** females and **5** juveniles.

2018 Accomplishments

- Received recognition as an “Excelsior” agency upon its fifth re-accreditation with no findings by the Florida Corrections Accreditation Commission
- Partnered with Corizon Health and the Apalachee Center Inc. to implement a new process allowing inmate patient access to additional mental health services prior to and upon release from the Detention Facility
- Launched a Leon County Re-Entry website which assists inmates and their families with locating medical and mental health services within the community upon release
- Updated the officer’s stations within the inmate Housing Units to enhance officer safety and improve their working environment
- Constructed secure shower enclosures within the inmate confinement units, which improved officer and inmate safety
- Purchased a new modular building within the secure perimeter of the Detention Facility to provide three dedicated classrooms for female inmate programs
- Graduated two Captains from the National Jail Leadership Command Academy. These two Captains were the first members from the Leon County Sheriff’s Office to attend the nationally recognized corrections leadership academy.
- Passed annual Jail and Medical Unit Model Standards audits as set forth by the Florida Sheriff’s Association & the Florida Association of Counties
- Awarded a new commissary contract to Aramark, which included the implementation of a new inmate property system, expansion of products available to the inmates and their families
- Established the 2019 implementation of tablet program, allowing programming and other services to be delivered directly to the inmate, while the inmate remains in their housing unit
- Added a second Captain to the Housing Units to improve span of control and oversight of the facility’s operations
- Updated/replaced fire system to improve the safety of staff, inmates and visitors to the facility
- Installed new intercom system, significantly improving facility safety and operations
- Purchased new magnetometer and a large x-ray machine to enhance security by increasing the screening of people and packages entering the facility





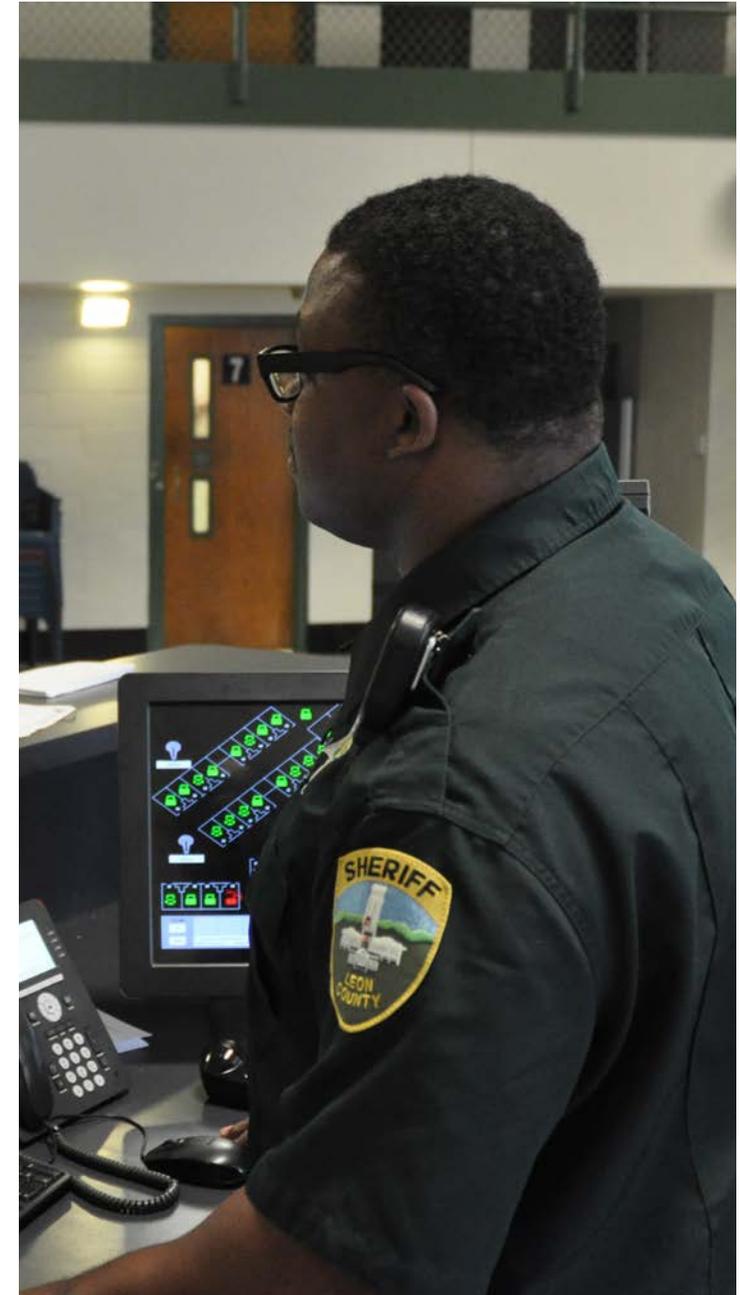
New inmate programs/classes:

- Batterer's Intervention Program
- Mental Health Awareness
- Career Source Job Club
- Men's Workplace Readiness
- Re-entry Transitional Class
- Women's Trauma Class
- Women's Self-esteem Class
- Domestic Violence Programs

Inmate events:

- Breast Cancer Awareness (approximately 48 participants)
- World Aids Day (approximately 299 participants)
- Four Re-entry Seminars (approximately 250 participants)

More than **400** inmates received Re-entry Services focused on transition back into the community.





JUDICIAL SERVICES

The Department of Judicial Services consists of the Warrants Unit, Civil Process Unit, United States Marshal's Florida Regional Fugitive Task Force, and the Bailiff/Transport Unit, under the supervision of an LCSO captain.

Process received in the Civil Unit usually has monetary fees attached, which requires additional handling and reporting to accounting. The Warrants Unit also has members who are assigned to the United States Marshals Violent Fugitive Task Force. They are responsible for the apprehension of suspects with violent felony warrants and a violent history.

The **Bailiff Unit** is responsible for providing Law Enforcement security for the Leon County Courthouse and the Courthouse Annex. This unit is comprised of 25 Deputies, three Sergeants, one Lieutenant and one civilian assistant. The Bailiff Unit screens each person and bag entering the building from two public entrances, establishes and maintains the security of all courtroom operations involving the criminal, civil and traffic courts for Leon County.

The **Prisoner Transport Unit** is responsible for the movement of inmates locally, as well as nationwide. Six employees are assigned to the Transport unit. This unit is responsible for moving all detainees from the Leon County Detention facility to and from court each day as well as transferring those in custody to the Florida Department of Corrections.

The **Warrants Unit** is responsible for serving arrest warrants and all enforceable process issued by the court. This unit is comprised of eight deputies, one sergeant and one lieutenant. This unit is responsible for the service of all enforceable court orders such as Injunctions, Writs, Levees, Risk Protection Orders

and Ex-parte orders signed by a judge. The warrants deputies are also assigned arrest warrants as they are obtained and filed with the Clerk of Court's Office. Three Warrants deputies received CIT certification in 2018.



The **Civil Unit** is responsible for serving all non-enforceable process issued by the courts. This unit is comprised of five civil clerks, two part-time civil clerks, one civilian supervisor, seven civilian Process Servers, one Sergeant and one Lieutenant. The Civil

Clerks are responsible for data mining individuals who are the subject of civil process and forwarding the information to the Warrants deputies or the Civilian Process Servers. The civilian Process Servers are assigned large quantities of civil papers such as summonses and subpoenas for service throughout Leon County.

The **Florida Regional Fugitive Task Force** is comprised of sworn law enforcement officers from several agencies including two Leon County Deputies and one Sergeant. Members of the task force are assigned to locate and apprehend violent fugitives from justice. In 2018, the Florida Regional Fugitive Task Force arrested 247 fugitives on 276 outstanding warrants, including 28 for homicide.





YOUTH SERVICES

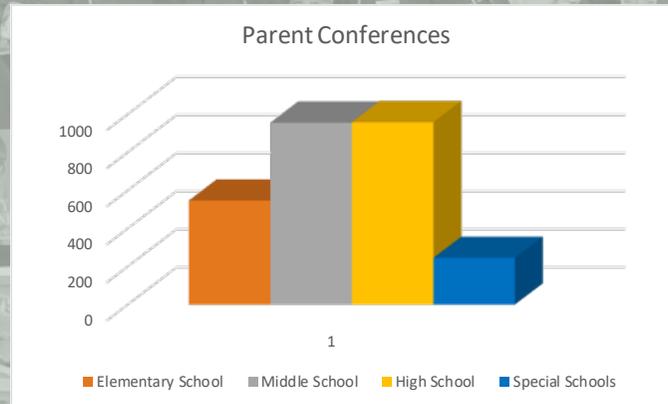
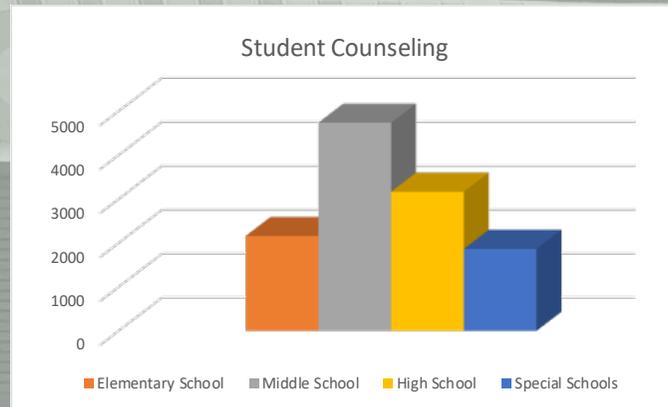
The Department of Youth Services has a total of 22 deputies assigned to the unit. School Resource Deputies (SRDs) are given primary assignments at each high school, middle school and several elementary schools.

In addition to prevention programs, deputies teach the basic understanding of the Criminal Justice System and the role of a law enforcement officer. They also take law enforcement action as required within their assigned school.

In 2018, the Department of Youth Services continued providing its signature programs and implemented new initiatives in conjunction with the Leon County Sheriff's Office ALLin Initiative.

Between January 1 and June 30, 2018, the Department of Youth Services School Resource Unit provided all 45 Leon County Schools with a resource deputy on either a full-time or part-time basis. With the implementation of the Major Stoneman Douglas Act, LCSO contracted with Leon County Schools to provide staffing for all middle and high schools, but only elementary schools in the unincorporated areas of the county. Beginning with the 2018-19 school year (August 2018), full-time deputies staffed 25 schools and are supervised by two sergeants and a lieutenant.

In addition to responding to safety concerns and complaints, SRDs offer student counseling and participate in parent conferences.



The Explorers program provides insight into the law enforcement profession, utilizing experienced deputies to train and prepare youth in law enforcement-related topics and hands-on scenario based training techniques of high risk situations. The Explorers program equips young people with the necessary skills to become responsible individuals, to make ethical choices, and to achieve their full potential. The program offers character references, role models, career development, leadership and life skills to youth.

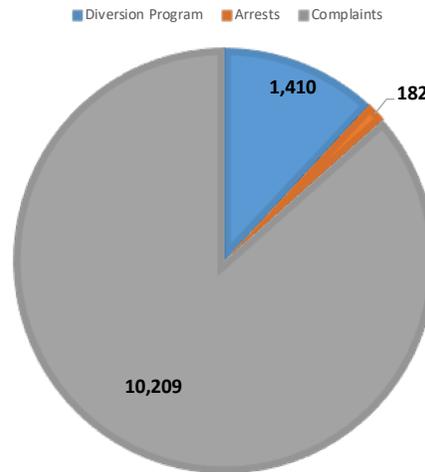




School Resource Deputies work diligently with school administrators and staff to address concerns of teachers, staff, parents and students by logging complaints, using diversion programs and although not our first course of action taken, making arrests of youth at schools.

Mental health and conducting threat assessments also became a new component of the SRD's daily duties. Making mental health referrals is more routine than in past years. Referrals via the SPIRIT Program, Civil Citation initiative and other referral types are tools to divert youth from the criminal justice system.

SCHOOL RESOURCE DEPUTY CALLS FOR SERVICE



Classes taught to students by School Resource Deputies:

- Animal Cruelty
- Assault and Battery
- Baby Sitting Tips
- Banking Responsibilities
- Be Brave (Better Education by Reporting)
- Bicycle Safety
- Bill of Rights
- Blaming Others
- Burglary and Trespassing
- Child Abuse
- Computer Crimes
- Concepts of Law
- Coping with Anger
- Crime Prevention
- Drugs (prescription & non-prescription)
- DUI
- Emergency Reactions
- Grand Theft and Petit Theft
- Internet Safety
- Introduction to your School Resource Deputy
- Peer Pressure
- Police History
- Respect
- Robbery
- School Resource Officer Program
- Search and Seizure
- Shoplifting
- Fourth Amendment
- Tobacco and Alcohol
- Traffic Laws





COMMUNITY & MEDIA RELATIONS

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

The 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 Relations Unit offers various programs for personal and commercial safety. The presentations are a free, community service, available upon request to all Leon County residents and business owners.

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



In 2018, the CMRU won the Florida Public Relations Association's statewide Community Relations Golden Image Award and Judge's Choice Award for the Patrol Stroll: ALLin for a Cure fundraising event.

2018 Accomplishments

- Florida Public Relations Association's statewide 2018 Community Relations Award Winner
- Fastest growing social media in local law enforcement
- Top local fundraiser for Making Strides Against Breast Cancer
- 100% of financial crime suspects posted to social media identified and/or arrested
- Wanted Wednesdays report resulted in 80% solve rate
- Launched A Talk with Walt Facebook Live show





Community Events

Farm Share Distribution: quarterly events, feeding hundreds of local families

Sausage with the Sheriff: meet and greet at Bradley's Country Store

Patrol Stroll: All in for a Cure: law enforcement fashion show, leading to LCSO becoming top local fundraiser for the American Cancer Society's Making Strides Against Breast Cancer Campaign for 2nd consecutive year



Coffee with a Cop: two meet and greet events at local coffee shops

Wings with Deputies: meet and greet at Salty Dawg bar and grille

First Responders Luncheon: appreciation luncheon for all local first responders

Franklin County Donation Drive: collecting and delivered items after devastating wildfire

Hispanic Resource Festival: inaugural event offering resources and entertainment for the local Hispanic community

Reality Check: two day program for at risk youth

Shred It Day: free document shredding to help prevent fraud

Hope Community Easter: spreading holiday cheer to homeless families in transition

Hope Community Back to School Celebration: activities and snow cones with children



Jump with Deputies: community fun with deputies at Sky Zone trampoline park

Maddio's Share Night, benefiting American Cancer Society

Hurricane Michael Supply Drive: collecting and delivering donations for hurricane victims



@leonflso



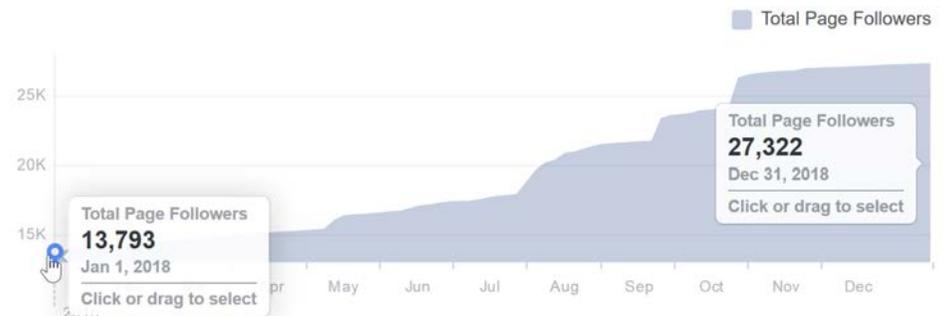
@leonsheriff



@leoncosherriff



Social Media Growth:



98% increase in followers





WE BELIEVE IN COMMUNITY

Alpha Kappa Alpha Sorority, Inc., Member
Big Bend Pop Warner, Board of Directors
Big Brothers Big Sisters
Boys and Girls Club of the Big Bend
Capital Tiger Bay Club
Concerns of Police Survivors
Deep South Mud Riderz
Domestic Violence Coordinating Council, Member
Florida Christian Academy
Florida Crime Intelligence Analyst Association, Board Member and Webmaster
Florida Crime Prevention Association
Florida Criminal Justice Executive Institute Leadership Academy Class 43, Graduate
Florida Gang Investigator's Association, Treasurer and Conference Manager
Florida Gang Investigators Association Board of Directors
Florida Intelligence Unit, Board Member
Florida Leadership Academy 12
Florida Public Relations Association, Member
Florida Sheriff Association
Foundation for Leon County Schools, Board Member
Greater Tallahassee Chamber of Commerce
International Association of Chiefs of Police
International Facilities Management Association
Leadership Tallahassee
Leon County Schools Transportation Hazardous Walking Committee, LCSO Representative
Lively Technical Center's Legal Administrative Specialist Advisory Committee, Member
Moose Lodge #1075, Member

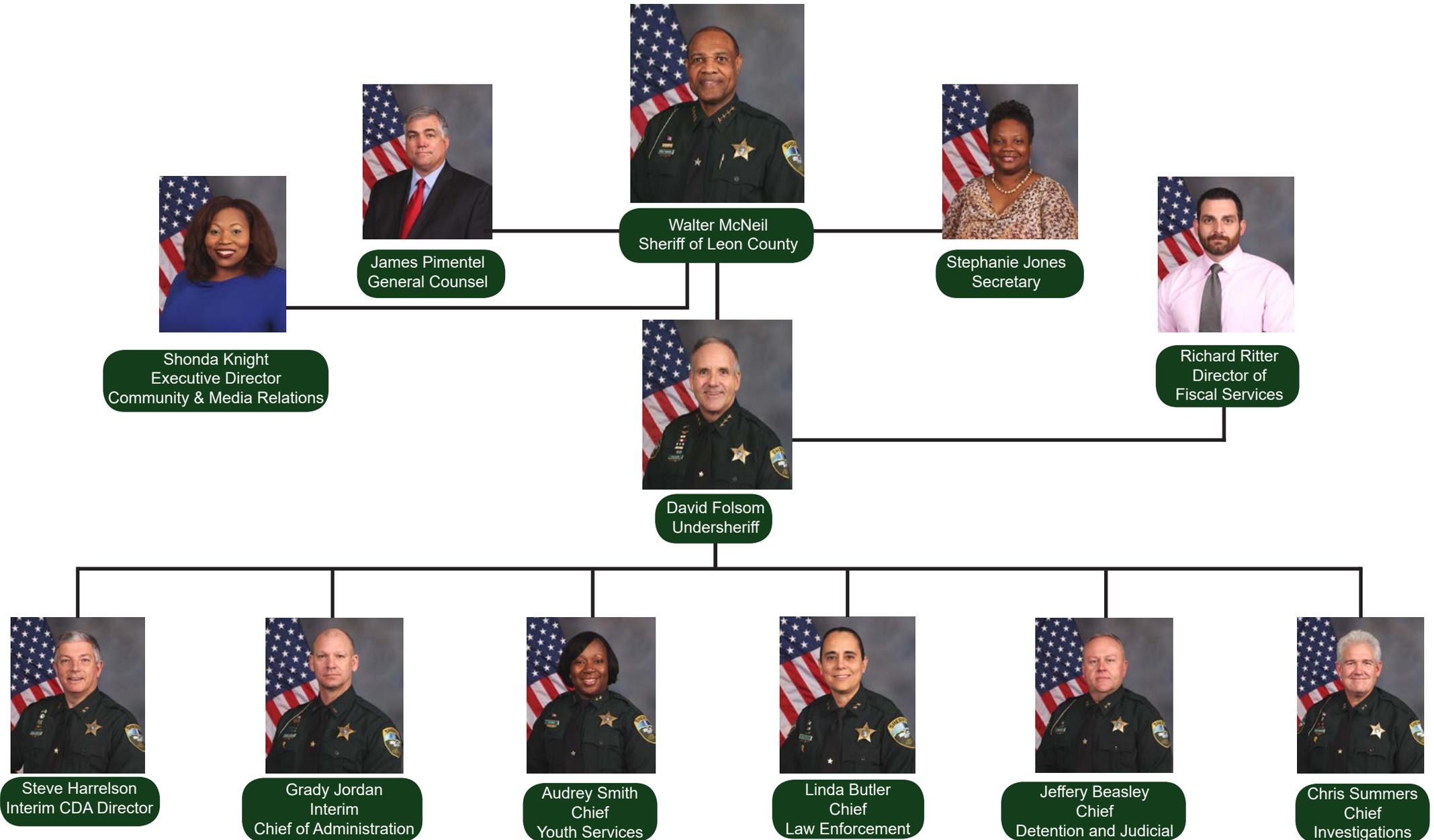
National Association of Government Archives and Records Administrators
National Organization of Black Law Enforcement Executives, Member
National Sheriff's Association
Network of Entrepreneurs and Business Advocates
Region 2 Florida Crime Prevention Association Representative
Salvation Army, Board Member
Society for Human Resources Management
Southern Police Institute Homicide Investigation Seminar
Special Olympics Leon, Volunteer Head Coach
Springtime Tallahassee, Member
Suwannee River Area Council Boy Scouts of America
Tallahassee Urban League, LCSO Representative
Texas Gang Investigators Association, Member
Whole Child Leon, Board Chairman

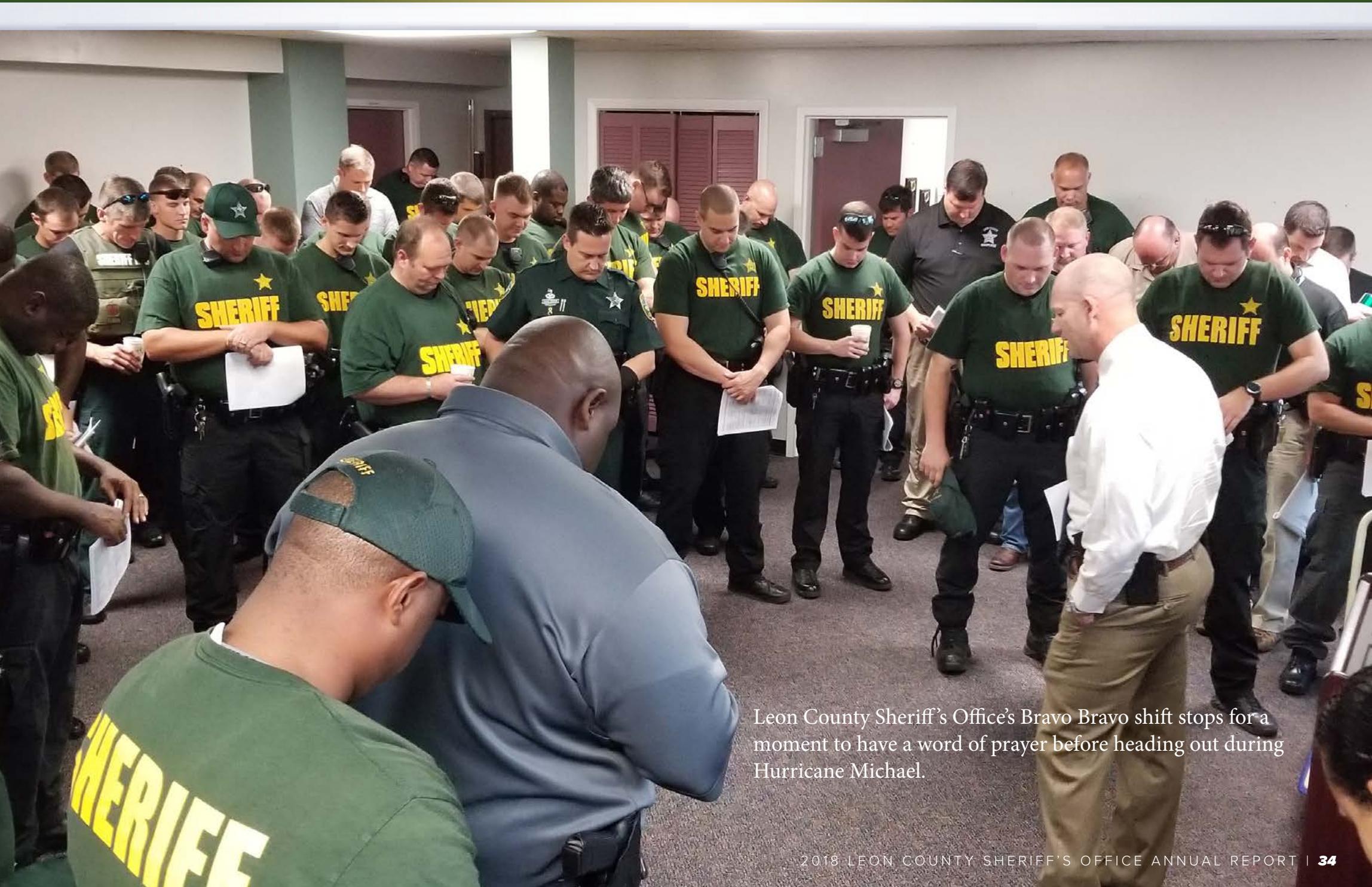


2018 Ballers vs. Badges Charity Basketball Game



COMMAND STAFF





Leon County Sheriff's Office's Bravo Bravo shift stops for a moment to have a word of prayer before heading out during Hurricane Michael.



OUR VETERANS

The Leon County Sheriff's Office is a proud supporter of members of the military and their families. In 2018, **134** employees were members of the military and/or veterans. We are very proud of their commitment to our great country as well as their dual-commitment to the citizens of Leon County!

65

Army

4

Coast Guard

16

Air Force

18

Navy

9

Army National Guard

22

Marines



CITIZENS ACADEMY ALUMNI ASSOCIATION



The Leon County Sheriff's Office Citizens Academy Alumni Association is comprised of graduates of LCSO's Citizens Academy. The group meets monthly and is the primary fundraiser for LCSO's youth initiatives.

Mission

To develop, support and fund programs which build and continually improve relationships between citizens and the law enforcement community.

Vision

Informed citizens ensuring trust and respect between our community and the Leon County Sheriff's Office.



More than **\$13,000** raised for LCSO youth initiatives in 2018!



Board Members

Pictured left to right: Mary VanGuilder, Amy Hutchinson, Rennai Kelly, Monique Ellsworth, Jerry VanGuilder, Patrick White



COMMUNITY OUTREACH



COMMUNITY OUTREACH



