



2021  
*Annual Report*

**Leon County Sheriff's Office**

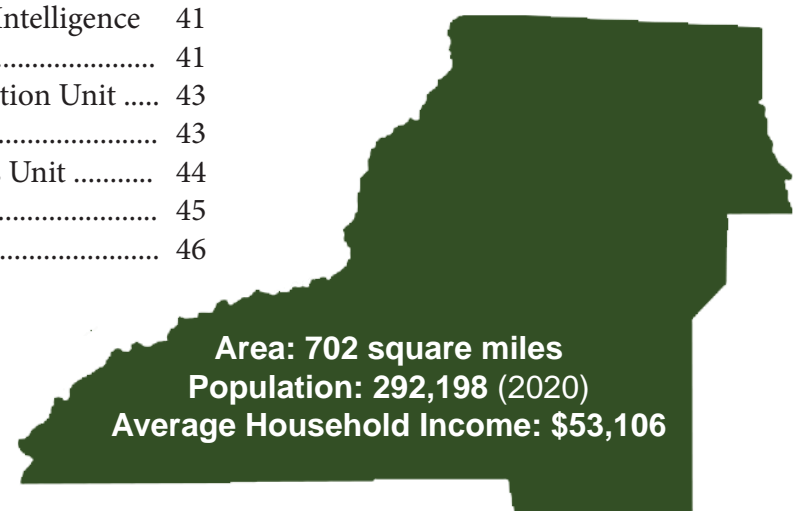


# TABLE OF CONTENTS

Message from the Sheriff .....	2	Narcotic seizure statistics .....	28
Mission, Vision and Values .....	3	Judicial .....	29
Strategic Plan .....	4	Bailiff .....	29
LCSO in Action .....	5	Transport .....	29
World Class Service .....	6	Civil Enforcement .....	30
Executive Staff .....	7	Warrants .....	30
Organizational Chart .....	9	Special Operations .....	31
Administrative Services .....	11	Aviation .....	31
Accreditation .....	11	Canine .....	31
Human Relations .....	11	Communications .....	32
Human Resources .....	11	Dive Team .....	32
Behavioral, Wellness, and Occupational Health ....	12	Drone Team .....	33
Employee Training and Development .....	13	Hazardous Devices Team .....	33
Risk Management .....	13	Honor Guard .....	33
Internal Affairs .....	13	Hostage Negotiation Team .....	34
Internal Business Services .....	14	Livestock Team .....	35
Information Technology .....	14	Mental Health Unit .....	35
Records Management .....	15	Property and Evidence .....	35
Training and Standards .....	15	SWAT Team .....	37
Research and Planning .....	16	Uniform Patrol .....	39
Fiscal .....	17	Traffic Unit / Wrecker Administrator .....	40
Fleet .....	19	Wrecker Administrator .....	40
Community and Media Relations .....	21	Department of Youth, Young Adults, and Intelligence	41
Detention Facility .....	23	School Resource Deputy Unit .....	41
Administration and Operations .....	23	Juvenile Investigative and Intervention Unit ....	43
Re-Entry .....	24	School Crossing Guards .....	43
Investigations .....	25	Criminal Intelligence and Analysis Unit .....	44
Auto Crimes Task Force .....	25	We Believe in Community .....	45
Crime Scene, Violent Crimes and Special Victims	25	Serving Our Country .....	46
Criminal Investigations .....	25		
Financial Crimes .....	25		
Narcotics, Organized Crime and HIDTA .....	26		
Property Crimes .....	27		
Victim Advocate .....	27		

**Total employees: 676**  
 Sworn Law Enforcement: 272  
 Sworn Correctional Officers: 224  
 Full-time Civilian employees: 135  
 Part-time Civilian employees: 45

**Total non-paid staff: 75**  
 Volunteers: 30  
 Sworn LE Reserves: 45



# MESSAGE FROM THE SHERIFF



Dear Citizens of Leon County:

**2021** was the “**Year of Action**” in relentless service to the people of our community.

The year 2021, was filled with extraordinary challenges. Every member of the Leon County Sheriff’s Office worked as a unified team in our renewed fight for justice, inclusion, crime reduction, and the safety of every person in our community. We did this while also combating the hardships of the COVID-19 pandemic.

During this difficult time, the members of the Sheriff’s Office responded like the public servants they are. The members of the Sheriff’s Office answered the challenges of 2021, without any reduction in productivity.

A difficult 2021, is now behind us, but we are already focused on the challenges of 2022. We are grateful to all our community and business partners for your continued support of our “ALLIN LEON” platform for enhancing this community’s quality of life for every person in Leon County.

As you review the pages of this report, I hope you become as proud of this community as we are. Finally, it is my pleasure to present to you our 2021 Annual Report.

Sincerely,

A handwritten signature in black ink that reads 'Walt McNeil'.

Walt McNeil  
Sheriff



Walter A. McNeil was elected Sheriff of Leon County in November 2016 and was re-elected in 2020. 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.





# MISSION VISION VALUES

## 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.



*Sheriff McNeil speaks to local students during the Youth Leadership Academy.*

## 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.



## GOAL 1: BUILDING TRUST & LEGITIMACY

- Increase public trust ratings by 15%.
- Increase employee engagement in problem solving and process improvement efforts by 50%.
- Increase the number of employment applications received from minorities by 25%.
- Increase the number of Citizen Advisory Council members by at least 6.

## GOAL 2: POLICY AND OVERSIGHT

- Attain national accreditation status awarded through the Commission on Accreditation for Law Enforcement Agencies (CALEA) and the American Correctional Association (ACA).
- Reduce the average number of correctional officer vacancies by 50%.
- Reduce future occurrences of targeted sustained internal affairs violations by 15%.
- Increase revenue from grant applications by 30%.
- Staff the Aviation Division to support 24-hour operations.

## GOAL 3: TECHNOLOGY AND SOCIAL MEDIA

- Increase the number of digital newsletter subscribers by 30%.
- Increase the number of LCSO Connect mobile application downloads by 15% on all platforms.
- Increase the number of reports submitted via the Citizen Online Crime Reporting System by 15%.
- Update existing Detention Facility cameras and increase usage by 10%

## GOAL 4: COMMUNITY POLICING & CRIME REDUCTION

- Reduce the overall crime rate by 15%.
- Reduce the violent crime rate by 15%.
- Reduce the number of homicides by 35%.
- Increase participation in the Back on Track Program by 15%.
- Increase the number of referrals to LCSO Youth and Young Adult Service Programs by 15%.

## GOAL 5: TRAINING AND EDUCATION

- Increase the number of hosted training offerings by 50%.
- Increase specialized training exposure by 25%.
- 100% of employees have a career path plan in their performance management file.
- Increase the number of online, on-demand training offerings available to staff by 50%.
- Increase the number of certified in-house instructors by 10%.

Visit [www.leoncountysoc.com](http://www.leoncountysoc.com) for the full 2022 - 2024 Strategic Plan or use the QR code below.



## GOAL 6: OFFICER SAFETY AND WELLNESS

- Develop and implement a Critical Incident Response Team (CIRT).
- Provide three new behavioral health resources or providers for member use.
- Reduce the number of workers compensation claims by 15%.
- Reduce the number of at fault on duty traffic crashes by 15%.
- Host two annual wellness fairs for members and their families.

## GOAL 7: IMPROVE DETENTION SERVICES

- Add at least 30 new faith-based partners to the Worship With Me program.
- Convert eleven officer stations to a direct/in-direct supervision model.
- Increase the number of partner providers at the RISE Center by 20%.
- Reduce overall recidivism rate by 10%.
- Recidivism rate for individuals participating in Reentry programs is 60% less than the recidivism rate for those not participating in Reentry programs.





# LCSO IN ACTION

1,703

Outside Agency Assists

5,959

Aviation Calls for Service

46,141

Community Policing  
Events

9

Dive Operations

18,556

2021 Data and Calls for Service



“I just want to send this note of thanks to Deputy Batts for his help tonight. I had a blowout at 9:30 on a dark stretch of Hwy. 27 South. AAA said it would take 2 hours for them to respond to my call. They suggested I call for a deputy to come sit with me since I was uneasy being on that particularity dark stretch of the highway by myself. Deputy Batts arrived, changed out my tire and followed me home, since the spare seemed low in pressure. This may have been just a part of his job description, but his service went above and beyond what I would have expected. I'm very grateful that he was on duty, and would like his senior officers to know that he represented the Leon County Sheriff's Office well!”

“Deputy Culpepper has shown the best qualities of a peace officer once again under very trying circumstances. He is calm, neutral, neighborly and reassuring. I feel I can trust him to work for the betterment of all involved. I particularly like how he listens carefully to answers to his questions. Thank you SIR.”

“Deputy Kirk has provided the kind of support and care needed in several tense situations at my house. I have begun to change my whole attitude about your department because of him. Thank him again for me for the type of sure handed leadership and skills he has provided.”

“During a family car trip to Tallahassee for a wedding, my sister and niece, who was driving, got into a verbal altercation. It escalated with my sister wanting to be let out of the car on a rural highway on the way to Georgia. A call to 9-1-1 proved effective with the dispatcher successfully getting a unit to us. That unit was driven by Deputy Ric Lopez whose skill at deescalating the situation led to a safe and successful conclusion. He helped the situation by lending a skilled ear to all parties involved, and achieving getting my sister back into the vehicle so that we could head home to Texas. For that reason, I want to put Deputy Ric Lopez in the spot light for delivering star quality service to our family. Thank you, Kind Sir. Thank you for hiring quality peace officers.”

“Good afternoon, regarding the accident on July 24th 2021 on Woodville hwy, [myself] and my father would like to personally acknowledge & thank Deputy J. Brooks for his concern & help once arrived at scene I was shook up and by myself. He took action to make sure I was okay and assisted me until my father arrived after accident DEPUTY JASON BROOKS WE APPRECIATE YOU & thank you for your help and concern.”



# EXECUTIVE STAFF



**Ron Cave**  
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 over field and statewide operations and Director.

Currently, Cave serves as the Chief of Staff and Assistant Sheriff of Administration and External Affairs for Sheriff Walt McNeil and the Leon County Sheriff's Office.



**Argatha Rigby-Gilmore**  
Assistant Sheriff  
of Law Enforcement

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 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. She is married to Thomas Franklin Gilmore.

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 and leadership.

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.



**Steve Harrelson**  
Assistant Sheriff  
of Detention, Judicial  
Services and Re-Entry

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 his current position as Assistant Sheriff over Judicial, Detention, and Re-entry.



# EXECUTIVE STAFF



**Shonda Knight**  
Executive Director of  
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 VP of the Florida Associated Press Broadcasters. She currently serves on numerous community boards, including Whole Child, The Salvation Army, South City Foundation, and First Commerce Credit Union. She is also a member of the Florida Public Relations Association and Alpha Kappa Alpha Sorority, Incorporated.



**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, 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. In 2017, Mr. Pimentel was appointed by Sheriff Walt McNeil as the General Counsel for the Leon County Sheriff's Office. As General Counsel, he provides legal assistance to the entire agency.

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). Mr. Pimentel was also recalled to active duty following the 9/11 terrorist attacks. During his 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 Expert Rifle and Pistol Medals, and numerous other campaign and service medals and ribbons. Mr. Pimentel is an Eagle Scout, and the proud father of an Eagle Scout.



**Stephanie Jones**  
Secretary

Stephanie Jones joined the Leon County Sheriff's Office in December 2016, 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. She records minutes of official meetings for distribution. 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 and reports as assigned.

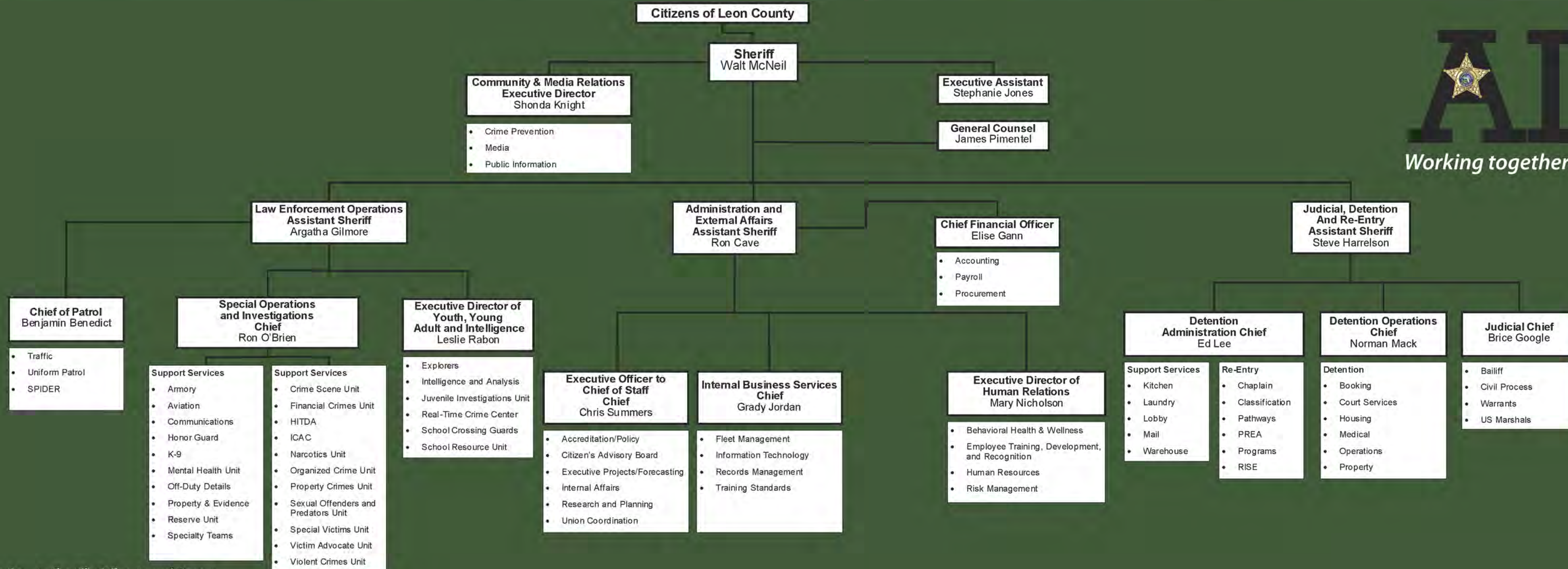
Prior to LCSO, Jones served as an Administrative Assistant with the Florida Department of Corrections from 2008 - 2016. She worked as an Executive Assistant for the Florida Department of Juvenile Justice from 2007-2008. Jones received certification in word processing and office management from Thomas 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.





# COMMAND STAFF ORGANIZATIONAL CHART

# COMMAND STAFF ORGANIZATIONAL CHART







# ADMINISTRATIVE SERVICES

The Department of Administration and External Relations is comprised of Internal Affairs, Accreditation, Research and Planning, Internal Business Services, and Fiscal Services. Each of these integral sections works 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.

## Accreditation

Like the medical and education fields where leading organizations pursue and maintain accredited status, the Leon County Sheriff's Office has the distinction of being accredited in both law enforcement and corrections. The Leon County Sheriff's Office maintains its accredited status with the Commission for Florida Law Enforcement Accreditation (CFA) and the Florida Corrections Accreditation Commission (FCAC) through compliance with applicable accreditation standards.

The process encompasses the regular review of the over 260 CFA standards and over 240 FCAC standards that apply to the Leon County Sheriff's Office and ensuring that responsibilities of each standard are met on a timely basis, so the Leon County Sheriff's Office will maintain its status as an accredited agency through CFA and FCAC.

The accreditation process is an objective review of all the Leon County Sheriff's Office facilities, personnel, and procedures, which ensures the Sheriff's Office is operating effectively, efficiently, and per agency guidelines.

The Leon County Sheriff's Office has maintained its accredited status since being awarded its initial

accreditations in 1997 for Law Enforcement and 2000 for the Detention Facility. In 2020, the Leon County Sheriff's Office completed the re-accreditation process and was re-accredited again, receiving their fourth Excelsior designation. In 2023 the Leon County Sheriff's Office will once again be reviewed before the Commission for Florida Law Enforcement Accreditation for their fifth Excelsior designation.

In addition to continuously maintaining law enforcement and correctional standards, the Accreditation Unit has the responsibility of ensuring all our policies and procedures are reviewed and kept up-to-date. This is an extremely important task requiring our unit to work with all departments within the Sheriff's Office. During 2021, both the Law Enforcement and Detention Accreditation units commenced a complete rewrite of the entire LCSO policy and procedure manual to ensure consistency throughout the manual.

LCSO has embarked on the challenge of maintaining its leading position amongst Florida's best law enforcement agencies and pursuing national level accreditation through both the Commission for Law Enforcement Accreditation, Inc. (CALEA) and the American Corrections Accreditation (ACA). LSCO will undergo an onsite review from an assessment

team from CALEA during the fourth quarter of 2022.

## Human Relations

The Office of Human Relations is comprised of Human Resources (HR), Behavioral, Wellness, and Occupational Health Programs, Risk Management and Employee Training & Development in support of individual employees, their families, and the agency. We strive to create a diverse workplace of the future where people are engaged, connected, thriving, and achieving.

## Human Resources

Human Resources (HR) supports internal and external customers by providing specific, client-focused services. It is responsible for compensation, employee benefits, recruitment and selection, and applicant services. It ensures agency compliance with federal and state law. HR is continuously working to define and refine processes and align itself with the Agency's goals and objectives.

- Processed and hired 95 employees
- Processed 127 separations
- Processed 26 agency retirements
- Supported 26 members with requests for FMLA





- Created or revised 45 agency position descriptions
- Conducted successful open enrollment
- Facilitated HR training at agency Sgt, Lt., and Captain leadership academies
- Served as Equity Representative for every agency interview
- Processed more than 940 applications
- Processed 117 in-house position announcements and resulting transfers
- Completed 134 applicant background investigations
- Updated 143 Law Enforcement/Corrections certifications
- Processed 372 training certifications
- Tracked more than 1,000 COVID medical notifications
- Presented the final Evergreen staffing study and nearing completion of the classification/compensation study
- Helped coordinate 12 award ceremonies honoring retirees and Employees of the Month
- Helped coordinate the agency annual award program
- Helped coordinate two Swearing-in and Promotional Ceremonies
- Helped coordinate two retirement ceremonies for long-term retiring employees
- Helped coordinate two Honorary Deputy ceremonies
- Hosted the agency Thanksgiving Luncheon
- Instituted the agency drug testing program

## Behavioral, Wellness, and Occupational Health

Behavioral, Wellness, and Occupational Health expands resources designed to reduce the impact of job-related trauma and improve the overall quality of life for all LCSO members and their families.

- Established partnerships with Flex Foods and DuMealz, which makes healthy and proportioned meals promoting physical wellness and resiliency. Meal delivery to the employee's house or the office is available every week.
- Promoted engagement in physical fitness through the promotion of discounted gym memberships with local facilities.
- Implementation of agency-wide financial wellness benefit through Dave Ramsey's Smart Dollar Program.
- Implementation of a family wellness initiative through partnership with Live the Life organization to bring Adventures in Marriage, a marriage enrichment seminar, to LCSO.
- Established the LCSO peer-to-peer system, Project 413.
- Expanded psychological services provider offerings to promote diversity and timeliness in service delivery.
- Leveraged partnership with 2nd Alarm Project to expand and enhance mental wellness resource offerings.
- Established vetted provider list to increase access to culturally competent mental health resources.

Currently, our list contains seven providers across a spectrum of levels of care.

- Increased access to mental health treatment through expanding EAP services, to include coverage of four sessions for employees and their families.
- Increased access to mental health treatment by diversifying EAP provider offerings.
- Increased promotion of county wellness programming available through Live Well Leon.
- Supported the agency's COVID response through tracking and documenting vaccination data.
- Increased access to resiliency tools through the purchase of Heart Math Technology.
- In collaboration with LCSO Chaplaincy Program, developed a LODD form for agency use.
- Critical incident support for the Tallahassee Fire Department.
- Peer support for the Gadsden County Sheriff's Office.
- Applicant interview and wellness program development support for the Consolidated Dispatch Agency.
- County-wide Suicide Awareness event hosted by Project 413.
- Assistance at 2021 Live Well Leon Health and Wellbeing fair.
- Application submitted for IACP CRI-TAC support to enhance wellness program development. LCSO Wellness Program was accepted, and a Technical Assistance Plan is being developed.
- Application submitted to join the IACP Officer Safety and Wellness 2022 Learning Collaborative. LCSO was accepted and will be joining agencies



# ADMINISTRATIVE SERVICES

of all sizes and geographic locations to come together and discuss current issues within Officer Safety and Wellness, as well as determine best practices.

- Facilitated seven in-house trainings on holistic wellness and resiliency (new employees and supervisors).
- Attended eight officer safety and wellness-related training events/conferences.
- Hosted two peer support training for Project 413.
- Submitted proposal and accepted to present at 2022 IACP OSW Conference in Atlanta, Georgia.

## Employee Training and Development

Employee Training and Development was moved from Professional Standards to Human Relations in the fall of 2021. This move ensures a holistic view of employee development and success. Employee evaluations, training and remediation, performance planning, and career mapping create a comprehensive and collaborative solution to support our employees.

We are in the process of developing career roadmaps for those who wish to diversify their knowledge, skills, and abilities. Many of our members will strive to develop their careers to promote within the agency.

- Established the Supervisor and Leadership Academy for Sergeants & Frontline Civilian supervisors. Two classes were completed
- Established the Leadership Development Academy for Lieutenants and Captains - two

classes were completed

- Hosted Instructor Techniques Course for Corrections and Law Enforcement Officers
- Liaison to Corrections Field Training Officers supporting 28 participants.
- Liaison to Corrections Basic Recruit Academy for 18 participants
- Hosted Captain Leadership Development Academy
- Hosted Blue Courage Seminar
- Hosted Blue Courage Seminar for Diversity & Inclusion
- Establishing a Chief's Orientation and Succession Planning Program
- Coordinated pre-launch of Cornerstone On Demand Training
- Coordinated launch of Justice Clearinghouse

## Risk Management

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

- Processed 131 Workers Compensation Claims
- Reviewed 52 agency traffic crashes to determine at-fault and preventable
- Reviewed data on 100 Internal Affairs complaints
- Prepared Risk Management reports for each quarter with corresponding recommendations

## Internal Affairs

The Internal Affairs Unit reports directly to Sheriff McNeil through the Executive Officer to the Assistant Sheriff of Administration. The Internal Affairs Unit has the responsibility to investigate formal complaints lodged against Sheriff's Office members or coordinate informal complaints about Sheriff's Office staff with the involved department's chain of command in both law enforcement and detention.

The complaints investigated range from the improper conduct of organization member's to complaints regarding sworn members use of force. In the event the Sheriff receives a complaint involving the allegation of a crime being committed by an organization member, the Internal Affairs Unit will coordinate the criminal investigation internally or with an outside organization such as the Florida Department of Law Enforcement and the Office of the State Attorney.

The Internal Affairs Unit typically investigates an average of 115 formal complaints against Sheriff's Office members a year. An average of 37 complaints are sustained meaning an organization member was found to have violated a Sheriff's Office policy or procedure. In 2021, Internal Affairs investigated 100 complaints with 43 of those cases being sustained. Two of those complaints sustained involved an improper use of force.

The Leon County Sheriff's Office considers any complaint about an organizational member a



serious matter. The Sheriff reviews all completed investigations involving an organizational member. When a complaint originating from a citizen is concluded, the citizen is notified of the result of the investigation. Citizens can view a copy of the completed investigation via a public records request to our organization.

## Internal Business Services

## Information Technology

LCISO's Information Technology (IT) Section supports the technology needs of the entire organization, including desktop and server hardware, software and systems, and specialty equipment and services. In addition to major business applications used organization-wide, some of the specialty items supported include Mobile Device Computers (MDCs) used in the field and in patrol cars, body worn cameras (BWCs), license plate readers (LPRs), video streaming from the Aviation's Air One helicopters, and building access control. The team also provides centralized user account provisioning and management, software deployment and patch management services, information security, mobile device management, IT budget management, and external coordination with vendors and external service providers.

Multiple locations are supported, including the two primary sites (Administration Building and Detention facility), the Aviation Unit at the Tallahassee Airport, the Bailiff Unit at the Leon

County Court House, the RISE Center, VICE, the Warrants & Civil Division, as well as, the Pat Thomas Training Academy. Additionally, the team supports equipment at off-site locations.

Among 2021's notable accomplishments:

- Continued to support the local, remote, and mobile technical needs of the agency amidst the COVID pandemic
- Collaborated on the establishment of a new, multi-entity Real Time Crime Center (RTCC)
- Built a data warehouse to serve as the first destination for mutual data sharing of Tyler record data between the Tallahassee Police Department (TPD) and LCISO
- Supported the City of Tallahassee's efforts to establish a regional data sharing platform for cyber-security
- Supported the Consolidated Dispatch Agency (CDA) through ongoing participation in Liaison meetings
- Processed 376 renewals and invoices for IT related products and services
- Processed more than 180 purchase requests for IT-related purchases to support the organization
- Streamlined digital evidence intake via support of the Axon Capture project
- Assisted in the design, documentation, and training for the new Quick Entry process
- Oversaw the development of a new web-based reporting application for School Resource Deputies
- Deployed 30 new state-of-the-art ruggedized

- laptops (MDCs) to provide modern technology for school resource deputies
- Received 8,647 tickets for IT assistance and closed 8,268
- Reduced outstanding tickets by nearly 50% (from a high of 612 pending requests to an average of 349 for the Q4) to improve service and responsiveness
- Deployed or updated the assignment record of 731 assets
- Deployed over 800 new IT assets (BWCs, MDCs, workstations, printers, cell phones, hot spots, and other equipment)
- Developed an authoritative application inventory of nearly 200 applications to support a multitude of future strategic initiatives including application resiliency and disaster recovery
- Defined standard operating procedures for many internal processes to improve quality and consistency
- Worked with a vendor for the successful implementation of an important upgrade to the agency's records system
- Facilitated an annual audit of Financial and IT controls
- Outfitted multiple conference rooms with dedicated equipment (including 360-degree cameras) to support remote meetings
- Increased internal security awareness through employee training, simulated phishing campaigns, and real-time log analysis through a dedicated Security Operations Center (SOC) service
- Created incident response documentation to support SOC operations
- Reviewed over 2,500 notifications of potentially





# ADMINISTRATIVE SERVICES

- unauthorized network file creations
- Reviewed dozens of proactive Office365 security blocks of users for potential account compromise
- Built and implemented an automated export from FuelMaster for import into Fleet's FASTER system for improved record keeping
- Worked with Aviation to coordinate, implement, document, and test new video streaming equipment for Air One
- Worked with Records to begin implementation of GovQA - a SaaS solution to intake and process Public Records requests
- Researched, selected, and purchased a more robust and less expensive text archiving solution
- Selected, purchased, and installed new Storage Area Network to replace aging storage and serve as the foundation for the agency's first virtualization farm
- Researched and identified a strong contender for the agency's long-term Single Sign-on solution
- Began project with Axon to convert and ingest legacy Coban videos into Evidence.com
- Conducted routine health checks with vendors of two agency-critical applications: Laserfiche and RadioIP
- Began steps to complete enrollment in the FBI's National Rap Back program, giving the agency broader access to criminal history record information
- Began the upgrade process to replace CrimeView Dashboard with CrimeView Analytics
- Supported multiple building renovation and hardening projects through office and equipment moves, building access system changes, and gate additions

- Donated surplus computer equipment to a neighboring county Sheriff's Office

## Records Management

The Leon County Sheriff's Office Records Management Division is responsible for agency records from their creation, storage, retention, and disposition. Additionally, Records staff responds to all public records requests received by the agency. Prior to release of any records maintained by the Sheriff's Office, all requested records are reviewed by Records staff for any applicable exemptions and confidentiality to ensure records requiring redactions are redacted and applicable statutes for the redactions are cited.

The LCSO Records Division is currently comprised of 15 full-time positions (12-Records Specialists, 2-Records Clerks, 1-Records Technician, 1-Records Custodian, and 1-Records Director) and two part-time Records Clerk positions. The Records Division have staff assigned both in the LCSO Administration Building and the Leon County Detention Facility and are responsible for the management of records at both locations.

During 2021 the Records Management Division:

- Responded 9,297 individuals who requested records.
- 19,965 records were requested (4,291 increase in records requested from 2020.)

Records requested include incident reports, crash

reports, arrests reports, dispositions, affidavits, body camera video (BWC), video (other than BWC), photographs, emails, phone logs, medical files, personnel files, training files, inmate files, internal affairs reports, CAD notes, background checks, statistical reporting and/or other records. Any one item requested may turn out to contain multiple items, such as a person asking for "all" of a certain item.

Specifically, as related to the public records requests in 2021, Records:

- Processed 258 requests for video (other than BWC)
- Processed 256 requests for photographs
- Reviewed for redaction approximately 99,062 documents
- Processed 289 Body Worn Camera videos
- Processed 177 requests for audio recordings

Additional to the preservation of records until disposition, and responding to public records requests, Records completed the following in 2021:

- Processed 659 FCIC/NCIC validations
- Processed 7,904 phone calls
- Processed 306 sealed/expunged orders
- Processed 168 Marsy's Law requests
- Processed 815 citations
- Processed 463 Domestic Violence reports
- Scanned in and verified separately 1,120,700 documents

## Training and Standards

In 2021, the Field Training and Evaluation Program:

# ADMINISTRATIVE SERVICES



- Completed two recruit classes in 2021
- Completed its strategic goal of shortening the Internal Recruit Training schedule from 9 to 6 weeks
- Completed annual training for all Field Training Officers personnel (Advanced FTO Course)
- Completed strategic goal of year-round hiring with three recruit classes planned for 2022
- Two additional Field Training Officer (FTO) positions were approved and added, moving from 20 to 22 FTOs

The Training Division, in cooperation with the operational arms of the Department of Detention and Law Enforcement, are responsible for the training of our entire agency (676 LCSO employees annually) inclusive of sworn, non-sworn and newly hired employees.

## 2021 Accomplishments:

- Provided Internal Recruit Training to two Law Enforcement recruit classes for 18 new law enforcement recruits.
- Provided Internal Recruit Training to four Detention recruit training classes for 32 new corrections recruits.
- Coordinated and instructed two Corrections Basic Recruit Classes (BRC) in partnership with Florida Public Safety Institute (FPSI) for sponsored agency members.
- Provided quarterly In-Service High Liability Training, to include the following High Liability Topics: Agency-wide firearms qualification on rifle, handgun, and off-duty. Agency wide re-zero of rifles, Vehicle Operations Pursuit

- Intervention Technique (PIT), and Tactical Combat Casualty Care (TCCC / First Aid).
- Developed and provided Detention TCCC training and dissemination of equipment and trauma shears.
- Provided Advanced Agency Training classes to members including TASER annual recertification, CPR/AED (to include civilian members), NEAR Model (Neutralize, Empathize, Active listening, and Resolve) de-escalation training, 21st Century Policing, continued training for our High Liability Instructors.
- Added three First Aid Instructors, two Driving Instructors, 16 Firearms Instructors (taught in-house in partnership with Florida Public Safety Institute (FPSI)).
- Assisted in the creation of a training block for the inaugural Mental Health Unit and implemented the training to agency members and Apalachee Center partners.
- Conducted Physical Ability Testing (PAT) for four Law Enforcement hiring processes and seven Department of Detention hiring processes
- Routinely providing core-training instructors for teaching an array of advanced high liability training classes offered by the Florida Public Safety Institute (FPSI). Routinely assists with outside civilian programs annually to include Citizen's Academy, Leadership Tallahassee, Youth Leadership Tallahassee, Back on Track, etc.
- Provide training for several churches and government requests for training in active

shooter and site analysis for Crime Prevention Through Environmental Design (CPTED).

## Research and Planning

The Research and Planning section was established to coordinate strategic and long-range planning. It also ensures operational staff are informed with the best available evidence as they work to understand issues and problems, choose responses to make decisions, set policies, and allocate resources. During 2021, LCSO added a Research, Planning and Projects administrator to our staff.

The mission of the research, planning and projects administrator is to stay abreast of promising research and innovative practices being developed and implemented throughout the United States with an eye towards implementation at LCSO. Further, this position was established to assist our leadership with the implementation and management of large-scale projects throughout the agency. During 2021, this role was involved with the management and reporting of our strategic plan, development of the reporting process for the LCSO mental health correspondent model, Sheriff McNeil's data analysis and report entitled "Anatomy of a Homicide" and related work on the formation of a "Leon County Council on the Status of Men and Boys".

We are currently engaged with Florida State University on a number of developing research projects and this position will be intimately involved throughout the next year.



## ADMINISTRATIVE SERVICES: FISCAL

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, Grant Management and Procurement/Building Maintenance 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 \$63.7 million in fiscal year 2021. 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** processes and purchases all office, operating and capital outlay expenditures 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 \$17.9 million dollars in fiscal year 2021.

The **Building Services Unit** assists in organizing new construction and building remodels acting as a liaison between agency members and the outside vendors as well as scheduling deliveries and ensuring projects are completed on time and on budget. During fiscal 2021, the unit completed over 60 projects.

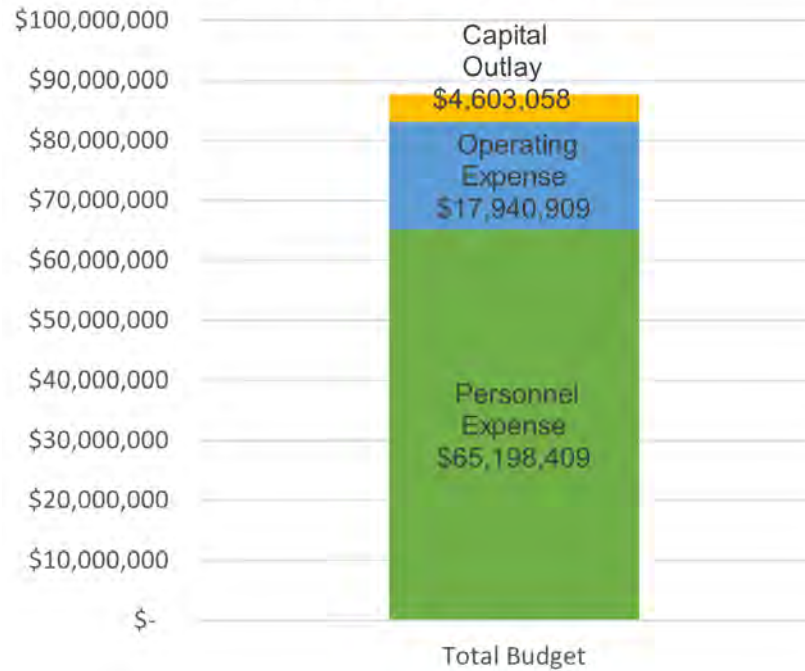
During the 2021 fiscal year, the Leon County Sheriff's Office received the Government Finance Officers Association (GFOA) Distinguished Budget Presentation Award. This is a nationally recognized award and in order to receive it, a governmental unit must publish a budget document that meets program criteria as a policy document, as an operational guide, as a financial plan, and as a communication device.



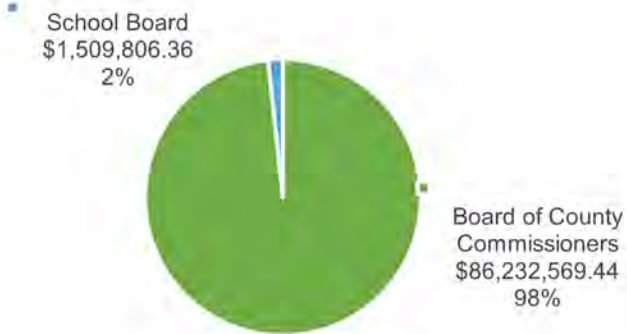
# ADMINISTRATIVE SERVICES: FISCAL



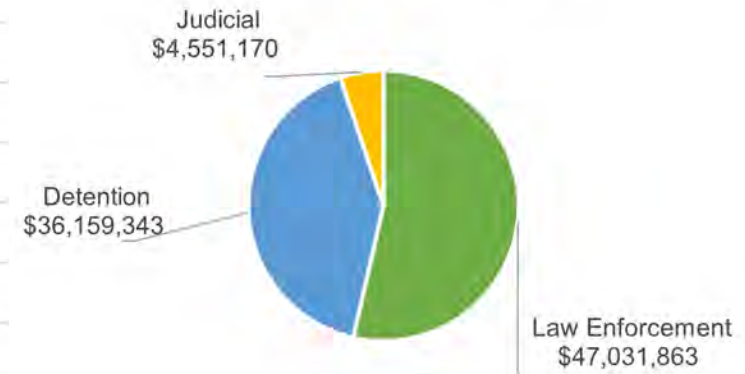
Leon County Sheriff's Office  
FY 2021-2022  
Budget by Object Code



Leon County Sheriff's Office  
Budget Funding by Source



Leon County Sheriff's Office  
FY 2021-2022 Total Budget



**FY 2021/2022 BUDGET:**  
**\$87,742,376**

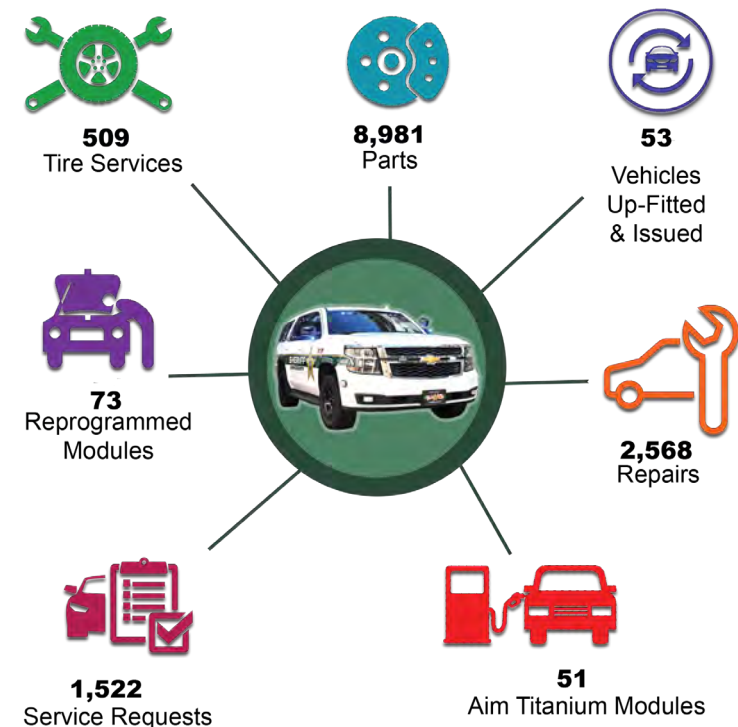


# INTERNAL BUSINESS SERVICES: FLEET

The Leon County Sheriff's Office Fleet Operations manages the total life cycle of 866 assets including 572 vehicles that combined to travel 3,782,268 miles. Our fleet averaged 16.36 mpg in 2021, which is a .45-mpg improvement over 2020. In 2021, LCSO Fleet Management up-fit and issued fourteen new Toyota Camry Hybrids and two new Highlander Hybrids, all purchased in the last week of FY2020. Fleet ordered and received six new 2021 Harley Davidson FLHTPs, three new 2021 Tesla Model 3s, four new 2021 Highlander Hybrids, eight of 36 2021 Tahoe PPVs, twelve 2021 Camry Hybrids, and four new leased VICE vehicles. Fleet completed projects for adding 78 Whelen Cores (16 hours each) to our existing Tahoe PPV fleet, and Whelen Cloud to 53 Tahoe PPVs (four hours each). Even with continued COVID restrictions, Fleet managed to schedule 1522 service requests, completed 2,568 repairs across 1508 work orders, issued 8,981 parts from 1511 parts invoices for the repair of 439 vehicles. Fleet dismounted, mounted, balanced, and nitrogen filled 509 tires, completed 522 PMs, installed 51 new Aim Titanium Modules, and reprogrammed 73 modules. Fleet completed 90 A/C repairs, 117 brake repairs, diagnosed 67 check engine lights, 129 emergency equipment repairs, 34 cooling system repairs, and installed 227 batteries while completing 212 starting and charging system repairs in addition to 803 general repairs in 249 workdays. We managed 23,415 fuel transactions through Wright Express and Fuelmaster, delivering 231,147.40 gallons of fuel. Fleet Management consists of a director and six technicians. Each technician is responsible for 95 vehicles.

## CERTIFICATIONS

- 6 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
- FSA Fleet Advisory Board Member
- FLAGFA Regional Representative for Northwest Florida
- 2020 FLAGFA Member of the Year
- 2017 FSRMF's Outstanding Fleet Manager of the Year
- (4) ASE Certified Master Automotive Technicians 4 of 58,334
- (6) ASE Certified Automotive Technicians 6 of 182,513
- (7) ASE Certified Maintenance and Light Repair Technicians 7 of 23,254
- (3) ASE Certified Undercar Specialists 3 of 5,692
- (2) ASE Certified Parts Specialist 2 of 18,498
- (1) ASE Certified Service Consultant 1 of 16,300



# INTERNAL BUSINESS SERVICES: FLEET



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 a sixth consecutive year. This Unit is one of only four Florida Sheriff’s Office Fleets to receive this certification status. Our Fleet Management Division Director Tim Coxwell completed recertification of his ASE Master Technician status, is a NAFA Certified Automotive Fleet Manager since 2017, an American Public Works Association’s Certified Public Fleet Professional since 2018, and an AEMP Certified Equipment Manager since 2021. The Florida Association of Government Fleet Administrators recognized Coxwell as the 2020 Member of the Year. Robert Jackson and Jerry Rundles both re-certified as ASE Master Automotive Technicians in 2021. Rogelio Santiago completed his 7th and 8th certification to earn his ASE Master Automotive Technician certificate in 2021. 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.





# COMMUNITY & MEDIA RELATIONS

The Leon County Sheriff's Office Community and Media Relations Unit is comprised of seven full-time positions and one part-time student position. These positions are held by both sworn and civilian employees. These positions include Executive Director, Public Information Officer, Crime Prevention Manager, one sworn and one civilian Crime Prevention Practitioner, a Media Specialist, Videographer and part-time student social media specialist.

The CMRU disseminates public safety and crime prevention information, plans and promotes community initiatives, as well as establishes and maintains community partnerships.



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
- Robbery Prevention
- Fraud Prevention
- Neighborhood Crime Watch
- Active Shooter



## 2021 Accomplishments

- Increased LCSO's social media following: Facebook by 23%, Twitter by 20%, YouTube by 128% and 114 posts on NextDoor.
- Continued LCSO's weekly Wednesdays Live segment on Facebook, without interruption during the pandemic
- LCSO Connect, the Leon County Sheriff's Office's first mobile app, had a successful year with more than 2,850 downloads covering both Android and Apple platforms
- Patrol Stroll Breast Cancer Fundraiser live event in College Town raised more than \$14,000, making LCSO, once again the top local fundraiser for Making Strides Against Breast Cancer
- Hosted Sleep in Heavenly Peace Bunk Bed Build, building bunk beds for children in need
- Hosted First Responders Appreciation lunch, feeding and providing gifts to 400 first responders in Leon County and the surrounding areas with Senator Rick Scott as the keynote speaker
- Held two blood donation drives (Red Cross and One Blood)
- Partnered with the Leon County Animal Shelter for "ALLin for Animal Adoption" campaign. LCSO deputies and civilians were featured on social media with animals available for adoption to encourage the community to come in and adopt them. Every animal featured was adopted!
- Received First Place for our "Hidden in Plain Sight" booth at the North Florida Fair in the Public Service category



# COMMUNITY & MEDIA RELATIONS



- Salvation Army Bell ringing Takeover Day: LCSO took over the bell ringing at a local Walmart and raised more than \$1,500 for the Salvation Army
- Continued creating opportunities for positive law enforcement interactions by participating in the following community events:
  - HOPE Community Easter event, bringing Easter treats and positive interaction with deputies
  - Monthly senior Lunch and Learns
  - Community Shred Day, partnering with Secure Solutions and Tallahassee-Leon Federal Credit Union
  - Sausage with the Sheriff at Bradley's Country Store
  - Hotdogs with Deputies at ACE Hardware in Woodville
  - Participated in Springtime Tallahassee, FSU Homecoming, FAMU Homecoming Veteran's Day and Winterfest parades
  - Participated in Sabal Palm and Capitol Police Trunk-or-Treat events
  - LCSO Day with the Christmas Connection: gifts were delivered to more than 25 local families in need for the holidays
  - Organized and carried out a gift drive and delivery for 38 children under the care of Camelot Community Care. Donations were made by the LCSO Citizens Academy Alumni Association, LCSO Honorary Deputies, and the LCSO Citizens Advisory Council.

- Participated in the Blue Pinwheels for Prevention campaign (to promote healthy child development and prevention of child abuse) and highlighted the cause by partnering with the Tallahassee Police Department by placing blue pinwheels together outside of the Sheriff's Office Administration Building
- Participated in the "Flamingo Challenge" benefiting the Tallahassee Memorial Hospital Foundation to help bring awareness about the importance of screening for breast cancer. This year our flamingos gathered on the front lawn of the Sheriff's Office administration building in October and created awareness by posting one of the flamingos in the air with our Aviation team in Air-1 on our social media pages.





# DETENTION FACILITY

The Leon County Detention Facility (LCDF) provides booking and detention services for all law enforcement agencies within Leon County. The department is responsible for the care, custody, and control of inmates. In addition, the department provides a secure facility that ensures the safety of the public, provides a safe working environment for employees, and offers humane and safe living conditions for inmates. During 2021, the Department of Detention faced many challenges in dealing with COVID related issues, but were able to prevail and accomplish many projects.

During 2021, the LCDF booked 7,170 inmates, released 7,347 inmates, and housed an average of 1,115 inmates.

## 2021 ACCOMPLISHMENTS

### Administration & Operations

- Leon County Detention Facility Command Staff Opened the new employee break room (Retreat) to include a reflections room, library, and a micro-mart.
- Began construction of the employee outside break area (Oasis).
- Launched Family Times & Tales, which provides children of inmates a virtual way to connect with their parents.
- Completed the front lobby hardening project to provide security for staff and improve the aesthetics.
- Renovated the Mental Health Housing area.
- Purchased and deployed new Stryker electronic/hydraulic stretcher in Medical Unit.
- Medical Unit administered 360 COVID vaccines and 156 flu vaccines.
- Purchased and implemented new (Violent defense) Ultraviolet Tower Disinfecting/Sanitizing Unit.

- Food service transitioned to new heated food carts to distribute inmate meals.
- Remodeled flagpole area and added the new Sheriffs Office flag and the State flag
- Completed the kitchen air handler replacement project
- Completed the Guardian Exchange implementation
- Began issuance of Class “C” uniforms and body armor (stab-proof vest)
- Completed the exterior stair fire escape renovation project
- Added two zero turn mowers to the Pathways equipment inventory
- Transitioned to digital mail for incoming non-privileged mail for inmates
- Developed new delivery process for incoming privileged mail
- Through pro-active measures significantly reduced illegal contraband within the facility.
- Sponsored 20 recruits in the Florida Public Safety Institute (FPSI) Corrections Academy (BRC 505 & BRC 520)

- Sponsored 15 Correctional staff in the FPSI Law Enforcement Cross-Over Academy (BRC 518)
- Installed and implemented the IRIS (Inmate Recognition Information System) scanner in Booking and Releasing.
- Developed and implemented a Physical Agility Test (PAT) for all new recruits
- Purchase and installed three video conferencing booths to facilitate attorney visits in Pods N, O and P.







## Re-Entry

- Classification and Programs team facilitated 1,227 CINAS Lite assessments.
- Increased our S.P.I.R.I.T. provider network by 66% (from 29 previous year to 48 this year)
- Held a grand opening of the R.I.S.E. Center (Re-entry, Innovative Services, and Empowerment) in July 2021.
- Assisted 137 clients through RISE (July-December)
- 404 resources were referred for clients for a total average of 2.9 resources per visit. (July-December)
- 222 video visitations were facilitated through RISE. (July-December)
- 110 client intakes facilitated at RISE.
- 295 transition plans created.
- LCSO obtained 30 business pledges from our community business owners.
- Garnered a renewed partnership with the Tallahassee Minority Business Chamber.
- Approximately 295 inmates received re-entry services focused on transitioning back into the community.
- Submitted 118 referrals through S.P.I.R.I.T. (numbers were negatively affected due to COVID-19).
- Conducted 293 referrals through case management.
- Partnered with Celebration Baptist Church to coordinate and deliver approximately 250 Thanksgiving meals to Leon County families in need.
- The Reentry team partnered with Celebration Baptist Church to coordinate and deliver Christmas gifts to approximately 80 inmate's children.
- Classifications conducted 1,634 Disciplinary Report Hearings.
- Increased Classifications footprint to seven-days a week.
- Classifications conducted 9,223 initial inmate interviews.
- The Chaplain Program had 483 participants in Bible study.



# 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. These units are staffed with approximately 54 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.

## Auto Crimes Task Force

- 2,212 cases received, 7% decrease from 2020
- 1,932 cases from TPD and 280 cases from LCSO
- 1,191 cases assigned to detectives, 5% decrease from 2020
- 568 assigned to TPD detectives. 623 assigned to LCSO detectives
- 1,563 auto burglaries reported, 10% decrease from 2020
- 1,450 unlocked or unsecured vehicles
- 626 stolen vehicles reported, 2% increase from 2020
- 242 stolen firearm(s) incidents, 18% increase from 2020
- 340 cases cleared/closed, 6% increase from 2020
- 851 cases suspended
- 137 by arrest, 28 % decrease from 2020
- 46 by exception, unfounded, etc., 58% decrease from 2020

*Stats above from case log/assignment list. Several users input data differently, so actual numbers may vary slightly. Numbers are from January 1, 2021 through December 31, 2021*

## Crime Scene, Violent Crimes and Special Victims

- Violent Crimes/Special Victims Units worked 8

homicides in 2021, of which two were ruled a justifiable homicide per the State Attorney and three resulted in arrest.

- Crime Scene Unit responded to 55 call outs, 8 being homicides. They processed 120 cases in the lab and test fires of firearms shell casings were submitted to FDLE to be entered into the National Integrated Ballistic Information network (NIBIN) system. 185 firearms were run through eTrace. Additionally, they worked multiple found property cases.
- Crime Scene Unit also obtained and installed some new equipment:
  - A Ninhydrin Humidity Chamber for processing from FDLE
  - A photo table
  - 6 new evidence lockers for detectives
  - Drying chambers
  - 4 updated workstations

The Crime Scene Unit has some ongoing renovations in the Chemical Lab and renovations/conversions of Film Room into the Photo/Vent Table Room.

Lastly, the Crime Scene Unit began transitioning from sworn detectives to civilian Forensic Specialist. This is expected to be fully implemented within the next two years.

## Criminal Investigations

- Continued collaborative efforts with Tallahassee Police Department (TPD) by attending TPD's weekly Intel meetings.
- Worked with multiple agencies including Alcohol Tobacco and Firearms (ATF), Florida Department of Law Enforcement (FDLE), Gadsden County Sheriff's Office and the Tallahassee Police Department to curb the regional violence that is occurring in our community and surrounding counties.
- Formulated a Human Trafficking Unit to address all aspects of this problem.

## Financial Crimes Unit (FCU)

- In the year 2021, the Financial Crimes Unit was assigned 549 cases, which represented a 28% increase from 2020. Those 549 cases were assigned throughout the year to four to five, full-time Financial Crimes detectives. Each Detective for the year 2020 averaged a case load of 10-12 new cases a month or 122 cases a year. Many of these cases can takes several months to investigate due to the delay in receiving subpoena results.
- 158 cleared/closed cases.
- 281 suspended cases
- 16 arrested





The FCU investigates criminal activity related to embezzlement, bank fraud, scams, credit card fraud, computer fraud, financial exploitation of the elderly/disabled, and other white-collar crimes. FCU also conducts forensic analysis on computers and related peripherals. The unit is active in the North Florida Cyber Crimes Task Force and Infraguard.

## Narcotics, Organized Crime and H.I.D.T.A.

High Intensity Drug Trafficking Area (H.I.D.T.A.) has worked cases developed targeting “high value” drug trafficking organizations (DTOs) operating in and around Leon County. They were able to dismantle three DTOs in 2021. This resulted in numerous illegal narcotics being seized.

- 8 kilos of cocaine
- 2 kilos of methamphetamine
- 46 kilos of marijuana
- 1.5 kilos of Synthetic narcotics
- Over 1,500 grams of prescription pills
- Over \$450,000.00 in asset seizures
- 13 firearms seized

As a member of the NorthStar Regional Task Force numerous arrests have been made removing large quantities of cocaine, methamphetamine, fentanyl, and other illegally narcotics off the streets of Leon County and surrounding counties.

There are currently two large drug organizations being investigated that should result in several arrests and seizures of a significant amount of illegal narcotics in the coming months.



The Narcotics Unit executed 28 search warrants. As a result of these search warrants and investigations, the following seizures were made:

- \$46,509.00 US currency
- 17 firearms seized
- 188.5 grams cocaine
- 877 grams methamphetamine
- 136 grams A-PVP
- 86.5 grams fentanyl





# INVESTIGATIONS

## Property Crimes Unit (PCU)

The cases assigned to Property Crimes Unit (PCU) for follow-up investigation increased from 808 in 2020 to 884 in 2021. This represented a 9% increase from the 2020. There were five detectives assigned to PCU, who averaged 15 new case assignments a month.

- 189 burglary cases (residential & commercial), 15% decrease from 2020
- 162 grand theft cases (20 from commercial buildings), 46% decrease from 2020
- 469 petit theft cases (126 from commercial buildings), 29% increase from 2020
- 99 criminal mischief cases, 15% decrease from 2020
- 24 grand theft firearm cases, 4% decrease from 2020
- 73 arrests made by PCU detectives

In 2021,  
**236** firearms were stolen  
from **unlocked** vehicles in  
Leon County.



Owners of 80 stolen firearms did not know the serial number. Make sure you log the serial number of your firearms and keep it in a separate, safe place.



**ALWAYS** secure your firearm in a safe place and  
**ALWAYS** lock your doors.



## Victim Advocate Unit (VAU)

The VAU was a part of the research team that initiated the Anatomy of a Homicide study and was instrumental in gaining the base demographic information to move the study forward.

The VAU participated with the Domestic Violence Coordinating Council to promote Domestic Violence Awareness Month in October 2021. Included in that month was a vehicle wrap presentation at Cascades Park with all local law enforcement agencies represented.

The VAU participated in several Leon County Today episodes and LCSO Facebook Lives, sharing valuable information to citizens that may find themselves involved as victims in crimes and raising awareness on victim related issues.

A member of the VAU worked to become a HeartMath Certified Mentor in the Building Personal Resilience Program. She is now able to provide this educational and therapeutic service to victims of crime suffering from the after effects of victimization, as well as to other law enforcement professionals to work on channeling resilience through cohesiveness with the mind, body, and spirit.



The combined efforts of Organized Crime/NFHIDTA and the Narcotics Unit seizures\* amounted to:



8.7 kilos  
of cocaine



30  
Firearms



45.6 kilos  
of marijuana



1.7 kilos  
of synthetic  
narcotics

779  
Prescription  
pills



Approximately  
\$500,000.00 in  
asset seizures



3.4 kilos  
methamphetamine



\*These numbers are generated from Unit statistics and may vary slightly



# JUDICIAL

The Department of Judicial Services consists of the Warrants Unit, Civil Process Unit, Bailiff Unit and Prisoner Transport Unit. The department Chief is assisted by a Captain, and a Lieutenant. The Warrants Unit has one Sergeant, the Civil Process Unit has one Sergeant, the Transport Unit has one Sergeant, and the Bailiff's Unit has two Sergeants.

The **Bailiff Unit**, comprised of 25 Deputy Sheriffs, is responsible for providing Law Enforcement security for the Leon County Courthouse and the Courthouse Annex. Currently, there is one open position and one Bailiff assigned to the Detention Facility for Zoom Court. The Bailiffs are posted daily at two Public entrances at the Leon County Courthouse, 2 per door, and one Bailiff Deputy at the one public entrance to the courthouse annex. Bailiffs provide security for all courtroom operations involving criminal, civil and traffic courts for Leon County. They ensure the safety of citizens and county employees, as well as the custody and control of inmates. In addition to the courtroom security, Bailiffs are charged with the protection of the County and Circuit Judges. As Deputy Sheriffs, they also respond to calls for service within the courthouse and conduct foot patrols throughout the courthouse. The perimeter security of the courthouse is another responsibility assigned to the Bailiffs Unit.

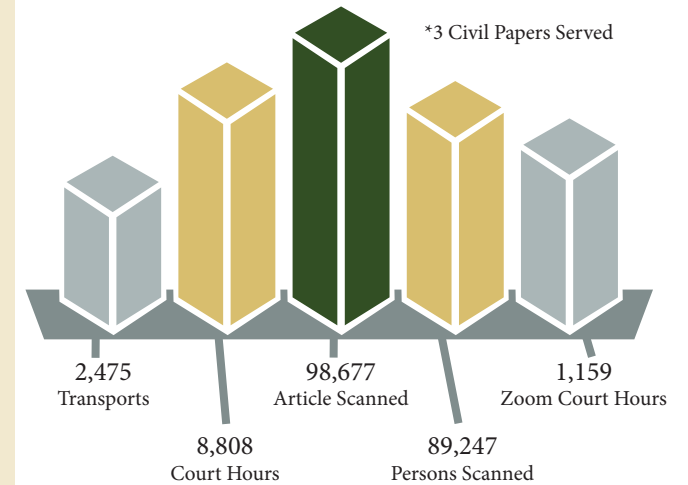
During 2021, COVID had some impact on the number of visitors to the courthouse. However, the Courts were re-opened to in-person appearances and some Zoom Court. There was a slight decrease in people within the courthouse from 2019, however

they screened over 908,235 individuals and over 101,850 articles at the entrances of the Leon County Courthouse and Courthouse Annex. The Bailiff Unit has also conducted over 8,808 court hours at both locations.

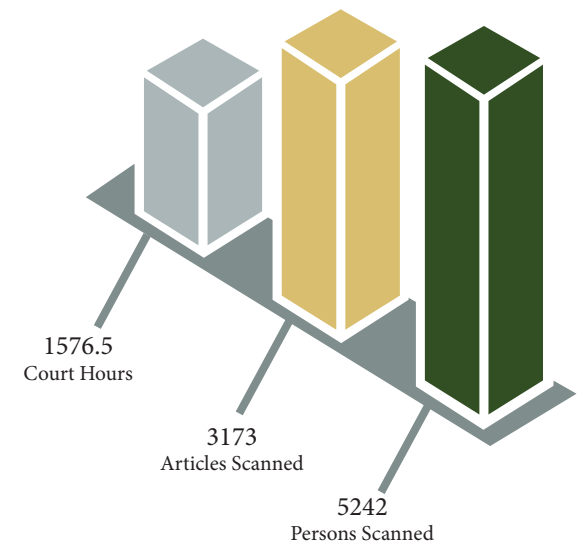
The responsibility of the **Prisoner Transport Unit** is the movement of inmates locally and nationwide. Made up of seven Deputy Sheriffs, the Transport Unit moves all detainees from the Leon County Detention Facility to and from court each day, as well as, transferring those in custody to the Florida Department of Corrections. The Transport Unit also arranges and transports inmates nationwide to come to Leon County for court appearances. Due to the impact of COVID, there was a slight decrease in the number of inmates transported in 2021, from pre-COVID numbers in 2019. However, even during COVID, the Transport Unit has transported more than 2,475 inmates.

- To the Courthouse- 1389
- To another Agency- 632
- Other Agencies to Leon County- 454

## Judicial Services Downtown (Courthouse)



## Judicial Services Annex







The **Civil Enforcement Unit** serves all non-enforceable processes issued by the courts. This includes subpoenas, summons, notices, writs of garnishment, and notices of tax sale. This Unit is comprised of five Civil Clerks, one Civilian Supervisor, and six Civilian Process Servers.

The Civil Clerks research individuals, who are the subject of civil processes, and forward that information to the Warrants Deputies or the Civilian Process Servers. The Civilian Process Servers search multiple resources to locate individuals and are assigned large quantities of Civil Papers such as summonses and subpoenas for service throughout Leon County. Processes received in the Civil Unit have monetary fees attached, which requires additional handling, verification and reporting to accounting. Due to COVID, there was a reduction in the amount of paper served by the Civil Unit for the first half of the year, but the second half has increased monthly to almost Pre-COVID levels due to the increase in scheduled court hearings. The Civil Process Unit processed / received 115,550 requests and served more than 9,163 non-enforceable Civil Processes with 14,206 attempts at service.

The **Warrants Unit** is responsible for serving arrest warrants and all enforceable process issued by the court. Comprised of eight Deputy Sheriffs, the Warrants Unit serves all enforceable court orders, such as injunctions, writs, levees, risk protection orders and ex-parte orders signed by a judge. The warrants deputies also serve arrest warrants filed with the Clerk of Court's Office. Seven of the warrants deputies are certified in Crisis Intervention Techniques (CIT).

Although COVID had an impact on civil process service in 2020, 2021 has seen an increase in the service of civil process papers. In 2021, the Warrants Unit served more than 1159 injunctions, arrested more than 213 persons for warrants, and served over 2,050 enforceable civil process papers.



# SPECIAL OPERATIONS

The Department of Special Operations and Investigations consists of five full time units (Canine, Property and Evidence, Aviation, and Communications) and nine specialty teams (SWAT, Dive, Drone, Hazardous Devices, Hostage Negotiations, Honor Guard, Livestock, and the Armory). These units and teams serve to assist the agency with needs that require expertise in the related fields. The Canine, Traffic, Aviation, Property and Evidence, and other specialty teams are on call 24/7 to assist the agency when needed.

Special Operations and Investigations has a Sergeant and Lieutenant that assist in agency-wide technology and equipment projects as assigned by the Captain of Special Operations. The Lieutenant in Special Operations also serves as the agency's Consolidated Dispatch Agency liaison. Both the Sergeant and Lieutenant in Special Operations assist other units within the division and other units in the agency as needed.

## Aviation

In 2021 the Leon County Sheriff's Office Aviation Division continued to contribute to crime reduction and public safety in Tallahassee, Leon County, and the surrounding area through the use of advanced technology, training, and tactics. The Aviation Division continues to enhance officer safety and oversight during routine and high-risk operations. During 2021, the Leon County Sheriff's Office and the Tallahassee Police Department continued cooperative efforts to increase the effectiveness of aviation assets via the LCSO/TPD joint Aviation Task Force.

In 2021 the Aviation Task Force flew 1,030 hours during which assistance was provided with:

- 5, 959 calls for service
- 386 arrests
- 28 lost person searches
- 78 stolen vehicle recoveries
- 72 pursuits/vehicles failing to stop

## Canine Unit

The Leon County Sheriff's Office Canine Unit has accomplished much in 2021. The six team Canine unit is responsible for an extensive list of accomplishments during this time.

During 2021, Canine Sergeant Mehr and Canine Trainer Bragg conducted weekly, ongoing training for our agency as well as numerous outside agencies including, FSUPD, Perry PD and Franklin County SO. 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 (FLECA) and Florida Department of Law Enforcement (FDLE) certifications of which every handler completed successfully in 2021.

Over the past year the LCSO Canine unit has provided ongoing canine support for an impressive list of cooperating agencies including the US Marshal 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 and Alcohol Tobacco and Firearms. This of course is in addition to continued support to the LCSO Patrol Division, Special Projects Investigations Detection Enforcement & Response (S.P.I.D.E.R.) Unit, Deputies without Borders, VICE and Narcotics Unit, Warrants Unit, Criminal Investigations and any additional unit requiring canine assistance. As a result, the unit is collectively responsible for the tracking and arrest of 41 felony suspects with 14 physical canine apprehensions.

The LCSO canines have located copious amounts of illegal narcotics and illegal currency during their deployments. The totals are listed below.

- Marijuana- 15,736 grams valued at \$157,360
- Cocaine- 23. 8 grams valued at \$1,785
- Heroin- 2 grams valued at \$250
- Methamphetamine- 62.5 grams valued at \$4,688
- MDMA- 13 grams valued at \$520
- Total value seized \$42,243
- Cash seized- \$374,128
- Firearms seized- 20

\*Valued based on current drug market price.\*  
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 Deputy Commander Marty West and the US Marshals Fugitive Task Force. They have located several items of criminal evidence to include several weapons used to commit violent felonies. Each canine has and continues to provide protective services to their handler, all LCSO employees and every member of the community.

In addition, the LCSO Canine Unit has participated in an endless list of community demonstrations, deployments and events which showcase their work and professionalism. This includes, but not limited to, canine demonstrations for the LCSO Citizens Academy, Leon County Public Library, local churches, civics groups, Leon County Schools, Leon County Humane Society, and Consolidated Dispatch Agency, as well as, deterrence Canine narcotics sniffs for the Kearney Center, Leon County School Board, and Federal Correctional Institute.

Although all of the LCSO Canine Unit's accomplishments cannot be listed in this brief description, this is a great example of the ALLin mentality and the training, effort, and dedication that each of the handlers and canines bring to this agency

and Sheriff McNeil's commitment to crime reduction.

## Communications

The Communications Unit operates out of the administration building, with 12-hour coverage each day, and is responsible for monitoring and answering all incoming calls to the main phone line. The incoming calls from citizens of Leon County are answered by Communication Technicians who are courteous and professional, while providing the best service possible. Calls are transferred to the appropriate sections or individuals within the agency. Communication Technicians answer, on average, 150 to 200 calls per day.

## Dive Team

The Dive Team had a total of 13 days of training in 2021 for a total of 104 hours of training. Training days and hours were hindered by COVID.

Calls for Service:

The Dive Team responded to eight calls for service. This included responding to assist other agencies in Gadsden County, Wakulla and Blountstown PD. The Dive Team also assisted with three static displays –







# SPECIAL OPERATIONS

High School Career Day at the Sheriff's Office, Public Safety Day at the Academy, and NIMS Career Day.

An overview of the calls for service are as follows:

LCSO – 2 vehicle recoveries from boat landings and holding ponds. 2 stolen property/ firearm recovery dives.

Wakulla County – Blue Sink dive search for deceased body (not located)

Blountstown PD - at Florida State Prison in reference to a homicide case.

Gadsden County – vehicle crash traffic homicide investigation in the Chattahoochee River

## Drone Team

The LCSO Drone Team was formed in February of 2020. The team consists of seven FAA certified Remote Pilots.

Equipment:

1 – Autel EVO II Duals

2- DJI Mavic Minis

Training Hours: 208

Deployment

During the year of 2021, the LCSO Drone Team had seven deployments consisting of 52 flights, totaling over 16 hours of flight time. The missions flown included crowd monitoring at the Capitol for the presidential inauguration, searching for a drowning victim, a demonstration at the Capitol, and several

deployments with the SWAT team.

## Hazardous Devices Team (Bomb Squad)

The Leon County Sheriff's Office Hazardous Devices Team ("Bomb Squad") is responsible for the investigation and safe disposal of improvised explosive devices (IEDs) and safe disposal/removal of military ordinance. The "Bomb Squad" is also trained for hazmat and Chemical Biological Radiological Nuclear and Environmental (CBRNE) incidents

HDT Certifications

Three members are certified as Public Safety Bomb Technicians. Detective Baas attended a school in Texas; where he obtained certifications for Unexploded Military Ordnance Technician (40 hours) and he attended a school in Jacksonville for Total Wall Breaching, which greatly enhanced our capabilities for explosive breaching operations with SWAT.

Equipment

We continued to handle all grant funded purchases for other bomb squads in our region. This year, LCSO HDT received a ScanX vehicle mounted X-Ray generator, which replaced an older version which was no longer serviceable. For FY22, we anticipate receiving funds to replace our large platform robot, which is also aging and no longer supported by Northrup Grumman.

Calls for Service:

- 23 Total
- Suspicious Packages – 4 (none determined to contain IEDs)
- Unknown White Powder – 1 (determined to be DMT – Narcotic)
- Standby for Civil Unrest – 4
- Bomb Threats – 1 (Gadsden County Governmental Complex – Later Unfounded)
- Explosive Breaching / SWAT Support – 2 (both executed without incident)
- Bomb Sweeps / Dignitary Protection – 2 (Bowden funeral)
- Unexploded Military Ordnance – 2 (both devices rendered safe without incident)
- FSU Football – 7 (2 LCSO Techs at each home game)

## Honor Guard

The LCSO Honor Guard consists of 19 active and five reserve members. In 2021, the Honor Guard was involved in 29 events. As COVID protocols negatively affected the number of events the Honor Guard participated in 2020, in 2021 the number of events the Honor Guard participated in returned close to a normal year's average. This was due to the modifications of COVID protocols and restrictions as it pertains to gatherings.





The LCSO Honor Guard participated in 29 events in 2021. Some of which include:

- LCSO LEO Swearing In Ceremony
- LCSO CO Swearing In Ceremony
- VFW Memorial Day Ceremony
- LCSO CO Swearing In Ceremony
- LCSO LEO & CO Promotion Ceremony
- LCSO Retired Deputy Dale Mack Funeral
- LCSO Chief Butler's Retirement Ceremony
- LCSO Citizens Academy Class 42 Graduation
- Bobby Bowden Viewing
- LCSO Employee Michelle Britton Funeral
- First Responders Luncheon
- Memorial for TPD Officer Clifford Crouch
- Posting of the Colors for Maclay High School Football Game
- Memorial for LCSO Dep. Michael Nowak
- National Police Week, Washington, D.C.
- LCSO Honorary Deputy Ceremony
- Veteran's Day Parade
- LCSO Swearing-in Promotion Ceremony
- Festival of Lights Winter Parade
- Wreaths Across America

### Hostage Negotiation Team

Hostage Negotiation Team (HNT) consists of eight members.

Trainings/Demos/Displays/Recognitions:  
HNT team members held eight monthly team trainings and three joint trainings with the SWAT, Drone, and Hazardous Devices teams.



LCSO Honor Guard serves during National Police Week. (Washington, D.C.)





# SPECIAL OPERATIONS

Two members attended the annual Florida Association of Hostage Negotiations (FAHN) conference where they obtained advanced training. One member, Sergeant Glover, was elected 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 two demonstrations and three static displays for summer events and/or youth organizations.

HNT members, Sergeant Glover and McMillan, assisted throughout the year and will continue to do so, teaching a block of instruction for the Crisis Intervention Training (CIT) conducted by the Florida Sheriff's Association. HNT Team members also teach a modified version of this CIT block of instruction to newly hired LCSO recruit deputies during the in-house training program.

Sergeant McMillan also received the Sheriff's Accommodation Award for his role as primary negotiator during a SWAT/HNT call out from 2020.

## Call Outs

HNT responded to two call outs. One incident occurred in Madison County and involved an armed suicidal subject. Three HNT members and several SWAT Team members responded to assist Madison County SO with this situation.

HNT also responded with SWAT to a call out of

a barricaded/wanted subject. This subject later surrendered and was taken into custody.

## Livestock Team

The Livestock team currently consists of six members who serve on the team in an on-call capacity. The Livestock team responds to non-domesticated animals that have escaped a secured location and are roaming freely, such as cows, horses, pigs, and goats. The Livestock team, when called, are responsible for capturing these animals and either returning them to their owners, or securing them in a designated secured compound.

In 2021, the Livestock team captured and secured numerous pigs, goats, one calf and one llama. The Livestock team also assisted the Property Crimes unit with the seizure and care of over 250 animals from Capitola Road and two horses from Meridian Road which were being neglected. The Capitola Road seizure required the livestock unit to work seven days a week and long hours to care for the seized animals. Both seizures, Capitola and Meridian Road, concluded with a forfeiture from the owners. All animals, from the Capitola Road case were transported to auction and the two horses from Meridian Road were turned over to a local horse rescue.

This was a very busy year for the Livestock Team. The Livestock Team prides itself on safe capture of animals and caring for animals in our care.

## Mental Health Unit

The Mental Health Unit is a newly formed unit designed to address the mental health crisis in our community. It utilizes a co-responder model to form three teams consisting of specially trained deputies paired with Master level behavioral health professionals from Apalachee Center. The team's primary focus is to respond to calls for service involving individuals experiencing mental health crisis. Once they identify individuals in need of service, they will make referrals based on their needs and will continue to follow-up with the individuals to provide additional support and services as needed. Further, the co-responder team will also reach out to our homeless population and help to provide appropriate intervention strategies to prevent those with mental health and substance abuse issues from becoming involved in the criminal justice system.

In the first month of the Mental Health Unit becoming active, the unit had 132 calls initiated, 128 contacts with individuals and 56 referrals of service provided by other agencies.

## Property and Evidence

Property and Evidence is managed by five full time employees and one part time and one supervisor. Our normal hour of operation is 7:00 am to 5:00 pm. Due to the pandemic Property and Evidence employees worked different shifts to make sure there was always someone healthy with no exposures.



# SPECIAL OPERATIONS







# SPECIAL OPERATIONS

Jeff Walker and Kayla Bishop went to the Property and Evidence conference in Daytona, Florida to be re-certified with Property and Evidence Association of Florida (PEAF). PEAF is an organization where evidence employees across Florida go to maintain a state certification every four years.

In 2021, Property and Evidence managed over 120,000 pieces of evidence and completed about 2,800 requests. The requests include getting copies of CDs, paperwork, photos or sending links to the State Attorney's Office, Records Unit and LCSO Detectives.

## SWAT Team

The LCSO SWAT Team is made up of 37 positions: 35 SWAT Operators and 2 SWAT Technicians. Currently 27 positions are filled, consisting of the following: 15 Entry Operators, 4 Sniper Operators, 6 Medic Operators and 2 SWAT Technicians.

### Training and Certifications:

Nine deputies applied and participated in the SWAT selection process. Two of the nine successfully completed the process and were selected as probationary entry operators.

The SWAT team members obtained re-certification in less-lethal munitions and two entry operators earned their instructor certifications in less-lethal munitions.

Sniper operators and SWAT techs completed the Remington 870 Armorer's School.

Two Snipers completed the Hathcock Sniper School which was hosted and coordinated by LCSO at Florida Public Safety Institute (FPSI).

SWAT Medics received annual training and qualified to carry firearms during SWAT deployments. Six operators re-certified in Airborne Use of Force with the Aviation Unit.

Four entry operators attended Tactical Energetic Entry Systems, Explosive Handling and Breachers Course. This tactic is new to the SWAT team and has been successfully implemented during callouts and search warrants. These tactics require annual re-certification and training with the Hazardous Device Team (bomb team).

Five operators attended National Tactical Operators Association (NTOA), SWAT Team Leader Development Course.

### Calls for Service:

The SWAT team was utilized to assist with on-going protests at the Florida Capitol during the Presidential Inauguration in January 2021.

Stadium safety and security for seven FSU home football games.

The SWAT team assisted the Narcotics Unit, Violent Crimes Unit and ICAC with high-risk search warrants. The SWAT team assisted the Tallahassee Police Department and surrounding jurisdictions with high-risk search warrants outside of Leon County.

An armed suspect with violent felony arrest warrants barricaded himself at Patty Lynn Dr. The SWAT team responded and located the suspect in an attic after deploying less-lethal munitions.

SWAT personnel responded to an armed suicidal subject in Madison County. SWAT personnel was able to take the subject into custody with the use of non-lethal force (taser deployment).

SWAT personnel responded to Jefferson County reference a manhunt for a suspect with active homicide warrants. The suspect was located and taken into custody.

### Community Events:

- Dining in the Dark for Lighthouse of the Big Bend
- Two demonstrations for Sheriff's Adventure Camp
- LCSO Citizen's Academy demonstrations
- Leadership Tallahassee demonstration
- Youth Leadership Tallahassee
- Springtime Tallahassee Parade
- Veteran's Day Parade
- Winterfest Parade
- Marine Corp Junior ROTC rappel course at FPSI for Leon High School
- Numerous static demonstrations on display (Fair grounds, FPSI, LCSO, Ducks Unlimited, etc.)



# SPECIAL OPERATIONS







# UNIFORM PATROL

The Uniform Patrol Division of the Leon County Sheriff's Office consists of 89 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.

## 2021 Accomplishments

- Field Training Program graduated nine new deputies (ten more in training with an expected graduation day of May 18, 2022)
- Acquired 28, 2021 model Tahoes to be issued to Deputies and supervisors
- 18,556 calls for service dispatched
- 102,582 self-initiated calls for service
- 31,409 directed patrols
- 32,271 community policing
- 8,648 residence checks
- 13,754 business checks

## Certifications

- 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
- Taser Instructor



## Traffic Unit / Wrecker Administrator

In 2021, the Traffic Unit continued to focus on traffic enforcement as a primary goal. Deputies participated in several special events throughout the year. With the institution of COVID protocols in mid-March 2020, Traffic Deputies were assigned to Uniform Patrol while still performing their traffic enforcement duties. The Traffic Unit's continuing goal is traffic enforcement, with the goal of reducing traffic crashes, creating safer roadways, and providing a high visibility presence in Leon County.

**Below are the Unit's 2021 traffic enforcement numbers:**

**Total Traffic Stops:** 3'061

**Citations Issued:** 566

**Warnings Issued:** 2,511

**Arrests:** 23

**DUI:** 19

The arrest number listed is solely physical arrests. The Notice to Appear (NTA) issued due to criminal traffic citations is not considered in the physical arrest numbers.

**Traffic crash reports were down in 2021 agency-wide, from 1,308 in 2020 to 1,141 in 2021. Between 2020 and 2021, this agency worked 167 less crashes.**

Traffic Deputies continued investigating hit and run crashes and, to a limited extent, traffic homicides and serious bodily injury crashes. In total, Traffic Deputies investigated over 120 hit and run crashes,

four traffic homicide crashes, and seven serious bodily injury crashes. None of the cases resulted in criminal charges.

The Traffic Unit coordinated and participated in several special events throughout 2021, to include funeral escorts, football games, toy drives, and parades. Some events were canceled due to spread of COVID. The unit looks forward to events returning in the coming year.

## Wrecker Administration

Traffic Specialist Donna Strickland and Deputy O'Connor provide oversight and ensure statutory compliance for all wrecker businesses in Leon County. This includes inspecting and auditing wrecker businesses at various times of the year, as well as fielding complaints about wrecker companies and addressing violations.

In total, 110 wrecker related activities were recorded during the year. As audits, inspections, etc., became outside COVID protocol, Mrs. Strickland worked remotely to ensure wrecker operators could continue business.

In November 2021, Mrs. Strickland and Deputy O'Connor resumed audits and completed 178 wrecker related audits and inspections to bring everyone back to full compliance. This allowed companies to put new trucks into service and bring employees hired during the protocol period into compliance.







# DEPARTMENT OF YOUTH, YOUNG ADULTS, AND INTELLIGENCE

The Department of Youth, Young Adult, and Intelligence is comprised of the School Resource Deputy Unit (SRD), School Crossing Guard Unit, Juvenile Intervention and Investigations Unit (JIU), Criminal Intelligence and Analysis Unit, and Real-Time Crime Center.

## School Resource Deputy Unit

This Unit currently serves 22 schools within the district. A total of 22 deputies are assigned to the unit, in addition to two Sergeants, one Lieutenant, and one Captain. Deputies are given primary assignments at each high school, three non-traditional schools, ten middle schools, and three elementary schools. Our main objective is to enhance students' educational opportunities by promoting a safe and secure learning environment. In addition to prevention programs, deputies also teach the basic understanding of the Criminal Justice System and the role of a law enforcement officer and their

duties. They also take law enforcement action as required within their assigned school. In addition to responding to safety concerns and complaints, SRDs offer student counseling and participate in parent conferences. 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.

In addressing the root causes of criminal activity in Tallahassee, it is imperative to start with the youth in our community. Intervening at an early age to provide youth with positive activities and role models can reduce negative influences, which can subsequently lead to criminal behavior. Mentoring, giving youth a voice in the community, and demonstrating one mistake is not equivalent to a lifetime of criminal behavior are all ingrained in the prevention and intervention initiatives targeting youth in our community. School Resource Deputies also participate in several community programs - Sheriff's Adventure Camp, Sheriff's Youth Ranch, Sheriff's Explorer Post, Teen Driver's Challenge,

Sheriff's Youth Advisory Council, Scouting, Worship with Me (WWM), and Back on Track Program. In the later part of 2020, programs were delayed, or modified due to COVID. However, in June 2021, programs returned to full operations. These programs were created to help intervene and deter local youth from committing crimes.

The **Sheriff's Adventure Camp** is hosted annually by the Department and seeks to serve a diverse group of students who attend middle and high schools. The camp provides students an opportunity to create bonds with each other and with law enforcement. Each day provided a series of activities that promote cooperative learning in a fun, adventurous



# DEPARTMENT OF YOUTH, YOUNG ADULTS, AND INTELLIGENCE



environment. The Adventure Camp partnered with Motorola Solutions for a ramp build. Motorola also volunteered their time to assist with the build as well. School Resource Deputies work closely with DISC Villages New Horizons Program counselors who serve an integral role in the development and counseling of youth. This signature program was offered for two weeks during the summer. The camp is limited to no more than 30 students per session. There is no cost for this camp. In June 2021, LCSO had 60 youth participate in the Sheriff's Adventure Camp.

The **Back on Track** program was launched in partnership with the Department of Juvenile Justice in February 2019. Back on Track is designed to reach first or second-time juvenile offenders who are sentenced to probation. The program bridges the gap between law enforcement and youth in our community. It focuses on issues through building a connection, developing mutual respect, trust, and willingness to continue the dialogue beyond the program. During its inception in 2019, 89 youth participated in the intervention program with 80% of those youth, not re-offending. In 2021, 91 youth participated in the Back on Track program with 88% of participants, not re-offending. In 2020, LCSO secured a \$100,000 grant through the Department of Juvenile Justice to continue this program and service additional youth in the community. This funding was renewed by the Department of Juvenile Justice 2021. In-person Back-on-Track Sessions resumed in August 2021.

The **Explorer program** was established in the 1960s and chartered under the Boy Scouts of America. The Explorer program serves and mentors male and female youth between the ages of 14-21. Youth are trained by sworn law enforcement officers in various areas to include traffic stops, crime scenes, firearms, active shooter, public speaking, leadership training, community service, and more. Using what they learn, Explorers have opportunities to compete against other Explorer Posts at the regional, state, and national levels.

The Leon County Sheriff's Office Explorer Post is an award-winning group of young leaders. In addition to training and competing in various Explorer events, this group of youth is dedicated to serving our community through various service projects. They are youth ambassadors for the Sheriff's Office who represent the agency through the honor guard, various charitable and community engagements, and training scenarios. Major Ja'aron McCray received a law enforcement scholarship. He was also the featured Explorer in The Sheriffs Star magazine. He also served as the Historian on the Explorer State Board. Additionally, he received the Florida Sheriff Explorer Association Leadership Award. McCray started a new chapter by entering the Law Enforcement Academy and in December 2021, was hired as a full-time Deputy Sheriff with LCSO, and Explorer Anthony Richardson was hired as a full-time Correctional Officer with LCSO.

Advisor, Deputy Charrone Reed was recognized for all her efforts serving on the State Board as Secretary. Advisor, Deputy Tierra Holt, was recognized for her collaborative efforts on the Scholarship Committee during COVID. In December 2021, LCSO participated in an aggressive recruiting campaign for explorers recruiting 22 new members who started the program in January 2022.

Youth, ages 10-15 from Leon County have an opportunity to attend a free overnight eight day summer camp through the Florida Sheriff's Youth Ranch. Youth from Leon County attended camp Sorensen in July. The camp provides an opportunity for Deputy Sheriffs and other Law Enforcement volunteers to get involved with the campers and build positive, healthy relationships. Campers live in cabins while learning how to share and get along within a group setting. Every day contains a healthy balance between work and play, providing a valuable lesson for maturing youth. Strong and devoted leadership is the key to a successful camping experience. Camp activities include – arts and crafts, sports, canoeing, archery, games, swimming, high rope courses, water safety, as well as demonstrations by K9 teams, and SWAT teams. School Resource Deputies also attend the camp as counselors for the week. During the 2021 camp season, 23 youth from Leon County attended this camp.

The **Teen Driver Challenge** program is specifically designed for the teen driver. The Challenge was created by the Florida Sheriff's Association in 2007





# DEPARTMENT OF YOUTH, YOUNG ADULTS, AND INTELLIGENCE

to address issues affecting teen drivers. Between 25-30% of teen drivers will be involved in a crash during the first year of driving. The Challenge is designed to educate and train teen drivers to recognize and eliminate distractions that could result in a traffic crash or fatality. This program is offered at no cost to the student. This course covers in-class topics such as vehicle dynamics, human factors, responsibility, liability, night driving, aggressive driving, and road rage. After two hours in the classroom, students participate in a six-hour scenario-based driving training. During this hands-on one-on-one training, students are taught threshold, ABS, and emergency braking, evasive maneuvers, cornering, backing, forward and reverse serpentine, figure 8, off-road recovery, and skid control. During the Summer of 2021, 141 students participated in this course.

**Worship with Me** is a Leon County Sheriff's Office initiative to connect local, at-risk youth with places of worship, to form a meaningful and impactful mentorship experience. This is a social-science and data-driven project. Data shows that religion matters in the lives of our kids. Research has proven that youth, who attend at least one worship experience weekly, significantly decrease their chances of illegal activity and significantly increase their chances of academic success. This program does not focus on a specific religion or a specific type of activity. The purpose is to inform citizens of the powerful and positive impact of worship for youth.

The Leon County Sheriff's Office developed its Youth Advisory Council in 2020, which provides Leon County's young people with an active role in addressing youth issues. It is the mission of young advocates to advise the Sheriff, reach out to Leon County teens, inform them of existing opportunities and listen to suggestions on what the Sheriff's Office can do to improve its youth-oriented efforts. The Council is designed to bring topics of mutual interest to Leon County youth and local law enforcement directly to the attention of Sheriff McNeil through open dialogue. Youth from the following schools were represented – Lawton Chiles High School, Lincoln High School, Florida State University School, Pace Schools for Girls, North Florida Christian, and Rickards High School. Class two began in August 2021

## Juvenile Investigative & Intervention Unit

In October 2020, the Juvenile Investigative & Intervention Unit was developed to improve community safety and reduce the overall crime rate by engaging youth in diversion-led programs which change behaviors related to crime and delinquency and by working with juvenile justice partners to swiftly arrest and prosecute prolific juvenile offenders. This unit consists of one Sergeant and three Deputy Sheriffs. This Unit utilizes strategies related to intervention, prevention, and enforcement. They are also on-campus interacting with the youth in the schools and following up on civil citations, and other investigative needs.

## School Crossing Guards

The School Crossing Guard Unit is made up of 22 seasonal part-time civilian staff. They are responsible for the safety and education of school-aged children on the proper safety requirements, while the children are in the designated crosswalks. All guards participate in the Florida School Crossing Guard Training Program (FSCGTP) to learn and understand proper crossing procedures and recognize and properly handle hazardous situations.





# DEPARTMENT OF YOUTH, YOUNG ADULTS, AND INTELLIGENCE



## Classes taught to students by School Resource Deputies:

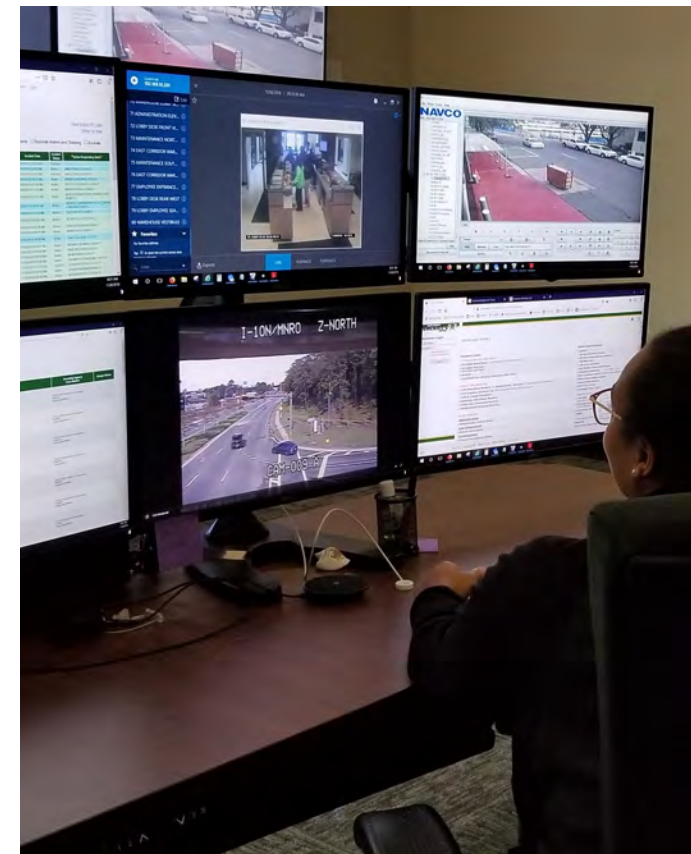
- Animal Cruelty
- Assault and Battery
- Baby Sitting Tips
- Banking Responsibilities
- Be Brave (Better Education by Reporting)
- Bicycle Safety
- Bill of Rights
- Blaming Others
- Burglary and Trespassing
- Child Abuse
- Computer Crimes
- Concepts of Law
- Coping with Anger
- Crime Prevention
- Drugs (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

## Criminal Intelligence and Analysis Unit (CIAU)

The CIAU serves as a support unit for the entire Sheriff's Office providing a mix of criminal intelligence support, crime analysis, administrative analysis and operates the Real-Time Crime Center. This Unit 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 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, finding and apprehending offenders, optimize operations; they also identify and defined crime trends, problems, and patterns. This team, at their core, is heavily focused on reviewing and gathering large amounts of data, compiling reports based on their findings, present their findings to various customers. They also scrub large amounts of data to identify persons involved in criminal activities.

The **Real-Time Crime Center (RTCC)** has been formally operational for a little more than two years providing analytical support to law enforcement officers in the field. The services and capability of the crime center have provided considerable assistance in the response and investigation of missing and endangered persons, coordination of resources providing for the recovery of stolen vehicles, and apprehension of numerous criminals. In 2021, the LCSO began its partnership with Florida State University PD, Florida State University College of

Criminal Justice, Tallahassee Police Department, and Florida Department of Law Enforcement to build a new, more robust RTCC Center. The new center is slated for opening and operations in 2022. With the assistance of the FSU College of Criminology and Criminal Justice, a grant was secured for \$500,000 through the Bureau of Justice Assistance Smart Policing initiative to assist with this project.





# COMMUNITY MEMBERSHIPS

## WE BELIEVE IN COMMUNITY

2nd Alarm Project  
Academy of Criminal Justice Sciences  
Air Force Association  
Airborne Public Safety Association  
Aircraft Owners and Pilots Association  
All Nations Church  
Alpha Kappa Alpha Sorority, Inc.  
Alpha Phi Sigma National Criminal Justice Society  
American Payroll Association  
American Society of Criminology  
Association of Certified Fraud Examiners  
Association of Government Accountants  
Big Bend Fraud Task Force  
Big Bend Pop Warner, Board of Directors  
Big Bend Society for Human Resource Management  
Boy Scouts  
Boys and Girls Club, Member  
Capital Tiger Bay Club  
Celebration Baptist Church  
Certified Foster Parent  
Certified Public Manager Alumni Association, North Florida Chapter, Member  
City of Tallahassee Parks and Recreation Coach  
Concerns of Police Survivors  
Deep South Mud Riderz  
Domestic Violence Coordinating Council, Member  
Ducks Unlimited  
Experimental Aircraft Association  
FAMU National Alumni Association  
FBI Law Enforcement Executive Development Association (FBI-LEEDA)  
FBI National Academy Association (FBINAA)  
FDLE Analyst Academy  
FL4 Warriors  
Flipper Chapel Usher Board  
Florida Artists Blacksmith Association  
Florida Association of Hostage Negotiators, Region 2 Director  
Florida Association of School Resource Officers, Board of Directors  
Florida Crime Intelligence Analyst Association  
Florida Crime Prevention Association  
Florida Criminal Justice Executive Institute Leadership Academy Class 43  
Florida Department of Law Enforcement, Senior Leadership Class Mentor  
Florida Deputy Sheriff's Association  
Florida Division of the International Association of Identification  
Florida Gang Investigator's Association- Treasurer, Conference Manager, Board of Directors, VP  
Florida Government Finance Officers  
Florida Intelligence Unit, Board Member  
Florida Leadership Academy  
Florida Off Road Foundation  
Florida Public Relations Association, Member

Florida Senior Leadership Academy Class 20  
Florida Sheriff Association  
Florida Sheriff Youth Ranch  
Florida Sheriff's Association Finance Committee  
Florida Sheriff's Association, Member  
Florida State University Varsity Club  
Florida Supreme Court Certified County Mediator, 2nd Judicial Circuit  
FNOA  
Football coach Fairview Middle  
Forgotten Coast Jeepers  
Foundation for Leon County Schools, Board Member  
Gadsden County Volunteer Fire Department, Member  
Girl Scouts of America  
Good News Outreach, Board Member  
Good Samaritan Network  
Good Shepherd Church  
Government Finance Officers Association  
Greater Tallahassee Mt. Pleasant Missionary Baptist Church, member  
Habitat for Humanity  
Helicopter Association International  
Honor Flight, Volunteer  
Humane Society  
Institute of Finance & Management  
International Association for Identification  
International Association of Bomb Technicians and Investigators  
International Association of Chiefs of Police  
International Association of Computer Investigative Specialists  
International Association of Law Enforcement Intelligence Analysts  
International Facilities Management Association  
International Police Mountain Bike Association  
Iota Phi Theta Fraternity, Inc  
J. Edwin Larson Lodge #361, F.&A.M.  
Jeepers Preventing Suicide (201 (C3) – President  
Kairos Prison Ministry, Member  
Krawl'n for the Fallen  
Leadership Tallahassee  
Leon County Schools Transportation Hazardous Walking Committee,  
LCSO Representative  
Leon County Supervisor of Elections  
Lincoln High School Quarterback Club  
Live Well Leon  
Lively Technical Center's Legal Administrative Specialist Advisory  
Committee, Member  
Making Strides Against Breast Cancer  
Masonic Lodge - Member  
Men's Golf Club at Hilaman Golf Course  
Moose International - Lodge #1075  
Moose Riders of Tallahassee Moose Club  
National Alliance of Gang Investigators Associations

National Association of Government Archives and Records Administrators  
National Organization of Black Law Enforcement Executives  
National Rifle Association  
National Sheriff's Association  
National Society of Collegiate Scholars - Life Member  
National Tactical Officers Association  
National Technical Investigations Association  
Network of Entrepreneurs and Business Advocates  
North Florida Baptist Church  
North Florida ICAC  
North Florida Tres Dias, Member  
Off Road United Foundation 501(C3)  
Project 413  
Region 2 Florida Crime Prevention Association Representative  
Relay for Life  
River of Light Children's Ministry, Member  
Salvation Army, Board Member  
Shady Grove #1 Primitive Baptist Church  
Shattering Shackles, Member  
Sigma Gamma RHO Inc, member  
Society for Human Resources Management  
Society for Industrial and Organizational Psychologists  
Southern Police Institute Homicide Investigation Seminar  
Special Olympics  
Special Olympics Leon, Volunteer Head Coach  
Springtime Tallahassee  
Squirrels Golf Club at Hilaman Golf Course  
State Law Enforcement Chiefs Association, Immediate Past President  
Tallahassee Area Chapter of NIGP  
Tallahassee Babe Ruth Alumni Association  
Tallahassee Chapter of Association of Certified Fraud Examiners  
Tallahassee Life Source Food Pantry  
Tallahassee Quarterback Club  
Tallahassee Urban League, LCSO Representative  
Tallahassee Zoom Track Club  
Team RWB  
Texas Gang Investigators Association, Member  
The Association of College and University Educators (ACUE)  
The Institute for Public Procurement  
Thursday Night Music Club  
Unconquered Scholars, Member  
United Way, Member  
Veterans of Foreign Wars, Member  
Victory House, Board of Directors  
Whole Child Leon, Board Chairman  
Working Well Tallahassee  
Wounded Warrior Project  
Zeta Phi Beta Sorority, Inc., Member





In addition to the hours served with the Leon County Sheriff's Office, our military service men and women also dedicated 2,897 hours in 2021 serving our country.

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

46  
Army

10  
Army National Guard

12  
Navy

9  
Air Force

2  
Coast Guard

20  
Marines

Leon County Sheriff's Office  
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