



*2020*  
*Annual Report*

Leon County Sheriff's Office

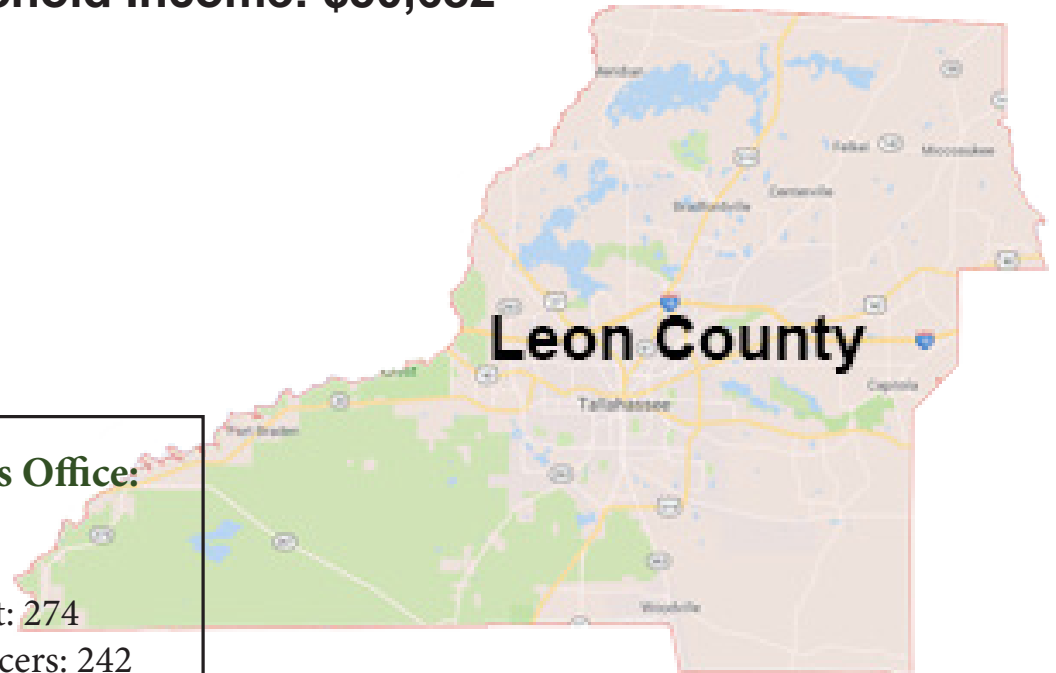




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**Area: 702 square miles**  
**Population: 293,582 (2019)**  
**Average Household Income: \$50,682**



**Leon County Sheriff's Office:**  
**Total employees: 699**  
 Sworn Law Enforcement: 274  
 Sworn Correctional Officers: 242  
 Civilian employees: 183  
  
**Total non-paid staff: 41**  
 Volunteers: 14  
 Sworn LE Reserves: 27



U.S. Attorney Lawrence Keefe presented Sheriff McNeil and the Leon County Sheriff's Office with the 2020 Project Safe Neighborhood Achievement Award, just one of two law enforcement agencies nationwide to receive the honor. Sheriff McNeil also presented all local "ALLinLEON" law enforcement partners with an award for their involvement in "Deputies without Borders."



# MESSAGE FROM THE 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.

Dear Citizens of Leon County:

2020 was an unprecedented year, however the Leon County Sheriff's Office still made great strides to enhance the quality of life by reducing both crime and the fear of crime. A primary responsibility of government is to provide a safe environment to live, work, and thrive. We continued with our very successful ALLin LEON campaign, which joined law enforcement, faith, school, and the business community in a collaborative partnership to decrease the record crime rate Leon County experienced before 2017-2018. Specifically, crime trends in Leon County continue to spiral downward, and we will not rest until all threats are abated.

Our primary focus is to deliver professional law enforcement and correctional services and we have dubbed 2021 as our "Year of Action." We believe harnessing the power of technology, developing a highly trained and qualified workforce, and ensuring accountability and transparency in our operations is our roadmap to making Leon County safe.

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

Sincerely,

Walt McNeil  
Sheriff

**ALLin**  
*Working together to make Leon County safer*

# 2020 - LCSO'S 175TH ANNIVERSARY



LCSO has donned many badge styles throughout the years. Here are a few from our archives, as well as the most recent 175th Anniversary badge our deputies wore last year in commemoration.

1800s



1930s



1930s - 1940s



1950s



1970s - 1990s



175th Anniversary Badge  
2020



2010s



# 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 at a Black Lives Matter program on the Capitol steps. LCSO supports the rights of all groups to peacefully protest on behalf of their causes.*

## 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

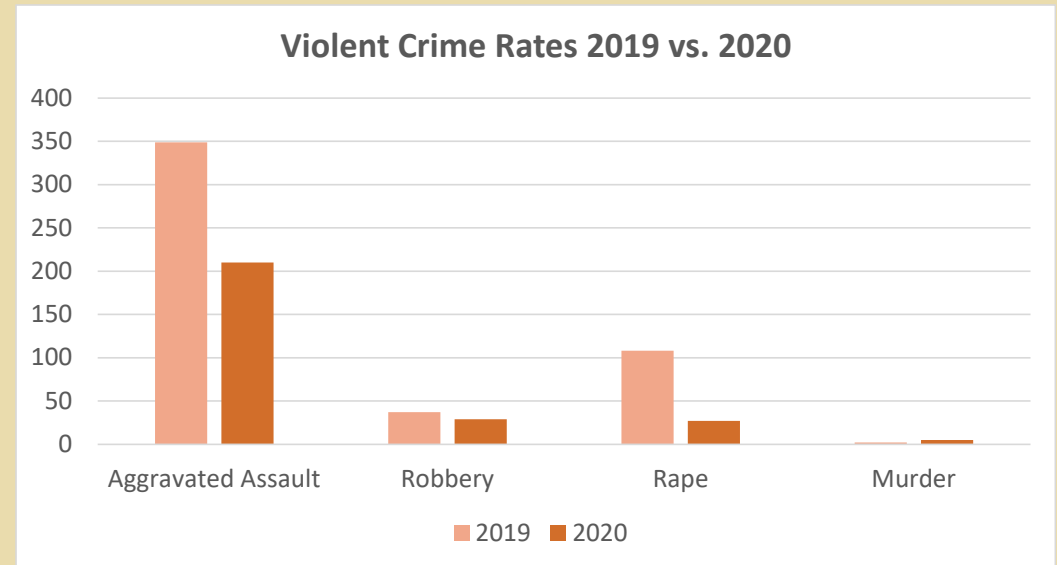
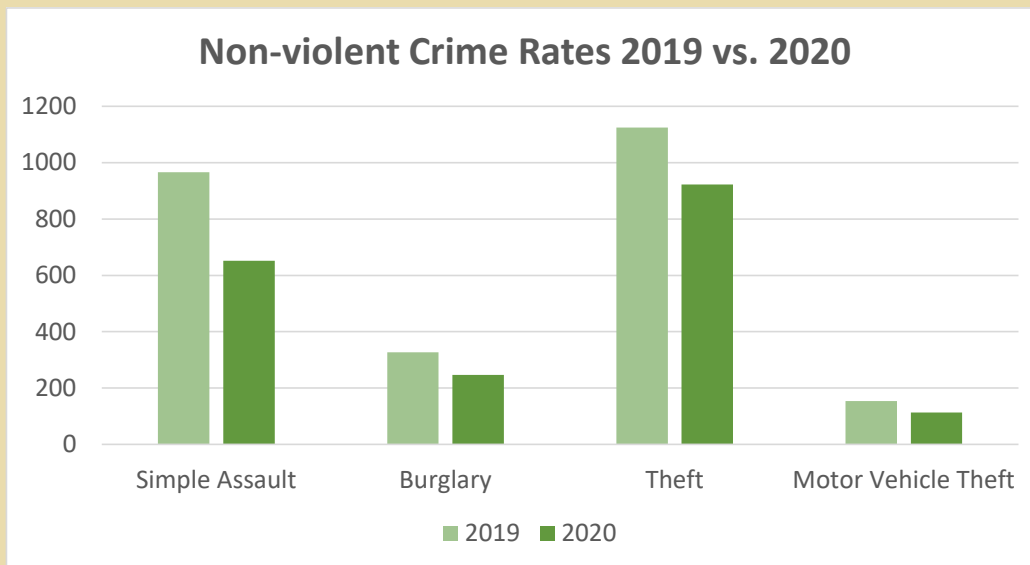
Our actions serve to enhance the public's trust and respect for the Sheriff's Office. We will strive to safeguard that trust and pledge to protect the rights of all citizens we serve.

### 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.



## Both violent and non-violent crime trended down in 2020 compared to the year prior.



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



# STRATEGIC PLAN

## GOAL 1: BUILDING TRUST & LEGITIMACY

- Increase agency communication through initiatives such as all hands meetings and monthly video messages.
- Command staff to attend law enforcement and detention/judicial check on meetings on a quarterly basis.
- Enhance Youth Leadership Council to increase youth education regarding LCSO and to encourage input from youth perspective.
- Enhance engagement for Sheriff Citizen Advisory Council.
- Maintain quarterly community events.
- Build a workforce diversity action plan and expand the recruitment process to ensure active participation by sworn and detention recruiting staff volunteers.
- Develop IA Early Warning program.



## GOAL 2: POLICY AND OVERSIGHT

- Development of a grant writing services program.
- Refine and improve a stable Property and Evidence Inventory Control system.
- Target hardening of LCSO Campus to include perimeter, gas pumps and Detention and Administration Building lobbies.
- Conduct civilian classification study and agency wide compensation study of all pay bands and pay supplements.
- Enhance hiring process by expanding year round hiring, onboarding, FTO and training cycles.
- Complete a staffing analysis and subsequent staffing plan to ensure agency staffing supports operational goals.
- Evaluate employee appraisal process and platform to determine necessary modifications and enhancements.
- Reduce sustained IA cases by 10%.
- Evaluation and improvement of inmate property services.
- Conduct external review of agency policy via the Citizen Advisory Council.



*This year, due to COVID protocols, our annual Strategic Planning meeting was held virtually (for participating members of the agency) and in-person for Command Staff.*





## GOAL 3: TECHNOLOGY AND SOCIAL MEDIA

- Launch a media campaign informing the public of agency training enhancements and initiatives.
- Redesign the employee hire, transfer and termination process to improve communication, automate processes and integrate systems.
- Evaluate agency protections and back up of critical data and systems.
- Creation of detention video visitation program for on and off-site.
- Reduce by 50% overall outstanding ticket count in order to improve service and responsiveness to customers, and better position IT to perform more strategic, project-specific work.
- Develop an approach to identify and leverage tool sets to maintain an authoritative Asset Inventory for key IT assets.

## GOAL 4: COMMUNITY POLICING & CRIME REDUCTION

- Develop strategies to become more data-driven in addressing crime.
- Enhance capabilities in addressing violent crime, robberies and gang violence.
- Expand cooperative relationships with other agencies.
- Develop a strong crime deterrent and preventative messaging campaign for youth.
- Increase law enforcement staffing.

## GOAL 5: TRAINING AND EDUCATION

- Evaluation and restructure of the FTO programs for Detention and Judicial.
- Evaluation and restructure of the FTO program for Law Enforcement.
- Develop standardized, documented, accessible career paths and mentorship.
- Evaluate and secure training components to expand agency training opportunities for all employees.
- Identify and train project management liaisons within agency.
- Implement new supervisor training program for Law Enforcement.
- Train at least 40% of agency members in 21st Century Policing.
- Implement new supervisor training programs for Detention and Judicial.

## GOAL 6: OFFICER SAFETY AND WELLNESS

- Develop and sustain a comprehensive employee wellness program.
- Develop and implement risk management program with the goal of reducing injuries and providing proactive education and training.
- Reduce by 20% preventable on-duty crashes.
- Expand services from Chaplaincy Program by evaluating resource allocations to the program.
- Create and sustain an effective peer to peer system.
- Develop a critical incident response team and related procedures and general orders.



- Restructure employee awards system to align with 21st Century Policing pillars.

## GOAL 7: IMPROVE DETENTION SERVICES

- Create a mental health unit for inmates.
- Increase correctional deputy staff.
- Development of a tactical first aid kit and training.
- Development of a Cell Extraction Response Team.



# LCSO IN ACTION

2,415

Outside Agency Assists

5,116

Aviation Calls for Service

74,599

Community Policing Reports

9

Dive Operations

2020 Data and Calls for Service



“Office Lawler was kind and helpful last night when one of my horses escaped his pasture. He was patient and helped me get this difficult horse back into my farm and I really appreciate the professional but kind behavior.”



“I would like to commend Deputy Payne for an excellent way he preform his job. He is very knowledgeable and compassionate. Mr. Payne was understanding to the situation and respected our thoughts. He is a great value. Mr. Payne shows great pride in his job. Keep it up! He handled the situation in very professional way and knowledgeable. He was understanding. I think he is a great asset to LCSO and the citizens of Leon County. Keep up the good work!”

“I am a teacher in Leon County and I was Deputy Skelton's third grade teacher. He recently purchased supplies for my classroom. He actually purchased almost every item off of my teacher wish list. I was so blown away by his generosity in donating cleaning supplies, masks, charging stations for student devices, and more. He is a great example of a law enforcement officer helping his community.”

“ On November 3rd, I had a minor traffic accident needing tow truck. Deputy Sears made sure myself and my granddaughter were okay and then controlled traffic until tow truck removed my car from the ditch. The concern for our safety was obviously a priority for Deputy Sears. I for one, greatly appreciate his positive attitude to public service.”

“Lutheran Social Services of North Florida wants to thank Deputy Reed for her patience and good humor while serving an eviction at our apartment complex today. The process took longer than expected but she adjusted her schedule to wait until our apartment was empty and locked up. It was also a pleasure to watch her engage with other individuals from the neighborhood. We commend her work.”

“Thank You for your service to the community!”





# 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 Assistant Sheriff of Administration and External Affairs for Sheriff Walt McNeil and the Leon County Sheriff's Office.



**Percy Griffin**  
Assistant Sheriff  
of Law Enforcement

Assistant Sheriff Percy Griffin, III has led a career in law enforcement for the last 32 years, serving in a leadership capacity at four law enforcement agencies and is currently the Assistant Sheriff of Law Enforcement for the Leon County Sheriff's Office.

In 1988, Griffin started his career at the Tallahassee Police Department in multiple departments, including Patrol, the Housing unit, DARE, Field Force and he also participated in recruitment.

In 1994, Griffin transitioned to the Department of Environmental Protection Office of Inspector General as a Lieutenant and later Captain, where he served as an investigator responsible for policy and administrative reviews and criminal investigations. In 2007 he moved to DEP's Division of Law Enforcement as a Special Operations Captain. He was then promoted to Major and Bureau Chief of the Florida Park Police in 2008 where Griffin led a team of sworn personnel and staff.

In 2012, Griffin went on to lead FWC's statewide operations team, including aviation, K-9 training, and the Offshore Patrol Vessel Program expanding and improving statewide operations, training, and aviation budget practices. Three years later, Griffin was given the responsibility of supervising Policy and Planning, responsible for supervising policy development, process improvement, Accreditation and Professional Standards.

In 2020, Griffin was sworn in as the Assistant Sheriff of Law Enforcement with the Leon County Sheriff's Office where he is charged with leading the Agency's mission and vision for Patrol, Investigations, Patrol Support, and Youth Services.



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

Assistant Sheriff Steve Harrelson began his career at the Sheriff's Office in 1989 as Deputy Sheriff. He was promoted to Detective in 1993 where he worked in Property Crimes, Financial Crimes and Violent Crimes. He was credited with starting the Fraud Alert Fax system, a mass notification to financial institutions for fraud related crimes and suspects. He also created the fingerprint identification system for local financial institutions greatly decreasing forged checks.

Harrelson was promoted to Sergeant in 2002, where he supervised the Field Training Program, Property Crimes and Financial Crimes Units. While Sergeant, Harrelson was awarded the LCSO Medal of Meritorious Service for exceptional service, only awarded four other times.

In 2006, Harrelson was promoted to Lieutenant over Accreditation. In 2011, he promoted to Captain and was Commander for Community Services, Uniform Patrol and Criminal Investigations Bureau. In May 2016, he was promoted to Major and became the Director for the Special Services Division.

In January 2017, he promoted to Chief of Administrative Services, overseeing Employee Relations, Procurement, Fleet, Records, IT, Facilities, Training and Emergency Management. In August 2018, he became the Interim Director/Director for the Consolidated Dispatch Agency (CDA) that provides 911 and dispatching services for all local first responder agencies.

In February 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 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 is also the Board Chair for Whole Child Leon and serves on boards such as The Salvation Army, South City Foundation, and the Network of Entrepreneurs and Business Advocates. 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 years of 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, Expert Rifle and Pistol medals, and numerous other service and campaign awards.



**Stephanie Jones**  
Secretary

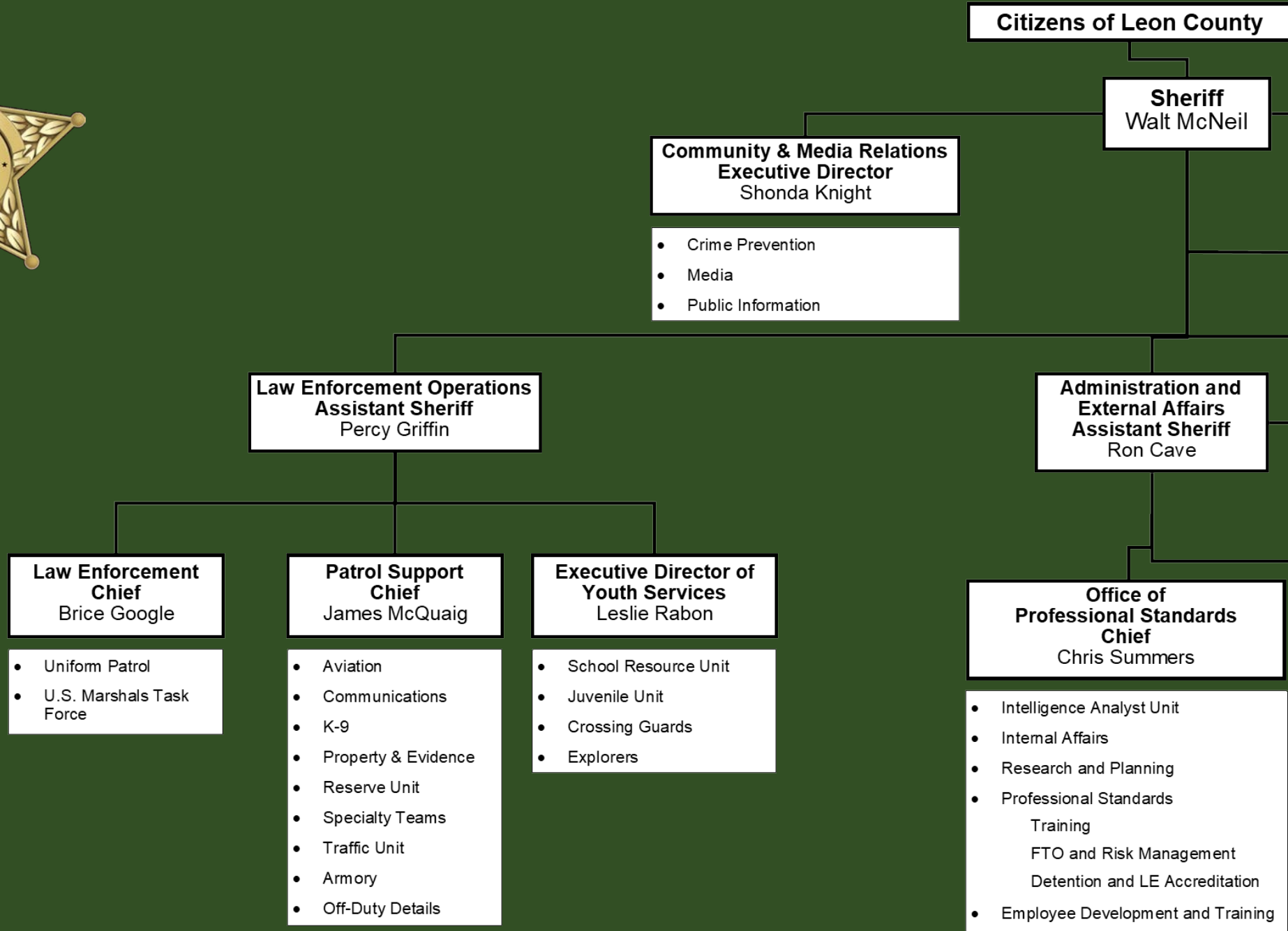
Stephanie Jones joined the Leon County Sheriff's Office in January 2017 as Executive Secretary to Sheriff Walt McNeil.

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

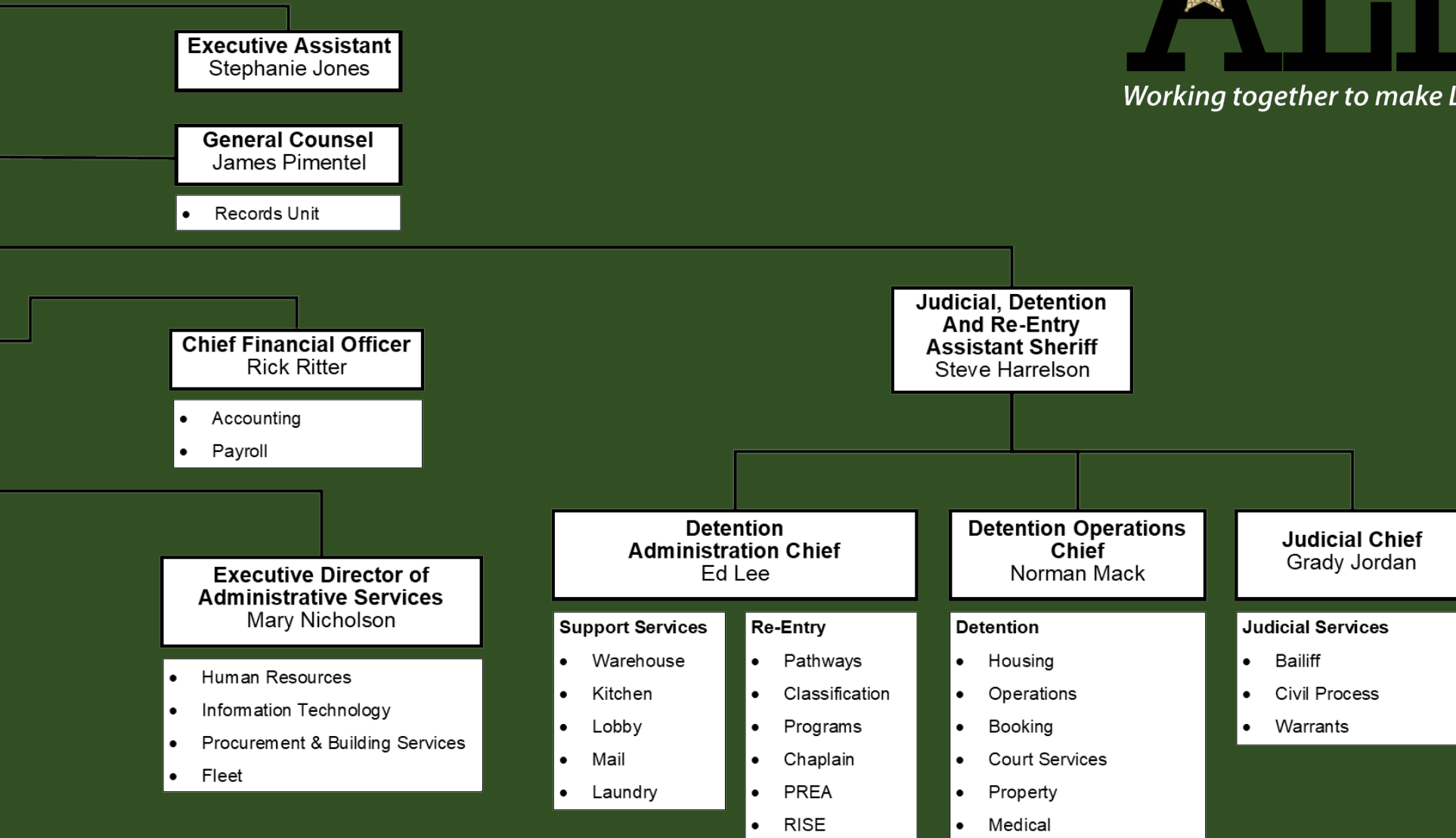
Prior to LCSO, Jones served as an Administrative Assistant with the Florida Department of Corrections from 2008-2016. She worked as an Executive Assistant for the Florida Department of Juvenile Justice from 2007-2008. Jones received a word processing certificate from Thomas Area Vo-Technical College. She has held positions as an Accounting Control Clerk, Administrative Aide, Executive Assistant and Personal Secretary.



# COMMAND STAFF ORGANIZATIONAL CHART



# COMMAND STAFF ORGANIZATIONAL CHART





# ADMINISTRATION

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

## Human Resources

Human Resources (HR) provides high quality, responsive, client-focused service for internal and external customers. As the employee advocate, HR plays an integral role in the agency's success through the management of compensation, benefits, performance management, agency awards and recognition, recruitment and selection, health, wellness and safety. As the business advocate, we inform, support, collaborate and ensure compliance with federal and state law. We will continuously work to define and refine process and align ourselves with the agency goals and objectives.

- Processed and hired more than 89 employees and volunteers
- Processed more than 960 applications
- Processed 67 in-house position announcements and resulting transfers
- Completed 128 applicant background investigations
- Updated 141 Law Enforcement/Corrections certifications
- Processed 825 training certifications
- Updated 356 firearms certifications in Automated Training Management System (ATMS)
- Tracked more than 1,100 COVID Travel or Medical Notifications
- Arranged COVID testing for more than 780

employees

- Formalized the agency annual awards process and Employee of the Month programs
- Transferred all HR processes to remote care
- Contracted with Evergreen to provide staffing study and classification/compensation study
- Conducted several agency member surveys regarding employee mental health, resiliency and COVID support
- Partnered with the 2nd Alarm Project to become the first law enforcement agency in Florida to receive grant supported care, education and wellness programs in support of our members
- Hosted First Responder Resiliency event for area First Responders



## Information Technology

LCSO'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 cameras, license plate readers, video streaming from the Aviation's Air One helicopter, 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 new Rise Center, the Bailiff unit at the Courthouse, ICAC at Innovation park, VICE offices and equipment at the PSC and Capitol. Supported the local, remote, and mobile technical needs of the agency amidst the COVID pandemic, including enabling staff for remote work and supporting processes for contact tracing/management. Collectively, the team prepared and issued approximately 100 laptops, 30 hot spots, 30 flip





phones to staff, and conducted one-on-one training for each. The team also created over two dozen “How To” documents to support those working remotely.

- Acquired, installed, and configured five touchless remote body temperature scanners to support an eventual return-to-office
- Introduced new technologies and services to improve processes and communication, including Zoom, SmartSheet, DocuSign
- Facilitated two external agency audits and associated finding remediation
- Completed a \$630,000 upgrade of the building automation system in the Detention Center
- Installed 27 touchscreen systems in the Detention Center
- Deployed 170 new state-of-the-art ruggedized laptops (MDCs) to provide modern technology for law enforcement deputies
- Acquired and began the deployment of 47 new body cameras, as well as a hardware refresh of 115 pre-existing cameras
- Assisted in the deployment of four License Plate Readers with Intel, with another four readers in process
- Supported the 2nd Judicial Circuit by building six dedicated machines and meeting spaces for remote Zoom-based hearings
- Released the Sheriff’s Office first mobile app for iPhone and Android to better connect and engage with the community
- Introduced a formal Change Management Board to improve stakeholder communication and

visibility to changes that may have impact to services

- Integrated an online Citizen Incident Reporting portal with our public web site to simplify citizen’s experience
- Increased internal security awareness through employee training, endpoint encryption, and real-time log analysis through a dedicated Security Operations Center (SOC) service
- Serviced over 14,221 support tickets for various internal customer needs

The IT Department, in collaboration with Media Relations developed the first ever mobile phone app for the Leon County Sheriff's Office. "LCSO Connect" is available on both Android and iPhone devices.

LCSO Connect offers quick and easy access to items of public safety and interest. In just a few clicks, users can access features such as:

- Incident Reporting
- Active Calls for Service Mapping
- Daily Booking Report
- Instant Notifications
- Submit a Tip
- ALLinLEON
- LCSO’s social media platforms
- Inmate Search
- Historical Crime Maps
- Detention Facility Information

**FEATURES**

- INCIDENT REPORTING
- SUBMIT A TIP
- BOOKING REPORT
- PUSH NOTIFICATIONS

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# COMMUNITY & MEDIA RELATIONS

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

The CMRU disseminates public safety and crime prevention information, plans and promotes community initiatives, as well as establishes and maintains community partnerships. LCSO Community Relations deputies are designated "Florida Crime Prevention Practitioners."

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

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



## 2020 Accomplishments

- Launched LCSO weekly television show, Leon County Today, on Fox 49, ending the year with a .5 household rating
- Secured new, 11 a.m. time slot for Leon County Today, beginning January 5, 2020, avoiding local content as competition LCSO Virtual Awards Ceremony, honoring more than 20 employees and several community partners via social media
- Hosted watch parties throughout the community for national television show America's Top Dog, culminating with episode won by an LCSO K9 team, earning LCSO \$10,000
- LCSO 175 Anniversary Celebration (promoted commemorative badge, posted "throughout the years" photos on social media and produced video to close out the year)
- Received Florida Public Relations Association Capital Chapter Community Award for Baum Road Tornado Response
- Organized and hosted Jail and Bail virtual fundraiser, featuring FSU Head Basketball Coach Leonard Hamilton, raising more than \$10,000 for the American Heart Association
- Launched LCSO's Kindness Campaign, distributing ALLinLEON goodie bags to community members at random
- Hosted or participated in quarterly food distribution events
- Continued LCSO's weekly Wednesdays Live segment on Facebook, without interruption during pandemic

# COMMUNITY & MEDIA RELATIONS



- Increased LCSO's social media following: Facebook by 35%, Instagram by 92%, Twitter by 20% and YouTube by 128% and 114 posts on NextDoor.
- Hosted LCSO's COVID-conscious promotional ceremony at Doak Campbell stadium, honoring more than 20 newly promoted members
- Surveyed members and conducted research to determine content for LCSO mobile app, LCSO Connect
- Successfully promoted LCSO Connect, with more than 1,000 downloads in the first week of public launch
- Organized and produced two COVID PSA campaigns, with participation from regional sheriffs and other local law enforcement leadership
- Participated in a statewide media COVID awareness campaign initiated by the Florida Sheriff's Association highlighting first responders who have recovered from the virus and donated blood plasma for research and others in need of blood.



## Community Events

- Hosted Halloween drive-thru parade and food distribution, serving 500 families
- Patrol Stroll Breast Cancer Fundraiser Television Production, event raised more than \$14,000, making LCSO, once again the top local fundraiser for Making Strides Against Breast Cancer
- Co-hosted Sleep in Heavenly Peace Bunk Bed Build, building 15 bunk beds for children in need
- Hosted First Responders Appreciation drive-thru lunch, feeding and providing gifts to 400 first responders with events in Leon and Wakulla counties
- Salvation Army Bell Ringing Takeover: Took over the bell ringing at a local Walmart and raised money for the Salvation Army



@leonflso



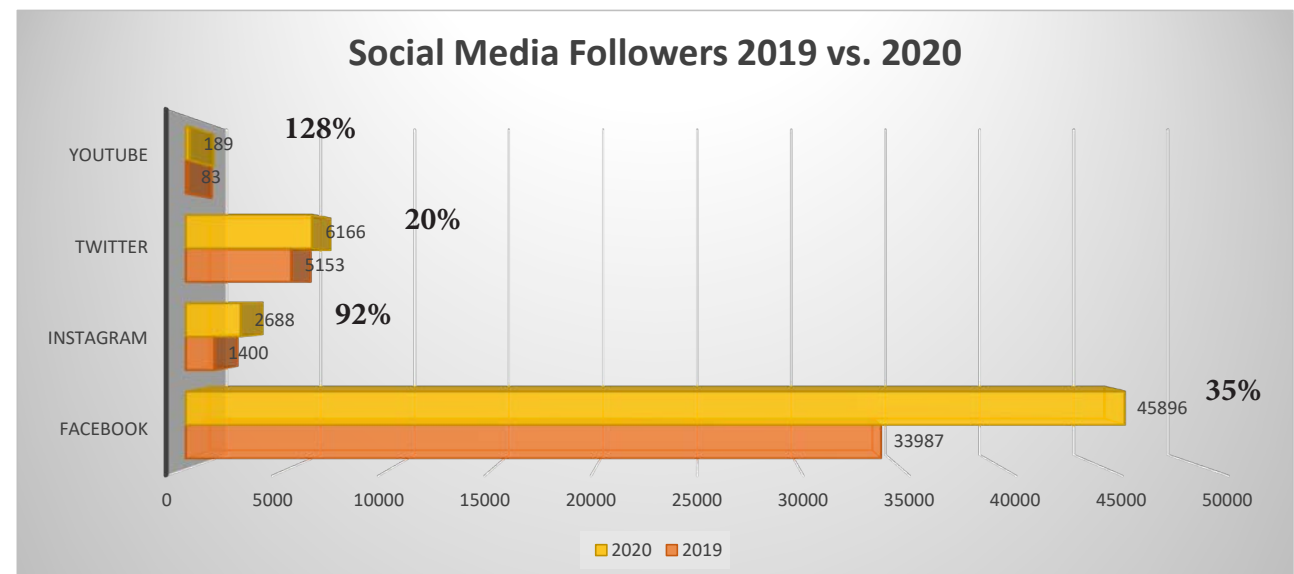
@leonsheriff



@leoncosheriff



## Social Media Stats for 2020





# 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 climate for employees, and offers humane and safe living conditions for inmates.

During the year 2020, the LCDF booked 6,556 inmates, released 6,009 inmates and housed an average of 965 inmates.

## 2020 ACCOMPLISHMENTS

### Administration

- Leon County Detention Facility Command Staff restructure/reorganization
- 45% decrease in number of vacant positions
- Securus phone system installation and implementation
- Secures Inmate Tablet implementation. (Video visitation to begin Jan 2021)
- Renegotiated Aramark contract
- Guardian Exchange implementation
- Created and filled an Inmate Phone System Analyst position
- Renovated employee's entrance
- Developed and implemented COVID-19 Action Plan
- Establish LCDF Investigative Unit "Security Threat Investigations Narcotics Group" (S.T.I.N.G.)
- Contracted with vender and installed new East Gate (Extra Security for Zone 3)
- Completed LCDF positions and position number reconciliation

- Memorandum of Understanding with Apalachee Mental Health for 2 full time onsite case workers.
- Executed Memorandum of Understanding between Bond Health Clinic and LCSO to provide screening and medications for inmates diagnosed with HIV.
- Installed new LCDF building signage.
- Established protocol and ability to utilize Zoom hearings to facilitate court hearings.
- Purchased and installed thermo-cameras for entrances for multi-target temperature readings
- Obtained quote for slider door replacement (for CIP (Capital Infrastructure Projects) \$508k and completed assessment on phased approach
- Created a Field Training Officer class to increase number of Corrections Training Officers.
- Completed Programming Logic Controller (PLC) project to program and replace outdated PLC's (4-month project).
- Created a Corrections BRC (Basic Recruit Class) at the Academy.
- Developed criteria for Corrections Officers to cross over to Law Enforcement Officers

### Operations

- Reduction of inmate population (1188 to 845)
- Refurbished Pod K, F1 and F2 (deep-clean floor and cells, repainted cells, etc.)
- Installed pod railing on upper floor in Pods K, F1 and F2
- Implemented Permanent Housing Unit assignments in Housing Bureau
- Installed two padded cells in Pod E1
- Pod E1 upgrade (cell paint, floors refinished and sealed, segregation curtains for mental health inmates)
- Suicide mattress upgrade for mental health pod
- Purchased two fogging devices for pod and cell decontamination.
- Contracted outside vendor to decontaminate pods O, D, P and a portion of medical
- Completed assessment of detention video camera functionality (operable and dead zones)
- Worked with FDLE and FBI to establish the first Rapid DNA pilot program in the state of Florida



## Re-Entry

- Created a new Re-entry Division at the detention facility, including Classifications, Pathways, Inmate Programs and the Chaplaincy Program.
- The first Sheriff's Office in the state to engage in an agreement with Department of Corrections to acquire and deploy C.I.N.A.S. Lite (Corrections Integrated Needs Assessment System). This assessment will be deployed/administered by Classifications Officers and Case Managers.
- Expanded our S.P.I.R.I.T. (Suppression, Prevention, Intervention, Referral, Intelligence Tool) network to include training and deploying for patrol deputies (Phase II).
- Increased our S.P.I.R.I.T. provider network to 29 providers.
- Increased case management positions from 2 to 4.
- Re-purposed acquired space from the Health Department to set up a continuum of care facility; the R.I.S.E. Center (Re-entry, Innovative Services, and Empowerment)
- Administered the first virtual classes within our detention facility programs.
- Successfully completed a female population reduction exercise with our case management staff.
- Approximately 1,010 inmates received re-entry services focused on transitioning back into the community.
- Entered 368 clients into S.P.I.R.I.T. (numbers were negatively affected due to COVID-19).
- Submitted 393 referrals through S.P.I.R.I.T. (numbers were negatively affected due to COVID-19).
- Engaged with community partners, Judiciary, State Attorney's Office, and Public Defender-elect to build parameters for our new Pathways program.
- Created and completed an audit system for tracking all Pathways equipment.
- Acquired four new trucks for the Pathways program.
- Partnered with Celebration Baptist Church to coordinate and deliver more than 100 Thanksgiving meals to Leon County families in need.
- Partnered with Celebration Baptist Church to coordinate and deliver Christmas gifts to 15 of our inmate's children.
- Trained all Classification staff in the administration of C.I.N.A.S. Lite.
- All Classification staff were trained and provided tools to provide notary service.
- Increased Classifications positions from eight to ten.
- Interviewed 3,301 inmates since June 2020.
- The Chaplain Program awarded 627 course certificates and issued 1,026 lessons to inmates.



# FISCAL OPERATIONS

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

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

The Payroll Unit is responsible for the bi-weekly payroll process for all full-time and part-time members which was approximately \$62.6 million in fiscal year 2020. 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 \$10.4 million dollars in fiscal year 2020.

During the 2020 fiscal year the Leon County Sheriff's Office received its first ever 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.



## 2021 BUDGET

Law Enforcement	\$41,516,824
Detention	\$36,962,289
Bailiff	\$ 4,162,642

## DEPARTMENTAL BREAKDOWN

<b>Law Enforcement</b>	
Personnel	\$32,920,644
Operating	\$ 6,457,787
Capital	\$ 2,138,393

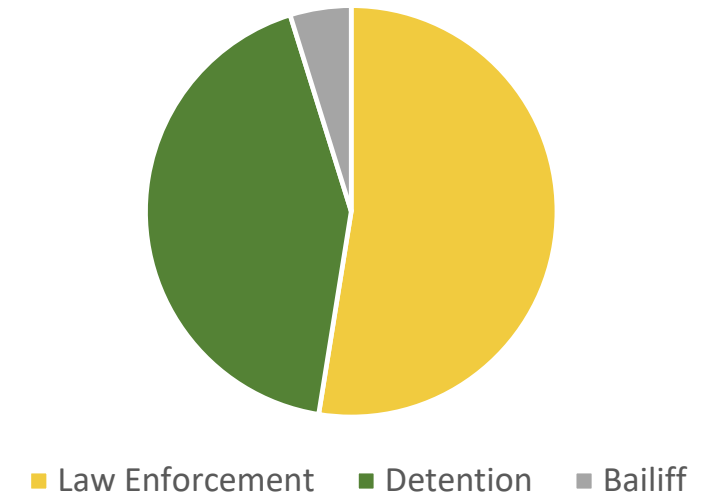
<b>Bailiff</b>	
Personnel	\$3,896,062
Operating	\$ 266,580

<b>Detention</b>	
Personnel	\$26,563,249
Operating	\$10,100,782
Capital	\$ 255,602

## FUNDING SOURCES

Leon County	\$81,219,754
School Board	\$ 1,422,001
<b>Total</b>	<b>\$82,641,755</b>

## 2021 FISCAL BUDGET



**FY 2020/2021 BUDGET:**  
**\$82,641,755**



# FLEET

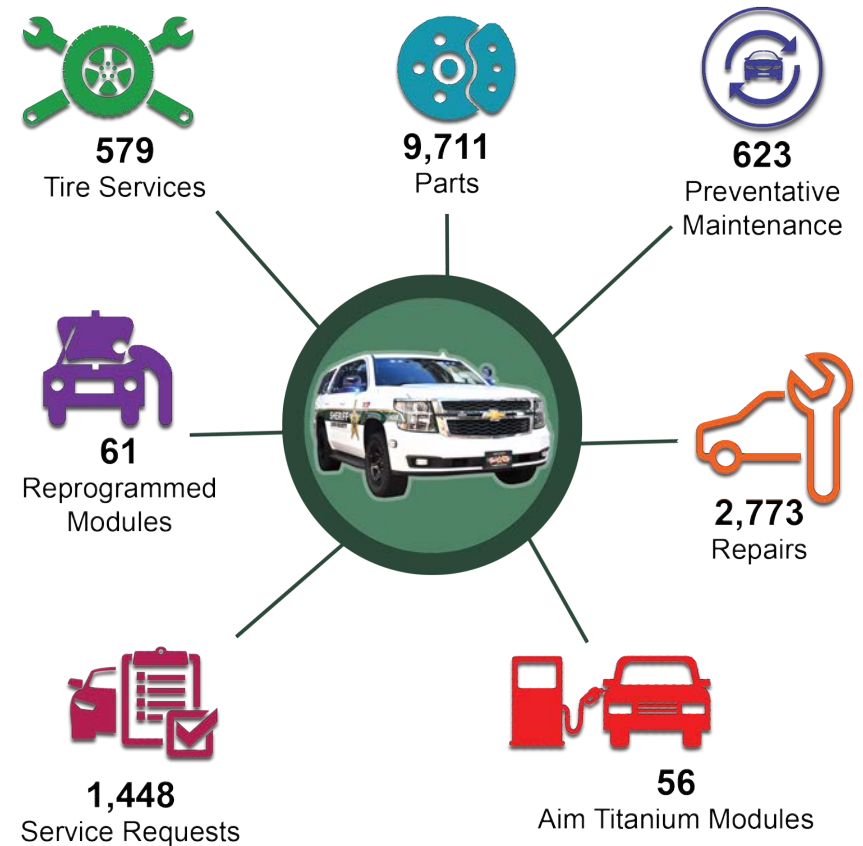
The Leon County Sheriff's Office Fleet Operations is comprised of **866** assets including **572** vehicles that combined to travel **3,385,668** miles.

In 2020, LCSO Fleet Management Fleet up fit and issued 18 new Toyota Camry Hybrids and 2 new Highlander Hybrids, all purchased in the last week of FY2019. Fleet ordered and received 28 new Camry Hybrids, 9 new Highlander Hybrids, 7 K-9 Tahoe PPVs, 4 Silverado trucks, 6 Training Tahoe PPVs, and 4 Prisoner Transport Vans. Fleet completed projects for adding cruise lights and FTO packages to the Tahoe fleet. Fleet completed the Axon trigger module installs on 120 vehicles.

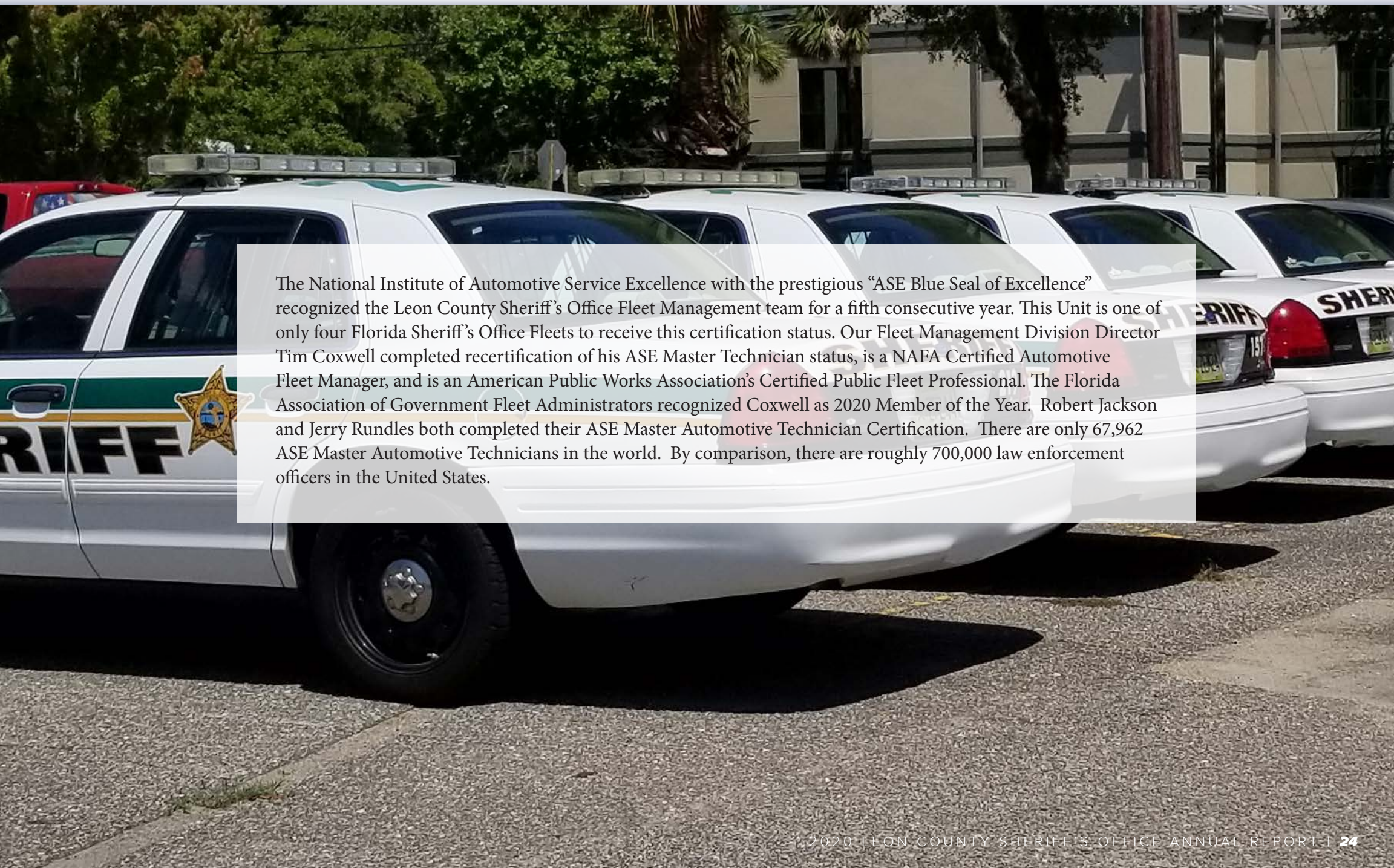
Fleet completed 55 A/C repairs, 191 Brake repairs, diagnosed 121 check engine lights, 121 emergency equipment repairs, 48 cooling system repairs, 17 door-lock actuator repairs, and installed 307 batteries while completing 224 starting and charging system repairs. We managed 20,390 fuel transactions through Wright Express and Fuelmaster delivering 212,794 gallons of fuel. Fleet Management consists of a director and six technicians meaning each technician is responsible for 95 vehicles.

## CERTIFICATIONS

- 5 years consecutive ASE Certified Blue Seal of Excellence Recognition
- NAFA Certified Automotive Fleet Manager
- APWA Certified Public Fleet Professional
- 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
- (3) ASE Certified Master Automotive Technicians
- (4) ASE Certified Automotive Technicians
- (6) ASE Certified Maintenance and Light Repair Technicians
- (3) ASE Certified Undercar Specialists
- (1) ASE Certified Parts Specialist
- (1) ASE Certified Service Consultant





A row of white patrol cars with "SHERIFF" written on the side, parked in a lot. The cars have emergency lights on their roofs. A semi-transparent text box is overlaid on the middle of the image.

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 fifth 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, and is an American Public Works Association’s Certified Public Fleet Professional. The Florida Association of Government Fleet Administrators recognized Coxwell as 2020 Member of the Year. Robert Jackson and Jerry Rundles both completed their ASE Master Automotive Technician Certification. There are only 67,962 ASE Master Automotive Technicians in the world. By comparison, there are roughly 700,000 law enforcement officers in the United States.



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

## Criminal Investigations Section

- Continued collaborative efforts with Tallahassee Police Department (TPD) by attending TPD's weekly Robbery Intel meeting
- 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 Leon County as a result of gang rivalries in neighboring Gadsden County
- Formulated a Task Force with the Tallahassee Police Department, Florida Highway Patrol and Florida State University Police to combat the weekend large gathering and crowd control issues during the COVID-19 pandemic.

## Crime Scene, Violent Crimes and Special Victims

- Worked five homicides in 2020 and one Officer Involved Shooting (OIS). Four homicides and the OIS were cleared with arrests or ruled a justified homicide per the State Attorney

- Crime Scene Unit installed a shoot tank in the CSU lab and completed test fires of handguns seized in 2020 and some backlog into 2019. These test fire shell casing were then sent to ATF for entry into the National Integrated Ballistic Information Network (NIBIN) system.
- Crime Scene Unit upgraded equipment to include: drying chambers, photovent, crime scene screens and new cameras

## Victim Advocate Unit (VAU)

- VAU assisted with the first Suicide Prevention Program for First Responders. All local agencies were in attendance.
- VAU participated in first live stream zoom Domestic Violence Awareness Event. People from around the world were able to participate.

## Auto Crimes Task Force \*\*

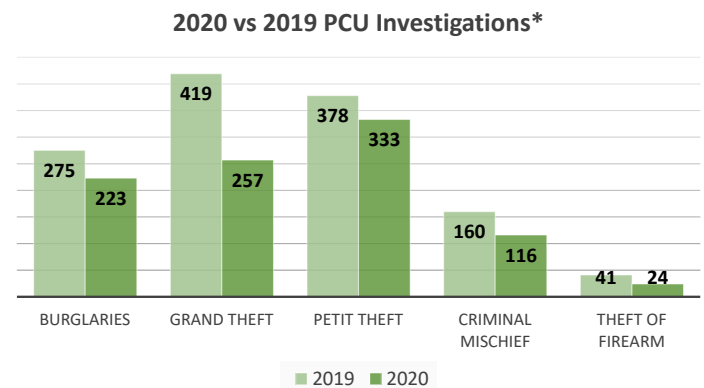
- 2,378 cases received
- 1,257 cases assigned to detectives
- 2,056 cases from TPD and 322 cases from LCSO
- 1,750 auto burglaries reported
- 1,634 unlocked or unsecured vehicles
- 613 stolen vehicles reported

- 199 stolen firearm(s) incidents
- 301 cases cleared/closed
- 191 by arrest
- 110 by exception, unfounded, etc.

\*\*Stats above from case log/assignment list. Several users input data differently, so actual numbers may vary slightly. Numbers are from January 1, 2020 through December 29, 2020

## Property Crimes Unit (PCU)

In 2020, the cases assigned to PCU decreased from 1,172 to 808 from the prior year.



\*\*Stats above from case log/assignment list. Several users input data differently, so actual numbers may vary slightly. Numbers are from January 1, 2020 through December 29, 2020



## Financial Crimes Unit (FCU)

In the year 2020, the Financial Crimes Unit was assigned 396 cases. Those 396 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 79-99 cases for the year.

At least three to four of the 396 cases assigned resulted in a monetary loss of approximately \$230K, which was a result of employees making unauthorized purchases on company credit cards or through employee embezzlement. The FCU also worked various types of scams throughout the year which seem to target the elderly in our community. The FCU continues to work with closely with other federal, state and local agencies, as well as local banking institutions in order to keep up with current trends as they relate to fraudulent activities.

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

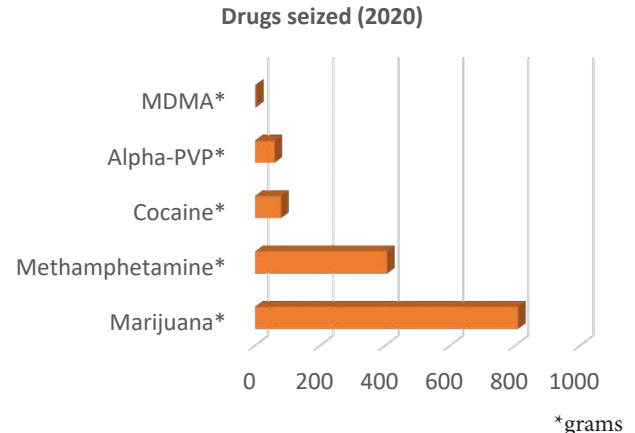
In June 2020, Leon County was designated as a High Intensity Drug Trafficking Area (H.I.D.T.A.) by the Office of National Drug Control Policy. This designation led to the creation of a multi-agency drug task force known as the NFHIDTA "CADRE" Initiative (Capital Area Drug Response & Enforcement). This initiative is managed/supervised by LCSO, staffed by the Organized Crime Unit, and partnered with the Tallahassee Police Department

(TPD), Drug Enforcement Agency (DEA), Florida Department of Law Enforcement (FDLE) and Florida Highway Patrol (FHP). In September 2020, the initiative formally started operations and is working to dismantle Drug Trafficking Organizations in our area.

Over the course of the year, with COVID-19 and safety concerns for our members, Search Warrant numbers are significantly down. In addition, the Unit participated in a 7-month long investigation with FDLE and dismantled two drug trafficking organizations which should come to fruition with a significant number of arrests forthcoming by the end of January 2021.

The Unit executed 18 search warrants based off of LCSO generated investigations. As a result of these search warrants and investigations, the following seizures were made:

- \$74,231.00 US Currency
- 20 Firearms seized (3 stolen)



- the below drug seizures
- Through joint operations with FDLE, the Unit executed 3 search warrants which yielded the following:
- More than \$100,000.00 U.S. currency
  - 3,400 grams of cocaine (over 3 kilos)
  - 800 grams of heroin
  - 2,000 grams of marijuana
  - 3 vehicles seized (1 stolen) vehicles combined value over \$250,000.00
  - 5 firearms seized

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

- In August 2020, the SPIDER Unit (Special Projects Investigations Detection Enforcement Response) was placed under the direction of the Special Investigations Unit. With this transition, the SPIDER Unit began working more cohesively with the Criminal Investigation Units to allow for more quality arrest and seizures.
- Warrants Served - 147
- Arrests - 201
- Stolen Vehicles - 34
- Total Narcotics Seized - 11,000 grams
- Guns - 23; 5 of which were stolen.



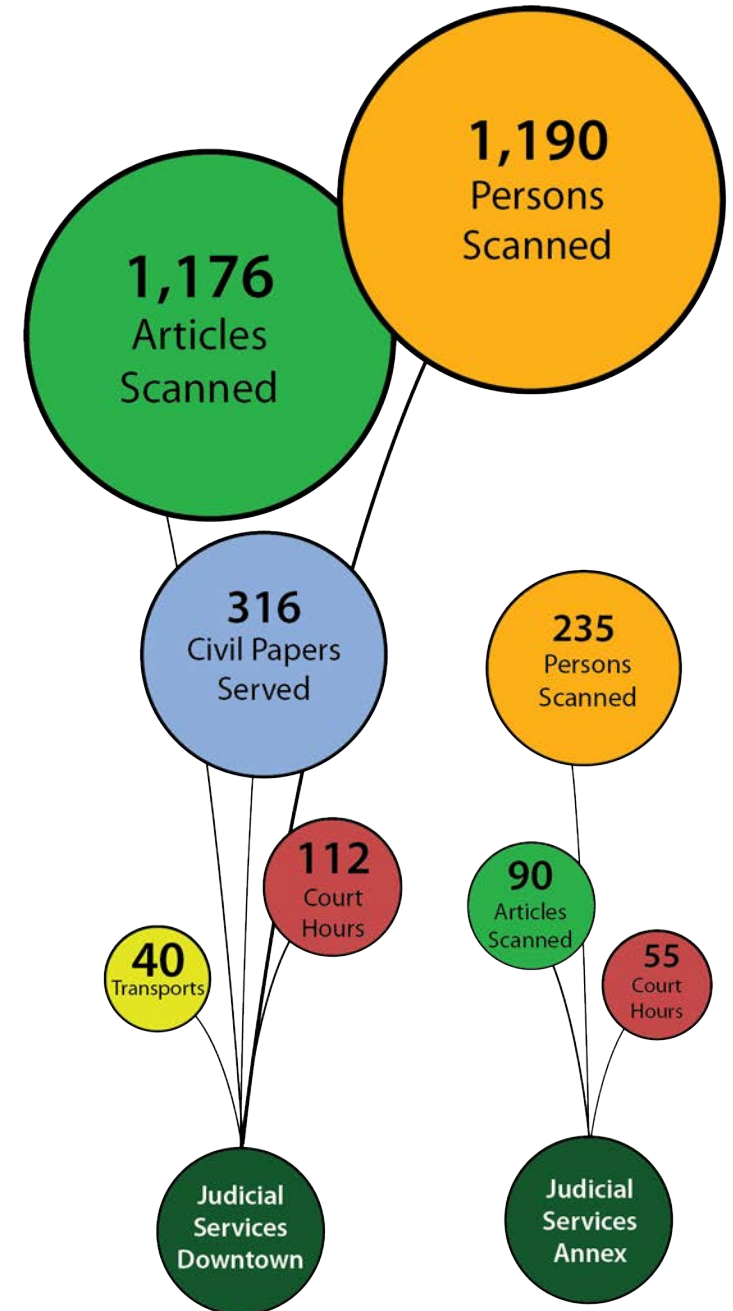
# JUDICIAL SERVICES

The Department of Judicial Services consists of the Warrants Unit, the Civil Process Unit, the Bailiff Unit and the Prisoner Transport Unit. The department chief is assisted by a Captain, and a Lieutenant. The Warrants Unit has one (1) Sergeant, the Civil Process Unit has one (1) Sergeant, the Transport Unit has one (1) Sergeant, and the Bailiff's Unit has two (2) Sergeants.

**The Bailiff Unit**, comprised of twenty-five (25) deputy sheriffs, is responsible for providing Law Enforcement security for the Leon County Courthouse and the Courthouse Annex. The bailiffs are posted daily at two (2) entrances at the Leon County Courthouse and one (1) entrance at 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 Sheriff's they also respond to calls for service within the courthouse and conduct foot patrol throughout the courthouse. The perimeter security of the courthouse is another responsibility assigned to the Bailiffs Unit.

During 2020, COVID-19 had a significant impact on the amount of visitors to the courthouse. We saw a significant decrease in the amount of people within the courthouse. However, we still screened over 71,000 individuals and over 73,000 articles at the entrances of the Leon County Courthouse and Courthouse Annex. The Bailiff Unit has also conducted over 5,500 court hours at both locations.

The responsibility of the **Prisoner Transport Unit** is the movement of inmates locally, and nationwide. Made up of seven (7) 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-19, there has been a significant decrease in the number of inmates being transported in 2020. However, even during COVID, the Transport Unit has moved more than 1,950 inmates.





**The Warrants Unit** is responsible for serving arrest warrants and all enforceable process issued by the court. Comprised of eight (8) 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. Six (6) of the warrants deputies are certified in Crisis Intervention Techniques (CIT).

COVID-19 also had an impact on the Warrants Unit in 2020, resulting in a significant decrease in papers served. In 2020, the Warrants Unit served over 900 injunctions, arrested over 225 persons for warrants, and served over 1,500 enforceable civil process.

The Civil Enforcement Unit serves all non-enforceable process issued by the courts. This includes subpoenas, summons, notices, writs of garnishment, and notices of tax sale. This Unit is comprised of five (5) civil clerks, one (1) civilian supervisor, and seven (7) civilian Process Servers.

The Civil Clerks research individuals, who are the subject of civil process, and forward that information to the Warrants Deputies or the Civilian Process Servers. The Civilian Process Servers are assigned large quantities of civil papers such as summonses and subpoenas for service throughout Leon County. Process received in the Civil Unit usually has monetary fees attached, which requires additional handling and reporting to accounting. Due to COVID-19, there has been a significant decrease in the amount of papers served by the Civil Unit, with them serving over 5,600 non-enforceable civil process.



# PATROL SUPPORT

The Patrol Support Division consists of five full time units (Canine, Traffic, 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 in 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.

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

## Canine Unit

In 2020, the LCSO Canine Unit hosted fourteen canine training schools to both local and state agencies including Perry Police Department, Havana Police Department, FSU Police Department and the Franklin County Sheriff's Office. The courses provided more than 5,100 combined training hours.

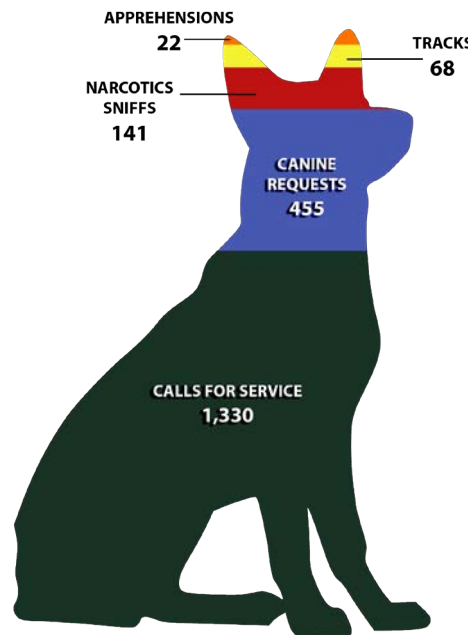
From January until July, the Canine Unit operated with only three active Canine teams (Deputy Skelton, Deputy Matthews & Sgt. Mehr) due to new handler training. However, there was no interruption in provided Canine support or service during this time.

In addition to providing unmatched Canine service to LCSO Patrol, SPIDER, CIB, Traffic, Community Relations, Aviation, SWAT, and SRD, our Canine teams also provided uninterrupted support to the US Marshals, Wakulla County Sheriff's Office, Gadsden County Sheriff's Office, Thomas County Sheriff's Office, Taylor County Sheriff's Office, FSUPD, TPD, ATF, Postal Inspector, DEA, FHP, FWC, and FDLE.

During 2020, our LCSO Canine Teams located and seized the below narcotics with associated street values:

- Marijuana: 16,322.59 grams = \$163,225.90
- Cocaine: 542.27 grams = \$54,227
- Methamphetamine: 1,300.46 grams = \$52,018.40
- Heroin: 13.2 grams = \$1,980
- Fentanyl: 1 gram = \$300
- MDMA: 7.89 grams = No DEA price available

**Total Narcotics Seized:**  
**18,187.41 grams = \$271,751.30**



## Traffic Unit / Wrecker Administrator

In 2020, the Traffic Unit continued to focus on traffic enforcement as a primary goal. Deputies participated in several special events throughout the first part of the year. With the institution of COVID-19 protocols in mid-March, deputies worked remotely and continued to provide support as needed. At the beginning of October, enforcement resumed.

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 the community.

**Below are the Unit's 2020 traffic enforcement numbers:**

- Total Traffic Stops: 2958
- Citations Issued: 500
- Warnings Issued: 2458
- Arrests: 30
- DUI: 2

While these numbers are not reflective of the unit's peak performance, there was a marked increase after the October change to COVID-19 protocols. The arrest number listed is solely physical arrests. This



number does not take into account the NTAs issued due to criminal traffic citations. This was an error in data collection and has since been fixed.

Traffic crash reports were also down in 2020 agency-wide, from 1791 in 2019 to 1308 in 2020, a 26% reduction.

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 112 Hit and Run Crashes, 1 Traffic Homicide case, and 2 Serious Bodily Injury crashes. None of the cases resulted in criminal charges.

The Traffic Unit coordinated and participated in a number of special events throughout 2020. We were tasked with far fewer this year, as many events were canceled due to COVID-19. The unit looks forward to events returning in the coming year. The unit participated in events including, but not limited to:

- Farm Share food distribution
- MLK March
- FAA Tallahassee Regional Mock Disaster Exercise
- Static displays for FPSI Public Safety Day
- Ducks Unlimited Youth Field Day
- Traffic Safety / DUI Mock Crash Display
- Red Hills Horse Trials
- Various Assignments for Protests / Disturbances
- FSU Football
- Back on Track
- Soul Santa
- COVID-19 Vaccine Distribution





# PATROL SUPPORT

## 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, 560 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, Mrs. Strickland and Deputy O'Connor resumed audits and completed 195 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.

## Property and Evidence

The primary responsibility of the Property & Evidence Unit is to safeguard and ensure the integrity of all property & evidence seized or obtained by the agency. Evidence Custodians are directly responsible for the release, return, or destruction of evidence as dictated by Florida Statute. This Unit consists of 1 Manager, 5 full-time Evidence Custodians and 3 part-time Support Staff members.

## Certifications

Most unit members are certified through the Property and Evidence Association of Florida (PEAF). Kayla Bishop serves as chapter president for this region's PEAF. Brook Smith serves as chapter vice president for this region's PEAF.

Our Evidence Custodians maintain over 100,000 pieces of evidence across multiple compounds and locations. During 2020, Property & Evidence responded to over 1,500 requests for information and disposed of over 14,000 items of evidence and property. Over the course of 2020's pandemic and with sometimes as few as one person working onsite, the unit remained open and maintained the continuity of operations for the general public.

## Communications

The Communications Unit assists the citizens of Leon County daily, transferring the citizen to the appropriate section or individual within the agency. The team answers, on average, 200 – 250 calls a day.

## 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 (PSBT). One member was recently certified in Advance Explosives and Demolition Techniques. Due to COVID restrictions, one of the team members is still awaiting to attend the PSBT certification training.

## Equipment

The LCSO Hazardous Device Team handles all grant purchases for the Big Bend Regional Bomb Squad (BBRBS). Through grant funding, LCSO has received a "man-portable" robot that provides for rapid response incidents. The HDT has also acquired a tactical x-ray generator, which serves as a quicker alternative to traditional x-ray devices used by HDT.

## Calls for Service

In 2020, HDT responded to nine incidents. These incidents included responses to Madison County and Gadsden County. HDT also supplied two members for every FSU football game in 2020. Examples of the incidents responded to are as follows:

- Recovered Japanese Military Ordnance. Items were countercharged at BBRBS range after approval from Navy EOD counterparts.
- Recovered 5 pounds of commercial-grade black powder. Disposed at BBRBS range.
- Gadsden County – Recovered Vietnam era USAF submunitions. Ordnance was determined to be live. Consulted with Navy EOD and received





## Dive Team

The Dive Team had a total of 18 days of training in 2020 for a total of 144 hours of training. Training days and hours were hindered by COVID.

### Calls for Service:

The Dive Team responded to nine calls for service. This included responding to assist other agencies in Gadsden County, such as FHP and Chattahoochee Police Department. The Dive Team also assisted with a demo for the Citizens Academy. An overview of the calls for service are as follows:

- Assist FHP with Vehicle / Boat Trailer Recovery US90W
- LCSO – Drowning
- FHP Vehicle / Recovery
- Evidence Search Calhoun County
- Assist TPD Body Recovery (FAMU Way)
- Assist TPD Vehicle Recovery (Southwood)
- Assist FHP Gadsden County US90W (Vehicle / Body Recovery)
- Assist FDLE/Chattahoochee PD (Evidence Recovery)
- Assist FDLE/ Chattahoochee PD (Evidence Recovery 2nd location)

## Aviation

- Responded to more than 5,000 calls for service
- Logged 723 flight hours
- Contributed to 317 arrests

approval for transport to BBRBS range for disposal.

- HAZMAT operation. Rendered safe a fire extinguisher that was retrofitted to contain Anhydrous Ammonia likely for purposes of cooking methamphetamine.
- Madison County – Recovered a live White Phosphorus grenade and a small amount of C4. These items were determined to be Vietnam era. Consulted military EOD counterparts. Detective Smith transported these items to Jackson County and met with Navy EOD, who took possession.
- Recovered MKII grenade – was determined to be empty of HE and fuses.
- Suspicious package call. Package determined to be empty.
- Recovered WWII era Military ordnance. Items determined to be empty of HE and fuses.
- UP assist for IED search after a resident received threats that pipe bombs were left on his property. FDLE assisted with K9's. No IED's located. Threat determined to be unfounded.



# PATROL SUPPORT

## SWAT Team

The LCSO SWAT Team is made up of 27 members. These members consist of the following positions: 14 Entry Operators, 5 Sniper Operators, 7 SWAT Medics and 1 SWAT Tech.

### Training and Certifications

Three SWAT team members obtained re-certification in less-lethal munitions. Two K9 team members on SWAT completed K9 SWAT school. Two SWAT team members completed the Remington 870 Armorer's School. SWAT Medics received training and qualified to carry firearms during SWAT deployments. A new medic was added to the team and completed basic SWAT school as well as earned his Tactical Combat Casualty Care certification.

### Calls for Service

The SWAT team responded to several call-outs due to the on-going protest during 2020.

Other notable call outs are as follows:

- Three separate high-risk search warrants for homicide suspects in Gadsden and Leon County as well as for the Tallahassee Police Department
- Suicidal person armed with a handgun sitting behind a building. After a lengthy standoff, SWAT was able to use less lethal force and take the subject into custody.

## Hostage Negotiation Team

Hostage Negotiation Team (HNT) held eight trainings this year. One member completed Basic HNT certification training. Due to COVID, four monthly trainings along with joint training with SWAT were canceled. Members of the team were unable to attend or obtain further advanced certifications due to COVID restrictions.

### Calls for Service

There was one team call out. Three HNT members responded and assisted SWAT on an armed suicidal person at a park. Subject was taken into custody under a Baker Act by SWAT members.

Many of the team members encountered many situations throughout the year, where they were able to utilize their negotiation skills and talk to the individuals in crisis. These incidents were able to be utilized in debriefings and used for training purposes.

## Honor Guard

The LCSO Honor Guard consists of 15 active and 4 reserve members. In 2020, the Honor Guard was involved in nine events. The Honor Guard is usually involved in a higher number of events, but due to COVID 19 protocols, this number was reduced in 2020.

The LCSO Honor Guard participated in the following events in 2020:

- September 11 Memorial Mission Barbecue
- September 11 Memorial TFD Station 12
- Maclay Football Game colors presentation
- Funeral for FHP Trooper Al McDermid
- Funeral for Reserve Deputy Learnon Leon
- Wreath Laying Ceremony for fallen Lee County SO Deputy
- Wreath Laying Ceremony for fallen LCSO Deputy Chris Smith
- LCSO promotion Ceremony

## LCSO Drone Team

The LCSO Drone Team was formed in February of 2020. The team consists of 5 FAA certified Remote Pilots. The agency applied to the FAA for two waivers that were granted in December 2020. The waivers allow operation in certain airspace and the ability to fly at night.

### Equipment:

- 2 - Autel EVO II Duals
- 2- DJI Mavic Minis

### Deployment

Due to COVID, the flight school needed for the members was put off until October 2020. The team had its first two formalized trainings in December 2020. Due to this, there are no deployment stats for 2020 for the Drone Team.



LCSO Honor Guard serves during a memorial event.

## LCSO Livestock Team

The Livestock team currently consists of three members who serve on the team in an on-call capacity. They are supervised by the Property Crimes Unit supervisor. 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, responsibilities are to capture these animals and either return them to their owners or secure them in a designated secured compound.

In 2020, the Livestock team captured and secured three pigs. No other calls for service were requested of the Livestock team in 2020.





# PROFESSIONAL STANDARDS

The last quarter of 2020 included a re-organization of some of the work units within the Leon County Sheriff's Office. The Department of Professional Standards became a standalone department answering to the Assistant Sheriff of Administration and External Affairs.

The Department of Professional Standards has been organized with the mission of ensuring our sheriff's office members are properly trained and developed to serve our community in an effective, efficient and safe manner. We strive to equip our members with the best equipment and direction to provide the highest level of service. We have added two formal components to professional standards. Those were a risk manager and employee development administrator.

## Training

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, approximately 625 LCSO employees annually, inclusive of sworn, non-sworn and newly hired employees.

- Trained 24 new law enforcement deputies and 20 correctional officers
- Provided In-Service High Liability Training which include the following High Liability Topics; Agency wide FDLE/CJSTC Firearms bi-annual qualification on rifle, handgun, off-duty, and shotgun for Detention and certain LE units, Vehicle Operations, Defensive Tactics, and TCCC (First Aid)
- Provided In-House Recruit Training to 2 newly hired Law Enforcement classes, held generally two months long totaling 4 months of the year
- Provided Advanced Agency Training classes to agency members including NARCAN Training upon issue (45 members), added 3 new Taser instructors to assist with TASER 7 recertification/qualification (agency wide), SUV Operations

Training (to newly promoted and transferred Supervisors/FTO II/Deputies being issued a Tahoe, High Liability Instructor Training (continued training for our High Liability Instructors)

- Routinely provides its core-training instructors for teaching an array of advanced high liability training classes offered by the Florida Public Safety Institute. Routinely assists with outside civilian programs annually to include; Citizen's Academy, Leadership Tallahassee, Youth Leadership Tallahassee, Back on Track, etc.



## 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. The Real-Time Crime Center has been formally operationally a little more than a year 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.

The Leon County Sheriff's Office was selected as a High Intensity Drug Trafficking Area (HIDTA) by the White House Office of National Drug Control Policy (ONDCP). The Leon County HIDTA is a local, state and federal partnership aimed at reducing drug trafficking and money laundering operations in our regional area. The CIAU designated one of its crime analysts to the HIDTA full-time.

# PROFESSIONAL STANDARDS



The CIAU has designated another crime analyst to concentrate our efforts at our detention facility. This staffing change was slated to begin at the end of 2020. We have high expectations that an increased emphasis on corrections-based information sharing and intelligence exchange with the law enforcement officers in our county and surrounding area will be another important step in making our community a safer place to live.

## Internal Affairs Unit

The Internal Affairs Unit reports directly to Sheriff McNeil through the Chief of Professional Standards. 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 code of conduct related offenses to use of force. The total number of complaints during 2020 were 88. This was an important reduction from 2019 which totaled 153. There were no sustained complaints of excessive use of force during 2020.

## 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 are applicable to the Leon County Sheriff's Office, and ensuring that responsibilities of each standard are met on a timely basis, so that 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. During 2020, The Leon County Sheriff's Office completed the re-accreditation process and has been recommended to be re-accredited yet again. The Law Enforcement section of the Sheriff's Office will receive its 2nd Excelsior designation, a highly coveted honor in law enforcement accreditation.

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.

## Employee Development

Our employee development administrator works very closely with our Training unit, Human Resources and Accreditation Unit.

In addition to training and development, 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 career in an effort to promote within the agency.

## Risk-Management

Sheriff McNeil formalized the risk-management function to a singular position and placed this position with professional standards to ensure we are very deliberate about the analysis of work-related risk and injuries. Once we have a firm understanding of the risks we encounter during our daily service delivery, we can better address the prevention of unsafe practices. We are excited at the aspect of being able to be more proactive about reducing risk and increasing safe practices with our members.



# RECORDS

LCISO's Public Records department fulfills all incoming requests for copies of reports, inmate records, documents, or other public records. They are staffed by 20 staff members made up of 1 Director, 2 Managers, 13 records specialists, 2 technicians. and 2 Part-time Records Clerks.

## 2020 Statistical Overview

Public Records Requests (includes backgrounds)	7950
Citations	1045
Phone Calls Received in Records regarding PRRs	2795
INVEST Domestic Violence Reports	423
Lobby Assistance*	2285
Laserfiche Pages/Documents Scanned**	437,770
Laserfiche Files/Folders Verified**	41,678
State Archives Submission	1 (approx. 640 hours/4 months to complete)
Sealed Expunged Court Orders	292
Validations	557
Public Records Emails Processed***	28,618

\*This reflects activity until lobby closure for COVID on 03/18/20. Data estimated from sign in sheets.

\*\* This number is based on a report from Laserfiche identifying activity of Records staff and reflects all documents sent to Records for preservation and/or processing to include but not limited to: criminal investigative files, offense/incident attachments, inmate files, medical records, inmate injury photos, detention facility administrative files, K-9 records, administrative files, IA files, legal files, administrative traffic unit files. It should be noted that due to a server change in Oct 2020, some data may have been lost. IT is working to recover it.

\*\*\*this includes emails in reference to public records requests, general inquiries, customer service and requests from LCISO members.





# UNIFORM PATROL

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

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

## 2020 Accomplishments

- Field Training Program graduated 12 new deputies (8 more in training expected to graduate in February 2021)
- All 70 deputies assigned to Patrol issued Axon body cameras
- Added 4 additional Sergeants positions to Uniform Patrol
- Approximately 30 more Tahoes issued to deputies/supervisors
- Added four Patrol Deputy Sheriff’s positions
- Conducted 21,074 business checks
- Conducted 11,710 residence checks
- Conducted 37,531 directive patrol/community policing incidents

## Certifications

- |                              |  |
|------------------------------|--|
| General Instructor           | Hazmat   |
| Field Training Officer       | Drug Recognition Expert                        |
| Defensive Tactics Instructor | Background Investigator                        |
| Firearms Instructor          | Taser Instructor                               |
| Project Lifesaver            | Precision Intervention Technique Instructor    |
| Radar                        | Breath Test Operator                           |
| Laser                        | Below 100                                      |
| Driving Instructor           | SUV Instructor                                 |
| Breath Test Operator         | Spike Strip Instructor                         |
| Crisis Intervention Training | Standardized Field Sobriety Test               |
| Glock Armorer                | Advanced Roadside Impaired Driving Enforcement |
| AR-15 Armorer                | Personal Radiation Detector                    |
| Drone Pilot                  | Gang Investigation Specialist                  |





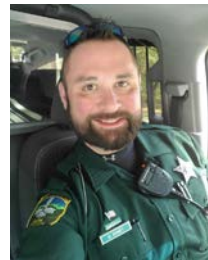
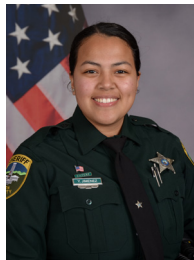
## Special Recognitions

### Medals of Valor

Officer Involved Shooting Armed Burglary/False Imprisonment: Deputy Fender, Deputy Hatcher and Sergeant Hays responded to this incident and received the Medal of Valor for their roles in this incident.



Attempted Homicide False Imprisonment: Deputy Jimenez, Womack, Ganey, Bauman, Sergeant Reeves and Gamin all received the Medal of Valor for their roles during this incident.



### Life Saving Award

Deputy Schidler responded to an overdosed subject and arrived and administered Narcan to relieve the subject. Recognized with the Life Saving Award





# YOUTH SERVICES

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

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

In 2020, the Department of Youth Services continued providing its signature programs and implemented new initiatives in conjunction with the Leon County Sheriff's Office ALLin initiative. Between January 1 and June 30, 2020, the



Department of Youth Services School Resource Unit provided all 45 Leon County Schools with a resource deputy on either a full-time or part-time basis. With the implementation of the Marjory Stoneman Douglas Act, LCSO contracted with Leon County Schools to provide staffing for all middle and high schools, but only elementary schools in the unincorporated areas of the county. Beginning with the 2020-21 school year (August 2020), full-time deputies staffed 25 schools and are supervised by two sergeants and a lieutenant.

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

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

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

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

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 consist of one Sergeant and three Deputy Sheriffs. This Unit utilizes strategies related to intervention, prevention and enforcement.





## Classes taught to students by School Resource Deputies:

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



# COMMUNITY MEMBERSHIPS

## WE BELIEVE IN COMMUNITY

Air Force Association, Member  
Alpha Kappa Alpha Sorority, Inc., Member  
Big Bend Pop Warner, Board of Directors  
Big Brothers Big Sisters  
Boys and Girls Club of the Big Bend  
Capital Tiger Bay Club  
Commission for Florida Law Enforcement Accreditation, Team Leader  
Concerns of Police Survivors  
Deep South Mud Riderz  
Domestic Violence Coordinating Council, Member  
Florida Christian Academy  
Florida Crime Intelligence Analyst Association, Board Member and Webmaster  
Florida Crime Prevention Association  
Florida Criminal Justice Executive Institute Leadership Academy Class 43, Graduate  
Florida Department of Law Enforcement, Executive Institute Policy Board, Police Advisory Member  
Florida Gang Investigator's Association, Treasurer and Conference Manager  
Florida Gang Investigators Association Board of Directors  
Florida Intelligence Unit, Board Member  
Florida Leadership Academy 12  
Florida Police Chiefs' Association, Member  
Florida Public Relations Association, Member  
Florida Sheriffs Association, Member  
Foundation for Leon County Schools, Board Member  
Greater Tallahassee Chamber of Commerce  
International Association of Chiefs of Police, Member  
International Facilities Management Association

Leadership Tallahassee  
Leon County Schools Transportation Hazardous Walking Committee, LCSO Representative  
Lively Technical Center's Legal Administrative Specialist Advisory Committee, Member  
Moose Lodge #1075, Member  
National Association of Government Archives and Records Administrators  
National Organization of Black Law Enforcement Executives, Member  
National Sheriff's Association  
Network of Entrepreneurs and Business Advocates  
Region 2 Florida Crime Prevention Association Representative  
Salvation Army, Board Member  
Society for Human Resources Management  
Southern Police Institute Homicide Investigation Seminar  
Special Olympics Leon, Volunteer Head Coach  
Springtime Tallahassee, Member  
State Law Enforcement Chiefs' Association, Executive Board Member  
Suwannee River Area Council Boy Scouts of America  
Tallahassee Urban League, LCSO Representative  
Texas Gang Investigators Association, Member  
Whole Child Leon, Board Chairman



The Leon County Sheriff's Office is a proud supporter of members of the military and their families. In 2020, **116** employees were members of the military and/or veterans. We are very proud of their commitment to our great country as well as their dual-commitment to the citizens of Leon County!

In addition to the hours served with the Leon County Sheriff's Office, our military service men and women also dedicated 5,989 hours in 2020 serving our country.

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

**49**  
Army

**11**  
Army National Guard

**17**  
Navy

**15**  
Air Force

**3**  
Coast Guard

**21**  
Marines



# COMMUNITY OUTREACH



# COMMUNITY OUTREACH



Leon County Sheriff's Office  
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