



Annual Report

LEON COUNTY
2025

People Focused. Performance Driven.

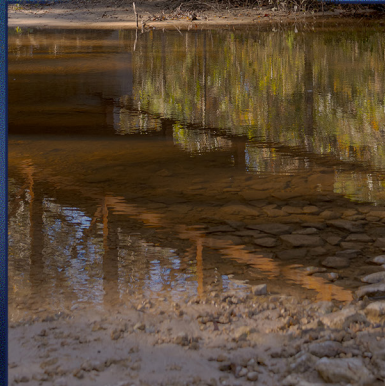




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World War II Memorial at the Judge Augustus D. Aikens, Jr.
Leon County Courthouse

Leon County Statistics

Population: **302,197**

33% unincorporated

67% within city limits

Area (Square Miles): **702**

Established: **1824**

Charter Date: **2002**

County Seat: **Tallahassee**

Median Household Income: **\$88,700**

Districting: **5 Single Districts / 2 At-Large**

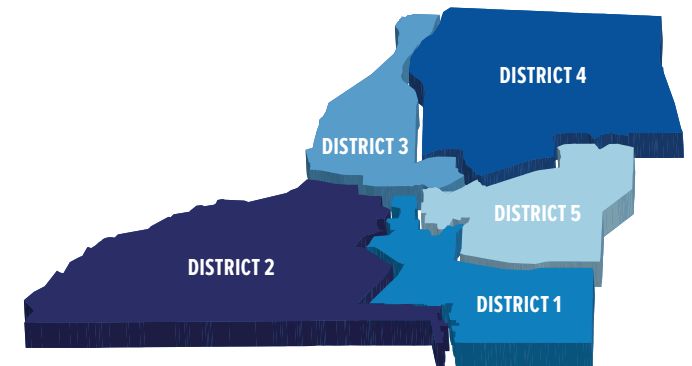
Median Age: **28**

Source: *The United States Census Bureau*

ABOUT LEON COUNTY

Leon County was named after the Spanish explorer Juan Ponce de Leon. He was the first European to explore Florida in 1513 in search of the “Fountain of Youth” and named the state after the Spanish word for “flowery.”

Leon County is home to Florida’s capital, Tallahassee, which was established in 1824. Legislative and executive offices, the State House and Senate chambers are located here. As a political subdivision of the state, the County is guided by an elected, seven-member Board of County Commissioners.



Five members of the Board are elected to serve specific commission districts and two members are elected at-large. Leon County is a Council-Manager form of government, and the County Administrator is appointed by the Board to oversee all functions, directives and policies. Florida Statutes, Chapter 125, establishes the powers and duties of the County Commission and the County Administrator. As of November 12, 2002, Leon County is governed by a Home Rule Charter.

This document fulfills the annual reporting requirements of Chapter 125.74, Florida Statutes and Sec. 2-501(1), Leon County Administrative Code. 1,500 copies were printed for community distribution at a cost of \$9,776.39.

This publication is printed on paper sourced from certified renewable forestry operations and is 100% recyclable.



LEON COUNTY BOARD OF COUNTY COMMISSIONERS



Vision

A community that is safe, healthy and vibrant.

Mission

To efficiently provide public services which serve and strengthen our community.



District 3
Commissioner
Rick Minor

At-Large
Commissioner
Nick Maddox

At-Large
Commissioner
Carolyn D. Cummings

District 4
Commissioner
Brian Welch
(Chairman)

District 2
Commissioner
Christian Caban
(Vice Chairman)

District 1
Commissioner
Bill Proctor

District 5
Commissioner
David O'Keefe



MESSAGE FROM THE LEON COUNTY ADMINISTRATOR

PEOPLE FOCUSED. PERFORMANCE DRIVEN.

ALIGNING BOARD PRIORITIES WITH OPTIMIZED RESOURCES

PEOPLE FOCUSED. PERFORMANCE DRIVEN.



VINCENT S. LONG

County Administrator

(850) 606-5300 | LongV@LeonCountyFL.gov

Vince Long has worked for Leon County since 1995 and was appointed County Administrator by the Board of County Commissioners in 2011. As the County government's Chief Executive Officer (CEO), he provides fiscal, strategic and operational leadership to the organization, as well as professional analysis and implementation of the Board's policies. He holds a Master of Public Administration (MPA) from the Askew School of Public Administration and Policy at Florida State University and is a graduate of the Harvard University, JFK School of Government Institute for Senior Executives in State and Local Government. Vince is a Credentialed Manager by the International City/County Managers Association (ICMA), and in 2022, earned the ICMA Award for Career Excellence, the highest honor for a local government CEO internationally. He serves on the Board of Directors and is a past President of the Florida Association of County Managers, serves on the Board of Directors for the Florida Association of Counties Institute for County Government, and serves on the Florida Trust Board of Trustees. A graduate of Leadership Tallahassee and Leadership Florida, Vince is a leader in many community and professional organizations. He also serves on the Advisory Council and is a regular lecturer at the Askew School, and has been featured in national media and publications for his expertise in local government issues.

2025 YEAR IN REVIEW: INVESTING IN COMMUNITY, BUILDING FOR TOMORROW

In 2025, Leon County continued to make great progress and serve our citizens while embracing big challenges and always striving to set the standard for performance, fiscal stewardship, and best practices for local governments everywhere.

The 2025 Annual Report highlights Leon County's commitment to investing in infrastructure, creating places for people and businesses to thrive, and advancing innovation through co-creation — all of which makes our County one of the best places anywhere to live, work, and play.

And we did this and so much more in 2025, staying focused on our ambitious targets and bold goals for the organization and the community, including growing our local tourism economy, addressing pressing issues like affordable housing, protecting our precious environment, and so much more.

LIVING OUR CULTURE, SHAPING OUR COMMUNITY

This annual report to the Board of County Commissioners and our citizens demonstrates our focus on the County's clear vision to have a community that is safe, healthy, and vibrant. And a mission to provide essential public services which serve, shape, and strengthen our community. Our dedicated employees at Leon County take special pride in our community. We are your neighbors, friends, and family who rebuild roads, respond to emergencies, protect our natural resources — and just might coach your child's team. This connection to the community we serve drives us to go above and beyond in delivering necessary services each day, critical response when disaster strikes, and lifesaving care in times of emergency.

While addressing the critical needs of our community, we stayed focused on protecting and improving water quality in the Southside by leveraging more than \$60 million for septic-to-sewer projects, removing more than 700 septic tanks, and investing \$1.6 million to revitalize the Lake Munson Slough embankment. At the same time, throughout the County, we managed and maintained more than 600 miles of roads and nearly 700 miles of stormwater ditches to keep people and neighborhoods safe.



St. Marks Headwaters Greenway Buck Lake Trailhead opening



Lake Bradford Apartments Groundbreaking

From pipes and pavement to parks and public spaces, Leon County raised the bar with more than 100 new acres of green space, adding to the County's 3,400 acres of parks and nearly 50 miles of trails. We also delivered significant projects this year, including transforming the Old Concord School into the new Miccosukee Community Center, opening the County's largest dog park at Apalachee Regional Park,

and completing new segments of the St. Marks Headwaters Greenway. Additionally, we enhanced safety and connectivity with 18 new street-lighting projects, 15 bus stop lighting upgrades, and nearly 20 miles of new greenways, trails, and bike lanes this year alone.

With that same dedication to ensuring our community's brightest future, Leon County expanded access to affordable housing, which is the bedrock for economic stability, health, and opportunity for everyone. In 2025, the County increased annual gap financing to \$500,000 to invest in affordable rental housing projects. This builds on the \$5.8 million in direct funding and \$183 million in bond financing we've invested over the past five years, which will ultimately result in more than 1,200 new affordable rental homes to our community. We've accomplished this while also advancing the County's commitment to veterans, helping them and their families secure more than \$40 million in earned benefits this year alone.

From our commitment to fiscal stewardship to our nationally recognized programs, the men and women of Leon County Government have a lot to be proud of in 2025 as they continued to drive performance and deliver results to our citizens.

ENGAGING CITIZENS AS CO-CREATORS

This year, we continued to engage the community by building connections with each other through innovative initiatives and programs. With this commitment, we held our annual 9/11 Day of Remembrance and Service, honoring the victims, survivors, and others who rose in service in response to the tragic events of September 11, 2001. During this year's event, more than 70 County employees and community volunteers came together to revitalize and beautify five homes in the Appaloosa Run neighborhood.



9/11 Day of Remembrance and Service



Created Equal: The Rhythm & Resilience of Black Music

We held important conversations about race by engaging hundreds of citizens through our award-winning Created Equal program. Featuring a panel of academic experts, historians, and community members, the program explored the rich history of Black music and how it serves as a living chronicle of the Black experience.

Recognizing that the key to a strong community is equipping citizens with the skills necessary to compete in the growing and changing skilled job market, Leon County held the annual Leon Works Expo to introduce students to local skilled workforce opportunities. Since launching in 2015, the Leon Works Expo has connected more than 8,000 high school students with more than 600 local employers, academic institutions, and workforce development organizations.

As a premier destination in the South, 2025 was another record-breaking year for our local tourism economy. From concerts and festivals to sporting events and more, local tourism generated more than \$1.3 billion in economic impact and more than 2.4 million visitors. The County also delivered our most successful concert lineup yet, welcoming more than 25,000 to the Adderley Amphitheater, and supported nearly 300 community events — all during the Tallahassee-Leon County Bicentennial that brought our community together to celebrate our history and progress.

This momentum sets the stage for 2026, when Leon County will welcome the world to Apalachee Regional Park for the 46th World Athletics Cross Country Championships, marking the event's first return to the United States in more than 30 years. With more than 550 elite athletes from 60 countries and 10,000 spectators from across the globe, the championships will generate an estimated \$4.3 million in economic impact and be broadcast worldwide.

SETTING THE STANDARD IN PUBLIC SERVICE

Our commitment to service is at the heart of everything we do in Leon County, and it drives us to be the best in our fields.

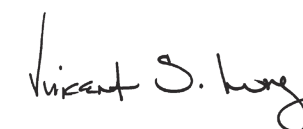
Behind these achievements is a high-performing team committed to efficiency and results — guided by a strategic plan with a clear vision, bold goals, and measurable targets. In 2025, our dedicated County employees earned dozens of state and national awards for exceptional public service. And we did it while holding the millage rate flat for the 14th consecutive year and maintaining one of the lowest budgets and one of the lowest employee-to-resident ratios among peer counties, which underscores our effectiveness and fiscal stewardship.

BUILDING ON OUR PROGRESS

As we look ahead, we will continue to face the same challenges of communities and governments everywhere else, but at Leon County, we remain committed to listening to the people we serve, tackling our greatest challenges together, and striving to be a place like nowhere else.

And we cannot do this alone. Thank you for your continued confidence in the work we do on behalf of and alongside our citizens to make our community even better.

Here's to 2026!





LEADS.

A STRUCTURE TO SUPPORT OUR PEOPLE FOCUSED. PERFORMANCE DRIVEN. CULTURE

HOW LEON COUNTY LEADS

Continued throughout Leon County Government in FY25, Leon LEADS is a strategic approach to aligning the Board's guiding vision and strategic priorities with the optimized resources of the organization. LEADS provides a structure to support and sustain our *People Focused. Performance Driven.* culture through a continuous process that looks inward to strengthen what works and abandon what does not while looking outward to receive feedback from citizens and leverage partnerships that adjust as conditions change.

County employees are more committed than ever to delivering the quality of service our citizens deserve for their tax dollars, working with our community to tackle the tough problems of today, and ensuring our quality of life into the future. Below are just a few highlights of how the County's LEADS framework supports an organizational culture that simply but powerfully combines performance and service.

GROWING OUR COMMUNITY SPACES FOR EVERYONE TO ENJOY

In FY25, the County continued to grow its green spaces and community gathering areas, providing residents of all ages with enhanced recreational opportunities.

The Miccosukee Community Center, located in the historic Concord School building, opened its doors in June with a renovated interior that includes a community meeting space, a warming kitchen, and multipurpose programming spaces. As part of the renovation, the surrounding Miccosukee Community Park was also refreshed with resurfaced basketball courts, more than half a mile of walking trails, and more.

The County also activated more than 100 acres with the opening of the trailhead at St. Marks Headwaters Greenway off Buck Lake Road. This space now includes more than three miles of new walking trails, a nature-based playground, pavilions, restrooms, and an electric vehicle charging station. Building on these new outdoor amenities, Leon County celebrated the opening of the new Apalachee Regional Park (ARP) Dog Park. This two-acre, open-space park is the largest of its kind in the County and features the area's first public dog agility course.



Listens for Changing Needs
Engages Citizens and Employees
Aligns Key Strategic Processes
Delivers Results & Relevance
Strives for Continuous Improvement

These investments reflect the County's commitment to creating a healthy and vibrant community.

BUILDING A STRONGER COMMUNITY THROUGH AFFORDABLE HOUSING

Leon County is dedicated to increasing the availability of safe and affordable housing through strong and successful partnerships.

In March, Leon County and community partners broke ground on the Lake Bradford Apartments, a 158-unit housing development that, when complete, will offer rental units for low-income, very low-income, and extremely low-income households. Two months later, Leon County and community partners celebrated the opening of Ridge Road Flats, a new 250-unit affordable housing apartment community developed using \$55 million in Multifamily Housing Revenue Bonds authorized by the Leon County Board of County Commissioners.

To further increase the inventory of safe and affordable housing options, Leon County worked closely with the Housing Finance Authority, Capital Area Justice Ministry, and other community organizations to strategically allocate \$500,000 annually to invest in affordable housing rental projects for very low- to extremely low-income households.

In addition to affordable rental options, Leon County is helping residents become homeowners. With community organizations and state programs, including the State Housing Initiatives Partnership (SHIP) program, the County's Homeownership Development (HOD) Program helps first-time homebuyers achieve the dream of homeownership. In FY25, the County financed the construction of nine new homes through the HOD program, focusing on neighborhoods that have historically experienced poverty and racial inequities. Likewise, Leon County provided \$90,000 in financial aid to five first-time homebuyers through the Down Payment Assistance Program, which is administered in partnership with the Tallahassee Lenders' Consortium.

Leon County continues to help empower individuals and families with safe and affordable housing so they can build wealth, achieve stability, and contribute to the vitality of our community.

CREATING A SHARED VISION THROUGH PARTNERSHIPS

With a strong network of community partners, Leon County works closely with local organizations, nonprofits, and businesses to address the unique needs of residents and make the community a great place to work, live, and thrive.

In March, Tallahassee-Leon County welcomed more than 260 industry leaders and 36 exhibiting companies for the 2025 Motor, Drive Systems, and Magnetics (MDSM) Conference. Continuous engagement from Leon County and community partners resulted in the conference generating significant direct spending and sparking new investment conversations to strengthen the local advanced-manufacturing ecosystem. The success of the inaugural conference resulted in Tallahassee-Leon County being selected to host the 2026 conference.

Through our ongoing partnership with Knight Creative Communities Institute (KCCI), Leon County unveiled a kinetic public art sculpture outside the Judge Augustus D. Aikens, Jr. Leon County Courthouse to inspire curiosity and foster a shared community appreciation for public art.

Collaborating with our partners on events and programs like these reinforces our shared commitment to creating a vibrant community for all.

INNOVATOR AND INSPIRATOR AWARDS CONTINUE COST SAVINGS AND NEW EFFICIENCIES, SAVING MORE THAN \$9.9M TO DATE

Leon County is an organization that rewards its employees for innovative ideas, teamwork, strategic processes, efficiency, and the ability to achieve positive results. The I² (Innovator/Inspirator) Awards convey the value Leon County Government places on employee-led improvements that result in increased efficiencies, enhance or support the delivery of County services, reinforce Leon County's relevance in the community, and exemplify the County's Core Practices in the workplace. Examples of such improvements include the following:

- In 2024, the TEAM Leon Program was launched in response to the May 10 Tornado Outbreak as a rapid relief initiative approved by the Leon County Board of County Commissioners. With an allocated budget of \$1 million, the program provided critical financial assistance to households and businesses in the unincorporated area, bridging the gap until federal aid became available. Prioritizing unmet needs, TEAM Leon was stood up within nine days after the tornadoes and successfully supported 472 grants, including 419 for households and 53 for businesses. By reducing application processing times to under seven days and engaging thousands of residents through targeted messaging, the program not only delivered timely aid but also highlighted Leon County's commitment to responsive, people-centered governance.



- The roof at the Leon County Courthouse reached the end of its 30-year service life and was scheduled for replacement. A study by a licensed architect revealed that although the roof had been patched and repaired in several locations over its service life, its overall condition was good. Rather than spending \$900,000 to replace the roof, Engineering Services and Facilities Management extended its



TEAM Leon program

life by 15 years with a high-performance silicone coating, ultimately saving more than \$460,000.

- After noticing a trend of repeated parking brake failures on John Deere utility task vehicles (UTVs), Fleet Management identified that the cause stemmed from the parking brake being only partially engaged during use. This partial engagement led to frequent and costly repairs. In response, the Fleet team implemented an innovative solution by installing an audio alert system, which warns drivers when the parking brake isn't fully engaged and allows them to correct it before moving. This simple yet highly effective adjustment significantly reduced repair incidents, saving the County \$1,200 per occurrence and preventing unnecessary downtime for these vehicles.
- The Bicentennial Flood in April 2024 brought unprecedented rainfall and widespread damage throughout Leon County. Among the most impacted areas was Sir Richard Road. The washed-out road cut off access for residents and created a hazardous situation. Within hours of the storm, Public Works mobilized 36 truckloads of fill material and asphalt to make emergency repairs to rebuild and reopen the roadway — a rapid and impressive response to a critical issue.



Roof revival project

The I² Awards recognize employees and inspire others to reinforce the County's Core Practices in the workplace. Since its inception in Fiscal Year 2015, the I² Awards program has saved the County a total of \$9.9 million, including nearly \$1.9 million in recurring costs and more than \$8 million in one-time costs.





LIVING OUR CORE PRACTICES

ALIGNING BOARD PRIORITIES WITH OPTIMIZED RESOURCES

PEOPLE FOCUSED. PERFORMANCE DRIVEN.

Our Core Practices

Delivering the “Wow” factor in Customer Service.

Employees deliver exemplary service with pride, passion and determination; anticipating and solving problems in “real time” and exceeding customer expectations. Customers know that they are the reason we are here.

Connecting with Citizens. Employees go beyond customer service to community relevance, engaging citizens as stakeholders in the community’s success. Citizens know that they are part of the bigger cause.

Demonstrating Highest Standards of Public Service. Employees adhere to the highest standards of ethical behavior, avoid circumstances that create even an appearance of impropriety and carry out the public’s business in a manner which upholds the public trust. Citizens know that we are on their side.

Accepting Accountability. Employees are individually and collectively accountable for their performance, adapt to changing conditions and relentlessly pursue excellence beyond the current standard, while maintaining our core values.

Exhibiting Respect. Employees exercise respect for citizens, community partners and each other.

Employing Team Approach. Employees work together to produce bigger and better ideas, to seize the opportunities and to address the problems which face our community.

Exercising Responsible Stewardship of the Community’s Resources. Employees engage in the continuous effort to create and sustain a place which attracts talent, fosters economic opportunity and offers an unmatched quality of life, demonstrating performance, value and results for our citizenry.

Living our “People Focused, Performance Driven” Culture. Employees have a structure in place to live all of this as our organizational culture and are empowered to help the people they serve.



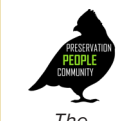
Two PR Xchange Awards for Essential Libraries Initiative Booklet and Summer Programs Booklet (CMR and Library)



Imagine Freedom Gratitude Award



Mission: Lifeline EMS Gold Plus with Target Heart Attack Honor Roll (EMS)



The Tallahassee Trust for Historic Preservation

Florida Preservation Award in Preservation Communications & Media Award: History & Culture Trail (Blueprint)



INTERNATIONAL ECONOMIC DEVELOPMENT COUNCIL

2024 Excellence in Economic Development Silver Award for the Economic Development Organization of the Year and Bronze Award for Economic Equity & Inclusion for the Amazon Tallahassee Robotics Fulfillment Center (OEV)



Seven Achievement Awards for TEAM Leon; Sustainable Yard Debris Management Program; Family Heir Property Support Program; Lake Munson Action Plan; Affordable Housing and Home Buyer Support Initiative; Leading the Way for Family Day; and Leon County Website Relaunch

118 total NACo awards since 2013



Pinnacle Award – Silver for the Government Team of the Year; six Golden Image Awards of Distinction for the 2024 Annual Report Video, Bicentennial Community Cookbook, Bicentennial Library Card, TEAM Leon Promotional Campaign, Library Lecture Series: Bicentennial Beginnings, and Teddy Bear-a-medic Video; and one Judges’ Award for the Bicentennial Library Card (CMR)



Tallahassee Branch Project of the Year award (Blueprint)



Seven Big Bend Chapter Project of the Year awards and one Florida Chapter Public Works Project of the Year award (Public Works and Blueprint)



Two Best in Category awards for TEAM Leon and 2024 Annual Report Video (CMR)



Placed first in Florida and eighth nationwide in the 250K-500K population category (OIT)



American Planning Association Florida Chapter

2025 Award of Excellence for Best Practices for the Southside Action Plan (Planning)



Distinguished Budget Presentation Award (OMB)

DELIVERING THE



FACTOR IN CUSTOMER SERVICE



EMERGENCY MEDICAL SERVICES

“ Thank you for being one of the first on the scene and showing unconquered bravery and resilience in treating the victims and doing whatever you could.

—Katrina, Florida State University student regarding the campus shooting on April 17, 2025

ANIMAL CONTROL

“ I am writing to express my sincere gratitude to you and your team for addressing and solving my problem. The officers that responded were compassionate, understanding, and thorough and gentle when handling the puppy. You and your team make county governments look so much better!

—County resident

HUMAN SERVICES

“ I can't express my gratitude enough to you for helping me out during the hardest time of my life. May God bless you infinitely!

—Dorothy

VETERAN SERVICES

“ Some people just go the extra mile. Thanks for being one of them and for assisting me with obtaining my VA benefits.

—County resident

INTERVENTION AND DETENTION ALTERNATIVES

“ Thank you so much. It was many days I came in with a heavy heart and you treated me and my son with so much grace. You made going through this process manageable for me. I appreciate everything you did for my son.

—County resident

LIBRARY SERVICES

“ Staff are always so friendly and helpful, the book selections are amazing, we love the art cabinets, and we are frequent users of the outside amenities, including playgrounds and walking trails.

—Erika

DEVELOPMENT SUPPORT AND ENVIRONMENTAL MANAGEMENT

“ I appreciate the time, expertise, and guidance your team dedicated to reviewing our application and addressing our questions throughout the process. Your commitment to maintaining high environmental standards while supporting responsible development is commendable.

—Sonjoy

PARKS AND RECREATION

“ As a long-time neighbor, I want to thank Richard, along with your entire J. Lewis Hall Sr. Woodville Park team, for doing such outstanding work year after year. We enjoy and appreciate the excellent work your employees do in keeping the park beautiful.

—Marty

SOLID WASTE

“ You are the best! You should train other managers. You have always provided great service with courtesy and professionalism in a timely manner. We sincerely appreciate you and the employees under your direction.

—Wilfred

SUSTAINABILITY

“ One week after the Master Recycler Class, I have already utilized one of the local swap shops to get rid of an item rather than throwing it away! I have also been able to cut the volume in my trashcan by half.

—Tonia

PUBLIC WORKS

“ I just want to say thank you for the great job the guys did trimming back the trees and bushes on Chaires Cross Road. I could not see to get out of my driveway. They did an awesome job. Thank you!

—Sandi

COMMUNITY AND MEDIA RELATIONS

“ We are proud to have been a part of the unveiling event earlier this week with 40+ attendees. Your team's attention to detail was noticed and appreciated. Media coverage is quickly spreading awareness about this exciting win around Leon County.

—2024 KCCI Community Catalysts

We Believe In

Demonstrating to our citizens that we are on their side, letting them know that they are the reason we exist and what they are getting for their tax dollars;

Producing bigger and better ideas to address the real issues facing our community;

Actively promoting transparency, accessibility, and openness in everything we do;

Engaging citizens in important decisions facing the community;

Tirelessly enhancing our community's livability, sustainability and economic competitiveness; and providing employees a structure which reinforces this as our organizational culture and employs and empowers them to help people.

What We Value

- Service
- Relevance
- Integrity
- Accountability
- Respect
- Collaboration
- Stewardship
- Performance
- Transparency
- Vision



STRATEGIC PLAN - FY2022 - FY2026

UNDERSTANDING OUR STRATEGY

VISION

A community that is safe, healthy and vibrant.

MISSION

To efficiently provide public services which serve and strengthen our community.

Strategic Priorities

Leon County's Strategic Priorities are high-level categories of focus in the County's major areas of responsibilities: Economy, Environment, Quality of Life, and Governance. The priorities consider the County's future in each area and are critical to the success of the community. As part of the strategic plan, these priorities inform every decision and every initiative made by Leon County.

STRATEGIC INITIATIVES

Leon County's strategic initiatives are program- or area-specific projects that align with the County's strategic priorities to serve and strengthen the community. In the FY2022-2026 Strategic Plan, the 102 strategic initiatives ensure that the optimized resources of the County are aligned to address the community's most pressing issues and to achieve the County's top priorities.

BOLD GOALS AND TARGETS

Bold goals are truly stretch goals that will be big and difficult to achieve, but are worthy of Leon County's best efforts. Bold goals require the County to explore new partnerships, identify new opportunities, and inspire new ideas.

Leon County's five-year targets are aligned with each strategic priority and will communicate to the public and staff throughout the County the specific results the County expects to achieve through the collective execution of the strategic initiatives. Achieving these five-year targets will demonstrate results, accountability, and the strength of long-term planning.

► PRIORITY: ECONOMY

To be an effective leader and a reliable partner in our continuous efforts to make Leon County a place which attracts and retains talent, to grow and diversify our local economy, and to realize our full economic vitality. (EC)



Do well-designed public infrastructure which supports business, attracts private investment, and has long-term economic benefits. (EC1)



Support programs, policies and initiatives to attract, create, and promote expansion of business, entrepreneurship, job creation, workforce development, economic equity and mobility. (EC2)



Leverage university and community partnerships to increase entrepreneurial, technology transfer and commercialization opportunities. (EC3)



Grow our tourism economy, its diversity, competitiveness, and economic impact. (EC4)

BOLD GOAL

Grow the five-year tourism economy to \$5 billion. (BG1)

74%

\$3.69 billion





5-YEAR TARGETS

PROGRESS TO DATE

▶ Attract 100 State, Regional or National Championships Across All Sports	52% (52 Championships)
▶ Grow the Job Market by 10,000 New Jobs and Co-Create 500 Entrepreneur Ventures	New Jobs: 194% (19,425) Entrepreneurial Ventures: 58% (288)
▶ Connect 7,000 Students to Skilled Job Opportunities through Leon Works and Other Talent Development Initiatives	90% (Connected 6,300 students)
▶ Increase the Number of Certified MWSBEs by 30%	63% (Certified 109 new MWSBEs)

STRATEGIC INITIATIVES

- » (EC1) Continue to implement catalytic public infrastructure projects through Blueprint and the County's five-year CIP that provide connectivity and leverage public and private investments. (2022-1)
- » (EC2) Implement the Economic Development Strategic Plan as adopted and revised by the Intergovernmental Agency. (2022-2)
- » (EC2) Implement the recommendations from the joint County/City disparity study to be completed in FY 2022. (2022-3)
- » (EC3) Continue to support the Magnetic Technologies Task Force in growing the cluster of research and businesses in the magnetic technologies industry. (2022-4)
- » (EC4) Implement the Division of Tourism's Strategic Plan. (2022-5)
- » (EC4) Continue to build upon the reputation of Apalachee Regional Park as a destination venue for cross country athletes by securing state, regional and national competitions. (2022-6)
- » (EC4) To further promote Leon County as a biking community, pursue the State's "Trail Town" designation and continue to coordinate with the City, Blueprint, State, and U.S. Forest Service to leverage capital improvements in pursuit of the International Mountain Biking Association (IMBA) designation. (2022-7)
- » (EC1) Maximize the leveraging of the \$1.0 trillion federal infrastructure bill to fund County projects. (2022-8)

CONTINUED ON PAGE 12





STRATEGIC PLAN - FY2022 - FY2026



Interscholastic cycling at J.R. Alford Greenway



Leon Works Expo



Word of South Festival

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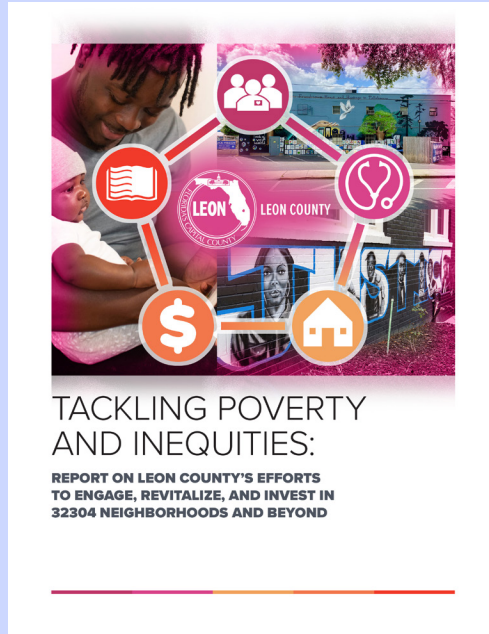
- » (EC2, EC3) Collaborate with regional workforce and talent partners to connect companies and education institutions with training programs to inform, support, and recruit entry-level technology talent. (2022-9)
- » (EC1, EC4) Support the completion of the Fairgrounds Master Plan by Blueprint and, upon completion, effectuate the next steps for the redevelopment of the North Florida Fairgrounds. (2022-10)
- » (EC4) To celebrate Leon County/Tallahassee bicentennial in 2024, the County will implement the Leon County Bicentennial organizational management plan and facilitate the Bicentennial Steering Committee to lead the community planning efforts with

government agencies, businesses, organizations, and citizens. (2023-44)

- » (EC1, EC4) Open and activate the newly renovated Amtrak facility as the visitor center and destination hub for Leon County. (2023-45)
- » (EC2) Partner with the City of Tallahassee, Capital City Chamber of Commerce, and local stakeholders to spur economic growth and financial security in the neighborhoods that have historically experienced poverty and racial inequity through initiatives including Bank On Tallahassee. (2023-46)
- » (EC1) Engage local, regional, state, and federal partners to encourage the restoration of passenger rail service along the

Gulf Coast by leveraging federal dollars under the Infrastructure Investment and Jobs Act. (2023-47)

- » (EC1) Through the Blueprint Intergovernmental Agency, evaluate opportunities to advance the construction of the Tharpe Street project. (2023-48)
- » (EC2, EC3) Collaborate with regional partners in the building and technical trades to increase entry-level apprenticeship opportunities. Target specifically training on-the-job upon hiring positions. (2023-49)
- » (EC2) Continue efforts to promote opportunities for youth training and development with the County. (2023-50)



Tackling Poverty and Inequities: Report on Leon County's Efforts to Engage, Revitalize, and Invest in 32304 Neighborhoods and Beyond



Leon Works Junior Apprenticeship



Adderley Amphitheater at Cascades Park

- » (EC4) As part of the Bicentennial year and beyond, expand outreach and promotion of the County's new Visitor Information Center at the Historic Amtrak Station. (2024-68)
- » (EC4) Implement the statewide planning, coordination, and fundraising efforts to successfully host the 2026 World Cross Country Championships at Apalachee Regional Park. (2024-69)
- » (EC2, EC3) Expand our economic competitiveness by hosting the 2025 Motor, Drive Systems, and Magnetics Conference and explore opportunities to attract future magnetic conferences as part of our broader efforts to establish Tallahassee-Leon County as the "Magnetic Capital of the World." (2025-86)

- » (EC2) Coordinate with the Local Technology Planning Teams to evaluate areas lacking reliable broadband and cellular services and additional opportunities to work with industry stakeholders to direct investments in these areas. (2025-87)
- » (EC4) Explore opportunities to attract Top 100 Billboard artists for concerts and performances at various local venues throughout the year. (2025-88)
- » (EC4) Evaluate recreational amenities in Southwest Leon County, including Lake Talquin, J. Lewis Hall Sr. Park, and the St. Marks Trail, for opportunities to host annual events and competitions. (2025-89)



► PRIORITY: ENVIRONMENT

To be a responsible steward of our precious natural resources in our continuous efforts to make Leon County a place which values our environment and natural beauty as a vital component of our community's health, economic strength and social offerings. (EN)



Protect the quality and supply of our water. (EN1)



Conserve and protect environmentally sensitive lands and our natural ecosystems. (EN2)



Promote orderly growth and sustainable practices. (EN3)



Reduce our carbon footprint. (EN4)

BOLD GOAL

**Upgrade or Eliminate
500 Septic Tanks in
the Primary Springs
Protection Zone** (BG2)

75%

374 septic upgrades and/or conversions completed or in progress to date





5-YEAR TARGETS

PROGRESS TO DATE

- ▶ Reduce Greenhouse Gas Emissions Stemming from County Operations by 25%

88%
(Reduced GHG emissions by 22%)
- ▶ Double Solar Power Generation at County Facilities

37%
(Increased generation by 50 kW)
- ▶ Divert 3 Million Pounds of Household Hazardous Waste from Landfill

73%
(Diverted 2.2 million pounds of waste)
- ▶ Increase the Number of Fully Electric Vehicles in the County's Fleet by 500%

35%
(11 electric vehicles)



- » (EN1) Continue to work with the state to seek matching grants to convert septic to sewer systems and support septic system upgrades. (2022-11, rev. 2023)
- » (EN2) Evaluate requiring advanced wastewater treatment (AWT) for new construction. (2022-12)
- » (EN3) Complete a comprehensive review and revision to the Land Use Element of the Comprehensive Plan. (2022-13)
- » (EN3) Complete an evaluation of transportation fee alternatives to replace the existing concurrency management system of mobility fees. (2022-14)
- » (EN4) Enact the County's Integrated Sustainability Action Plan to further reduce the County Government's carbon footprint. (2022-15)
- » (EN1) Ensure County's water quality and stormwater regulations, programs and projects are evaluated and implemented holistically to advance the County's adopted strategic priority: to protect the quality and supply of our water. (2022-16)
- » (EN1) Initiate Basin Management Plan updates for the unincorporated area once the state adopts new stormwater standards. (2022-17)

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STRATEGIC PLAN - FY2022 - FY2026

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- » (EN3) Partner with the Apalachee Regional Planning Council (ARPC) to address long term regional resiliency through a Florida Department of Environmental Protection (FDEP) grant. (2022-18)
- » (EN2) Evaluate enhancing existing roadside litter debris removal through the creation of a County staffed program and further engage neighborhoods, businesses and civic organizations in expanding the County's adopt-a-road program. (2022-19)
- » (EN1) Implement the comprehensive Action Plan for Lake Munson to support the long-term water quality of the lake and surrounding water bodies. (2023-51)
- » (EN4) Expand the Biochar Pilot Program at the Leon County Solid Waste Management Facility into a full-scale, sustainable, and carbon reducing processing facility for the community's yard waste. (2024-70)
- » (EN2) Engage an engineering consultant to complete the Miccosukee Road Greenway Trail Flood Study to identify solutions to flooding along Miccosukee Road. (2025-90)
- » (EC3) Initiate a feasibility study as a component of Phase II implementation of the Apalachee Regional Park Masterplan. (2025-91)
- » (EN2) Exempt land conservancy groups, such as Tall Timbers, from environmental permitting requirements for activities that support and further their mission of fostering exemplary land stewardship such as tree removal and other vegetation management. (2025-92)



Lake Bradford water quality testing



Seed Library



Septic-to-sewer installation



Miccosukee Canopy Road Greenway Management Plan event



Elk Horn Landing



Biochar facility tour



J.R. Alford Greenway trail



STRATEGIC PLAN - FY2022 - FY2026

► PRIORITY: QUALITY OF LIFE

To be a provider of essential services which promote the well-being of our citizens and the livability of our community in our continuous efforts to make Leon County a place where people are healthy, safe and connected to their community. (Q)



Maintain and enhance our parks and recreational offerings and green spaces. (Q1)



Provide relevant and essential offerings through our libraries and community centers which promote literacy, life-long learning, and social equity. (Q2)



Provide essential public safety infrastructure and services while supporting early intervention and prevention strategies. (Q3)



Support and promote access to basic healthcare, mental health, affordable housing, and homeless prevention services to our community members most in need. (Q4)



Promote livability, health and sense of community by supporting strong neighborhoods, enhancing mobility, encouraging human scale development, and creating public spaces for people of all ages. (Q5)



Assist local veterans and their dependents with securing entitled benefits and advocating their interests. (Q6)



Build, sustain and improve resilience to mitigate against, prepare for, respond to and recover from man-made and natural disasters. (Q7)

BOLD GOAL

Support Community Partners to Place 225 Residents Experiencing Chronic Homelessness in Permanent Supportive Housing

(BG3)

78%

176 placements



5-YEAR TARGETS

- ▶ Secure More Than \$150 Million in Federal, State, and Local Benefits for Leon County Veterans and Their Families
- ▶ Support 900 Community Events, Sporting Competitions, Festivals, Performances and Cultural Programming That Will Attract Visitors and Residents
- ▶ Construct 90 Miles of Sidewalks, Greenways, Trails and Bike Lanes
- ▶ Host 100,000 Residents and Visitors through County-Supported Performances at the Amphitheater

PROGRESS TO DATE

72%
(Secured \$108.6 million)

72%
(Supported 650 community events)

37%
(Constructed nearly 34 miles)

74%
(73,500 residents and visitors)

STRATEGIC INITIATIVES

- » (Q1) Implement the Tallahassee-Leon County Greenways Master Plan. (2022-20)
- » (Q2) Implement the Leon County Essential Libraries Initiative. (2022-21)
- » (Q3) Continue to evaluate emergency medical response strategies to improve medical outcomes and survival rates. (2022-22)
- » (Q3) Identify and evaluate pretrial alternatives to incarceration for low level and non-violent offenders and support reentry through regional partnerships and state and national efforts. (2022-23)
- » (Q4) Continue County support of primary healthcare through participation in Carenet in order to increase access to affordable healthcare for those in need. (2022-24)
- » (Q4) In coordination with the Leon County Health Department, work to identify an operator for a local Syringe Exchange Program. (2022-25)
- » (Q5) Continue to work with the Florida Department of Transportation for safety improvements on State and County roadways to include accessibility enhancements, street lighting installations, sidewalk additions, safety audits, and intersection improvements. (2022-26)
- » (Q7) Continue coordination of local COVID-19 response and recovery including leveraging State and federal funds to support individual and business assistance as well as vaccination and testing efforts. (2022-27)
- » (Q3) Support the Sheriff in the implementation of the Council on Men and Boys to address the issues brought forth in the Sheriff's Anatomy of a Homicide Project report. (2022-28)
- » (Q3, Q4) Partner with the Children's Services Council of Leon County on opportunities to collaborate and coordinate on the funding, program delivery, program evaluation, and outcome

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STRATEGIC PLAN - FY2022 - FY2026



Autism Acceptance Month Exhibit Opening



Spring Home Expo



Homeownership Development Program

CONTINUED FROM PAGE 19

measures for children and family services. (2022-29)

- » (Q5) Implement the recommendations of the Citizen's North Monroe Street Task Force to reduce crime and improve conditions along the North Monroe Corridor. (2022-30)
- » (Q4) Coordinate with America's Second Harvest of the Big Bend and the City of Tallahassee to conduct community meetings in the neighborhood block groups with greatest food insecurity to identify and address their specific barriers to food security. (2022-31)
- » (Q3) Partner with the Leon County Sheriff's Office in raising community awareness on issues such as child abuse and prevention programs, human trafficking, sexual abuse and exploitation and domestic violence. (2022-32)
- » (Q2, Q5) Work with the City of Tallahassee on the development and implementation of the Neighborhood First Program to engage residents and develop plans to address poverty and inequity in targeted neighborhoods including 32304. (2022-33)
- » (Q3) Support law enforcement and community partners' programs

and initiatives to address the causes and impacts of drug related crimes in our community. (2022-34)

- » (Q4) Continue to explore policies such as inclusionary housing and mixed housing developments to increase the stock of affordable housing throughout Leon County. (2023-52)
- » (Q5) Building on the Citizens North Monroe Task Force Final Report, host an intensive, multi-day design charrette to work with the community to identify and evaluate a variety of land use/planning strategies and other proposals for the continued improvement of the North Monroe Corridor area. (2023-53)
- » (Q4) Work with the City of Tallahassee, Big Bend Continuum of Care, Kearney Center, and other local stakeholders to enhance engagement and awareness of resources available for individuals and families experiencing homelessness in order to support safe, stable, and inclusive neighborhoods. (2023-54)
- » (Q4) Evaluate the reimbursement structure of the Leon County Health Care Program to better reflect the cost for diagnostic and ancillary costs such as laboratory and X-ray services and ensure continued access to affordable health care for low-income individuals and families. (2023-55)

- » (Q4) Enhance the partnership with Capital Area Healthy Start Coalition, Inc. to implement its Service Delivery Plan to improve women and children's health and health care access in Leon County. (2023-56)
- » (Q5) Develop an interactive community web-based tool that documents planned improvements, tracks investments, and identifies enhancement strategies for the North Monroe Corridor area. (2023-57)
- » (Q4) Partner with the Children's Services Council to address Black maternal and children's health through the coordination of data sharing, collaboration with partners on available community resources, and opportunities to maximize investment in outreach and awareness to improve health outcomes. (2023-58)
- » (Q1) Design and construct the new Northeast Park. (2023-59)
- » (Q4, Q5) Work with the City of Tallahassee, Big Bend Continuum of Care, and street outreach teams to develop corridor plans for North Monroe, Downtown, and Pensacola Street/Highway 20 for outreach to unsheltered homeless individuals and to engage residents and businesses to address community aesthetics and neighborhood safety along the corridors. (2023-60, rev. 2024)



Honor Flight

- » (Q4) Continue to leverage County funding in partnership with local stakeholders to secure state and federal funding to build affordable rental housing for very low- and low-income families. (2023-61)
- » (Q4) Leverage federal funding and new proposed State Housing Initiative Partnership (SHIP) legislation, in partnership with local service providers and stakeholders, to increase the number of rental units for individuals and families exiting homelessness. (2023-62, rev. 2024)
- » (Q4) Continue to identify opportunities to increase the number of mental health beds in the community by working with mental health treatment providers and academic institutions in the community. (2023-63)
- » (Q4) Work with the City of Tallahassee, FSU Askew School, and human service agencies to utilize and refine the Community Human Services Partnership (CHSP) Outcome Measures to ensure that the CHSP continues to address the highest human service needs in the community. (2023-64)
- » (Q4) Implement efforts to enhance access and delivery of human services in the community in partnership with 2-1-1 Big Bend through the 24-hour Helpline, Lyft Transportation Program, Community



Fort Braden Family Resource Center

- Information Exchange System, and other efforts. (2024-71)
- » (Q4) Establish and implement line-item funding for local emergency homeless shelters in coordination and collaboration with community stakeholders including the City of Tallahassee and Children's Services Council of Leon County. (2024-72)
- » (Q6) In commemoration of the tenth flight of Honor Flight Tallahassee, expand opportunities to promote the event and engage even more volunteers and veterans both on the flight and at the Welcome Home celebration. (2024-73)
- » (Q3) In collaboration with law enforcement agencies, identify and implement solutions to immediately combat crime and nuisance activity in the Pensacola Street and Highway 20 corridor. (2024-74)
- » (Q5) Enhance Citizen Safety and Accessibility by evaluating the County's Private Road Repair and Maintenance Policy and Programs. (2024-75)
- » (Q4) Enhance the County's State Housing Initiative Partnership (SHIP) program to provide legal assistance and consultation to residents with their property issues and estate planning needs that will preserve affordable housing for low-income families. (2024-76)



EMS Tactical Medic training

- » (Q4) Continue to coordinate with DISC Village, Inc. and the Leon County Sheriff's Office in leveraging opioid settlement funding to provide substance abuse treatment and ancillary services for individuals with opioid and substance use disorders in the community. (2025-93)
- » (Q4) Continue to support the Big Bend Continuum of Care in the coordination and implementation of the annual Point-In-Time Count to collect homeless data critical to securing state and federal funding. (2025-94)
- » (Q3, Q4) Support the Children's Services Council of Leon County in hosting Family Resource Centers at county facilities. (2025-95)
- » (Q3) Explore innovative strategies to enhance pedestrian safety, including traffic safety studies and utilizing automated speed detection technology in school zones. (2025-96)
- » (Q3) Develop a Woodville Rural Community Sense of Place Plan to evaluate land uses and guide future improvements in the Woodville area and coordinate with County Public Works in developing a 5-year improvement plan to include vehicular and pedestrian safety. (2025-97)



► PRIORITY: GOVERNANCE

To be a model for local governance with innovative, competent, and responsible public servants, committed to promoting integrity and diversity, creating meaningful opportunities for citizen engagement and co-creation, and ensuring fiscal stewardship. (G)



Sustain a culture of transparency, accessibility, accountability, civility, and the highest standards of public service. (G1)



Sustain a culture of performance, and deliver effective, efficient services that exceed expectations and demonstrate value. (G2)



Inform and engage citizens through multiple outreach platforms to ensure consistent, high-value, transparent communication on our most important issues. (G3)



Retain and attract a highly skilled, diverse and innovative County workforce, which exemplifies the County's Core Practices. (G4)



Exercise responsible stewardship of County resources, sound financial management, and ensure that the provision of services and community enhancements are done in a fair and equitable manner. (G5)

BOLD GOAL

Implement 600 Citizen Ideas, Improvements, Solutions and Opportunities for Co-Creation (BG4)

46% 274 citizen ideas

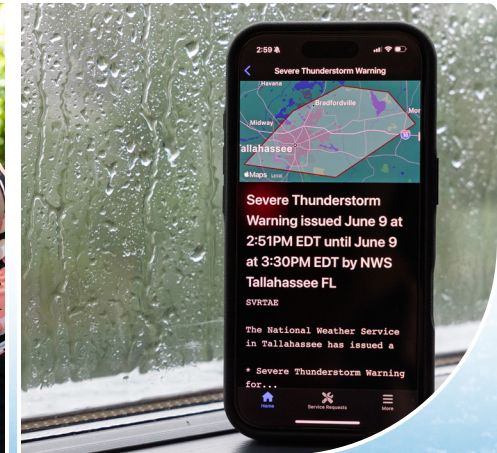




STRATEGIC INITIATIVES

- » (G1) Alongside The Village Square, the Knight Creative Communities Institute (KCCI), and other community partners, continue to engage citizens of diverse backgrounds with innovative programs like Created Equal, the Citizen Engagement Series, Build Your Bucket, and so much more. (2022-35)
- » (G2) Continue to set the benchmark for local governments everywhere by earning national, state and local awards for County programs, hosting Florida Association of Counties events like Innovation Day, and sharing best practices with peers, all while remaining committed to learning and improving as an organization. (2022-36)
- » (G3) Launch the internationally recognized Zencity communications platform to address social media misinformation, proactively address citizen concerns, and increase transparency and accountability. (2022-37)
- » (G4) Continue to invest in the professional development of County staff including participation in Certified Public Manager training and enhancements to the County's Management Training. (2022-38)
- » (G5) Continue to pursue cost savings through the County's Innovator & Inspirator (I²) Program. (2022-39)
- » (G3) Further enhance the use of social media neighborhood apps to notify citizens of development projects occurring in their neighborhoods. (2022-40)
- » (G5) Continue to support updates to the Comprehensive Plan that encourage annexation of southside properties within the Urban Services Area. (2022-41)

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5-YEAR TARGETS

PROGRESS TO DATE

▶ Connect 50,000 Volunteers with Service Opportunities Communitywide	54% (Connected 26,750 volunteers)
▶ Reach 100,000 More Citizens Across All County Platforms and Programming	71% (Reached 70,649 more citizens)
▶ Offer 100% Online Permitting for Licensed Contractors, Engineers and Architects	100%
▶ Communicate More Than 2 Million Disaster Preparedness Messages to Create Resilient Households, Businesses and Nonprofits	165% (Communicated 3.29 million messages)



STRATEGIC PLAN - FY2022 - FY2026



Miccosukee Community Center



Fort Braden Community Center

CONTINUED FROM PAGE 23

- » (G5) Pursue Federal funding to provide broadband to underserved rural communities. (2022-42)
- » (G5) Pursue working with Leon County Schools to acquire the Ft. Braden Community Center. (2022-43)
- » (G5) Engage an industry expert to identify jail population management strategies to proactively mitigate the need for additional infrastructure at the Leon County Detention Center and evaluate long term space needs of the facility. (2023-65)
- » (G3) Develop a touch-screen kiosk at the County Courthouse showcasing “200 Years of Representation and Progress” highlighting current and past County officials, significant County achievements/projects by decade, and a historical overview of Leon County. (2023-66)
- » (G4) Support the Sheriff in implementing a step pay plan for sworn officers to achieve and maintain recruitment and retention efforts. (2023-67)
- » (G3) Upgrade the Citizens Connect mobile application to ensure the best user experience and technical reliability for the next 10 years of readiness. (2024-77)
- » (G5) Begin implementing next generation 9-1-1 technology and infrastructure so as to ensure regional connectivity, call taker functionality, and the most resilient infrastructure during future disasters. (2024-78)
- » (G3) Launch a digital public noticing portal for use by Leon County Government, the City of Tallahassee, and other local governments



"200 Years of Representation and Progress" kiosk



Disaster bucket distribution with Elder Care Services

that aims to enhance transparency, accessibility, and engagement in civic matters by providing a centralized platform for public announcements. (2024-79)

- » (G3) Launch a comprehensive overhaul of the County's website, featuring a modern user-friendly and intuitive design, connecting citizens with County services and information. (2024-80)
- » (G3, Q3) Increase awareness and education on Human Trafficking by posting signage at County campgrounds. (2024-81)

- » (G1) Expand the County's existing Build Your Bucket training to include year-round neighborhood-level emergency preparedness workshops to increase awareness and resilience. (2024-82)
- » (G3) Host community outreach events on the Vision 2025 Comprehensive Plan Land Use and Mobility Elements Update to share information and solicit input from citizens, advocacy groups, and neighborhood representatives. (2024-83)

- » (G5) Evaluate future opportunities to acquire eligible, non-conservation, federal lands for the provision of affordable housing and public services. (2024-84)
- » (G4) Continue to support the Sheriff in offering competitive compensation and benefits to ensure the recruitment and retention of sworn officers. (2024-85)



LEON COUNTY ATTORNEY

ALIGNING BOARD PRIORITIES WITH OPTIMIZED RESOURCES

PEOPLE FOCUSED. PERFORMANCE DRIVEN.



CHASITY O'STEEN

County Attorney
850-606-2520
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Chasity H. O'Steen was selected to serve as the County Attorney beginning April 1, 2020. Ms. O'Steen is a 2003 graduate of the Florida State University College of Law, former General Counsel of both the State of Florida, Department of Management Services and Department of Financial Services. She brings with her a wealth of experience gained over 20 years in State and County government as well as the private sector, practicing in areas of law relevant to local government such as ethics, policy, procurement and contract issues, public records, federal and state grant funding, labor and employment law, finance, real estate and civil litigation.

Ms. O'Steen leads a team of skilled professionals in providing legal support to the Board and other officials of Leon County Government.

The County Attorney's Office provides legal services to the Board of County Commissioners, the County Administrator, County departments, and certain boards and agencies organized under the Board of County Commissioners, unless they are separate legal entities or have their own legal counsel, and as otherwise directed by the Board. The Office also reviews contracts, bond documents, ordinances, resolutions, and other written instruments.

LITIGATION: ADVOCATING FOR LEON COUNTY

The County Attorney's Office provides legal support to Leon County Government in a variety of areas, including the following litigation matters:

- Leon County is a plaintiff in the multidistrict opioid litigation against multiple opioid manufacturers, distributors, and retailers. The complaints include allegations of the manufacturer defendants' false, deceptive, and unfair marketing of opioids, as well as the distributor defendants' unlawful distribution of opioids. The Board approved entering into numerous settlement agreements, as well as a Memorandum of Understanding with the State of Florida governing how the settlement proceeds will be distributed among the State and local governments. It is currently contemplated that settlement payments will be paid out over 18 years, with use restricted to abatement and treatment of opioid use disorders and other limited uses. It is anticipated that most of the outside multidistrict litigation counsel will be paid through an attorney fund established at a national level, but a percentage of the local government distribution may also be used to fund attorneys' fees. On April 5, 2023, the Florida Attorney General's Office provided Florida cities and counties with partial estimated distribution numbers, and Leon County continues to receive disbursements. As of June 19, 2025, Leon County has received \$1,520,366 in settlement funds. At its April 9, 2024, regular meeting, the Board voted to accept \$2,395,366 in settlement funds and enter into funding agreements with Big Bend Community Based Care, LLC, d/b/a Northwest Florida Health Network, and with DISC Village, Inc., for the provision of substance abuse treatment and ancillary services for individuals with opioid and substance use disorders. Funds will also be used for the purchase of EMS equipment to address opioid use disorders. In addition, outside counsel investigated and researched the role that pharmacy benefit managers (PBMs) played in contributing to the opioid crisis and found that their failure to take action to slow the distribution of opioid pills into communities across the country directly contributed to fueling the opioid crisis. At the May 14, 2024, regular meeting, the Board authorized amending the County's current complaint

to add claims against certain pharmacy benefit managers, Express Scripts and OptumRx, and their relevant subsidiaries.

- Leon County, Florida v. Edward M. Mitchell, Jr., Code Enforcement Board Case No. 22-118 – a Code Enforcement Board (CEB) proceeding to enforce an environmental violation resulting from the clearing of trees within the Canopy Road Protection Zone without a permit. After a three-hour evidentiary hearing on January 18, 2024, the CEB found that the owner's vested rights did not exempt him from complying with those Code provisions, thereby finding him to be in violation and ordering him to apply for an after-the-fact permit to complete a replanting plan for replacement of the cleared vegetation. The CEB's opinion was memorialized in its Order dated February 21, 2024. In *Edward M. Mitchell v. Leon County*, Circuit Court Case No. 2024-CA-489, the violator appealed the CEB's Order to the Circuit Court. The matter was briefed by the parties, and on March 5, 2025, the Court entered an Order Denying Appeal from Leon County Code Enforcement Board, finding in favor of the County. In *Edward M. Mitchell v. Leon County*, Circuit Court Case No. 2024-CA-100, the Plaintiff filed a separate Complaint for Declaratory and Injunctive Relief, seeking a determination that the County was without legal authority to enforce the County's Canopy Road Ordinance as it applies to Plaintiff's Meridian Road property, again alleging he had vested rights and was not required to obtain a permit to clear trees within a Canopy Road Protection Zone. On October 7, 2024, the Court entered an Order Granting the County's Motion to Dismiss with prejudice.
- Leon County v. Florida Pace Funding Agency (FPFA), Circuit Court Case No. 2023-CA-2050
- Leon County/State of Florida v. Judy DuBois, County Court Case Nos. 2024-CC-16622, 2024-CO-11 through 2024-CO-70 – subsequent to a citizen complaint, Leon County Animal Control officers investigated allegations of mistreatment of dogs that were being held on the Defendant's property and a neighboring property belonging to a relative. As a result of the investigation, the Defendant issued 59 Leon County Animal Control citations for Inhumane Care, a violation of Section 4-37, Leon County Code, and one citation for Running at Large, a violation of Section 4-35(a), Leon County Code. Animal Control officers seized a total of 60 dogs from the Defendant's property, and ultimately, the Defendant surrendered 57 of the 60 dogs. The County petitioned the Court for custody of the three dogs that were not surrendered by the Defendant. Hearings on the County's petition and outstanding citations have been

COUNTY ATTORNEY OFFICE HIGHLIGHTS



postponed, pending the resolution of a related criminal case against the Defendant.

TRANSACTIONAL: RESEARCH, REVIEW, AND LEGAL SUPPORT

- Provided Legal Research, Review, Drafting Assistance, and Counsel to:
 - Human Services regarding the implementation of Targeted Emergency Assistance Microgrants (TEAM) Leon after the May 10 Tornado Outbreak in 2024.
 - Housing Services regarding the reallocation of ERA2 funds to the Tallahassee Housing Authority and subsequent agreement.
 - Parks and Recreation regarding updating the Camp Host License Agreements.
 - Code Compliance regarding the negotiation of an outstanding Nuisance Abatement Lien, for which the County expended funds to abate the nuisance, and obtaining a favorable settlement.
 - Provided legal review and coordination with outside counsel on negotiating and finalizing an agreement with a staffing agency for a consultancy agreement for expertise in the implementation of the preparation necessary for hosting the 2026 World Athletics Cross Country Championships.
 - Provided legal review and guidance related to an agreement with FEMA and the Department of Homeland Security for the temporary utilization of Leon County library meeting spaces and parking lots for staff and equipment staging in order to ensure more efficient storm response efforts.
 - Provided HIPAA and Public Records training in December 2024 and April 2025 to incoming EMTs and Paramedics for our Emergency Medical Services Division in our Office of Public Safety.
 - Provided policy review and guidance to Veterans Services to update their Policy and expand the category of Veteran Service Organizations eligible for County grant funding.
 - Worked closely with the Agenda Coordinator and Human Resources

to update the Human Resource policies to ensure all Board-approved policy amendments were accounted for and successfully completed.

- Real Estate Transactions and Right-of-Way Acquisition, including:
 - Assisting staff with the continued sale of County-owned real property appropriate for use as affordable housing, resulting in significant proceeds to the Housing Finance Authority of Leon County to be used for affordable housing.
 - Preparing a resolution adopting an inventory list of all real property within Leon County to which the County holds fee simple title that is appropriate for use as affordable housing.
 - Reviewing lease agreements for County-owned properties, such as the Leon County Government Annex and the Lake Jackson Town Center.
 - Providing pre-suit negotiation and acquisition of easements, fee parcels, and other right-of-way needed for the County's capital improvement projects, including the Woodville septic-to-sewer projects, Crowder Road Intersection Improvement Project at U.S. 27, and various sidewalk projects, including Safe Routes to School Program areas.
 - Assisting with the implementation of the Board's newly adopted private-to-public dirt road and private road repaving policies.
- Procurements, Transactions, and Assessments, including:
 - Provided legal input and guidance on the streamlining of the procurement process.
 - Procurement of the Leon County Main Library roof replacement project.
 - Procurement of the Leon County solid waste landfill closure.
 - Procurement for the structural additions, repairs, and renovations of the historic Ft. Braden Community Center.
 - Procurement for comprehensive disaster recovery and emergency

management services for the County.

- Providing legal support to staff with updating special assessments for fire rescue, sewer, solid waste, stormwater management, and the 2/3 Program.

YEAR IN REVIEW: COMPREHENSIVE LEGAL SERVICES

In the past 12 months, the County Attorney's Office has responded to more than 1,687 requests for legal advice or assistance, including reviewing, preparing, and/or signing ordinances, resolutions, proclamations, agenda items, contracts, various housing, land use, and other real estate documents, as well as employment, procurement, and litigation documents, responding to public records requests, and advertising public hearings. Included in this number are 441 agreements, 234 agenda items, 431 public records requests, 73 resolutions, eight ordinances, and eight policies. The County Attorney's Office provided legal support to the Planning Department for the 2025 Comprehensive Plan cycle and the Department of Development Support and Environmental Management in the approval of all Land Development Code revisions and applications for development approvals. The County Attorney's Office also represents Leon County before the Tallahassee-Leon County Planning Commission, the Board of Adjustment and Appeals, the Code Enforcement Board, and the Development Review Committee. For the 2024 elections, the County Attorney's Office represented the Leon County Canvassing Board. Office personnel have assisted with significant revisions to the Code of Laws concerning angle parking, school zone automated speed enforcement, animal control, safe use of public rights-of-way, modifying the membership of the Affordable Housing Advisory Committee, and code enforcement procedures, as well as amendments to various elements of the Comprehensive Plan. The County Attorney's Office continues to be active in efforts to keep the County's lakes clean and has worked diligently with the Florida Department of Environmental Protection and the U.S. Environmental Protection Agency to reduce nutrient levels coming into Lake Talquin from Georgia, including continuing efforts regarding implementation of the 2022 Lake Talquin TMDL Rule.

LEGAL LEADERSHIP: AWARDS AND DISTINCTIONS

This past year, County Attorney Chasity O'Steen served as Secretary of the City, County & Local Government Law Section of The Florida Bar and is the incoming Chair-Elect of the Section. Mrs. O'Steen was also appointed to serve on the Continuing Legal Education Committee of The Florida Bar.



PROVIDING SERVICE 24 HOURS A DAY, 7 DAYS A WEEK

1:00 AM

COMMUNITY AND MEDIA RELATIONS

A citizen receives a push notification directly to their mobile device through the Citizens Connect app when a thunderstorm warning is issued for the area by the National Weather Service.

3:00 AM

HOUSING SERVICES

A citizen with a failing septic tank completes a Leon County Housing Services Emergency Home Repair application online.

5:00 AM

TOURISM

Tourism staff arrive at Apalachee Regional Park to begin setting up for the 2024 FHSAA Cross Country Championships.



7:00 AM

SUSTAINABILITY

The County's solar panels and electric vehicle charging stations are monitored by Sustainability staff to ensure maximum functionality.

9:00 AM

HUMAN SERVICES

Human Services staff participate in Needs Assessment Planning to work with partners to identify gaps within the Big Bend Continuum of Care's homeless response system.

11:00 AM

SOLID WASTE

A citizen brings old fuel to the Household Hazardous Waste Center for environmentally safe disposal.



2:00 AM

EMERGENCY MEDICAL SERVICES

Paramedics respond to a patient in cardiac arrest and deploy the LUCAS chest compression device to maintain blood flow to the brain and other vital organs before transporting the patient to the hospital.

4:00 AM

PURCHASING

Purchasing warehouse staff provide County work crews with necessary equipment to clear storm debris.

6:00 AM

PARKS AND RECREATION

Parks staff prepare for a prescribed burn to maintain the County's greenways to ensure safe, accessible trails for residents, preserve native habitats, and support local wildlife.



8:00 AM

FLEET

Fleet mechanics perform preventative maintenance on Leon County vehicles to ensure they run smoothly and safely.

10:00 AM

PUBLIC WORKS

Operations staff dig a roadside ditch to protect water quality and reduce stormwater impacts.



12:00 PM

HUMAN RESOURCES

Human Resources staff attend a school career fair to share information about the Leon Works Junior Apprenticeship Program.

LIVING OUR PEOPLE FOCUSED. PERFORMANCE DRIVEN. CULTURE

A CORE PRACTICE OF LEON COUNTY GOVERNMENT



1:00 PM VETERAN SERVICES

Veteran Services staff process a Veteran Emergency Assistance Program (VEAP) application to provide rental assistance to a homeless veteran in need.



3:00 PM BOARD OF COUNTY COMMISSIONERS

The Board of County Commissioners recognize a long-serving resident for their dedication to giving back to the community.



5:00 PM ENGINEERING SERVICES

Engineering Services staff monitor traffic through a construction zone for necessary signal timing adjustments.

7:00 PM LIBRARY SERVICES

A middle school student receives free, live online tutoring in algebra through Brainfuse HelpNow using their library card.

9:00 PM OFFICE OF ECONOMIC VITALITY

A citizen listens to the latest episode of the *Economic Vitality Unplugged* podcast about the people, policies, and projects shaping the local economy.

11:00 PM DEVELOPMENT SUPPORT AND ENVIRONMENTAL MANAGEMENT

A contractor completes an online application for a building permit through the Leon County Online Permit Portal.

2:00 PM INTERVENTION AND DETENTION ALTERNATIVES

OIDA staff assist a client experiencing homelessness by providing information and a referral to a local housing assistance program.

4:00 PM EMERGENCY MANAGEMENT

Emergency Management staff conduct an emergency response course for residents to enhance readiness.



6:00 PM ANIMAL CONTROL

An Animal Control Officer responds to a citizen request for low cost spay and neuter vouchers.

8:00 PM FACILITIES

Facilities staff meet with a custodial vendor for deep cleaning of offices and common areas in the Courthouse.

10:00 PM VOLUNTEER SERVICES

A citizen uses VolunteerLEON's Get Connected website to find and apply for local volunteer opportunities.



12:00 AM OFFICE OF INFORMATION TECHNOLOGY

Management Information Services staff support the justice information and jail management systems to aid in keeping our community safe.



DEMONSTRATING HIGHEST STANDARDS OF PUBLIC SERVICE

LEON COUNTY GOVERNMENT ORGANIZATIONAL CHART



BOARD OF COUNTY COMMISSIONERS



VINCENT S. LONG
County Administrator



CHASITY H. O'STEEN
County Attorney



MATHIEU CAVELL
Director, Community Relations and Resilience



KEVIN PETERS
Director

Emergency Management

- Disaster Preparedness and Response
- 9-1-1 Operations
- Disaster Plan Review
- Emergency Exercises



KIANNA GILLEY
Manager

Community and Media Relations

- Community Relations
- Media Engagement
- Crisis Communications
- Disaster Resiliency



KERRI POST
Director

Tourism

- Destination Marketing
- Sports Tourism
- Signature Event Grants
- Amphitheater Concert Series
- Culture and Arts



CANDICE WILSON
Director, Human Resources



SHINGTON LAMY
Assistant County Administrator



CHAD ABRAMS
Chief

Office of Public Safety

- Emergency Medical Services
- Consolidated Dispatch Agency
- Animal Control



TERESA BROXTON
Director

Office of Intervention and Detention Alternatives

- Probation
- Supervised Pretrial Release
- Drug and Alcohol Testing
- PSCC



PAMELA MONROE
Director

Library Services

- Branch Libraries
- Ask a Librarian and Reference
- Community Programming
- Learning Resources
- Technology and Media



ABIGAIL THOMAS
Director

Human Services and Community Partnerships

- Health and Human Services
- Housing Services
- Veterans Services



BEN BRADWELL
Manager

Veterans Services

- Benefit Counseling
- Veterans Resource Center
- Emergency Assistance for Veterans



JELANI MARKS
Manager

Housing Services

- Affordable Housing
- Down Payment Assistance
- Rehabilitation



KEN MORRIS
Assistant County Administrator



ROSHAUNDA BRADLEY
Director

Office of Management and Budget

- Budget Development
- Grants
- Fiscal Planning
- Risk Management



MICHELLE TAYLOR
Chief Information Officer

Office of Information and Technology

- Management Information Services
- Geographical Information Systems



NICKI HATCH
Assistant to the County Administrator

Legislative and Strategic Initiatives

- Strategic Planning
- Legislative Affairs

Purchasing Real Estate



NAWFAL R. EZZAGAGHI
Assistant County Administrator



BRENT PELL
Director

Public Works

- Operations
- Mosquito Control
- Engineering Services
- Construction Management
- Fleet Management



MAGGIE THERIOT
Director

Office of Resource Stewardship

- Sustainability
- Recycling
- Parks and Recreation
- Facilities
- Solid Waste
- Coop. Extension



SCOTT BROCKMEIER
Director

Development Support and Environmental Mgmt.

- Environ. Svcs.
- Dev. Svcs.
- Building Plans Review and Inspection
- Permit/Code Services



ARTIE WHITE
Director

Department of P.L.A.C.E.

- (Planning, Land Management and Community Enhancement)
- Planning
- Blueprint
- Office of Economic Vitality
- MWSBE

DELIVERING ON OUR PRIORITIES: MICCOSUKEE COMMUNITY CENTER



As part of Leon County's ongoing commitment to supporting the community and creating spaces for residents of all ages, the County opened the renovated Miccosukee Community Center in the historic Concord School building at 15011 Cromartie Road. The revitalized center features a community meeting room, a warming kitchen, and multipurpose programming spaces designed to bring residents together for any occasion, and the space can also serve an emergency services role following disasters. Steps from the community center, residents can now enjoy resurfaced basketball courts, more than half a mile of walking trails, a new playground, and picnic tables. The County invested more than \$5 million in the renovation, including a \$3.6 million Community Development Block Grant and \$1 million in federal funding allocated by Congress in the Fiscal Year 2022 appropriation bill.





COMMUNITY RELATIONS AND CITIZEN ENGAGEMENT

PROVIDING TRANSPARENCY AND ENGAGING CITIZENS

Leon County continues to grow citizen involvement and engagement through its commitment to programs that help shape the community, including the Citizen Engagement Series, Library Lecture Series, and the Club of Honest Citizens.

The nationally recognized Leon County Citizen Engagement Series continued this year with a training on disaster resilience. Focused on building community preparedness and resilience to withstand man-made and natural disasters, dozens of residents stepped behind the scenes at the County's Emergency Operations Center to learn about disaster preparedness with local public safety experts. County staff, nonprofit partners, and public safety officials offered sessions on various topics, including disaster preparedness, emergency communication, and the importance of having an evacuation plan.

Now in its ninth year, the award-winning Leon County Library Lecture Series hosted three events featuring a diverse range of speakers and topics. Florida State University Associate Professor Dr. Beth Coggeshall led an enlightening discussion focused on medieval Italian poet Dante Alighieri's timeless insights into the complexities of human connection. During a lunchtime workshop, health and wellness coach Heather Fuselier shared expert insights on setting realistic goals, establishing healthy boundaries, and embracing progress over perfection. Rounding out the series, Marcus Curtis, GIS Specialist for Tallahassee-Leon County Geographic Information Systems (GIS), explored local history through maps, photos, and an interactive digital StoryMap that highlights the lasting contributions and connections of notable community namesakes.



Citizen Engagement Series: Disaster Resilience Edition



LEON COUNTY Library Lecture Series

*Topics That Engage
and Inspire*



Dr. Beth Coggeshall

*Dante and
Friendship in
Modern Times*



Heather Fuselier

*Harmony in
Action:
Navigating
Work-Life
Balance*



Marcus Curtis

*The Stories
Behind the
Names:
Exploring
Local History
Using
StoryMaps*

Created Equal:

The Rhythm & Resilience of Black Music



On April 9, 2025, Leon County partnered with The Village Square to host its 10th annual Created Equal event, *The Rhythm & Resilience of Black Music*. Hundreds of people attended the event celebrating the history, impact, and evolution of Black music. Featuring dynamic performances by Tallahassee Nights Live and an insightful discussion with a distinguished panel of experts, attendees examined how Black music evolved and reflected Black history and culture.

Audience members from all walks of life had the opportunity to engage in discussions centered around the role of music in civil rights movements, how music expresses cultural identity, and its power as a form of resistance, celebration, and innovation. By examining the musical and historical timelines, attendees gained a deeper understanding of the genres, movements, and pivotal moments that influenced the broader cultural landscape.





SUBSCRIPTION SERVICES VS. COUNTY SERVICES

COMPARING YOUR DOLLAR

COMPARING HIGH-QUALITY COUNTY SERVICES WITH A MONTHLY STREAMING BILL

For less than a monthly streaming bill, you receive County services like Emergency Medical Services, parks, road maintenance, mosquito control, libraries, stormwater, disaster response and recovery, and so much more!

SUBSCRIPTION SERVICES

Total \$280

COUNTY SERVICES

Law Enforcement & Corrections	\$63.50
Emergency Medical Services (EMS)	\$11.05
Facilities	\$7.48
Health & Human Services	\$6.50
Elections	\$3.70
Library Services	\$3.96
Mosquito Control	\$0.45
Veterans, Volunteer, Economic Development & Planning	\$1.31
All Other Services	\$35.71
Total	\$ 133.66

Do I need all these sitcom reruns? **\$19**

I thought this was part of my cable bill ... **\$21**

The price is going up again?! **\$25**

Never heard of those shows. **\$10**

If I have to watch *Frozen* one more time ... **\$16**

Lots of unskippable ads, probably. **\$83**

Wait, how much?! **\$61**

Commercials? But I have a paid subscription! **\$15**

What even is this? **\$17**

Oh, come on! **\$13**

Leon County is not affiliated with the companies whose logos appear on this page; the logos are being used to provide context for residents in describing beneficial public services.

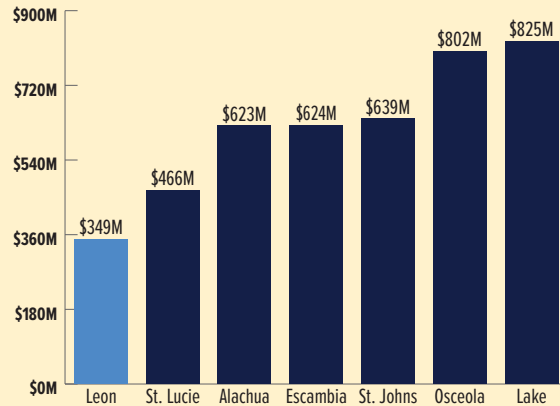


FY 2025/2026 LEON COUNTY ADOPTED BUDGET AT A GLANCE

COUNTY ADMINISTRATION

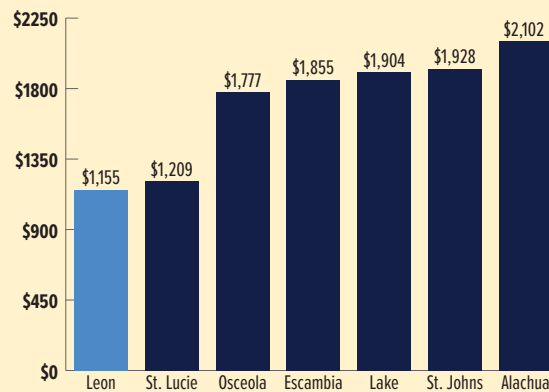


Total Net Budget (FY25)



Leon County has the lowest operating budget among like-sized counties, with a net budget of \$349 million. St. Lucie County's net budget is 34% higher than Leon County's.

Net Budget per Countywide Resident (FY25)



Leon County spends the least dollars per county resident of all like-sized counties. The next closest County's net budget per capita is 5% higher than Leon County's (St. Lucie County). Osceola County spends 54% more per resident than Leon County does.

EXERCISING RESPONSIBLE STEWARDSHIP OF THE COMMUNITY'S RESOURCES

- ▶ Balanced the FY26 budget (\$401.5 million), a 6.3% increase from last year's budget, without raising the millage rate for the 14th year in a row.
- ▶ The FY26 budget continues to maintain core services and the community's infrastructure. A few highlights include:
 - » Dedicating more than \$2.1 million to Community Human Services Partnership (CHSP) agencies to address the community's most pressing needs, including the establishment of line-item funding for emergency homeless shelters; \$1.8 million to ensure uninsured and underinsured residents have access to comprehensive health services; and \$759,800 in State Housing Initiatives Partnership (SHIP) program funding to support affordable housing.
 - » Fully supporting the Leon County Sheriff's Office's (LCSO) and Supervisor of Elections Office's budget request, including an additional LCSO Homeless Outreach Street Team (HOST) deputy.
 - » Allocating millions of dollars in funding to support strategic, long-term investments in infrastructure with a focus on maintaining existing assets, including more than two million square feet of County facilities, 2,902 acres of greenways and parks, along with hundreds of miles of roads and stormwater drainage systems.
 - » Preserving community affordability through the "Save Our Homes" measure, which provides a safeguard for homesteaded property owners by capping the annual property value increase at 3%.
 - » Adding 10 new paramedics/EMTs for Emergency Medical Services (LCEMS) to maintain response times.
 - » New cost savings and avoidances of \$3.4 million, bringing the total to more than \$79 million since FY13.

PROPERTY TAX DISTRIBUTION

(Based on average value single-family home in Leon County)

Services	FY 2026 Ad Valorem Tax Bill \$1,604	FY 2026 Monthly Cost	FY 2026 Percent of Ad Valorem Taxes
Sheriff - Law Enforcement	426.97	35.58	26.62%
Sheriff - Corrections	335.15	27.92	20.90%
Emergency Medical Services	132.72	11.05	8.28%
Facilities Management	89.71	7.48	5.59%
Health & Human Services	77.99	6.50	4.86%
Capital Improvement	62.15	5.18	3.88%
Management Information Services	59.07	4.92	3.68%
Library Services	47.47	3.96	2.96%
Tax Collector	47.09	3.92	2.94%
Supervisor of Elections	44.35	3.70	2.76%
Property Appraiser	44.15	3.68	2.75%
Administrative Services	41.78	3.48	2.60%
Other Non-Operating/Communications	41.02	3.42	2.56%
Community Redevelopment - Payment	25.80	2.15	1.61%
Other Criminal Justice (Probation, DJJ, Diversion)	24.79	2.07	1.55%
Veterans, Volunteer, Planning, Economic Dev.	15.77	1.31	0.98%
Board of County Commissioners	14.78	1.23	0.92%
Clerk of Circuit Court	13.47	1.12	0.84%
800 MHz Radio Communication System	12.91	1.08	0.80%
Risk Allocations	12.22	1.02	0.76%
Geographic Information Systems	11.86	0.99	0.74%
Court Administration and Other Court Programs	5.67	0.47	0.35%
Mosquito Control	5.44	0.45	0.34%
Sustainability/Cooperative Extension	5.42	0.45	0.33%
Office of Management and Budget	4.96	0.41	0.31%
Budgeted Reserves	1.28	0.11	0.09%
TOTAL	\$1,604.00	\$133.66	100.00%



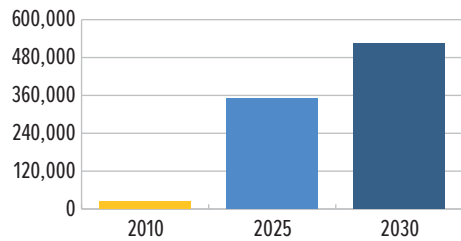
PERFORMANCE DRIVEN PROGRESS

PROVIDING HIGH-QUALITY SERVICES WITH OPTIMIZED RESOURCES



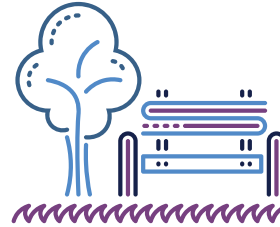
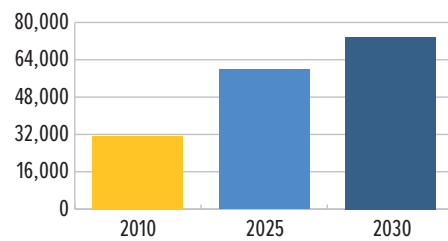
Library Services

EBOOK/AUDIOBOOK CHECKOUTS



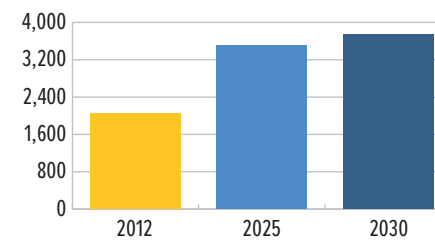
Emergency Medical Services

CALLS FOR SERVICE



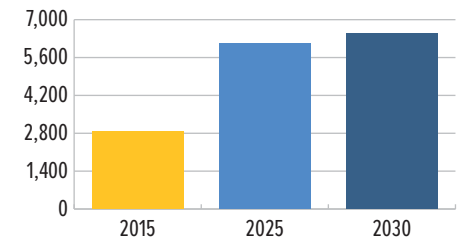
Parks and Recreation

TOTAL ACRES OPEN TO THE PUBLIC



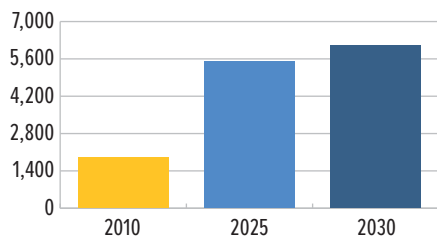
Dev. Support & Env. Mgmt.

ONLINE PERMITS ISSUED



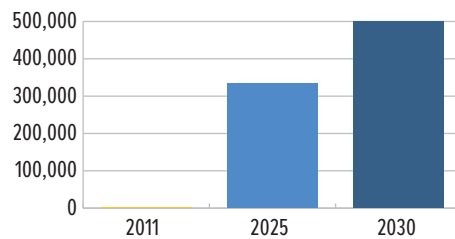
Veteran Services

CLIENTS SERVED



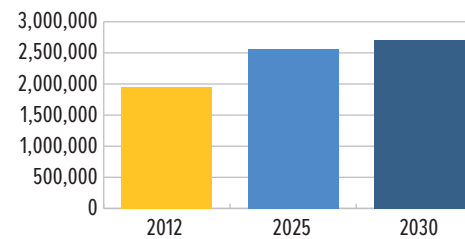
Community & Media Relations

SOCIAL MEDIA FOLLOWERS



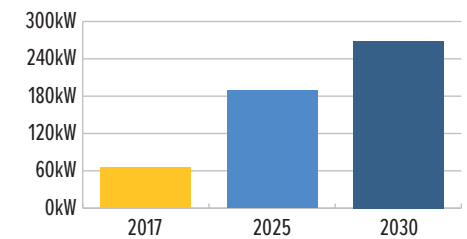
Tourism

NUMBER OF VISITORS



Sustainability

SOLAR ENERGY PRODUCED AT COUNTY FACILITIES



PAST



PRESENT



PROJECTED

STRETCHING YOUR TAX DOLLARS

EXERCISING RESPONSIBLE STEWARDSHIP OF THE COMMUNITY'S RESOURCES

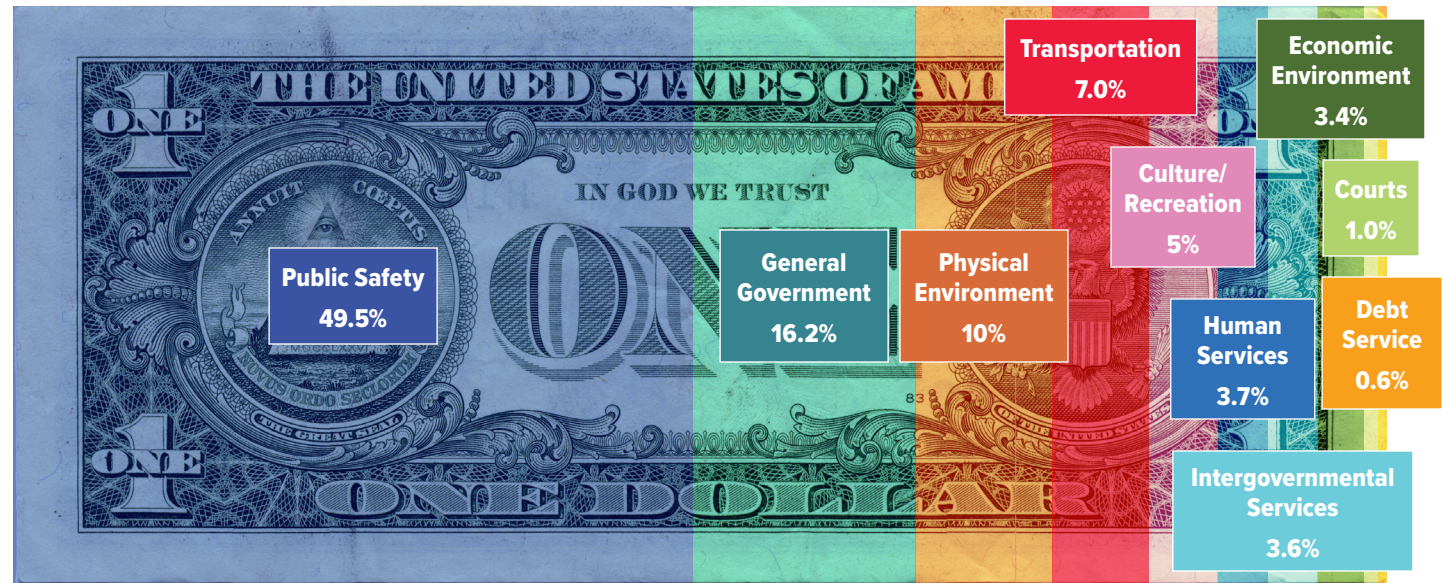


WHERE THE \$401.5 MILLION COMES FROM...



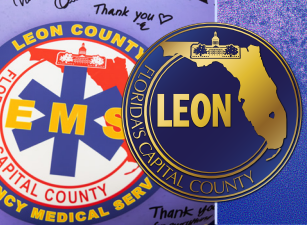
FY 2025/2026 ADOPTED BUDGET:
\$401.5 MILLION

...AND HOW THE
\$401.5 MILLION
IS UTILIZED



DID YOU KNOW?

- Leon County citizens pay among the lowest in the state per person to operate their local County government.
- The County has balanced the budget every year without raising the millage rate for the last 14 years.



EMERGENCY MEDICAL SERVICES (EMS)

ALIGNING BOARD PRIORITIES WITH OPTIMIZED RESOURCES

PEOPLE FOCUSED. PERFORMANCE DRIVEN.

Goal Statement

To preserve life, improve health, and promote safety through clinically superior and compassionate pre-hospital care and life safety education for citizens and visitors of Leon County.

Strategic Initiatives

QUALITY OF LIFE

- Continue to evaluate emergency medical response strategies to improve medical outcomes and survival rates. (#2022-22)

PRESERVING LIFE. IMPROVING HEALTH. PROMOTING SAFETY.



On call at Florida A&M University's Bragg Memorial Stadium



Press the Chest CPR training for the community

- ▶ Responded to more than 60,000 calls for service and transported more than 37,000 patients in FY25, leading the industry in setting the standard for emergency medical care.
- ▶ Provided on-site emergency medical care during the active shooter incident on the Florida State University (FSU) campus on April 17, 2025, and transported six wounded victims to the local hospital (see more on page 41).
- ▶ Continued to provide specialized services through Critical Care Transport, Tactical Medical, Highly Infectious Patient Transport, and Special Operations teams.
- ▶ Continued to improve the chances of survival following a cardiac arrest event by advocating for the integration of automated external defibrillators (AEDs) and conducting cardiopulmonary resuscitation (CPR) training through the Heart Ready initiative.
 - » More than 1,600 citizens received training in CPR and AED use.
 - » 1,500 public access AEDs in the community.
- ▶ During the Press the Chest event, provided lifesaving hands-only CPR and AED awareness training to more than 600 citizens and connected attendees with more than 18 community partners.
- ▶ Received a \$62,000 Florida Department of Health EMS Matching Grant to provide 40 low-cost AEDs to businesses and publicly accessible facilities in the community.
- ▶ Partnered with Tallahassee State College and Godby High School to offer an Emergency Medical Technician program to high school students.
- ▶ Continued to provide internships for Tallahassee State College and North Florida College EMS students.
- ▶ Continued to operate a prehospital whole blood transfusion program, enhancing patient care and saving the lives of seriously ill patients. Since the program launched in 2024, 50 units of blood have been transfused.
- ▶ Continued to participate in the national Cardiac Arrest Registry to Enhance Survival (CARES), which collects and analyzes EMS and hospital data to improve cardiac arrest outcomes.

Contact us

(850) 606-2100
www.LeonCountyFL.gov/LCEMS



Teddy Bear-a-medec mascot

- ▶ Continued a partnership with the University of Florida to research advances in prehospital emergency pediatric patient care.
- ▶ Enhanced EMS member well-being by continuing to develop peer support capabilities and partnered with the 2nd Alarm Project to provide additional services.
- ▶ Further enhanced the Social Service Referral Program with community partners, which assists paramedics in referring vulnerable patients in need of social, mental health, and financial assistance to community partners.
- ▶ Provided an income-based fee discount program and continued to completely waive EMS fees for uninsured or underinsured veterans.
- ▶ Partnered with Safe Kids Big Bend, a national organization committed to working with families and communities to keep children safe from unintentional injuries, through the Community Centric Injury Reduction program.
- ▶ Conducted more than 50 child safety seat inspections and installations at the Public Safety Complex as well as health and safety fairs throughout the community through the Child Passenger Safety Seat program.



Honor Flight

- ▶ Partnered with Leon County Schools in support of the Safe Routes to School program by providing a bike trailer, equipment, and medics to promote bicycle use and transportation measures as well as safety education to schools and the community.
- ▶ Operated an EMT to Paramedic Trainee Program, assisting current EMTs to become paramedics, resulting in more paramedics and improved recruitment and retention of members.
- ▶ Conducted joint training exercises with local law enforcement agencies and the fire department to enhance the response to major incidents, including Active Shooter Hostile Events (ASHE), which contributed to the well-coordinated and executed response to the FSU shooting.
- ▶ Worked with community partners to combat opioid overdoses by creating a network of treatment, care, and recovery for individuals impacted by opioid use disorders.
- ▶ Implemented a Narcan leave behind program where doses of Narcan, an opioid reversal agent, and information on available peer support are provided to patients and families of patients suffering from opioid use disorders.

DID YOU KNOW

EMS is one of just over 200 ambulance services in the United States to provide prehospital blood transfusions in the field. Research has found that the transfusion of blood by paramedics significantly improves the survivability of severe trauma and medical conditions that result in major blood loss.

- ▶ Continued public information efforts to build public awareness of EMS excellence and attract a talented workforce:
 - » Posted employment opportunities, employee highlights, safety tips, and more on the EMS Facebook and Instagram pages.
 - » Enhanced the recruitment website and implemented new outreach strategies to attract paramedics.
- ▶ Provided medical coverage during Honor Flight Tallahassee, which brought more than 130 veterans and guardians on a one-day trip to Washington, D.C. to visit our nation's memorials.
- ▶ Participated in more than 300 special operations events, providing medical coverage for our community during athletic events, concerts, festivals, and graduations.
- ▶ Hosted or participated in more than 115 community trainings and events, including CPR, Stop the Bleed, first aid, child passenger safety, bicycle safety, and when and how to call 9-1-1.
- ▶ Continued offering health and safety educational resources for youth featuring the Teddy Bear-a-medec mascot, including coloring sheets, story times, and outreach appearances.
- ▶ Launched a public safety and disaster preparedness 2-in-1 activity book for students in kindergarten through third grade in collaboration with Leon County Emergency Management.



TACTICAL MEDIC 10 YEAR ANNIVERSARY

A DECADE OF DEDICATED SERVICE: EMS TACTICAL MEDIC TEAM CELEBRATES 10 YEARS

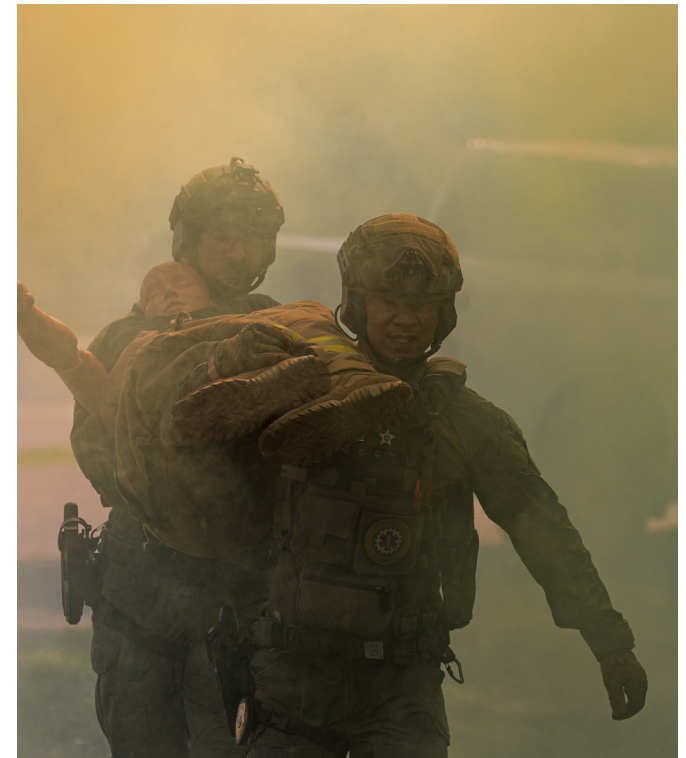
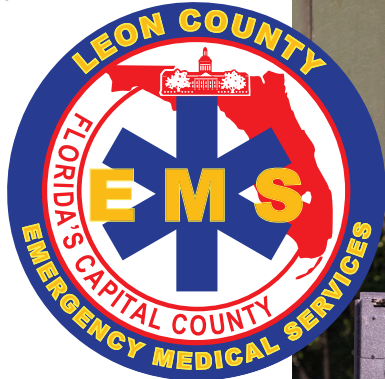
When a crisis strikes and conventional emergency response is too dangerous, the Leon County Emergency Medical Services (LCEMS) Tactical Medic Team steps in to provide lifesaving care directly into the heart of the danger. Established in 2015, the Tactical Medic Team delivers rapid and expert medical intervention during high-threat emergencies to significantly improve outcomes and enhance the overall safety of tactical operations. In situations where seconds mean the difference between life and death, having the Tactical Medic Team on scene is crucial for saving lives.

The Tactical Medic Team works alongside the Leon County Sheriff's Office (LCSO) Special Weapons and Tactics (SWAT) team to provide emergency medical support to law enforcement, civilians, and suspects during life-threatening crisis situations. The team is an integral part of LCSO SWAT deployments during critical incidents such as hostage rescues, active shooter events, high-risk search warrants, and other situations where there is the potential for injury or violence. Composed of seven dedicated Leon County EMS medics, the team must maintain a high level of physical fitness and undergo rigorous advanced medical training to respond effectively at a moment's notice.

The LCEMS Tactical Medic Team exemplifies courage and selflessness, continuing to make a profound and lifesaving difference in the community every day.

BY THE NUMBERS

- ▶ 71 deployments
- ▶ 14,000+ training hours completed
- ▶ 74 FSU football home games covered





A COMMUNITY UNITED: LEON COUNTY EMS RESPONDS TO FSU INCIDENT

The morning of April 17, 2025, began like any other for Leon County Emergency Medical Services (LCEMS), with medics heading out to their shifts across the community.

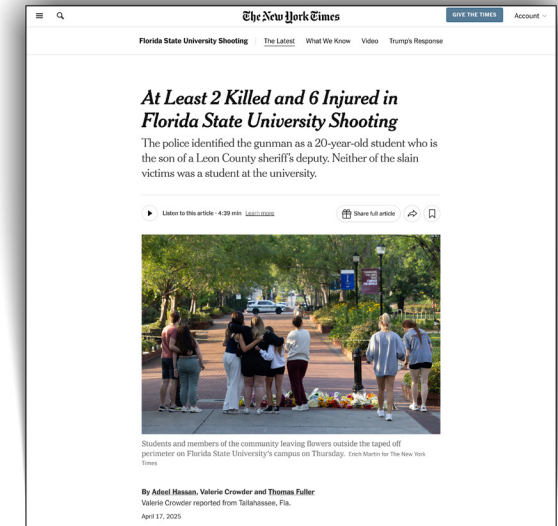
At approximately 11:58 a.m., 9-1-1 calls started pouring in about an active shooter on Florida State University's campus near the Student Union. The call was dispatched, and a Leon County ambulance was on scene in less than one minute. Additional support from LCEMS arrived within six minutes as they quickly established a Casualty Collection Point to provide lifesaving prehospital care to the wounded before transport. In just 12 minutes, multiple Leon County advanced life support ambulances were staged to transport patients to the hospital as quickly as possible. That day, six wounded were transported to the hospital, and every single one survived thanks to the expert care they received on scene from LCEMS medics.

The Leon County Emergency Operations Center was also activated, with Emergency Management, Community and Media Relations, and the Office of Information Technology supporting FSU, the Tallahassee Police Department, and other first responder agencies with response efforts.

While the LCEMS team routinely trains for incidents like this, they had hoped they would never need to put that training into action. Year-round Active Shooter/Hostile Event Response (ASHER) trainings involve multi-agency coordination between local first responder agencies and vital response partners, including LCEMS, law enforcement, and hospitals. These exercises streamline on-scene coordination and communication so EMS members can safely enter the scene and provide critical aid as quickly as possible.

Leon County honored the extraordinary dedication and swift action of our LCEMS team during a dinner celebration on April 28. During the event, LCEMS was presented with a banner signed by FSU students directly affected by this tragedy, a powerful symbol of the team's impact and the community's gratitude.

In the face of an unthinkable event, LCEMS exemplified the very best of emergency medical services. Their actions on that day and their ongoing commitment to the community's well-being stand as a testament to their unwavering dedication to the health and safety of all Leon County residents.



BY THE NUMBERS



<1 minute LCEMS on scene



68 LCEMS responders



14 LCEMS ambulances

6 patients transported



LEROY COLLINS LEON COUNTY PUBLIC LIBRARY SYSTEM

ALIGNING BOARD PRIORITIES WITH OPTIMIZED RESOURCES

PEOPLE FOCUSED. PERFORMANCE DRIVEN.

Mission Statement

To be an essential resource and place for learning, engagement, and innovation that provides for our community's changing needs.

Strategic Initiatives

QUALITY OF LIFE

- Implement the Leon County Essential Libraries Initiative. (#2022-21)

LEARN. ENGAGE. INNOVATE.



Spring Seed Library Kickoff

- ▶ Served more than 1.1 million customers digitally and in person through the Library System, and managed nearly 1.4 million checkouts in FY25, including print, DVDs, audio, eBooks, computers, tablets, Library of Things items, and more.
- ▶ Oversaw the second-floor renovation at the Leon County Main Library, which is scheduled to be complete in September 2025. Highlighted features of the renovated space include 14 multi-use meeting rooms and gathering spaces, a Career Corner workforce development hub, a soundproof recording studio, comfortable seating, public computer areas, enhanced directional signage, and more.
- ▶ Launched Brainfuse HelpNow, a free, live online tutoring service that connects students with professional tutors for real-time assistance in core subjects, writing support, test preparation, and more.
- ▶ Established a remote pick-up locker at the new Miccosukee Community Center to provide convenient access to library materials.
- ▶ Through the Community Resources Specialist, partnered with state and local human services agencies to provide regular access to services, including Lawyers in the Library, a multi-program Mental Wellness Series, and Dementia-Friendly for the Holidays.
- ▶ Completed another successful year of the Leon County Library Lecture Series, offering three informative sessions:
 - » Dr. Beth Coggeshall, Associate Professor in the Department of Modern Languages and Linguistics at Florida State University, *Dante and Friendship in Modern Times*.
 - » Heather Fuselier, National Board-Certified Health and Wellness Coach, *Harmony in Action: Navigating Work-Life Balance*.
 - » Marcus Curtis, GIS Specialist with Tallahassee-Leon County Geographic Information Systems, *The Stories Behind the Names: Exploring Local History Using StoryMaps*.
- ▶ Launched and continued community-wide reading challenges through Beanstack, including Winter Reading 2025: Be a Reading Machine, In My Reading Era, and the Summer Reading Challenge.
- ▶ Hosted more than 2,000 programs, including story times, book clubs, teen workshops, and more.
- ▶ Celebrated the 10th anniversary of the annual spring and fall Seed Library in coordination with UF/IFAS Leon County Extension. Users checked out more than 26,000 sample-size packets, totaling more

Contact us

(850) 606-2665
www.LeonCountyLibrary.org



Charlie Ward's Heisman Trophy exhibit



Community Gingerbread House Competition

than 280,000 seeds, along with instructions for effective cultivation.

- » The 2025 Spring Seed Library Kickoff event set a new attendance record with more than 1,300 participants.
- Expanded teen programming at all locations, including SAT prep, art and sustainability workshops, coding, and food preparation classes.
- Created an eight-week summer program around the theme *Color Our World*, which featured programs for all ages, including art and theater events, educational animal encounters, and reading challenges.
- Hosted two Florida Talks workshops through the Florida Humanities Speakers Bureau, including:
 - » *Zora Neale Hurston: The Mother of American Musicology* with Dr. Panayotis League.
 - » *More Than Orange Blossoms: Feisty, Fabulous Females of Florida* with Carrie Sue Ayvar.
- Continued offering adult education classes, which helped more than 2,000 attendees earn a GED, prepare for the U.S. citizenship exam and interview, improve English language skills, and more.

- Offered more than 160 STEM programs for youth and adults, promoting critical thinking, creativity, and real-world applications.
- Expanded in-person Homework Hub tutoring for K-8 students at all library locations.
- Hosted the exhibit *Charlie Ward's Heisman Trophy: The Bronze Legend* to celebrate local achievement, sports history, and community pride.
- Engaged more than 200 adults in *Eureka! An Evening of Science*, a hands-on science series with Todd Bevis from Florida State University.
- In partnership with Second Harvest of the Big Bend, continued to provide healthy food to kids and teens throughout the year at library locations.
 - » Distributed 3,307 after-school snacks through the Kids Cafe program during the school year.
 - » Distributed 4,255 healthy meals through Summer BreakSpot from June to August.
- Hosted Florida Licensing on Wheels (F.L.O.W.), which offered licenses, ID cards, and registration services through the Florida Department of Highway Safety and Motor Vehicles.

LEON COUNTY LIBRARY LOCATIONS

LeRoy Collins Leon County Main Library

200 West Park Avenue
(850) 606-2665

Bruce J. Host Northeast Branch Library

5513 Thomasville Road
(850) 606-2800

Dr. B.L. Perry, Jr. Branch Library

2817 South Adams Street
(850) 606-2950

Eastside Branch Library

1583 Pedrick Road
(850) 606-2750

Jane G. Sauls Fort Braden Branch Library

16327 Blountstown Highway
(850) 606-2900

Lake Jackson Branch Library

3840-300 North Monroe Street
(850) 606-2850

Woodville Branch Library

8000 Old Woodville Road
(850) 606-2925

- Standardized language in DVD catalog records to identify English closed captions or subtitles, improving accessibility in the online catalog.
- Partnered with Midtown Reader to distribute 1,000 free books to support the *One Book Tally* community-wide read.



EMERGENCY MANAGEMENT

COMMUNITY RELATIONS AND RESILIENCE

ALIGNING BOARD PRIORITIES WITH OPTIMIZED RESOURCES

PEOPLE FOCUSED. PERFORMANCE DRIVEN.

Goal Statement

To protect our community by coordinating and integrating all activities necessary to build, sustain, and improve resilience so as to mitigate against, prepare for, respond to, and recover from man-made natural disasters.

Strategic Initiatives

QUALITY OF LIFE

- Build, sustain and improve resilience to mitigate against, prepare for, respond to and recover from man-made and natural disasters. (#Q7)

GOVERNANCE

- Begin implementing next generation 9-1-1 technology and infrastructure so as to ensure regional connectivity, call taker functionality, and the most resilient infrastructure during future disasters. (#2024-78)
- Expand the County's existing Build Your Bucket training to include year-round neighborhood-level emergency preparedness workshops to increase awareness and resilience. (#2024-82)
- Execute all 41 after-action recommendations from 2024, addressing key findings, and lessons learned from the Bicentennial Storm, the May 2024 Tornado Outbreak, and Hurricane Helene to strengthen County preparedness, response, and recovery efforts. (#2025-99)

Contact us

(850) 606-3700
www.LeonCountyFL.gov/EM

DISASTER PREPAREDNESS, RESPONSE, AND RECOVERY

- ▶ Directed the Emergency Operations Center (EOC) to plan for and coordinate disaster response activities with all partners.
- ▶ Led disaster response and recovery efforts for Hurricane Helene and the January Winter Storm.
- ▶ Provided translation support in coordination with the American Red Cross for Hurricane Milton evacuees at the North Florida Fairgrounds shelter.
- ▶ Hosted seven training courses for 210 local and regional emergency responders to build and enhance their emergency response skills.
- ▶ Ensured Leon County's preparation and resilience for any disaster by:
 - » Participating in 12 community outreach and education presentations.
 - » Reviewing emergency plans for 60 healthcare facilities and conducting public education and outreach programs for community groups.
 - » Coordinating with Elder Care Services to provide more than 100 disaster supply kit buckets to vulnerable seniors.
- ▶ Received more than 174,000 emergency calls during the past year to the Leon County Enhanced 9-1-1 System, including approximately 151,500 from wireless devices, 11,000 from landline devices, 8,000 from VoIP devices, and 3,600 texts.
- ▶ Responded to more than 1,050 requests for 9-1-1 records.
- ▶ For the first time, distributed the Leon County Disaster Survival Guide by mail to every resident in the County.
- ▶ Updated LeonReady.com to connect the public with available hurricane preparedness resources.



Disaster preparedness buckets for delivery to Elder Care Services clients

- ▶ Continued to provide Neighborhood Readiness Trainings to help individuals, families, and neighborhoods prepare, act, and recover from disasters.
- ▶ Continued offering hurricane preparedness educational resources for youth featuring the Billy the Bucket mascot, including the Billy the Bucket Hurricane Safety Coloring Book and Story Time with Billy the Bucket.
- ▶ Launched a disaster preparedness and public safety 2-in-1 activity book for students in kindergarten through third grade in collaboration with Leon County EMS.
- ▶ Hosted the Citizen Engagement Series: Disaster Resilience Edition, providing an opportunity for County residents to connect with local public safety experts to learn how to prepare for disasters.

A PREPARED COMMUNITY IS A RESILIENT COMMUNITY

With our lead role in emergency response, caring for the lives and livelihoods of our community is nothing new to Leon County Emergency Management. The County's unwavering dedication to community resilience is reflected through our local officials, neighborhood leaders, and community partners who work together during times of disaster to keep us safe, provide critical information, and answer our community's needs.

On September 26, 2024, Hurricane Helene roared ashore near the mouth of the Aucilla River as a Category 4 storm, the most powerful landfall ever recorded in Florida's Big Bend. With sustained winds of 140 mph driving a 15-foot storm surge, Hurricane Helene became the deadliest U.S. hurricane since Hurricane Katrina, claiming more than 230 lives nationwide and causing billions of dollars in damage.

Leon County avoided the worst of the storm but still endured tropical-storm-force gusts up to 67 mph and rainfall totals approaching 10 inches along its western edge. The Leon County Emergency Operations Center (EOC) was activated for nine consecutive days. During the County's response, eight risk shelters housed a peak population of 1,576 residents, 43,000 sandbags were distributed to the community, and nearly 37,000 cubic yards of debris were hauled away. When the community was recovering, points of distribution served 4,396 vehicles, dispensing critical supplies to storm-affected households. The County's damage assessment teams identified 133 damaged residential structures. Overall, the County's response costs were estimated at \$1.3 million, which was submitted to the Federal Emergency Management Agency (FEMA) for full reimbursement.

Months later, from January 21-24, 2025, the EOC was activated for 40 hours in response to a winter storm that brought snowfall, freezing rain, and sleet. The National Weather Service recorded 1.9 inches of snow in Leon County over two days, marking the second-highest 2-day total on record.

On April 17, 2025, a gunman opened fire on the Florida State University campus, killing two individuals and wounding six others. The EOC was activated to coordinate the Joint Information System, which integrates



Tornado damage in northeast Leon County



January Winter Storm



Disaster activation



January Winter Storm response

incident information and public affairs to create and disseminate vetted and timely emergency information to the community. The Leon County Community and Media Relations team deployed to the field media staging area and the Public Safety Complex, and County agency liaisons were deployed to the Campus Incident Command Post established at the FSU Police Department.

LEON  Ready
www.LeonReady.com



TOURISM

COMMUNITY RELATIONS AND RESILIENCE

ALIGNING BOARD PRIORITIES WITH OPTIMIZED RESOURCES

PEOPLE FOCUSED. PERFORMANCE DRIVEN.

Mission Statement

To enhance the region's economic growth and quality of life by collaboratively inspiring the vitality of Leon County/Tallahassee's visitor economy.

Strategic Initiatives

ECONOMY

- Implement the Division of Tourism's Strategic Plan. (#2022-5)
- To further promote Leon County as a biking community, pursue the State's "Trail Town" designation and continue to coordinate with the City, Blueprint, State, and U.S. Forest Service to leverage capital improvements in pursuit of the International Mountain Biking Association (IMBA) designation. (#2022-7)
- Implement the statewide planning, coordination, and fundraising efforts to successfully host the 2026 World Cross Country Championships at Apalachee Regional Park. (#2024-69)
- Explore opportunities to attract Top 100 Billboard artists for concerts and performances at various local venues throughout the year. (#2025-88)

Contact us

(850) 606-2300
www.VisitTallahassee.com

PROMOTING AND MARKETING FLORIDA'S CAPITAL REGION



World Athletics Cross Country Championships Tallahassee 26

- ▶ In 2025, Leon County Tourism welcomed nearly 2,479,337* million visitors, supported 12,402* local jobs, and generated \$1.35* billion in economic impact, bringing the total over the last four years to \$5.04* billion.
- ▶ Promoted tourism efforts through Tourist Development Tax (TDT) collections, which are anticipated to exceed \$9.3* million annually.
- ▶ Dedicated 20% of the annual TDT revenue collected to provide funding support for arts and cultural tourism programs and activities via the Council on Culture & Arts (COCA) through a combination of TDT and general revenue. In FY 2024/2025, COCA received \$150,000 from general revenue and \$1,811,550* in TDT revenue.
- ▶ Hosted nearly 30,000* attendees at the Adderley Amphitheater through eight concerts, our largest concert series ever based on ticket sales, featuring T-Pain, KC and the Sunshine Band, JJ Grey & Mofro, the Jubilee Gospel Music Festival featuring Tasha Cobbs Leonard and Kirk Franklin, Violent Femmes in partnership with the Word of South festival, Wilco and Waxahatchee in partnership with LeMoyne's Chain of Parks Art Festival, Alison Krauss & Union Station, and Countdown at Cascades New Year's Eve celebration, along with four sponsored performances as part of the Downtown Concert



Alison Krauss & Union Station

- Series in partnership with the Tallahassee Downtown Improvement Authority.
- ▶ Organized and participated in the Bicentennial Weekend Spectacular to celebrate the 200th anniversary of Tallahassee-Leon County, featuring community history walks, the dedication of the First Florida Capitol replica in Cascades Park, and the sold-out concert performance by GRAMMY Award-winning hip-hop icon T-Pain.
 - ▶ In partnership with Leon County Parks and Recreation, continued extensive preparations to host the 2026 World Athletics Cross Country Championships at Apalachee Regional Park on January 10, 2026. Widely regarded as the most prestigious cross country event in the world, this global championship will welcome over 550 athletes from more than 60 countries, attract more than 10,000 spectators, and generate an estimated \$4.3 million in economic impact.
 - ▶ Hosted a community kickoff event marking the one-year countdown to the 2026 World Athletics Cross Country Championships at Apalachee Regional Park. The celebration featured the official logo reveal, community family fun run, music, food trucks, and family-friendly activities.



T-Pain at the Adderley Amphitheater at Cascades Park

- ▶ Developed, launched, and promoted WXCTallahassee26.com and social media accounts to amplify global awareness of the 2026 World Athletics Cross Country Championships, drive community engagement and ticket sales, and support Leon County's goal of establishing Apalachee Regional Park as a premier venue for elite cross country competitions.
- ▶ Awarded \$794,800 in tourism grant funding for 98 local legacy events, special events, and sports events.



Players celebrate at the USSSA Baseball Capital City Showdown

- ▶ Hosted the United States Specialty Sports Association (USSSA) Baseball Capital City Showdown at J. Lewis Hall Sr. (Woodville) Park.
- ▶ Produced and distributed 70,000 copies of the annual Visitor Guide and Meeting Planner Guide.
- ▶ Hosted four major cross country events at Apalachee Regional Park, welcoming more than 11,000 runners, coaches, and spectators to Leon County, including the Southwestern Athletic Conference (SWAC) Championships and NCAA South Regionals.
- ▶ Hosted the Florida High School Athletic Association (FHSAA) Cross Country State Championships for the 13th consecutive year and the FHSAA Beach Volleyball State Championship for the fourth consecutive year.
- ▶ Hosted the 2025 United States Bowling Congress (USBC) Pepsi Youth Bowling State Championships for the second time. The competition brought nearly 3,000 youth bowlers, coaches, officials, and family members to Leon County over six weekends, generating an estimated 7,000 room nights and \$2 million in direct spending. Leon County was also awarded the 2026 USBC Florida Adult Mixed Tournament.



- ▶ Partnered with the Florida Sports Foundation, Pasco County, and Polk County during Florida Tourism Day at the Capitol to promote the positive impact of sports tourism statewide and in Leon County.
- ▶ Supported and assisted with the coordination of the Motor, Drive Systems, and Magnetics (MDSM) Conference at the Donald L. Tucker Civic Center, showcasing our region's expertise in magnetics and advanced manufacturing to more than 260 corporate representatives from across the world, resulting in tangible momentum toward future investments and partnerships in the applied sciences sector.
- ▶ Grew Visit Tallahassee's social media channels to more than 122,000* followers on Facebook and more than 37,000* on Instagram.
- ▶ Continued to build awareness and visibility for Leon County as a tourism destination through targeted cooperative marketing programs and strategic promotions with local tourism industry partners:
 - » Hosted a networking and educational reception for short-term rental property owners, such as Airbnb and VRBO, providing valuable insights on enhancing their properties to attract and retain more visitors.
 - » Recognized National Travel and Tourism Week with a presentation and networking luncheon attended by 100 local industry partners.
 - » Hosted on-site activations at Pridefest, Word of South, Springtime Tallahassee, and LeMoyne's Chain of Parks Arts Festival to share the importance of tourism in Leon County and provide destination information for visitors and residents.
 - » Launched the "Beyond Your Block" challenge and utilized the Visit Tallahassee mobile app to drive additional traffic to local businesses during the summer months.
 - » Worked with 25* national journalists and hosted 17* writers and social media influencers to achieve more than 100* story placements in prominent print and online media outlets.



OFFICE OF ECONOMIC VITALITY

DEPARTMENT OF P.L.A.C.E.

ALIGNING BOARD PRIORITIES WITH OPTIMIZED RESOURCES

PEOPLE FOCUSED. PERFORMANCE DRIVEN.

Goal Statement

To guide the City and County's economic development efforts in coordination with the private sector and community stakeholders by fostering fair and open competition, conducting extensive outreach to assist businesses in navigating and competing in today's marketplace, and leveraging existing resources to maximize the infusion of financial capital to the local economy.

Strategic Initiatives

ECONOMY

- Implement the Economic Development Strategic Plan as adopted and revised by the Intergovernmental Agency. (#2022-2)
- Engage local, regional, state, and federal partners to encourage the restoration of passenger rail service along the Gulf Coast by leveraging federal dollars under the Infrastructure Investment and Jobs Act. (#2023-47)
- Collaborate with regional partners in the building and technical trades to increase entry-level apprenticeship opportunities. Target specifically training on-the-job upon hiring positions. (#2023-49)
- Expand our economic competitiveness by hosting the 2025 Motor, Drive Systems, and Magnetics Conference and explore opportunities to attract future magnetic conferences as part of our broader efforts to establish Tallahassee-Leon County as the "Magnetic Capital of the World." (#2025-86)
- Coordinate with the Local Technology Planning Teams to evaluate areas lacking reliable broadband and cellular services and additional opportunities to work with industry stakeholders to direct investments in these areas. (#2025-87)

Contact us

(850) 219-1080
www.OEVForBusiness.org

ONE-STOP SHOP FOR BUSINESS RECRUITMENT, RETENTION, AND EXPANSION

BUSINESS DEVELOPMENT AND INTELLIGENCE

- ▶ Spearheaded the collaborative effort to bring the Motor, Drive Systems, and Magnetics (MDSM) Conference to Leon County in February 2025, which showcased our region's expertise in magnetics and advanced manufacturing to more than 260 corporate representatives from across the world.
 - » Leon County was selected to host the 2026 MDSM Conference, positioning Tallahassee-Leon County as the "Magnetic Capital of the World."
- ▶ Launched *Economic Vitality Unplugged*, a dynamic podcast series that takes a deep dive into the people, projects, and industries powering Leon County's economy. Each episode features candid conversations with business leaders, entrepreneurs, and innovators working across sectors.
- ▶ Led the Local Broadband Technology Planning Team (LTPT), which works with key community stakeholders to expand high-speed internet access to unserved and underserved areas of Leon County.
 - » Comcast was awarded \$6.5 million to service more than 3,000 households in Leon County's rural areas, with total project costs representing \$15 million in new broadband investment.
 - » Conexon was awarded \$2.3 million to serve more than 1,300 rural households.

MINORITY, WOMEN, AND SMALL BUSINESS ENTERPRISE (MWSBE)

- ▶ Certified more than 155 MWSBE firms, with an additional 255 firms certified by the Florida Office of Supplier Development. As a result, there are now more than 413 certified firms prepared to engage in the local procurement process.
 - » Certified firms earned more than \$10.7 million by participating in 18 County and City projects.



Leon Works Expo

- ▶ Hosted the 32nd annual Big Bend Minority Enterprise Development (MED) Week in October 2024 with more than 200 attendees to emphasize the pivotal role of diversity and inclusion in fueling our region's economic vitality.
- ▶ Sponsored and participated in the fourth annual Black Business Expo Tallahassee (BBET), which included 279 participants and awarded \$16,000 in grants to fuel minority business growth.

TALENT DEVELOPMENT AND ATTRACTION

- ▶ Hosted the 10th annual Leon Works Expo, connecting more than 1,000 high school students from Leon, Wakulla, Gadsden, Jefferson, Calhoun, Madison, and Taylor counties with emerging skilled career opportunities.
- ▶ Sponsored North Florida Worlds of Work (WOW), which provided hands-on career exploration experience for more than 3,050 students in the Big Bend region.
- ▶ Partnered with CareerSource Capital Region to create a Workforce Development and Talent Retention Initiative for 32304 residents.



Mission Statement

To implement the Blueprint Program in a timely and cost-effective manner through transformative impacts and innovative business practices while keeping the Tallahassee-Leon County community informed and involved.

Strategic Initiatives

ECONOMY

- Continue to implement catalytic public infrastructure projects through Blueprint and the County's five-year CIP that provide connectivity and leverage public and private investments. (#2022-1)
- Support the completion of the Fairgrounds Master Plan by Blueprint and, upon completion, effectuate the next steps for the redevelopment of the North Florida Fairgrounds. (#2022-10)

QUALITY OF LIFE

- Implement the Tallahassee-Leon County Greenways Master Plan. (#2022-20)
- Design and construct the new Northeast Park. (#2023-59)

Contact us

(850) 219-1060
www.BlueprintIA.org

PRESERVE, PROTECT, AND ENHANCE THE COMMUNITY'S QUALITY OF LIFE

- Initiated construction of the Northeast Park Project, a 50-acre community park that will include two baseball and softball fields, a multipurpose field, four pickleball courts, a basketball court, two sand volleyball courts, a playground, picnic shelters, walking trails, an open lawn, restrooms, and a community room with a concession area.
- Continued construction efforts of the next phase of the Magnolia Drive Trail project, providing a new multi-use trail, landscaping, and underground utilities from Pontiac Drive to Diamond Street.
- Completed construction on the Lake Lafayette and St. Marks Linear Park – The Fallschase Trail, which connects the Buck Lake corridor to a trail along Upper Lake Lafayette.
- Completed construction of Lake Jackson Greenway Phase One, including new sidewalks adjacent to the Canterfield Assisted Living Facility and Glenview Drive to enhance pedestrian connectivity.
- Received a Florida Department of Environmental Protection (FDEP) Recreational Trails Program Grant for \$450,000 to support the Welaunee Greenway Project.
- Received an FDEP State Water-Quality Assistance Grant for \$1 million to support the Capital Cascades Trail Segment 4 Project.
- Began construction of a two-mile mountain bike flow trail at Debbie Lightsey Nature Park.
- Initiated construction of Segment G-1 of the Airport Gateway Project, which improves the southern end of Springhill Road, providing 0.32 miles of roadway improvements and a new multi-use trail.
- Initiated construction of the Welaunee Boulevard Bridge over Interstate 10, setting the stage for a new interstate interchange.
- Commenced construction of the Orange Meridian Park Project to create a new neighborhood park and community gathering space at the intersection of Orange Avenue and Meridian Street, featuring trails, exercise stations, and a children's play area.



Northeast Park Project groundbreaking

- Started construction of the Market District Park Project, which will deliver a nine-acre community park located west of Maclay Boulevard and north of Maclay Commerce Drive. Amenities include running and walking paths, shaded gathering areas, a play area with water features, open green spaces, restrooms, and pickleball courts.
- Continued construction efforts by the Florida Department of Transportation on Capital Circle Southwest for the Orange Avenue to Springhill Road segment, which will provide nearly six miles of improved roadway and more than 23 miles of new bicycle and pedestrian facilities.
- Continued construction of improvements to the Animal Service Center, including renovations to the large dog kennels and shelter medicine area, as well as the addition of new outdoor sunshine yards.
- Continued construction efforts on the first phase of the Northeast Gateway: Welaunee Boulevard Project, providing construction of the new roadway and multimodal facilities south of Interstate 10.
- Continued implementation of the Greenways Master Plan, approximately 348 acres of public space, which, once completed, will provide important recreation and connectivity across Leon County.



Mission Statement

To provide accurate information, creative and effective planning recommendations, and expertise in the areas of long-range land use, environmental, and transportation planning for the orderly growth of Leon County and the Tallahassee community.

Strategic Initiatives

ENVIRONMENT

- Complete a comprehensive review and revision to the Land Use Element of the Comprehensive Plan. (#2022-13)
- Complete an evaluation of transportation fee alternatives to replace the existing concurrency management system of mobility fees. (#2022-14)

QUALITY OF LIFE

- Develop a Woodville Rural Community Sense of Place Plan to evaluate land uses and guide future improvements in the Woodville area and coordinate with County Public Works in developing a 5-year improvement plan to include vehicular and pedestrian safety. (#2025-97)

GOVERNANCE

- Host community outreach events on the Vision 2025 Comprehensive Plan Land Use and Mobility Elements Update to share information and solicit input from citizens, advocacy groups, and neighborhood representatives. (#2024-83)

Contact us

(850) 891-6400

www.LeonCountyFL.gov/Planning

PLANNING TODAY FOR TOMORROW'S COMMUNITY

- ▶ Processed five small-scale Comprehensive Plan amendments and five concurrent rezonings that shape future growth and development in the community through the small-scale amendment process that began implementation in 2024.
- ▶ Continued to process one large-scale Comprehensive Plan amendment for the Comprehensive Plan Update to the Land Use and Mobility Elements Update.
- ▶ Reviewed 248 development applications, with 118 located in unincorporated Leon County.
- ▶ Launched community engagement for the Woodville Rural Sense of Place Plan to gather input that will inform future improvements in the Woodville area through a survey, dedicated website, and door-to-door outreach.
- ▶ Processed eight rezoning applications, including amendments to planned unit developments, with two in unincorporated Leon County.
- ▶ Provided 112 site consultations through DesignWorks, including 25 located within County jurisdiction. Of the 25 County site consultations, 21 were private sector consultations, and four services were provided to other Leon County departments. In addition, five public sector design assistance projects covered both County and City jurisdictions.
- ▶ Continued to serve as lead staff for seven advisory committees and participated in six other technical committees.



Woodville Sense of Place Survey canvassing

DID YOU KNOW?

Street trees have been shown to reduce surface temperatures by up to 54 degrees. DesignWorks incorporates street trees into site plans as much as possible to improve pedestrian comfort and mitigate the urban heat island effect, which occurs when a city experiences much warmer temperatures than nearby rural areas.



Mission Statement

To provide safe, efficient, and sustainable roadways and transportation amenities, stormwater facilities, and vehicle fleet throughout Leon County that enhances its livability, environment, and economic vitality.

Strategic Initiatives

ENVIRONMENT

- Ensure County's water quality and stormwater regulations, programs, and projects are evaluated and implemented holistically to advance the County's adopted strategic priority: to protect the quality and supply of our water. (#2022-16)
- Continue to work with the state to seek matching grants to convert septic to sewer systems. (#2022-11)

PLANNING, BUILDING, AND MAINTAINING QUALITY INFRASTRUCTURE



Miccosukee Community Center renovations

- ▶ Leveraged \$286,500 in grants for the following projects:
 - » Canyon Creek Sidewalk Project, which will construct approximately 640 feet of new sidewalk along Canyon Creek Road, stretching from Old Woodville Road to Shumard Drive. The new pedestrian pathway will close a critical gap in the existing sidewalk network and provide a continuous and safe route for children walking to and from Woodville School, offering students and families a protected and accessible walkway. The project supports the broader Safe Routes to School program by enhancing pedestrian safety, promoting active transportation, and encouraging community connectivity.
- ▶ Facilitated the County's storm recovery by coordinating debris removal efforts and submitting \$9.1 million in reimbursement requests to the Federal Emergency Management Agency (FEMA) to cover the associated costs of clearing and disposing of storm debris.
- ▶ Completed the following projects to enhance stormwater and transportation infrastructure and County buildings and recreational facilities:
 - » Leon County Main Library roof replacement.
 - » Leon County Main Library second floor renovation.
 - » Miccosukee Community Center renovation.
 - » County-maintained railroad crossings resurfacing.
 - » Leon County Detention Facility roof replacement.
 - » Leon County Sheriff's Office administration building wind retrofit.

DID YOU KNOW?

During the January Winter Storm, Public Works sanded 38 bridges in Leon County with 300 tons of sand to improve traction for vehicles. When the snow and ice melted, crews removed the excess sand and broomed the bridges.



Contact us

(850) 606-1500

www.LeonCountyFL.gov/PubWorks



ENGINEERING SERVICES

PUBLIC WORKS

ALIGNING BOARD PRIORITIES WITH OPTIMIZED RESOURCES

PEOPLE FOCUSED. PERFORMANCE DRIVEN.

Goal Statement

To provide the public with professional services for the construction and maintenance of cost-effective infrastructure to enhance our community's quality of life.

Strategic Initiatives

ENVIRONMENT

- Initiate Basin Management Plan updates for the unincorporated area once the state adopts new stormwater standards. (#2022-17)
- Implement the comprehensive Action Plan for Lake Munson to support the long-term water quality of the lake and surrounding water bodies. (#2023-51)
- Engage an engineering consultant to complete the Miccosukee Road Greenway Trail Flood Study to identify solutions to flooding along Miccosukee Road. (#2025-90)

QUALITY OF LIFE

- Continue to work with the Florida Department of Transportation for safety improvements on State and County roadways to include accessibility enhancements, street lighting installations, sidewalk additions, safety audits, and intersection improvements. (#2022-26)
- Explore innovative strategies to enhance pedestrian safety, including traffic safety studies and utilizing automated speed detection technology in school zones. (#2025-96)

Contact us

(850) 606-1500
www.LeonCountyFL.gov/Engineering

PROFESSIONAL SERVICES AND QUALITY INFRASTRUCTURE

- In a continued commitment to providing a safe and efficient transportation system, over the past year, Leon County completed the following projects:

- » Northeast Lake Munson Septic to Sewer Project.
- » Woodville Phase Septic to Sewer Project.
- » Addition of a left turn lane along Centerville Road at Harpers Ferry Drive.
- » Sidewalk extension along Chaires Cross Road from Green Oak Drive to Boykin Road.
- » Sidewalk extension along the shoulder of Bull Headley Road from Chadwick Way to Manor House Drive.
- » Accessibility enhancement construction along Maylor Road to raise the road to prevent roadway flooding.
- » Crosswalk realignment project along Meandering Way.
- » Replaced 10 Leon County welcome signs that greet visitors entering the County.
- » Resurfaced 11.29 miles of roads throughout Leon County.

- To reduce flooding and improve the community's surface and groundwater quality, the following projects were completed using the most cost-effective options:

- » Baum Road drainage improvements.
- » 122 advanced septic tank system installations through pilot and incentive programs.
- To enhance traffic and pedestrian safety, street lighting projects were completed for 17 intersections and 15 school bus stops.



Baum Road drainage improvements

DID YOU KNOW?

Engineering Services evaluated and authorized 296 on-site sewage treatment disposal system upgrades under the Septic Upgrade Incentive Grant Program.



Goal Statement

To provide for the safety and convenience of the public by constructing, maintaining, beautifying, and protecting our infrastructure, to include transportation maintenance, stormwater maintenance, right-of-way maintenance, and mosquito control services.

Strategic Initiatives

ENVIRONMENT

- Evaluate enhancing existing roadside litter debris removal through the creation of a County staffed program and further engage neighborhoods, businesses and civic organizations in expanding the County's adopt-a-road program. (#2022-19)

TRANSPORTATION INFRASTRUCTURE

TRANSPORTATION MAINTENANCE

- ▶ Performed grading on more than 800 miles of County-maintained dirt roads.
- ▶ Installed and repaired approximately 10,197 street signs throughout Leon County.
- ▶ Performed 4.5 miles of Open Grade Mix resurfacing on County roads.
- ▶ Installed 26,748 pavement markings on County roadways.

RIGHT-OF-WAY

- ▶ Completed maintenance on more than 750 acres of landscaped areas throughout Leon County.
- ▶ Planted 600 trees along County canopy roads and through the Adopt-A-Tree Program.
- ▶ Mowed 3,061 miles of County Right-of-Way.

STORMWATER MAINTENANCE

- ▶ Cleaned more than 50,000 linear feet, or nearly 10 miles, of roadside ditches to improve water quality and reduce the potential for stormwater impacts on adjacent properties.
- ▶ Inspected 320 stormwater ponds for the National Pollutant Discharge Elimination System (NPDES) MS4 permit.



January Winter Storm traffic control

- ▶ Renewed 95 County and City stormwater operating permits for stormwater facilities.

MOSQUITO CONTROL

- ▶ Secured a \$25,000 Florida Department of Environmental Protection (FDEP) grant to sponsor Tire Amnesty Days to help prevent breeding grounds for mosquitoes.
- » More than 56.07 tons of tires were collected through the program, preventing approximately 5.6 million mosquitoes.

DID YOU KNOW?

Residents can help protect the environment and keep our community beautiful by adopting a road through the Leon County Adopt-A-Road Program. With more than 100 miles of County roads available for adoption, there are plenty of opportunities for individuals, businesses, and organizations to make a difference in the community.

Contact us
(850) 606-1400
www.LeonCountyFL.gov/Operations

Goal Statement

To provide the best quality maintenance and repair at the most economical cost to taxpayers of Leon County.

Strategic Initiatives

ENVIRONMENT

- Protected the quality and supply of our water. (EN1)
- Continued to reduce our carbon footprint. (EN4)

GOVERNANCE

- Exercised responsible stewardship of County resources, sound financial management, and ensure that the provision of services and community enhancements are done in a fair and equitable manner. (G5)

VEHICLE REPAIR AND PREVENTATIVE MAINTENANCE



Public Works vehicle

- Fleet Management continues to work toward improving the management of resources and increasing efficiency through vehicle cost-saving opportunities.
 - Performed routine maintenance and repair on the County's 504 registered vehicles and more than 800 pieces of equipment.
 - Purchased 2,945 gallons of ReladYne Ecopower recycled motor oil and recycled 2,650 gallons of used petroleum products.
 - Performed 1,400 in-house preventative maintenance services to prevent potential problems and extend the lifespan of vehicles and equipment.
 - Collected more than \$485,050 in revenue for surplus vehicles and equipment.
 - Increased Leon County's electric vehicle fleet to 16 vehicles.
 - Managed a fuel inventory volume exceeding 500,000 gallons of diesel and gasoline.
 - Monitored inventory control, distribution, and billing.

DID YOU KNOW?

To reduce fuel consumption and lower emissions, Leon County operates 16 electric vehicles and 25 hybrid vehicles. Leon County is on track to have 34 fully electric vehicles in its fleet by 2030.



Contact us

(850) 606-2000
www.LeonCountyFL.gov/Fleet



Mission and Goal Statements

Office of Resource Stewardship: To provide leadership and coordination of services through the Office of Sustainability, Parks and Recreation, Solid Waste Services, Facilities Management, and the Cooperative Extension office in order to identify opportunities for synergy and added efficiencies between each work-group to effectively promote stewardship of the community's natural, societal, and economic resources.

Sustainability: To enhance our community's environmental, economic, and social resilience by promoting adoption of sustainability practices within County government and the community at large.

Strategic Initiatives

ENVIRONMENT

- Expand the Biochar Pilot Program at the Leon County Solid Waste Management Facility into a full-scale, sustainable, and carbon reducing processing facility for the community's yard waste. (#2024-70)
- Enact the County's Integrated Sustainability Action Plan to further reduce the County Government's carbon footprint. (#2022-15)

Contact us
(850) 606-5021
www.GrowingGreen.org

GROWING GREEN TOGETHER

- ▶ Realized approximately \$1.3 million in utility savings from energy conservation measures.
- ▶ Continued adding to the supply of water bottle filling stations at Leon County facilities. To date, 47 bottle filling stations have been installed across 21 County facilities, preventing more than 700,000 plastic water bottles from being used.
- ▶ Engaged more than 1,000 citizens through presentations and events on topics such as composting and recycling.
- ▶ Continued operations with reCap, a Florida-based small business, upcycling 875 tons of the County's yard debris into 150 tons of biochar, a charcoal-like substance produced from organic matter.
- ▶ Hosted two Master Recycler Class sessions, empowering more than 80 residents to be local recycling experts in the community.
- ▶ Awarded Community Garden Grants to the Frenchtown Heritage Hub Garden and the Nims Middle School Garden.
 - » Since 2012, 75 garden grants and three beautification grants have been awarded to support community gardens and projects located at schools, neighborhoods, and non-profit organizations.
- ▶ Distributed more than 80 compost bins to Leon County residents to encourage at-home composting to help mitigate food waste and enhance soil quality.
- ▶ Continued to work on action items and goals outlined in the Integrated Sustainability Action Plan (ISAP), including reducing greenhouse gas emissions from County operations by 30% by 2030.
- ▶ Gathered more than 300 participants in the annual sponsorship of a buy-one-get-one deal on native plants at Native Nurseries.



Biochar facility tour



Master Recycler class

DID YOU KNOW?

Sustainability staff offer presentations to organizations upon request about waste reduction, recycling, and other sustainability topics.



PARKS AND RECREATION

OFFICE OF RESOURCE STEWARDSHIP

ALIGNING BOARD PRIORITIES WITH OPTIMIZED RESOURCES

PEOPLE FOCUSED. PERFORMANCE DRIVEN.

Goal Statement

To provide for the safety, comfort, and convenience of the public by creating and maintaining infrastructure and programs supporting recreation, parks, and open space.

Strategic Initiatives

ECONOMY

- To further promote Leon County as a biking community, pursue the State's "Trail Town" designation and continue to coordinate with the City, Blueprint, State, and U.S. Forest Service to leverage capital improvements in pursuit of the International Mountain Biking Association (IMBA) designation. (#2022-7)
- Evaluate recreational amenities in Southwest Leon County, including Lake Talquin, J. Lewis Hall Sr. Park, and the St. Marks Trail, for opportunities to host annual events and competitions. (#2025-89)

QUALITY OF LIFE

- Implement the Tallahassee-Leon County Greenways Master Plan. (#2022-20)
- Design and construct the new Northeast Park. (#2023-59)

Contact us

(850) 606-1470
www.LeonCountyFL.gov/Parks

MAINTAINING LEON COUNTY'S PRISTINE PARKS AND GREENWAYS

- ▶ Completed renovations of the historic Old Concord School in collaboration with Public Works to officially open the new Miccosukee Community Center on June 20, 2025. In addition to building upgrades, the entire property was revitalized with new walking trails, a modern playground, an expanded parking area, resurfaced basketball courts, and more.
- ▶ Opened the County's third dog park at Apalachee Regional Park on May 6, 2025, which features the County's first publicly accessible dog agility course.
- ▶ Opened the new trailhead at St. Marks Headwaters Greenway off Buck Lake Road with a ribbon-cutting event on December 12, 2024. The trailhead was revitalized with a restroom facility, playground, pavilions, and more than three miles of new walking trails that connect to the trailhead off Baum Road.
- ▶ Prepared and hosted more than eight major cross country events at Apalachee Regional Park (ARP), including the 2024 Southwestern Athletic Conference (SWAC) Championships, in partnership with the Division of Tourism. In addition to cross country events, ARP hosted two Tourism-funded events and the Highland Games.
- ▶ In partnership with the Division of Tourism, continued extensive preparations to host the 2026 World Athletics Cross Country Championships at Apalachee Regional Park on January 10, 2026. Widely regarded as the most prestigious cross country event in the world, this global championship will welcome over 550 athletes from more than 60 countries, attract more than 10,000 spectators, and generate an estimated \$4.3 million in economic impact.
- ▶ Opened a Family Resource Center in partnership with the Children's Services Council of Leon County and Children's Home Society of Florida on April 12, 2025, at the Fort Braden Community Center Scout House. The facility underwent renovations to transform the space to better serve families in the community.
- ▶ Planted more than 100 native tree seedlings at Miccosukee Greenway and J.R. Alford Greenway.



Apalachee Regional Park dog park opening



St. Marks Headwaters Greenway Buck Lake Trailhead opening

- ▶ Led the comprehensive update of the 10-year Land Management Plans for the Miccosukee Greenway and J.R. Alford Greenway, which will guide the long-term stewardship of these vital public green spaces through community engagement.
- ▶ Facilitated more than 2,000 community center reservations, 7,246 reservation days at campgrounds, and more than 150 special event permits at County parks.
- ▶ Continued collaboration with the Boys & Girls Club of the Big Bend, providing after-school care for more than 60 youth at the Fort



FHSAA Cross Country Championships at Apalachee Regional Park

Braden Community Center during the 2024/2025 school year and up to 60 youth at the Miccosukee Community Center year-round.

- Replaced two scoreboards at Apalachee Regional Park.
- Refurbished the restrooms at Fort Braden Community Park.
- Hosted Little League Districts' Sectionals and All-Stars for baseball at various fields across the County, in addition to hosting the District 20 Little League All-Stars.
- Conserved and protected environmentally sensitive lands by treating for invasive and exotic species at Williams Landing, Pedrick Pond

Park, J.R. Alford Greenway, and Gil Waters Preserve Park, totaling more than 200 acres.

- Held a groundbreaking event for the new Northeast Park, in collaboration with Blueprint, on October 16, 2024. The park is anticipated to be completed by late spring 2027.
- Replaced three boat docks at Ben Stoutamire Landing, Blount Landing, and Bull Headley Landing.
- Collaborated with Community Christian School on a student trail maintenance project at J.R. Alford Greenway to provide a hands-on learning experience in environmental stewardship, including

DID YOU KNOW?

Leon County Parks and Recreation maintains 24 public boat landings across five major lakes, including Lake Talquin, Lake Jackson, Lake Iamonia, Lake Miccosukee, and Lake Carr. The landings are kept safe, clean, and ready year-round for boaters, anglers, and paddlers to enjoy!



Miccosukee Community Center

removing vegetation and excess sand from the trail and clearing drains to ensure safe trail conditions.

- Installed two covered batting cages at both J. Lewis Hall Sr. (Woodville) Park and Canopy Oaks Community Park in collaboration with Northwest Leon Little League and Woodville Little League, allowing more athletes the ability to practice in poor weather conditions and providing shade in the heat.
- Submitted a Community Development Block Grant (CDBG) grant application to support the renovation of the nearly 100-year-old Fort Braden Community Center building.



FACILITIES MANAGEMENT

OFFICE OF RESOURCE STEWARDSHIP

ALIGNING BOARD PRIORITIES WITH OPTIMIZED RESOURCES

PEOPLE FOCUSED. PERFORMANCE DRIVEN.

Goal Statement

To serve the people of Leon County as a responsible steward of all building infrastructure that is necessary to support County operations in a timely, professional, and cost-effective manner.

Strategic Initiatives

GOVERNANCE

- Exercised responsible stewardship of County resources, sound financial management, and ensure that the provision of services and community enhancements are done in a fair and equitable manner. (G5)

PROFESSIONAL CONSTRUCTION AND MAINTENANCE FOR COUNTY BUILDINGS



Fort Braden Community Center enhancements

- ▶ Enhanced the nearly 100-year-old Fort Braden Community Center with new exterior siding, an ADA-accessible ramp and parking area, and an updated main electrical system to enhance customer experience and ensure the historic building will be used for many years to come.
- ▶ Extended the lifespan of the roof on the Office of Intervention and Detention Alternatives building by applying a new roof coating to maintain its unique concrete barrel style.
- ▶ Installed a new HVAC system for the Leon County Sheriff's Office Detention Laundry Unit.
- ▶ Completed the modernization of all 14 elevators located on the Leon County Sheriff's Office Complex to ensure continued safe and reliable transportation.
- ▶ Completed Phase II of the UF/IFAS Leon County Extension building with the addition of a new covered entry to create an open-air teaching space and modernized entrance.
- ▶ Repurposed the former Mosquito Control office to accommodate the Leon County Sign Shop, which allows the Sign Shop to expand its operations by providing a larger area for new equipment.
- ▶ Refreshed the second-floor public restrooms at the Leon County Courthouse, in coordination with Public Works, to enhance ADA access.
- ▶ Coordinated the purchase and installation of a new X-ray machine at the Office of Intervention and Detention Alternatives to enhance security and support staff safety.
- ▶ Oversaw the installation of new, more durable gates at the Leon County Annex building to improve access control and extend infrastructure longevity.
- ▶ Completed more than 12,000 work orders for preventative maintenance, ensuring continued safety, comfort, and functionality of County buildings and systems.
- ▶ Facilitated a department-wide Budget 101 training session to ensure all staff are aligned regarding the County's budget process, priorities, and timelines to make informed decisions year-round.
- ▶ Launched a new Capital Improvement Program (CIP) Project Management tracking process to streamline planning, improve transparency, and better align resources.

Contact us

(850) 606-5000
www.LeonCountyFL.gov/Facilities



Goal Statement

To provide an integrated solid waste management system dedicated to excellent customer service and responsible fiscal and environmental stewardship.

Strategic Initiatives

ENVIRONMENT

- Expand the Biochar Pilot Program at the Leon County Solid Waste Management Facility into a full-scale, sustainable, and carbon reducing processing facility for the community's yard waste. (#2024-70)
- Initiate a feasibility study as a component of Phase II implementation of the Apalachee Regional Park Masterplan. (#2025-91)

Contact us
(850) 606-1800
www.LeonCountyFL.gov/SolidWaste

CUSTOMER SERVICE, ENVIRONMENTAL STEWARDSHIP, AND INNOVATION

- ▶ Continued to prioritize the health and safety of Leon County citizens through the Hazardous Waste Center by promoting responsible disposal of household chemicals and electronics.
 - » Processed 542 tons of potentially hazardous material from an estimated 19,700 residents and businesses, of which 316 tons were removed from the solid waste stream through recycling or reuse.
 - » Returned 50 tons of paint and household products to the community free of charge through the Renew Center and a working relationship with Habitat for Humanity.
 - » Collected more than 179,678 pounds of hazardous waste and electronics at the Household Hazardous Waste Drop-Off Site located at Public Works, 1800 Blair Stone Road.
 - » Assisted with two City of Tallahassee Cash for Trash events, collecting 31,369 pounds of hazardous waste materials.
- ▶ Participated in the annual forest clean-up with the Forest Edge Neighborhood, helping to remove more than 12,340 pounds of waste from the Apalachicola National Forest.
- ▶ Received 4,545 tons of waste, tires, and hazardous materials at the four rural waste sites, including:
 - » 3,536 tons of household waste
 - » 74 tons of tires
 - » 31 tons of hazmat
 - » 41 tons of electronics
- ▶ Processed 15,572 tons of yard debris from Leon County citizens at the Leon County Solid Waste Facility.
- ▶ Collected 600 tons of waste tires, including 53 tons for Tire Amnesty Days.



Household Hazardous Waste facility tour

DID YOU KNOW?

Under the County's curbside waste collection agreement, Waste Pro services approximately 32,125 unincorporated residences each week, ensuring the removal and safe transport of household waste, recycling, yard debris, and bulky items.

- ▶ Processed and loaded 234,239 tons of solid waste at the Transfer Station.
- ▶ Began long-term closure construction at the Solid Waste Landfill at 7550 Apalachee Parkway.
- ▶ Continued repairs to and construction of the Transfer Station driveway while maintaining uninterrupted service operations.



LEGISLATIVE AND STRATEGIC INITIATIVES

ALIGNING BOARD PRIORITIES WITH OPTIMIZED RESOURCES

PEOPLE FOCUSED. PERFORMANCE DRIVEN.

Goal Statement

To advocate for Leon County's state and federal legislative priorities before the Florida Legislature and the United States Congress, and to facilitate the development and implementation of the County's five-year Strategic Plan including Strategic Initiatives, Targets, and Bold Goals adopted by the Board of County Commissioners.

Strategic Initiatives

ECONOMY

- Engage local, regional, state, and federal partners to encourage the restoration of passenger rail service along the Gulf Coast by leveraging federal dollars under the Infrastructure Investment and Jobs Act. (#2023-47)

GOVERNANCE

- Continue to set the benchmark for local governments everywhere by earning national, state and local awards for County programs, hosting Florida Association of Counties events like Innovation Day, and sharing best practices with peers, all while remaining committed to learning and improving as an organization. (#2022-36)
- Establish a Citizen Charter Review Committee to review the County's Home Rule Charter and propose any amendments or revisions ahead of the 2026 General Election. (#2025-101)

Contact us

(850) 606-5300
www.LeonCountyFL.gov/SpecialProjects

ADVOCATING FOR LEON COUNTY'S LEGISLATIVE INTERESTS

- ▶ Partnered with organizations, such as the Florida Association of Counties, Leon County's state and federal legislative delegations, the City of Tallahassee, institutions of higher education, and others, to identify shared issues and seek opportunities to leverage financial, technical, and human capital to draw attention to community priorities at the federal, state, and local levels.
- ▶ Planned, developed, and implemented the County's 2025 state and federal legislative priorities to seek funding for local projects and advance legislation that protects the County's local home rule authority.
- ▶ Coordinated with members of the state legislative delegation to secure \$800,000 in the FY 2026 State Budget in support of the County's Lake Munson Slough Embankment project.



NACo Awards presentation

- ▶ Produced a pre-session update, an end-of-session report, and weekly briefings (Capitol Update) to keep the Leon County Board of County Commissioners and senior staff apprised of legislative developments that would impact the community during the 2025 Legislative Session.

DEMONSTRATING THE HIGHEST STANDARDS OF PUBLIC SERVICE

Staff led a multi-departmental effort to win seven National Association of Counties (NACo) Achievement Awards in 2025, bringing the County's total to 118 NACo Achievement Awards to date. These awards recognize the cost-effective, high-quality services that Leon County provides to citizens.



Goal Statement

To improve animal and human well-being through education, prevention, and enforcement programs and humane animal care and control services for the citizens and animals of Leon County.

Aligning Resources with Strategic Priorities

GOVERNANCE

- Sustain a culture of transparency, accessibility, accountability, civility, and the highest standards of public service. (G1)
- Sustain a culture of performance, and deliver effective, efficient services that exceed expectations and demonstrate value. (G2)

Contact us

(850) 606-5400
www.LeonCountyFL.gov/Animal

PROTECTING LEON COUNTY'S ANIMALS AND CITIZENS

- Animal Control staff is committed to serving the community and decreasing the number of impounded animals. During the year, staff:
 - » Fielded more than 7,800 phone calls, resulting in more than 2,500 service requests and more than 3,800 Animal Control Officer activities.
 - » Responded to more than 300 service requests for inhumane care, resulting in the issuance of citations and referrals to the Leon County Sheriff's Office for the pursuit of criminal charges.
 - » Investigated more than 370 dangerous or aggressive animal complaints.
 - » Supported the special needs shelter at Florida High during disaster activations to care for the pets of vulnerable populations.
- To continuously provide for the safety and well-being of both citizens and domestic animals, Animal Control staff have:
 - » Rescued more than 400 pets and ensured more than 100 lost pets were returned home.
 - » Implemented an Ordinance prohibiting the retail sale of dogs, cats, and rabbits in unincorporated Leon County.
 - » Maintained the online Animal Abuser Registry to address animal abuse and raise public awareness of animal neglect, generating more than 6,000 page views since its launch.
 - » Educated residents about responsible pet care and animal safety and participated in local events such as school career fairs, community meetings, and pet adoption events.
 - » Posted pet safety tips on the County's social media pages to educate pet owners about how to keep their pets and the community safe.
 - » Informed pet owners about Leon County's Animal Ordinance and provided pet owners with loaner dog houses and referrals for free outdoor enclosures.



Animal Control Officer during a service call

- » Assisted the Florida Department of Health in Leon County with rabies prevention and control and educated the community about laws requiring all dogs and cats four months and older to be vaccinated against rabies.
- » Provided leashes to help people and pets get active through quality time outdoors.
- » Continued to implement strategies that allow Animal Control Officers to return animals to their owners and eliminate the need to take animals to the shelter, such as scanning animals for microchips, working with rescues to rehome pets, and speaking with citizens in the area to locate owners.
- » Engraved and distributed free pet identification tags and assisted local partners with providing free pet food to residents in need.



DEVELOPMENT SUPPORT AND ENVIRONMENTAL MANAGEMENT (DSEM)

ALIGNING BOARD PRIORITIES WITH OPTIMIZED RESOURCES

PEOPLE FOCUSED. PERFORMANCE DRIVEN.

Mission and Goal Statements

DSEM: To support the development of a sustainable community and its built environment, while protecting and preserving our natural resources to maintain the quality of life for all citizens and building positive relationships through exceptional customer service.

Development Services: Guide and support the development of sustainable communities through the adopted policies of the Comprehensive Plan and development standards of the Land Development Code, while ensuring and promoting the quality of life for all citizens of Leon County.

Building Plans Review and Inspection: Ensure that built environments are safe, accessible, and energy efficient through compliance with all applicable construction codes, plans review, inspections, the use of automated technologies, and continuing staff development.

Environmental Services: Provide high quality technical and scientific permitting and review services to the public and to disseminate environmental information to the public and government agencies in support of environmental protection efforts.

Code Compliance Services: Administer, centralize, coordinate, and facilitate code compliance, citizen review boards, growth, and environmental management services to residents, property owners, and land development professionals served by DSEM in order to achieve compliance with adopted ordinances and policies.

Contact us

(850) 606-1300
www.LeonCountyFL.gov/DSEM

PERMITTING, INSPECTION, DEVELOPMENT, AND SUPPORT

DEVELOPMENT SERVICES DIVISION

- ▶ Continued to provide exceptional customer service to the community and ensured that all approved developments met or exceeded the minimum development standards.
- ▶ Reviewed and approved 40 site and development plan applications, 45 minor subdivision applications, and 1,700 land use compliance applications.
- ▶ Issued 25 concurrency certificates and 160 permitted use verifications.
- ▶ Drafted an Ordinance amending the Addressing and Street Naming Article of the Land Development Code to update the Board's jurisdictional authority to rename streets within the city limits.
- ▶ Drafted an Ordinance in response to recent state legislation requiring the creation of a new set of regulations and permitting process for certified recovery residences.
- ▶ Worked extensively on development project applications, including:
 - » The Oaks at Mahan, a 58-unit single-family detached residential subdivision on Mahan Drive.
 - » Hidden Pond conservation subdivision, a 41-unit single-family detached residential subdivision off of Casanova Drive and Hidden Pond Court.
 - » A 6,008-square-foot gas station located near Interstate 10 at the northeast corner of the intersection of Vineland Drive and Mahan Drive.



Building inspection

- » A 4,500-square-foot restaurant located at the northwest intersection of Wolfpack Way and Thomasville Road.
- » A 21,000-square-foot religious facility on Buck Lake Road.

BUILDING PLANS REVIEW AND INSPECTION DIVISION

- ▶ Performed 28,470 building, electrical, plumbing, and mechanical inspections and completed the associated plan reviews.
- ▶ Issued 6,205 building permits through the new online permitting portal for developers, contractors, and citizens.
- ▶ Continued working with OIT to make the County's Online Permits Portal more efficient for applicants and staff.
- ▶ Ensured an average of six days for the issuance of new single-family home building permits.

Strategic Initiatives

ENVIRONMENT

- Exempt land conservancy groups, such as Tall Timbers, from environmental permitting requirements for activities that support and further their mission of fostering exemplary land stewardship such as tree removal and other vegetation management. (#2025-92)

GOVERNANCE

- Further enhance the use of social media neighborhood apps to notify citizens of development projects occurring in their neighborhoods. (#2022-40)



Permitting review

- ▶ Continued coordination with Office of Information Technology (OIT) to provide procedural process fixes to DigEplan, the County's new plan review and file management software system.
- ▶ Made improvements to the DSEM website to increase the availability of information for customer access.

ENVIRONMENTAL SERVICES DIVISION

- ▶ Reviewed 41 natural features inventory applications and helped ensure environmental protection by reviewing 85 site plan applications.
- ▶ Reviewed 58 environmental management permit applications and 32 new stormwater management facility operating permit applications, and processed 120 operating permit renewals to ensure proper operation of stormwater facilities.
- ▶ Reviewed 112 driveway applications and 550 single-family permit applications for environmental protection.
- ▶ Performed more than 5,000 environmental inspections/reviews in support of approved permits.
- ▶ Performed more than 350 petroleum tank inspections in Leon, Gadsden, Wakulla, and Jefferson counties during the Florida

DID YOU KNOW?

Code Compliance staff are available to attend homeowner association meetings to educate residents about the Leon County codes and ordinances.

Department of Environmental Protection 2024/2025 fiscal year through the Leon County Petroleum Storage Tank Regulation Program.

- ▶ Continued to educate the public about fertilizing properly through the ongoing Fertilizer Rain Delay social media campaign, which reminds homeowners and professional fertilizer applicators not to apply fertilizer for at least one day ahead of forecasted heavy rain (1 inch or more in 24 hours) to save money, plants, and the environment.

CODE COMPLIANCE SERVICES DIVISION

- ▶ Attended five local gun shows to ensure compliance with the Criminal History Records Check and Waiting Period for Purchase of Firearms, also known as the "Gun Show Loophole" Ordinance.
- ▶ Responded to 2,583 code compliance calls from citizens, resulting in 2,392 site inspections and 89 case presentations before the Code Enforcement Board for disposition.
- ▶ Monitored 74 properties under the Abandoned Property Registration Ordinance to protect neighborhoods from becoming blighted by distressed and abandoned properties with mortgages in default.
- ▶ Responded to 147 Compliance Certification Letter requests to provide for the recovery of associated costs of research and processing of open code violations and property liens.
- ▶ Processed one nuisance abatement case through the Nuisance Abatement Board to streamline the process for the abatement of an unsafe structure.



HUMAN SERVICES/HEALTHCARE/CHSP

OFFICE OF HUMAN SERVICES AND COMMUNITY PARTNERSHIPS (HSCP)

ALIGNING BOARD PRIORITIES WITH OPTIMIZED RESOURCES

PEOPLE FOCUSED. PERFORMANCE DRIVEN.

Mission and Goal Statements

HSCP: To build a stronger, healthier community by providing a safety net of resources, services, and solutions for citizens in need in partnership with our community.

Human Services: To serve as a safety net to enhance the quality of life for residents by providing resources, access to social services, and short-term financial assistance.

Healthcare: To improve the health of citizens by providing quality and cost-effective health services through collaborative community partnerships.

Strategic Initiatives

QUALITY OF LIFE

- Establish and implement line-item funding for local emergency homeless shelters in coordination and collaboration with community stakeholders including the City of Tallahassee and Children's Services Council of Leon County. (#2024-72)
- Work with the City of Tallahassee, Big Bend Continuum of Care, and street outreach teams to develop corridor plans for North Monroe, Downtown, and Pensacola Street/Highway 20 for outreach to unsheltered homeless individuals and to engage residents and businesses to address community aesthetics and neighborhood safety along the corridors. (#2023-60)
- Continue to support the Big Bend Continuum of Care in the coordination and implementation of the annual Point-In-Time Count to collect homeless data critical to securing state and federal funding. (#2025-94)
- Support the Children's Services Council of Leon County in hosting Family Resource Centers at county facilities. (#2025-95)

Contact us

(850) 606-1900
www.LeonCountyFL.gov/HSCP

PRESERVING AND IMPROVING THE HEALTH AND WELFARE OF CITIZENS

- ▶ Contributed \$1.3 million to help fund more than 6,000 visits for primary care, dental care, and mental health services for uninsured and low-income residents at Neighborhood Medical Center, Bond Community Health Center, and Apalachee Center.
- ▶ Hosted four youth employment workshops with stakeholders for nearly 200 attendees to provide valuable insight into local youth employment programs, application deadlines, and workforce readiness resources.
- ▶ Leveraged local and national partnerships to help uninsured residents with limited income receive more than 3,200 prescription medications valued at more than \$910,000 through the CareNet partnership with FAMU Pharmacy and Neighborhood Medical Center.
- ▶ Provided a local match of \$664,526 to Low Income Pool funding that allowed Neighborhood Medical Center, Bond Community Health Center, and Apalachee Center to leverage an additional \$1,072,741 to support healthcare and behavioral health services for citizens.
- ▶ Allocated \$49,000 to fund medical examination costs for children alleged to have been abused, abandoned, or neglected.
- ▶ Partnered with the Emergency Care Help Organization (ECHO) to administer the Direct Emergency Assistance Program to provide \$100,000 in financial assistance to Leon County residents for basic expenses, including shelter and utility costs.
- ▶ Allocated \$156,500 to fund and administer the County's Indigent Cremation and Burial Program and associated transportation costs.
- ▶ Continued funding the Apalachee Center's Central Receiving Facility, providing care for more than 3,400 individuals who involuntarily need access to emergency mental and/or behavioral health or substance abuse treatment in Leon County.
- ▶ Provided \$183,826 to the Capital Medical Society Foundation's We Care Network to coordinate donated specialty medical care and



Neighborhood Medical Center Food Locker

dental care for uninsured and low-income residents valued at more than \$3.7 million.

- ▶ Provided \$537,500 to five emergency homeless shelters to provide essential services to individuals and families experiencing homelessness, as well as shelter operations.
- ▶ Provided \$112,000 to 2-1-1 Big Bend for the 24-hour Helpline and Lyft Transportation Program.
- ▶ Continued the County's partnership with the National Association of Counties (NACo) to fill more than 71 prescription medications not covered by insurance at a cost savings totaling more than \$2,307.
- ▶ Facilitated the Trusted People Committee with community partners to receive citizen feedback on local human services provision and to help enhance services.



Goal Statement

To build partnerships and administer programs that preserve and grow the inventory of safe and sanitary affordable housing in Leon County.

Strategic Initiatives

QUALITY OF LIFE

- Enhance the County's State Housing Initiative Partnership (SHIP) program to provide legal assistance and consultation to residents with their property issues and estate planning needs that will preserve affordable housing for low-income families. (#2024-76)
- Continue to explore policies such as inclusionary housing and mixed housing developments to increase the stock of affordable housing throughout Leon County. (#2023-52)
- Continue to leverage County funding in partnership with local stakeholders to secure State and Federal funding to build affordable rental housing for very low- and low-income families. (#2023-61)

Contact us

(850) 606-1900

www.LeonCountyFL.gov/Housing

HOUSING ASSISTANCE, COUNSELING, AND SOLUTIONS

- ▶ Leon County continuously works to develop community partnerships that preserve and grow the inventory of safe and sanitary affordable housing in Leon County and administers home rehabilitation, home replacement, homeownership development, down payment assistance, emergency home repair, and rental development programs.
 - » Through the Homeownership Development Program, invested more than \$700,000 to finance the construction of nine new homes in targeted neighborhoods that have historically experienced poverty and racial inequities.
 - » Through rehabilitation and emergency repair projects valued at approximately \$350,000, preserved 12 homes owned by low-income Leon County residents.
 - » Received a \$750,000 Small Cities Community Development Block Grant (CDBG) to rehabilitate homes in unincorporated Leon County.
 - » Assisted nine households in addressing critical repairs through the Emergency Home Repair Program.
 - » Provided \$90,000 in financial aid to five first-time homebuyers through the Down Payment Assistance Program, which is administered in partnership with the Tallahassee Lenders' Consortium.
 - » Continued to support the Housing Finance Authority of Leon County (HFA) in issuing multi-family housing revenue bonds to provide financing for affordable rental housing projects.
 - » In partnership with the City of Tallahassee, Elmington Capital, and community partners, held a ribbon cutting for Ridge Road Flats, a new 250-unit affordable housing apartment community developed using \$55 million in Multifamily Housing Revenue Bonds authorized by the Leon County Board of County Commissioners.
 - » Worked with the HFA, Capital Area Justice Ministry, and community organizations to enhance the County's Rental



Homeownership Development Program ceremony

Development Program through the allocation of \$500,000 in County funding annually for affordable rental units authorized by the Leon County Board of County Commissioners.

- ▶ Established a partnership with Legal Services of North Florida to provide title-clearing services to low-income residents with heirs' property issues.
- ▶ Hosted the Spring Home Expo with workshops and demonstrations about first-time homebuyer programs and sustainable living. The event also featured 20 community partners sharing essential resources about homeowners' insurance, heirs' property support services, and more.
- ▶ Hosted four homeowner education workshops to provide community homeowners with maintenance strategies and information on the County's home rehabilitation and emergency repair programs.
- ▶ Organized the 9/11 Day of Remembrance and Service to revitalize the Appaloosa Run subdivision in honor of the victims, survivors, and those who rose in service in response to the terrorist attacks on September 11, 2001.



VETERAN SERVICES

OFFICE OF HUMAN SERVICES AND COMMUNITY PARTNERSHIPS

ALIGNING BOARD PRIORITIES WITH OPTIMIZED RESOURCES

PEOPLE FOCUSED. PERFORMANCE DRIVEN.

Goal Statement

To assist Veterans and their dependents in securing all entitled benefits earned through honorable military service and to advocate for Veteran's interests in the community.

VETERANS HELPING VETERANS

- ▶ Completed 4,872 benefit counseling contacts to assist veterans and their families with Department of Veterans Affairs (VA) benefit applications and military record requests.
- ▶ In partnership with the City of Tallahassee, provided 130 StarMetro bus passes for low-income and disabled veterans.
- ▶ Facilitated 1,152 claim actions that resulted in Leon County veterans receiving more than \$40 million in benefits.
- ▶ Collaborated with the U.S. Department of Defense and families to honor fallen veterans.
- ▶ Maintained strong relationships with community partners by attending United Vets' monthly coordination meetings and other local veteran services meetings.
- ▶ Assisted veterans through the Veterans Emergency Assistance Program, which provides emergency financial assistance to help qualifying veterans meet critical, basic needs such as rent, mortgage, and utilities.
- ▶ Managed the Veteran Resource Center, where more than 100 veterans accessed resources to assist with employment needs.
- ▶ Continued to provide financial support for the Leon County Veterans Day Parade in partnership with Vet Events Tallahassee, Inc.



Operation Thank You

- ▶ Continued to serve on the Leon County Transportation Disadvantaged Coordinating Board to ensure the transportation-disadvantaged population in Leon County has adequate access to transportation.

Contact us

(850) 606-1940
www.LeonCountyFL.gov/Vets

HONOR FLIGHT TALLAHASSEE



Since 2012, Leon County has supported the annual Honor Flight Tallahassee, which brings U.S. veterans on a one-day trip to Washington, D.C. to visit our nation's memorials in recognition of their service, sacrifice, and selflessness. On April 26, 2025, more than 130 veterans and guardians traveled to Washington, D.C. to visit the World War II Memorial, the Lincoln Memorial, and more.

- ▶ Honored veterans by placing Operation Thank You commemorative wreaths on Memorial Day at military grave sites and memorials in the community, including the World War II Memorial located on the front lawn of the County Courthouse, the Florida Vietnam Veterans Memorial, the Korean War Memorial at Cascades Park, Big Bend Hospice Veterans Memorial Garden, Daniel B. Chaires Community Park, Oakland Cemetery, Greenwood Cemetery, and Veterans of Foreign Wars Cemetery.

- ▶ Hosted the annual Operation Thank You community breakfast in partnership with the American Legion on Veterans Day to honor the service and sacrifice of those who served our country.
- ▶ Assisted veterans with obtaining applicable property tax exemptions and discounts from the Leon County Property Appraiser.

- ▶ Collaborated with several organizations, including the U.S. Department of Housing and Urban Development-VA Supportive Housing (HUD-VASH) and Advocates for Veteran Housing, to provide housing solutions and supportive services for veterans.



COMMUNITY AND MEDIA RELATIONS

COMMUNITY RELATIONS AND RESILIENCE

ALIGNING BOARD PRIORITIES WITH OPTIMIZED RESOURCES

PEOPLE FOCUSED. PERFORMANCE DRIVEN.

Goal Statement

To proactively facilitate the accurate, effective, timely, and consistent flow of public information to internal and external parties of interest, provide community outreach, and serve as the county's liaison with its media partners.

Strategic Initiatives

QUALITY OF LIFE

- Partner with the Leon County Sheriff's Office in raising community awareness on issues such as child abuse and prevention programs, human trafficking, sexual abuse and exploitation and domestic violence. (#2022-32)

GOVERNANCE

- Upgrade the Citizens Connect mobile application to ensure the best user experience and technical reliability for the next 10 years of readiness. (#2024-77)
- Alongside The Village Square, the Knight Creative Communities Institute (KCCI), and other community partners, continue to engage citizens of diverse backgrounds with innovative programs like Created Equal, the Citizen Engagement Series, Build Your Bucket, and so much more. (#2022-35)
- Expand efforts to build public awareness of the County's Code Compliance Program through ongoing neighborhood engagement and public information efforts. (#2025-100)

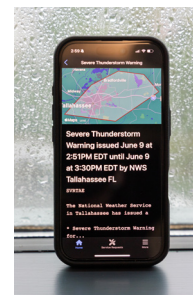
Contact us

(850) 606-5300
www.LeonCountyFL.gov/CMR

EDUCATION, INFORMATION, AND COMMUNITY OUTREACH

- Community and Media Relations (CMR) continued to enhance the community's access to Leon County Government and promote transparency and accountability.

- » Communicated disaster preparedness information to help citizens prepare for hurricane season and other disasters through various mediums.
- » Updated and distributed 170,000 copies of the 2025-26 Leon County Disaster Survival Guide at County library locations and community events, and mailed copies directly to County households for the first time.
- » Shared accurate and timely information with the public by working with media partners in print, television, radio, and online.
- » Generated more than \$2 million in earned media value for County programs, events, and services.
- » Worked with County staff to accurately respond to public records requests in a timely manner.
- » Developed and launched the enhanced Citizens Connect mobile app with the Office of Information Technology (OIT), which delivers up-to-the-minute emergency information, including weather alerts, road closures, sandbag locations, and more to mobile devices.



Citizens Connect mobile app

- Developed and launched the new Leon County Public Notices website with OIT, which streamlines the public noticing process for Leon County Government and governmental partners to improve accessibility and ease of use while reducing government costs.
- Supported the Tallahassee Police Department's communications team during the shooting incident on the Florida State University



January Winter Storm media engagement with Public Works



Judge Augustus D. Aikens, Jr. Leon County Courthouse dedication

campus on April 17, 2025, providing timely and essential emergency information to the community.

- Collaborated with Facilities Management and Public Works to host the retirement celebration and dedication ceremony of the Leon County Courthouse in honor of Judge Augustus D. Aikens, Jr.



Created Equal: The Rhythm & Resilience of Black Music



Springtime Tallahassee

- ▶ Partnered with the Knight Creative Communities Institute (KCCI) to install a kinetic public art sculpture outside the Judge Augustus D. Aikens, Jr. Leon County Courthouse to inspire curiosity and foster a shared community appreciation for public art.

- ▶ Continued to provide the public with real-time news updates on the County's digital media subscription service, Mailchimp, to more than 55,000 subscribers.
- ▶ Prepared and issued nearly 300 news advisories, releases, and public notices detailing County activities.
- ▶ Facilitated and documented more than 80 press conferences, community meetings, and events, publishing more than 5,000 photographs on LeonPhotos.com and capturing more than 15 hours of video footage.
- ▶ Designed more than 800 graphic design deliverables to promote County events and projects.
- ▶ Maintained and grew Leon County's Facebook, X, Instagram, LinkedIn, Nextdoor, and YouTube accounts, totaling more than 167,000 followers across all platforms.
- ▶ Continued to provide accurate and timely information to the public through the County's award-winning Emergency Information Portal website, LeonCountyFL.gov/ei, and Citizens Connect mobile app.
- ▶ Recognized vibrant neighborhoods and dedicated community leaders through the 44th Annual Neighborhood Recognition Program

DEMONSTRATING THE HIGHEST STANDARDS OF PUBLIC SERVICE

Community and Media Relations (CMR) was recognized with ten state and national awards for outstanding public relations. CMR set a new record for most statewide awards received from the Florida Public Relations Association in the County's history, earning the Government Team of the Year Silver Pinnacle Award as well as six Awards of Distinction and one Judges' Award. Additionally, CMR earned two National Association of County Information Officers Awards of Excellence with both awards receiving the Best of Category designation.

in partnership with the Council of Neighborhood Associations (CONA).

- ▶ Produced the semiannual Leon County Courier, a publication by and for Leon County employees.
- ▶ Designed and implemented more than two dozen email signature banners for County employee emails to promote County programs and services.
- ▶ Hosted the 10th annual Created Equal event in partnership with The Village Square, where hundreds of residents gathered to hear about this year's topic, focused on the rich history of Black music and how it serves as a living chronicle of the Black experience, titled *Created Equal: The Rhythm & Resilience of Black Music*.
- ▶ Continued the "Learn Before You Burn" educational campaign to inform citizens about the health impacts of burning yard waste and alternatives to burning yard debris.
- ▶ Designed and distributed the monthly Leon County LINK in print and online to connect citizens with County services.



VOLUNTEER SERVICES

COMMUNITY RELATIONS AND RESILIENCE

ALIGNING BOARD PRIORITIES WITH OPTIMIZED RESOURCES

PEOPLE FOCUSED. PERFORMANCE DRIVEN.

Goal Statement

To empower citizens to answer local need through volunteerism and community engagement.

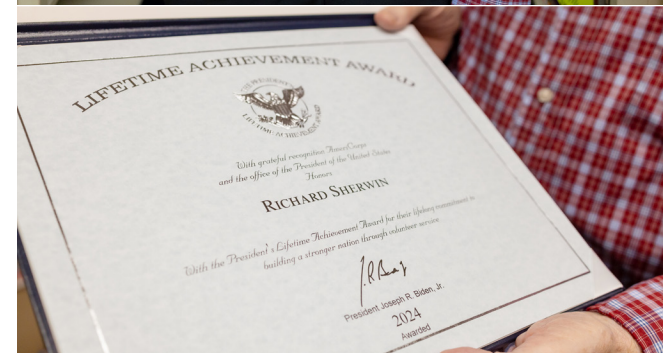
Strategic Initiatives

QUALITY OF LIFE

- Continue to support the Big Bend Continuum of Care in the coordination and implementation of the annual Point-In-Time Count to collect homeless data critical to securing state and federal funding. (#2025-94)

RESPONSIVE VOLUNTEERISM AND COMMUNITY ENGAGEMENT

- ▶ Coordinated internship and volunteer opportunities for more than 3,500 volunteers and interns who volunteered more than 60,000 hours of service for County government programs and special events.
- ▶ Registered more than 1,000 new users and 12 new agencies with the Get Connected volunteer portal.
- ▶ Coordinated volunteer opportunities for several County events and programs, including Operation Thank You, 9/11 Day of Remembrance and Service, and the Leon Works Expo.
- ▶ Hosted the 27th Annual Volunteer Fire Truck Round-Up, highlighting the service and dedication of Leon County's volunteer firefighters, with more than 500 attendees.
- ▶ Placed more than 40 youths, ages 14 to 24, in Leon County offices as part of the County's Summer Youth Program to provide job experience, professional development, and training over the summer.
- ▶ Led Leon County Emergency Support Function (ESF) 15 Volunteers and Donations during disaster activations.
- ▶ Operated the Citizen Information Line call center during the January Winter Storm and the Florida State University shooting in April, receiving nearly 100 calls from citizens with questions regarding disaster preparedness, response, and recovery.
- ▶ Hosted engaging Zombie Apocalypse and Mars Attacks training simulation modules, where 60 staff members were trained on how to respond to calls from our community through the Citizen Information Line during emergency events.



Volunteer Richard Sherwin recognized for 4,252 hours of service

Contact us

(850) 606-1970
www.VolunteerLEON.org



Mission Statement

Managing a high performing and diverse workforce throughout the entire employee life cycle, through collaboration and strategic partnerships, while ensuring compliance with federal, state, and local employment regulations.

Strategic Initiatives

GOVERNANCE

- Continue to invest in the professional development of County staff including participation in Certified Public Manager training and enhancements to the County's Management Training. (#2022-38)
- Continue to pursue cost savings through the County's Innovator & Inspirator (I²) Program. (#2022-39)

Contact us
(850) 606-2400
www.LeonCountyFL.gov/HR

ATTRACTING, TRAINING, AND RETAINING A QUALITY WORKFORCE

TRAINING/PROFESSIONAL DEVELOPMENT/ APPRENTICESHIP/BENEFITS

- Provided 38 ongoing trainings, including the monthly New Employee Orientation, enhanced New Supervisor Training and Advanced Supervisor Training, Ideal Team Player, Leadership Communication Skills, SBI-I Feedback Model, and True Colors, as well as several customized departmental trainings such as Coaching and Assertive Communication, Code of Ethics, Time Trekking, and Workplace Conduct.
- Assisted Leon County Risk Management in updating their training as part of the New Employee Orientation Learning Plan curriculum within NEOGOV Learn.
- Leon County employees completed approximately 3,000 in-person and online trainings through NEOGOV and LinkedIn Learning to enhance and diversify skills to better serve the community.
- Hosted the Leon Works Junior Apprenticeship Program for the 2024-2025 school year by providing 16 students the opportunity to gain skilled work experience during the fall and spring semesters. An additional six students are participating in the program for the fall 2025 semester.
- Partnered with Tallahassee Collegiate Academy and FAMU DRS to encourage eligible students to apply for the Leon Works Junior Apprenticeship Program, leading to increased engagement and multiple student applications from both schools.
- Participated in a career fair at the Ghazvini Learning Center to bring increased awareness about the Leon Works Junior Apprenticeship Program to more than 100 students.

HEALTH & WELL-BEING

- Hosted a hybrid virtual and in-person Benefits and Well-Being Fair, attracting 750 employees and vendors.



Well-Being Award winners

- Supported participation for 211 Leon County employees in community events, including Heart Walk, Springtime Tallahassee races, Turkey Trot, Jingle Bell Run, and Corporate Cup Challenge.
- Tracked 6,339 participants for Live Well Leon activities, events, and health screenings.
- To further promote the health and wellness of County employees, hosted the eight-week Spring Into Motion walking challenge. The 261 participants logged nearly 1.05 million steps, equating to 49,530 miles.
- Hosted 110 activities, including exercise classes, lunch and learns, and other engaging programs, throughout the year to enhance the overall well-being of County employees.

DID YOU KNOW?

Leon County achieved Gold Level recognition from the American Heart Association for implementing quality workforce health and well-being programs and a culture of healthy best practices.



OFFICE OF INFORMATION TECHNOLOGY

ALIGNING BOARD PRIORITIES WITH OPTIMIZED RESOURCES

PEOPLE FOCUSED. PERFORMANCE DRIVEN.

Mission Statement

To provide reliable and effective technology and telecommunications solutions and services to County agencies to enable them to fulfill their missions in serving the citizens of Leon County.

Strategic Initiatives

GOVERNANCE

- Upgrade the Citizens Connect mobile application to ensure the best user experience and technical reliability for the next 10 years of readiness. (#2024-77)
- Begin implementing next generation 9-1-1 technology and infrastructure so as to ensure regional connectivity, call taker functionality, and the most resilient infrastructure during future disasters. (#2024-78)

Contact us

(850) 606-5500
www.LeonCountyFL.gov/OIT

MAINTAINING EFFICIENT AND COST-EFFECTIVE INFORMATION TECHNOLOGY

- The Office of Information Technology provides essential infrastructure and services to County agencies to ensure the safety of the entire community and works to exercise responsible stewardship of the County's resources:
 - » Averaged 80,000 unique website visitors each month, totaling nearly 1 million visitors during FY25.
 - » Received 3 million emails during FY25, with 19% intercepted by security filters.
 - » Developed and launched the enhanced Citizens Connect mobile app with Community and Media Relations (CMR), which delivers up-to-the-minute emergency information, including weather alerts, road closures, sandbag locations, and more to mobile devices.
 - » Received grants valued at nearly \$1 million, including the Florida Digital Service Cybersecurity Grant Program to expand cybersecurity initiatives and a Florida Department of Law Enforcement grant to replace the Leon County Sheriff's Office's Jail Management System.
 - » Passed three third-party cybersecurity assessments/audits performed by a private cybersecurity firm that also included occupational technologies in addition to information technologies, a financial auditor, and a cybersecurity insurance auditor.
 - » Added seven Geographic Information Systems (GIS) data layers, increasing the total number to 943.
 - » Fully implemented online permitting for developers, contractors, and citizens.
 - » Continued working with Development Support and Environmental Management (DSEM) to make the County's Online Permits Portal more efficient for applicants and staff.
 - » Updated three courtrooms with new presentation and/or sound improvements.



Leon Works Junior Apprenticeship: IT Tech Support



Leon County Citizens Connect mobile app

- » Developed and launched the new Leon County Public Notices website with Community and Media Relations (CMR), which streamlines the public noticing process for Leon County Government and governmental partners to improve accessibility and ease of use while reducing government costs.

PROBATION, SUPERVISED PRETRIAL RELEASE, AND DRUG/ALCOHOL TESTING

OFFICE OF INTERVENTION AND DETENTION ALTERNATIVES



ALIGNING BOARD PRIORITIES WITH OPTIMIZED RESOURCES

PEOPLE FOCUSED. PERFORMANCE DRIVEN.

Mission Statement

To provide information to the Courts which support judicial custody release decisions and provide alternatives to incarceration to person accused of crimes and offenders, improve their ability to live lawfully and productively in the community, enhance the overall administration of justice, and support community safety and well-being.

Strategic Initiatives

QUALITY OF LIFE

- Identify and evaluate pretrial alternatives to incarceration for low level and non-violent offenders and support reentry through regional partnerships and state and national efforts. (#2022-23)
- Continue to coordinate with DISC Village, Inc., and the Leon County Sheriff's Office in leveraging opioid settlement funding to provide substance abuse treatment and ancillary services for individuals with opioid and substance use disorders in the community. (#2025-93)

GOVERNANCE

- Coordinate with the Public Safety Coordinating Council, the Judiciary, Court Administration, and other partners in implementing the jail population management strategies identified by the Leon County Detention Facility Needs Assessment Report. (#2025-98)
- Expand effort to reduce graffiti and roadside littering by coordinating with the Leon County Sheriff's Office and the State Attorney's Office to explore the development of a new anti-graffiti/anti-littering program that would install Capital Region Real-Time Crime Center (CRRTCC) cameras in selected areas, on a rotating basis, where graffiti and roadside littering are severe. (#2025-102)

Contact us

(850) 606-5600
www.LeonCountyFL.gov/Probation

COURT SERVICES, CASE MANAGEMENT, AND COMMUNITY SERVICE

- ▶ Maintained an average monthly caseload of 1,411 County probationers and supervised pretrial release defendants.
 - » Supervised Pretrial Release diverted an estimated 305,000 inmate days from the Leon County Detention Facility, resulting in cost savings of more than \$31 million.
- ▶ Performed more than 6,800 criminal history reviews and demographic assessments on new arrestees to assist the court in making release decisions.
- ▶ Administered more than 23,900 court-ordered drug and alcohol tests and collected more than \$144,200 for testing services.
- ▶ Connected pretrial and probation clients to substance use disorder treatment and ancillary services.
- ▶ Referred more than 2,767 clients to needed services such as housing, transportation, and job placement assistance through the Human Services Self-Assessment Questionnaire.
- ▶ Identified and supported additional services to address the increasing needs of individuals with mental illness in the community through continued participation in the White House Data-Driven Justice Initiative, National Association of Counties Stepping Up Initiative, the Council of State Governments Justice Center, and the American Psychiatric Association Foundation.



Probation team members

DID YOU KNOW?

To reduce recidivism, OIDA, in partnership with the Resilience Institute for Strength and Empowerment Center (RISE), administers the Reentry Housing Assistance (RHA) Program, which provides financial assistance to homeless individuals involved in the criminal justice system to secure transitional or rental housing. The RISE Center offers case management services to support participants with a wide range of needs, and OIDA refers pretrial and probation clients for participation in the program.



OFFICE OF MANAGEMENT AND BUDGET (OMB)

ALIGNING BOARD PRIORITIES WITH OPTIMIZED RESOURCES

PEOPLE FOCUSED. PERFORMANCE DRIVEN.

Mission Statement

To continuously enhance the quality of County services by optimizing the use of County financial resources through the effective provision of planning, policy analysis, budget development, budget implementation, and program evaluation services to benefit citizens, elected officials, and staff.

Strategic Initiatives

ECONOMY

- Maximize the leveraging of the \$1 trillion federal infrastructure bill to fund County projects. (#2022-8)

GOVERNANCE

- Continue to invest in the professional development of County staff including participation in Certified Public Manager training and enhancements to the County's Management Training. (#2022-38)
- Continue to pursue cost savings through the County's Innovator & Inspirator (I²) Program. (#2022-39)

Contact us

(850) 606-5100
www.LeonCountyFL.gov/OMB

RESPONSIBLE PLANNING AND MANAGEMENT OF THE COMMUNITY'S FINANCIAL RESOURCES



Let's Balance! Budget Game with Youth Leadership Tallahassee

- ▶ Recognized as a financially viable organization with an extremely high Aa2 credit rating by international bond rating agency Moody's and Fitch.
- ▶ Provided two semiannual reports to the Board of County Commissioners documenting and analyzing the County's financial position.
- ▶ Achieved the lowest net budget (\$1,155) per County resident among like-sized counties and one of the lowest net budgets per County resident in Florida. Also, Leon County has approximately six employees per 1,000 residents and ranks 8th lowest in employees per capita among all 67 Florida counties.
- ▶ Realized more than \$3.4 million in new cost savings and cost avoidances, including \$1.9 million in savings after staff negotiation on the landfill closure construction project; \$584,000 in recurring cost savings identified by the Office of Management and Budget ranging from contractual costs in Probation, Mosquito Control, and other miscellaneous items related to professional services and general operating expenses; savings from the Old Plank Road at Chicken Branch culvert replacement project; malware prevention;

County Budget For Fiscal Year	2024/2025	2025/2026
Budget	\$377,886,993	\$401,518,304
County Wide Millage Rate	8.3144	8.3144
Emergency Medical Services	0.7500	0.7500
Total Millage Rate	9.0644	9.0644
Budgeted Property Taxes	\$200,374,597	\$215,967,846
Budgeted Emergency Medical Services MSTU	\$18,074,780	\$19,481,368

and \$140,000 in cost avoidance by the development of the internal agenda routing software.

- ▶ Budgeted for an additional \$2.7 million in Capital Improvement funds for replacement vehicles and equipment, and stormwater infrastructure improvements; Public Safety Complex facility maintenance; statutory technology requirements for the courts; and intersection and safety improvements.
- ▶ Presented the "Let's Balance" budget game in collaboration with Youth Leadership Tallahassee Class 21 and the Florida Association of Counties during the New Commissioner Bootcamp in Tampa.



Goal Statements

Purchasing: To provide timely and professional procurement services to secure requested supplies, services, and commodities at a specified level of quality and at the lowest possible cost through open and fair competition.

Risk Management: To establish, to the fullest extent possible, a safe work and service environment in which employees, as well as members of the general public, can enjoy safety and security in the course of their daily pursuits.

Aligning Resources with Strategic Priorities

GOVERNANCE

- Exercised responsible stewardship of County resources, sound financial management and ensured that the provision of services and community enhancements were done in a fair and equitable manner. (G5)

Contact us

(850) 606-1600 (Purchasing)
(850) 606-5100 (Risk Management)
www.LeonCountyFL.gov/Purchasing
www.LeonCountyFL.gov/RM

PROCURING AND MANAGING RESOURCES AND SERVICES, AND MANAGING RISK

- ▶ Provided departmental support through the issuance of purchase orders valued at more than \$145 million during the fiscal year through more than 1,700 requisitions.
- ▶ Conducted more than 50 competitive solicitations to ensure the best value for the County.
- ▶ Utilized cooperative purchasing for large equipment purchases to leverage the combined buying power of multiple agencies to reduce costs.
- ▶ Collaborated with the Tallahassee-Leon County Office of Economic Vitality to identify and implement strategies for increasing the utilization of Minority, Women, and Small Business Enterprises (MWSBEs), tripling the number of projects reserved exclusively for Small Business Enterprise (SBE) firms.
- ▶ Developed and conducted a comprehensive Emergency Purchasing training attended by more than 90 employees.
- ▶ Maintained proper control over all records of tangible personal property by conducting an annual inventory, consisting of assets valued at more than \$60 million.
- ▶ Conducted online surplus sales/auctions, resulting in a return of more than \$300,000.
- ▶ Used competitive quoting and cooperative contracts to reduce inventory costs in the warehouse and had a turnover rate of 1.36, exceeding the national standard.
- ▶ Coordinated more than 20 workplace health and safety trainings, including how to handle a public records request, active attack, defensive driving, load securement, how to use an automated external defibrillator (AED) and perform cardiopulmonary resuscitation (CPR), forklift safety, walking tour of the Transfer Station, snake safety, and boat safety.



Snake Safety Training

- ▶ Instituted a new “Train the Trainer” program for forklift training. Leon County now has six new designated trainers who can teach certified forklift training for County employees.
- ▶ Compiled a guide on emergency procedures that details safety protocols, including evacuation routes, fire safety measures, shelter-in-place guidelines, AED locations, and other useful resources.
- ▶ Awarded a Florida Municipal Insurance Trust (FMIT) Matching Safety Grant to establish and initiate a new personal protective equipment (PPE) duffle bag program for new employees.
- ▶ Launched a digital Risk Management Quarterly Newsletter, highlighting upcoming training opportunities, safety information, and other useful resources.
- ▶ Reviewed more than 300 criminal background checks on individuals wishing to volunteer.



COUNTY LEADERSHIP DIRECTORY



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CasonS@LeonCountyFL.gov



Office of Information Technology
Michelle Taylor
Chief Information Officer
(850) 606-5500
TaylorM@LeonCountyFL.gov

LIVING OUR *PEOPLE FOCUSED. PERFORMANCE DRIVEN. CULTURE*



OIT: GIS
Scott Weisman
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(850) 606-5500
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County Administration
Nicki Hatch
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(850) 606-5300
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County Administration
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Purchasing Director
(850) 606-1600
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County Administration
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Real Estate Manager
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VickeryK@LeonCountyFL.gov



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Director
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Division Director
(850) 606-1500
WuC@LeonCountyFL.gov



Public Works:
Operations
Andrew Riley
Division Director
(850) 606-1400
RileyA@LeonCountyFL.gov



Public Works:
Fleet Management
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Division Director
(850) 606-2000
McSwainJ@LeonCountyFL.gov



Office of Resource Stewardship
Maggie Theriot
Director
(850) 606-5000
TheriotM@LeonCountyFL.gov



ORS: Parks & Recreation
Amanda Heidecker
Division Director
(850) 606-1470
HeideckerA@LeonCountyFL.gov



Development Services and
Environmental Management
Scott Brockmeier
Director
(850) 606-1300
BrockmeierS@LeonCountyFL.gov



DSEM: Development Services
Ryan Culpepper
Division Director
(850) 606-1300
CulpepperR@LeonCountyFL.gov



DSEM: Environmental Services
Deji Ajose-Adeogun
Division Director
(850) 606-1300
AjoseAdeogunD@LeonCountyFL.gov



DSEM: Permit & Compliance
Services
Emma Smith
Division Director
(850) 606-1300
SmithE@LeonCountyFL.gov



DSEM: Building Plans Review and
Inspection
Justin Poole
Division Director
(850) 606-1300
PooleJ@LeonCountyFL.gov



Department of P.L.A.C.E.
Artie White
Director
(850) 219-1060
Artie.White@TLCPLACE.org



Department of P.L.A.C.E.:
Office of Economic Vitality
Keith Bowers
Director
(850) 219-1080
KBowers@OEVforBusiness.org



Department of P.L.A.C.E.:
Blueprint Intergovernmental Agency
Autumn Calder
Director
(850) 219-1060
Autumn.Calder@BlueprintIA.org



CITIZEN COMMITTEES

ADVISORY COMMITTEE FOR QUALITY GROWTH

Provides a continuous source of community input and technical resources from industry professionals and community stakeholders that offer proactive input and feedback for all development review and approval process improvements and service enhancements.

AFFORDABLE HOUSING ADVISORY COMMITTEE

Reviews the established policies and procedures, ordinances, land development regulations, and adopted comprehensive plan and recommends specific actions or initiatives to encourage or facilitate affordable housing.

ANIMAL CLASSIFICATION COMMITTEE

Considers evidence, related history, ordinance requirements, and provides recommendations as to the classification and disposition of any animal that is the subject of a Dangerous/Aggressive classification.

ANIMAL SHELTER ADVISORY BOARD

Supports the Tallahassee-Leon Community Animal Service Center (animal shelter) by serving as community liaisons and assisting with developing policies, programs, and long-range planning.

ARCHITECTURAL REVIEW BOARD

Reviews and makes recommendations for placement of properties on the Local Register of Historic Places and reviews changes to the exterior of properties zoned with Historic Preservation Overlay.

AUDIT ADVISORY COMMITTEE

Promotes, maintains and enhances the independence and objectivity of the internal audit function by ensuring broad audit coverage, adequate consideration of audit reports, and appropriate action on recommendations.

BIG BEND HEALTH COUNCIL

Determines the health needs and resources of the 14-County Service District to develop a District Health Plan. Provides for local representation in planning and evaluating health needs of the County.

BOARD OF ADJUSTMENT AND APPEALS

Responsible for hearing and deciding on appeals of administrative decisions and variance applications as provided in the Land Development Code (LDC).

CANOPY ROADS CITIZENS COMMITTEE

Assists in coordinating efforts to protect and maintain canopy roads through the development of a long-range canopy road management plan, and provides recommendations regarding the preservation of canopy roads to the City and County Commissions.

CAREERSOURCE CAPITAL REGION BOARD

Develops the region's strategic workforce development plan, identifies occupations in demand in the area, solicits input and participation from the local business community, and provides policy guidance and program procedures to connect employers with qualified skilled job talent offering employment and career development opportunities.

CODE ENFORCEMENT BOARD

Conducts hearings to enforce County laws on cases involving violations of environmental management, zoning, land use, building code, and control of junk accumulation, and imposes fines and penalties with the goal of obtaining code compliance.

COMMUNITY DEVELOPMENT BLOCK GRANT CITIZENS ADVISORY TASK FORCE

Provides input on the development and implementation of the Small Cities Community Development Block Grant process, facilitates community needs discussion, provides recommendations to be considered when drafting the grant application, and provides input during grant implementation.

COMMUNITY HUMAN SERVICES PARTNERSHIPS CITIZEN REVIEW TEAMS

Implements the joint agency review process for joint funding recommendations, resulting in funding recommendations for human services agency grant applicants that provide services to Leon County residents.

COUNCIL ON CULTURE & ARTS BOARD

Stimulates greater awareness and appreciation of the importance of the arts by encouraging and facilitating greater, more efficient use of governmental and private resources for the development and support of the arts.

EARLY LEARNING COALITION OF THE BIG BEND REGION

Implements, coordinates, and administers the provisions of the Statutory Voluntary Prekindergarten Education Program and the School Readiness Program in the Big Bend Region, and serves as the community child care coordinating agency for the service area.

HOUSING FINANCE AUTHORITY OF LEON COUNTY

Encourages investment by private enterprise and stimulates construction and rehabilitation of housing through use of public financing and the provision of low-cost loans to purchase affordable housing.

INVESTMENT OVERSIGHT COMMITTEE

Reviews, reports, and recommends changes in investment practices of Leon County; reviews the County's portfolio activity for compliance with the investment plan; and reviews investment policies and makes recommendations to the Board for amendments.

JOINT CITY/COUNTY BICYCLING WORKGROUP

Provides input to the Tallahassee-Leon County Planning Department staff regarding cycling-related projects, improvements, events, and ordinances that are considered to be of community interest.

J.R. ALFORD GREENWAY CITIZENS COMMITTEE

Collects public input and makes recommendations to staff regarding the 10-year management plan for the J.R. Alford Greenway and provides input on future goals and objectives.

LEON COUNTY EDUCATIONAL FACILITIES AUTHORITY

Assists institutions for higher education in the construction, financing, and refinancing of projects as set forth in Florida Statutes.

LEON COUNTY RESEARCH AND DEVELOPMENT AUTHORITY

Serves as the governing board for Innovation Park and is comprised of prominent business and community leaders that work together to guide the growth and development of the Park by promoting scientific research and development activities, fostering economic development, and broadening the economic base of Leon County.

LIBRARY ADVISORY BOARD

Serves as a forum for community input concerning the County's library programs and activities.

MINORITY, WOMEN & SMALL BUSINESS ENTERPRISE (MWSBE) CITIZENS ADVISORY COMMITTEE

Monitors the progress of the MWSBE Program in achieving program performance goals, provides input on MWSBE policy alternatives, and suggests programmatic recommendations relative to seeking resolution of disputes regarding Certification and Good Faith Effort.

PLANNING COMMISSION

Designated as the Local Planning Agency that reviews amendments to the Comprehensive Plan for area-wide planning within Leon County.

PUBLIC SAFETY COORDINATING COUNCIL

Assesses the population status of County detention facilities and formulates recommendations to ensure that the capacities are not exceeded, including assessing the availability of pretrial intervention or probation programs, work-release programs, substance abuse programs, gain-time schedules, applicable bail bond schedules, and the confinement status of the housed inmates.

SCIENCE ADVISORY COMMITTEE

Evaluates and reports on scientific evidence and makes recommendations concerning policies and programs that pertain to environmental issues in order to safeguard natural resources and public health and safety.

TALLAHASSEE SPORTS COUNCIL

Provides a fact-finding source of community input and technical resources used in developing recommendations regarding sports tourism-related matters to be considered by the Tourist Development Council.

TALLAHASSEE-LEON COUNTY COMMISSION ON THE STATUS OF WOMEN & GIRLS

Provides input and recommendations on approaches to address issues affecting the women and girls in Tallahassee-Leon County and promotes awareness on issues including discrimination, employment, education, social services, health, economic security, access to justice, freedom from violence, and more.

TALLAHASSEE-LEON COUNTY COUNCIL ON THE STATUS OF MEN & BOYS

Provides support and services to the men and boys in Tallahassee-Leon County who are most at risk and unifies agencies and organizations to coordinate resources, funding, and services to address underlying causes of violence.

TOURIST DEVELOPMENT COUNCIL

Makes recommendations for effective operation of special projects or for uses of the tourist development tax revenue, and reviews expenditures of revenues from the tourist development trust fund.

TRUSTED PEOPLE NEIGHBORHOOD ENGAGEMENT STEERING COMMITTEE

Connects human service providers and residents of the neighborhoods experiencing the highest rates of food insecurity to improve awareness and access to available resources and reduce barriers to healthy and nutritious foods as well as improve overall economic prosperity.

VALUE ADJUSTMENT BOARD

Settles disputes between taxpayers and the Property Appraiser relating to denials of exemptions, classifications, and market values.

WATER RESOURCES COMMITTEE

Makes recommendations on policies, regulations, and management activities to protect and enhance County water resources while considering the various impacts to these resources from accelerated runoff including flooding and surface and groundwater degradation.

Citizen participation is important in developing Leon County's programs/policies and in providing quality services to the community. For details, call (850) 606-5300 or visit LeonCountyFL.gov/Committees.



BOARD OF COUNTY COMMISSIONERS

(850) 606-5300
www.LeonCountyFL.gov/BCC

Bill Proctor, District 1 Commissioner
(850) 606-5361
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CabanC@LeonCountyFL.gov

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MinorR@LeonCountyFL.gov

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David T. O'Keefe, District 5 Commissioner
(850) 606-5365
OKeefeD@LeonCountyFL.gov

Carolyn D. Cummings, At-Large Commissioner
(850) 606-5369
CummingsC@LeonCountyFL.gov

Nick Maddox, At-Large Commissioner
(850) 606-5367
MaddoxN@LeonCountyFL.gov

LEON COUNTY GOVERNMENT

COUNTY ADMINISTRATOR
(850) 606-5300
www.LeonCountyFL.gov/CountyAdministrator

COUNTY ATTORNEY
(850) 606-2500
www.LeonCountyFL.gov/LCAO

ANIMAL CONTROL
(850) 606-5400
www.LeonCountyFL.gov/Animal

COMMUNITY & MEDIA RELATIONS
(850) 606-5300
www.LeonCountyFL.gov/CMR

UF/IFAS LEON COUNTY COOPERATIVE EXTENSION
(850) 606-5200
Leon.IFAS.UFL.edu

DEVELOPMENT SUPPORT & ENVIRONMENTAL MANAGEMENT
(850) 606-1300
www.LeonCountyFL.gov/DSEM

Building Inspection
(850) 606-1300

Inspection Hot Line (IVRS)
(850) 891-1800

Code Compliance Services
(850) 606-1300

Concurrency Management
(850) 606-1300

Environmental Permitting
(850) 606-1300

EMERGENCY MANAGEMENT
(850) 606-3700
www.LeonCountyFL.gov/EM

EMERGENCY MEDICAL SERVICES
(850) 606-2100
www.LeonCountyFL.gov/LCEMS

Non-Emergency Dispatch
(850) 606-5800
TLCCDA.org

FACILITIES MANAGEMENT
(850) 606-5000
www.LeonCountyFL.gov/Facilities

FLEET MANAGEMENT
(850) 606-2000
www.LeonCountyFL.gov/Fleet

FLORIDA HEALTH DEPARTMENT IN LEON COUNTY
(850) 404-6300
www.LeonCountyFL.gov/LCHD



Judge Augustus D. Aikens, Jr. Leon County Courthouse

HOUSING SERVICES
(850) 606-1900
www.LeonCountyFL.gov/Housing

HUMAN RESOURCES
(850) 606-2400
www.LeonCountyFL.gov/HR

Job Openings
(850) 606-2403
www.LeonCountyFL.gov/Jobs

HUMAN SERVICES & COMMUNITY PARTNERSHIPS
(850) 606-1900
www.LeonCountyFL.gov/HSCP

LEGAL AID FOUNDATION
(850) 222-3292

LEROY COLLINS LEON COUNTY PUBLIC LIBRARY SYSTEM
(850) 606-2665
www.LeonCountyLibrary.org

Literacy Volunteers
(850) 606-2644

OFFICE OF INFORMATION TECHNOLOGY
(850) 606-5500
www.LeonCountyFL.gov/OIT

Geographic Information Services
(850) 606-5504
TLCGIS.org

MINORITY, WOMEN & SMALL BUSINESS ENTERPRISE
(850) 219-1080
www.OEVforBusiness.org

MOSQUITO CONTROL
(850) 606-1400
www.LeonCountyFL.gov/Mosquito

OFFICE OF MANAGEMENT & BUDGET
(850) 606-5100
www.LeonCountyFL.gov/OMB

PARKS & RECREATION
(850) 606-1470
www.LeonCountyFL.gov/Parks

PLANNING DEPARTMENT
(850) 891-6400
www.LeonCountyFL.gov/Planning

PROBATION
(850) 606-5600
www.LeonCountyFL.gov/Probation

PUBLIC WORKS
(850) 606-1500
www.LeonCountyFL.gov/PubWorks

Operations (24-hour response)
(850) 606-1400

PURCHASING
(850) 606-1600
www.LeonCountyFL.gov/Purchasing

SOLID WASTE MANAGEMENT
(850) 606-1800
www.LeonCountyFL.gov/SolidWaste

Hazardous Waste
(850) 606-1800

Recycling Information
(850) 606-1800

Rural Waste Collection Center
(850) 606-1800

Transfer Station
(850) 606-1800

SUPERVISED PRETRIAL RELEASE
(850) 606-5700
www.LeonCountyFL.gov/Probation

SUSTAINABILITY
(850) 606-5021
www.GrowingGreen.org

TALLAHASSEE-LEON COUNTY OFFICE OF ECONOMIC VITALITY
(850) 219-1080
www.OEVforBusiness.org

TOURISM DEVELOPMENT
(850) 606-2305
www.VisitTallahassee.com

VETERAN SERVICES
(850) 606-1940
www.LeonCountyFL.gov/Vets

VOLUNTEER SERVICES
(850) 606-1970
www.VolunteerLEON.org

CONSTITUTIONAL OFFICES

CLERK OF COURTS
(850) 606-4000
www.LeonClerk.com

SUPERVISOR OF ELECTIONS
(850) 606-8683
www.LeonVotes.gov

PROPERTY APPRAISER
(850) 606-6200
www.LeonPA.gov

TAX COLLECTOR
(850) 606-4700
www.LeonTaxCollector.net

SHERIFF
(850) 606-3300
www.LeonCountySO.com

OTHER COUNTY/STATE AGENCIES

PUBLIC DEFENDER
(850) 606-1000
www.LeonCountyFL.gov/PD

STATE ATTORNEY, 2ND JUDICIAL CIRCUIT
(850) 606-6000
www.SAO2FL.org

CIRCUIT COURT 2ND JUDICIAL
(850) 606-4401
www.LeonCountyFL.gov/2ndCircuit



QUICK REFERENCE

PARKS

Anita L. Davis Preserve at Lake Henrietta Park

3305 Springhill Road; paved 1.2-mile-long walking trail, informational kiosk, portable restroom

Apalachee Regional Park and Dog Park

7550 Apalachee Parkway; four lighted multi-purpose fields, restrooms/concession building, nationally recognized cross-country running facility, radio-controlled airfield, 2-acre dog park and agility course

Bradfordville Dog Park

6808 Beech Ridge Trail; 13 acres of off-leash play, small and large dog sections

Brent Drive Park

812 Brent Drive; basketball court, hopscotch, four square

Broadmoor Pond Park

4723 Jackson Bluff Road; paved 6/10-mile-long walking trail, informational kiosk, portable restroom, benches

Canopy Oaks Community Park

3250 Point View Drive; two lighted Little League baseball fields, two lighted tennis and pickle ball courts, lighted multi-purpose field, one large pavilion, restrooms/concession building

Daniel B. Chaires Community Park

4768 Chaires Cross Road; four lighted tennis courts, two lighted basketball courts, restrooms/concession building, two lighted Little League baseball fields, one T-ball field, playground

Fort Braden Community Park

15100 Blountstown Highway; two lighted Little League baseball fields, lighted multi-purpose field, playground, restrooms/concession building

Fred George Greenway and Park

3043 Capital Circle NW; museum and education center, lighted regulation size baseball field, lighted multi-purpose field, trails, pavilions, playground, restrooms/concession building

Gil Waters Preserve at Lake Munson

1306 Jackson Moody Place; pavilions, grills, restrooms, one mile of nature trails, boat landing, informational kiosk, observation platform

J. Lee Vause Park and Dog Park

6024 Old Bainbridge Road; six pavilions, 26 acres of wooded spaces, one mile of hard surface paths for bikes and pedestrians, 1.5-acre dog park, restrooms, playground, sand volleyball court

J. Lewis Hall Sr. Woodville Park and Recreation Complex

1492 J. Lewis Hall Sr. Lane; four lighted Little League baseball fields, lighted Junior League baseball field, lighted softball field, two lighted basketball courts, lighted multi-purpose field, two pavilions, playground, restrooms/concession building

J.R. Alford Greenway

2500 Pedrick Road; More than 800 acres of trails and open space for hikers, mountain bicyclists, equestrians (horse trailer parking), portable restroom, informational kiosks, 16 miles of multi-use double track trail and five miles of multi-use single track trail

Jackson View Park

2585 Clara Kee Blvd.; mulched 8/10-mile-long walking trail, picnic tables, open space, observation deck, playground, Little Free Library, portable restroom

Kate Ireland Park

12271 Iamonia Landing Road; pavilion, playground, restrooms

Man-O'-War Park

6568 Man-O'-War Trail; playground, swing set, open grassy area, benches

Martha Wellman Park

5317 W. Tennessee St.; paved 8/10-mile-long walking trail, informational kiosk, portable restroom

Miccosukee Canopy Road Greenway

5600 Miccosukee Road; 14 miles of trails, 500 acres of open space for hikers, mountain bicyclists, and equestrians, picnic tables, restrooms

Miccosukee Community Park

15011 Cromartie Road; playground, two lighted basketball courts, two pavilions, lighted Little League baseball field, lighted Little League softball field, T-ball field, restrooms/concession building

Orchard Pond Greenway

5861 Orchard Pond Road; clay 3.2-mile-long trail for hikers, bikers, and equestrians, informational kiosks

Parwez "P. A." Alam Park at Okeehoopkee Prairie Preserve

1294 Fuller Road; crushed shell 1/2-mile-long walking trail, pavilion, informational kiosk, playground

Pedrick Pond Park

5701 Mahan Drive; crushed shell 7/10-mile-long walking trail, benches, picnic tables, informational kiosk

Pimlico Park

4811 Pimlico Drive; playground, backstop, picnic tables, open grassy area, pond, workout equipment

Robinson Road Park

1819 Robinson Road; two picnic tables, open green space

St. Marks Headwaters Greenway

640 Baum Road; three pavilions, informational kiosk, bicycle rack, equestrian and passenger vehicle parking, three miles of natural surface multi-use trails, open space for hikers, mountain bicyclists, and equestrians, boardwalk, playground, portable restroom

St. Marks Headwaters Greenway - Buck Lake Trailhead

10995 Buck Lake Road; six miles of multi-use trails for runners, hikers, and mountain bicyclists, boardwalks, shaded pavilions, playground, restrooms, electric vehicle charging station

Stoneler Road Park

5225 Stoneler Road; lighted Little League field, pavilion, playground, restrooms/concession building

Tower Road Park

5971 Tower Road; lighted multi-purpose field, playground, pavilion, restrooms/concession building

LIBRARIES

LeRoy Collins Leon County Main Library

200 W. Park Ave.
(850) 606-2665

Bruce J. Host Northeast Branch Library

5513 Thomasville Road
(850) 606-2800

Dr. B.L. Perry, Jr. Branch Library

2817 S. Adams St.
(850) 606-2950

Eastside Branch Library

1583 Pedrick Road
(850) 606-2750

Jane G. Sauls Fort Braden Branch Library

16327 Blountstown Highway
(850) 606-2900

Lake Jackson Branch Library

Lake Jackson Town Center
3840-300 N. Monroe St.
(850) 606-2850

Woodville Branch Library

8000 Old Woodville Road
(850) 606-2925

BOAT LANDINGS

Ben Stoutamire Landing

2552 Ben Stoutamire Road

Blount Landing

24371 Lanier Street

Bull Headley Landing

10156 Bull Headley Road

Cedar Hill Landing

467 Cedar Hill Landing Road

Coe Landing

1208 Coe Landing Road

Crowder Landing

1053 Crowder Road

Cypress Landing

16900 Ro Co Co Road

Elk Horn Landing

3997 Elkhorn Road

Faulk Drive Landing

1895 Faulk Drive

Fuller Road Landing

1294 Fuller Road

Gardner Landing

1022 Gardner Road

Gil Waters Preserve Landing

5800 Crawfordville Highway

Jackson View Landing

4967 N. Monroe St.

Lake Munson Landing

1025 Munson Landing Road

Luther Hall Landing

2997 Luther Hall Road

Meginnis Arm Landing

3017 Meginnis Arm Road

Miller Landing

2900 Miller Landing Road

Reeves Landing

16254 Reeves Landing Road

Rhoden Cove Landing

801 Rhoden Cove Road

Sunset Landing

4800 Jackson Cove Road

Tower Road Landing

6991 Tower Road

Van Brunt (Kate Ireland) Landing

12271 Iamonia Landing Road

Wainwright Landing

4135 Wainwright Road

Williams Landing

951 Williams Landing Road

CAMPGROUNDS

Camping information: (850) 606-1470

Reservations can be made at:
www.LeonCountyFL.gov/Reservations

Coe Landing Campground

1208 Coe Landing Road
20 RV or tent camping sites with 30 amp hookups, Wifi, water, electricity, restrooms, showers, dump station, grills

Luther Hall Landing Campground

2997 Luther Hall Road
10 tent camping sites, restrooms, showers, fish cleaning station

COMMUNITY CENTERS

General information:
(850) 606-1470

Bradfordville Community Center

6808 Beech Ridge Trail

Dorothy Cooper Spence (Chaires) Community Center

4768 Chaires Cross Road

Fort Braden Community Center

16387 Blountstown Highway

Lake Jackson Community Center

3840 N. Monroe St.

Miccosukee Community Center

15011 Cromartie Road

Woodville Community Center

8000 Old Woodville Road

COMMUNITY RESOURCES

UF/IFAS Leon County Cooperative Extension

615 Paul Russell Road
(850) 606-5200

Development Support & Environmental Management

435 N. Macomb St., Renaissance Center, 2nd Floor
(850) 606-1300

Solid Waste Management Facility

7550 Apalachee Parkway
(850) 606-1800

Woodville Waste Management Facility

549 Henry Jones Road
(850) 606-1836

Ft. Braden Waste Management Facility

2485 E. Joe Thomas Road
(850) 606-1837

Miccosukee Waste Management Facility

13051 Miccosukee Road
(850) 606-1835

Volunteer Services

301 S. Monroe Street, 5th floor
(850) 606-1970

EMPLOYING TEAM APPROACH



9/11 Day of Remembrance and Service



EMS Tactical Medic Team

EMPLOYING TEAM APPROACH

A Core Practice of Leon County Government

Employees work together to produce bigger and better ideas to seize the opportunities and to address the problems which face our community.



Snake Safety Training



Employee Appreciation Event



Autism Acceptance Month Exhibit Opening



Office of Intervention and Detention Alternatives



Live Well Leon Souper Bowl



Public Works luncheon



LEON COUNTY BOARD OF COUNTY COMMISSIONERS



Brian Welch, Chairman | District 4
Northeast Park Groundbreaking



Bill Proctor | District 1
Anita Davis Place Street Renaming



Carolyn D. Cummings | At-Large
Employee Appreciation Event



Christian Caban, Vice Chairman | District 2
Fort Braden Family Resource Center Opening



Rick Minor | District 3
Leon County Legislative Delegation Meeting



David O'Keefe | District 5
St. Marks Headwaters Greenway Buck Lake Trailhead Opening



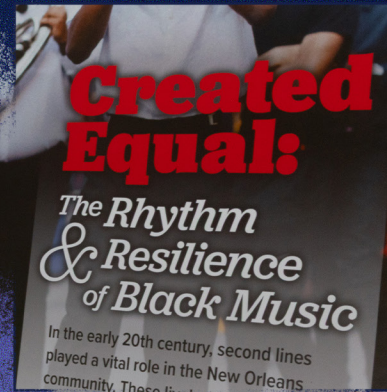
Nick Maddox | At-Large
Operation Thank You



OUR VALUE PROPOSITION

What You Get as a Taxpayer and a Stakeholder in our Community

Leon County Government leverages partnerships, embraces efficiency and innovation, and demands performance to the benefit of our taxpayers. We actively engage our citizens, not only as taxpayers, but as stakeholders and co-creators of our community – providing meaningful opportunities to capitalize on their talents in making important decisions and shaping our community for future generations.



LEON COUNTY GOVERNMENT

People Focused. Performance Driven.

2025 Leon County Annual Report

Designed, developed and produced by
Leon County Community and Media Relations
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You can find the Annual Report document and associated video online at:
www.LeonCountyFL.gov/AnnualReport

