



SHERIFF'S OFFICE SEMINOLE COUNTY

ANNUAL REPORT 2021



SEMINOLE COUNTY SHERIFF'S OFFICE

SHERIFF DENNIS M. LEMMA

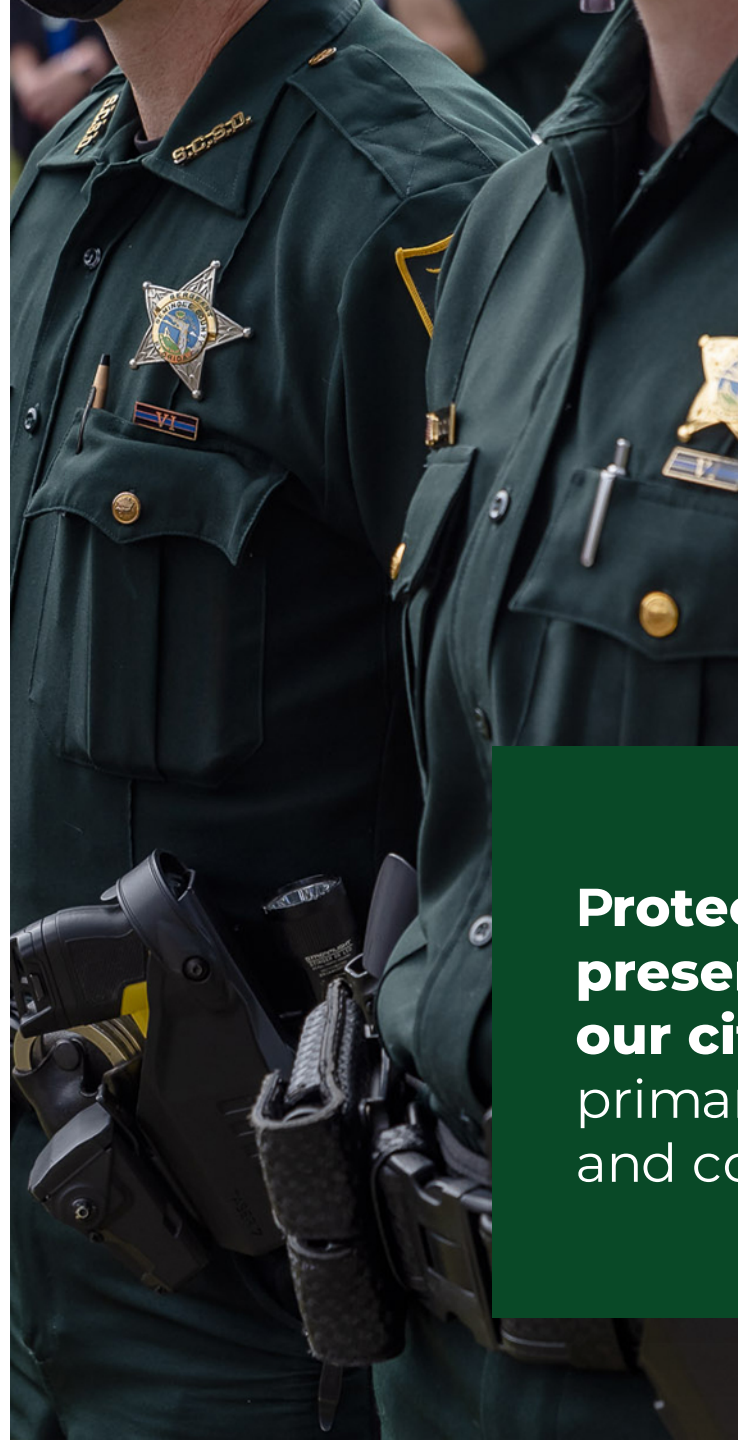


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MISSION:

To enhance the quality of life by reducing crime and the fear of crime throughout Seminole County



The men and women of the Seminole County Sheriff's Office believe in the idea of challenging the basic assumptions of traditional law enforcement and corrections. They do this through efforts in community policing, combating substance use disorder, and addressing mental health issues on the onset.

Protecting and preserving the lives of our citizens is our primary responsibility and concern.

Dear Seminole County Residents & Supporters,

Welcome to the **2021 Annual Report**

I am pleased to present to you the 2021 annual report of the Seminole County Sheriff's Office (SCSO). Thanks to the hard work and dedication of the men and women of the SCSO and the continued support of our citizens, I'm proud to share that the crime rate in Seminole County is the lowest it has been in its 109-year history. For the fifth year in a row, the most serious crimes that affect our quality of life dropped by 15.5% in unincorporated Seminole County.

The Seminole County Sheriff's Office has long strived to challenge the basic assumptions of law enforcement and criminal justice services. In recent years, we have done this by taking the lead in addressing the local and regional opioid epidemic. We have implemented new and innovative services throughout the organization to combat this epidemic. Still, there is much more work to be done to save lives and prevent further tragedy. Providing a collaborative, community approach to addressing the opioid epidemic and drug addiction and vital improvements to the mental health system through stabilization, rehabilitation, and treatment

have been my foremost priorities in 2021.

I remain mindful that public safety is a fundamental quality of life government service that requires a significant investment of the community's resources. My philosophy has been and will continue to be to plan for today as well as look for ways to challenge the basic assumptions of traditional law enforcement service delivery.

Sincerely,



Sheriff Dennis M. Lemma



We're committed to making **life in Seminole County better.**

Our internal priorities and external investments are based on our greatest needs as a modern-day criminal justice organization, and the most significant community concerns to the citizens of Seminole County. Together, these priorities are an essential part of our shared successes. They will improve our agency, the lives of agency members, and the well-being of the citizens we have the honor to serve. Through these goals and priorities, we will build long-term value as an agency, a profession, and as one community.



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EXTERNAL:

SUBSTANCE ABUSE RECOVERY

MENTAL HEALTH

ENHANCED COMMUNITY RELATIONS

**TRANSPARENCY IN POLICING &
INFORMATION**

INTERNAL:

LEADERSHIP & CAREER DEVELOPMENT

RECRUITMENT & RETENTION

EQUIPMENT & TECHNOLOGY



2021 CRIME STATS



For the fifth year in a row, the most serious crimes that affect our quality of life dropped 15.5% in unincorporated Seminole County.



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Uniform Crime Reporting Program

The Uniform Crime Reporting (UCR) Program generates reliable statistics for use in law enforcement. It also provides information for students of criminal justice, researchers, the media, and the public. Here are our stats from 2021.



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	2020	2021	% Change
Violent Offenses			
Murder	8	3	-62.5
Rape	77	73	-5.2
Robbery	51	20	-60.8
Aggravated Assault	302	216	-28.5
Violent Offense Total	438	312	-28.8
Violent Crime Rate	193.2	136.9	-29.1
Property Offenses			
Burglary	258	387	50
Larceny	1463	1145	-21.7
Motor Vehicle Theft	131	91	-30.5
Property Offense Total	1852	1623	-12.4
Property Crime Rate	816.9	712.2	-12.8
Total Index Offenses	2290	1935	-15.5
Clearance Rate for Index Offenses	23.2	23.8	2.3



All of our **2021 Crime Maps** are available to view online.

Want to see what happened near you last year? Our monthly crime maps indicate Part 1 Crimes which have been reported to the Sheriff's Office for the respective month and include only those reported in unincorporated Seminole County. The incidents displayed represent only the first, most serious offense. For example, if a crime occurred which included Aggravated Assault and Burglary, only the Aggravated Assault would be reported since it is the more serious offense.

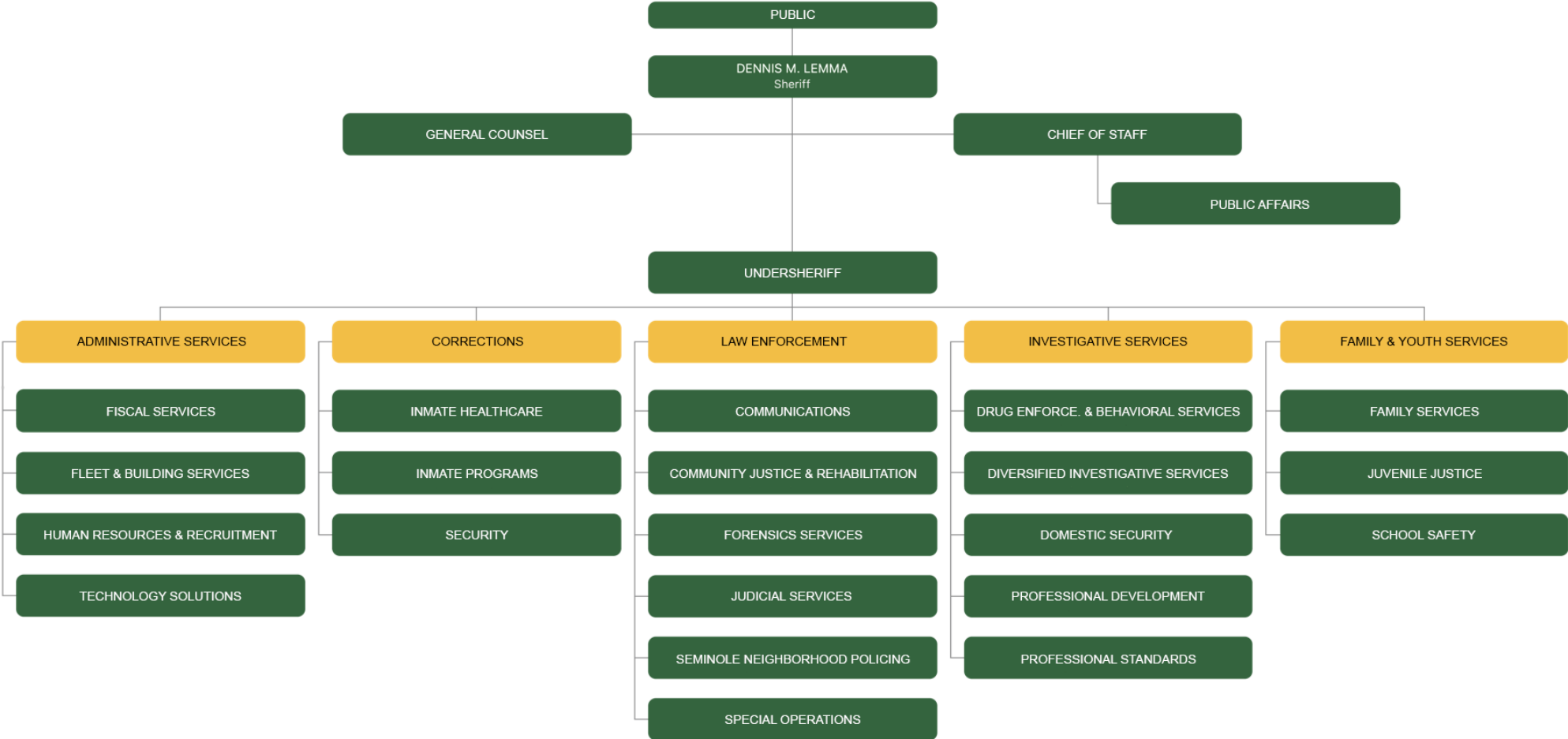
[Click here to see the crime maps.](#)



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2021 Organizational Chart

Chain of Command & **How We Work Together**



Recovery is possible.

The AdventHealth Hope & Healing Center, located in Sanford, is an innovative treatment center which offers a path out of addiction for patients struggling with substance abuse. It opened in March of 2021.

The center is part of a partnership between AdventHealth, the Seminole County Sheriff's Office, Seminole County EMS/Fire Rescue, the Board of County Commissioners, Wal-Mart, and other community-based partners and contributors. The partnership is intended to transform the way people struggling with opioid addiction are treated by the health care and criminal justice systems.

Grand Opening of the AdventHealth Hope & Healing Center



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Mental Health

"We believe that crime is a system of another problem. We have to treat and address the **underlying conditions** that lead people down the path to commit crimes in the first place."

Sheriff Dennis Lemma



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Preparing for 2022

Some people in our community suffer from untreated mental health disorders and co-occurring drug addiction, which leads to systemic and compounding problems. The Seminole County Sheriff's Office will continue to take the lead in addressing and making improvements to the mental health system.

We know there is a significant overlap of co-occurring conditions when dealing with mental health, addiction, and substance abuse. Societal changes are needed to break the stigma associated with mental health disorders. Vital improvements to the mental health system are also needed to provide a collaborative community approach with stabilization, rehabilitation, and treatment to assist those suffering from untreated mental health disorders.

This is why we have created a new Mental Health Section that will work in conjunction with City-County Investigative Bureau (CCIB) and Seminole Collaborate Opioid Response Effort (SCORE) to offer a holistic, comprehensive approach to drug enforcement and address the underlying conditions that cause people to commit a crime in the first place. We will continue to hold drug dealers accountable while attempting to get help for those who have become addicted to drugs.

Department of Corrections

Improving **Mental Health** for Inmates.

The John E. Polk Correctional Facility (JEPCF) Mental Health, Unit Management Team, and Re-Entry Teams are creating an environment to support the success of inmates with mental illness. From small environmental changes like paint colors and adding a chalkboard wall to improving case management, the members at the JEPCF are reviewing and improving our mental health processes.

Inmates are encouraged to either continue or begin an individualized treatment plan with the assistance and guidance of licensed mental health providers within the facility. The team members make referrals for medications, counseling, group therapy, and therapeutic activities. In addition, they provide referrals for continuity of treatment upon release.

The goal while incarcerated is for the inmates to continuously be able to step down from most to least restrictive care while preparing for transition back to the community and coordinating treatment after their incarceration.



Attract and Retain a Highly Qualified and Diverse Workforce

A top priority for the SCSO continues to be the recruitment and retention of a highly-qualified and diverse workforce. The budget provides funding to maintain existing staffing levels, including nearly 1,300 full-time positions consisting of sworn deputy sheriffs, certified detention deputies, civilian positions, and approximately 150 part-time civilian positions.



It is essential that we continue to attract and retain qualified personnel and consider the cost of recruitment, training, and retention when making budget decisions. Recognizing there is a significant cost in not remaining competitive in personnel spending, the budget continues to focus funding on maintaining a competitive compensation package designed to preserve a productive and skilled workforce.





Staffing

Our employees are our **greatest resource.**

SCSO continues to prioritize our staff. Our agency accepts the responsibility to implement policies that will create a positive and productive employment environment through the recruitment of the best qualified candidates for employment from the competitive market and by providing opportunities for development, involvement, and advancement within the Sheriff's Office structure.

In 2021, we welcomed 151 to the agency. At the beginning of the year, we had 50 vacancies, and by year's end, we had 113. We created 16 positions, had 213 separations, and our retention rate was 84%.



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We believe in **creating leaders** within our organization.

SCSO's goals when it comes to leadership and career development are to:

- Align agency priorities and focus on developing future leaders
- Promote accountability and ownership
- Provide leadership learning and upskilling opportunities to connect our multigenerational and diverse workforce
- Build and promote expertise within our agency
- Clear career development paths for all areas of the organization
- Create learning opportunities that unify our agency
- Prepare individuals for leadership roles and responsibilities

To this end, we promoted 20 people in 2021.
Congratulations to all!





New Equipment

Forensics “Fuming” with **New Equipment**

Our Forensics team has a new tool to help find crucial evidence. It’s called a Super Glue cabinet in which a common household product is key to the whole process. Our Forensic team can use the cabinet to extract unseen fingerprints from an array of evidence gathered at crime scenes. Its spacious interior and shelving system can accommodate small objects like a compact disc and more oversized items like a long gun. With a few drops of Super Glue and 15 minutes in the cabinet, fumes are created that attach to fingerprint residue, making them visible.



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Connecting with the **Community**

The onset of COVID-19 pandemic in 2020 presented many challenges and drastically changed the lives and relationships of our community. Although no one knew then how long the effects of the pandemic would last, the Seminole County Sheriff's Office remained steadfast in our promise to stay connected with our citizens and provided the support that our community has come to expect. In 2021, as society slowly started to return to "normal", the Sheriff's Office again found ways to safely hold our annual outreach events, including Christmas Village, Shop with the Sheriff, and Halloween Safety Spooktacular.



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