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**BEFORE THE ADMINISTRATION COMMISSION
STATE OF FLORIDA**

IN RE:

CASE NO.: _____

APPEAL OF:
AL NIENHUIS,
SHERIFF OF HERNANDO COUNTY, FLORIDA

TO:

ADMINISTRATION COMMISSION,
STATE OF FLORIDA
CYNTHIA KELLY, DIRECTOR
OFFICE OF POLICY AND BUDGET
ROOM 1801, THE CAPITOL
TALLAHASSEE, FL 32399-0001

P E T I T I O N

COMES NOW, AL NIENHUIS, Sheriff of Hernando County (“Sheriff” or “Petitioner”), Florida, through his undersigned attorney, and by this Petition files his Appeal to the Administration Commission pursuant to the provisions of Section 30.49 (4), Florida Statutes, in response to the action taken by the Board of County Commissioners of HERNANDO COUNTY, Florida (“BOCC” or “Respondent”), in relation to the certified proposed budget for the operation of the Hernando County Sheriff’s Office and its related statutory and delegated functions as submitted by the Petitioner for the fiscal year commencing October 1, 2016 and ending September 30, 2017, and in support thereof attaches hereto copies of the budget proposed by the Petitioner, the budget as approved by the Respondent and other relevant documentation in

accordance with the form and manner prescribed by the Executive Office of the Governor of the State of Florida and approved by the Administration Commission, all of which are incorporated herein by this reference. In support of this petition and as the grounds and justification of this appeal, Petitioner shows the following:

Petitioner's certified budget request tendered to the BOCC on June 1, 2016, for Fiscal Year 2016/2017, pertaining to all areas of statutory or delegated responsibility was \$44,632,782 excluding reserves.¹ The approved Budget for all functions for which Petitioner is responsible was \$42,918,246, which represents a deficit of \$1,714,536.

This refusal to fund the Sheriff's request nullifies the possibility of effectively carrying out necessary initiatives in furtherance of Petitioner's duties including: the appointments of an additional Sexual Predator/Offender detective; an inmate-centered mental health worker; an additional Animal Enforcement Officer; an additional K-9 deputy; a property/evidence clerk; a human resources generalist; a software development worker; six (6) Public Service Technicians ("PST"); funding several necessary Capital requirements; and fulfilling bargained-for raises for Deputy Sheriffs and similar raises for other civilian and sworn Sheriff's Office employees just as Respondents did for county employees. Accordingly, Petitioner is appealing the decision of the

¹ After the first 2016/2017 Budget Hearing and before the second one, petitioner requested that reasonable reserves be allocated to HCSO's budget. In response to Petitioner providing F.S. 30.49(6) Respondents allocated .5 of a percent of Petitioner's *total budget* of \$42,918,246 or \$214,592, yet argued previously that that on Petitioner's requested 1.7million dollar increase, they would have to increase reserves by \$300,000 to satisfy their policy on the \$1.7 million dollar increase. Instead of allocating all the reserves set aside on the petitioner's total budget, which Respondent's hold at 18.5 percent or \$7,939,875.51, they apparently allocated a new .5 percent and kept the 18.5% reserve intact entirely.

BOCC² to reduce the Sheriff's budget. See Exhibits A-G showing a line item breakout of all spending associated with the certified budget proposal.

I. HISTORICAL PERSPECTIVE

Dating back to the 2014 budget process, Respondent has displayed a contemptuous disregard for good faith and fair dealing when addressing the budget of Petitioner. A disregard so flagrant that it flies in the face of Separation of Powers and Sunshine that are both expressed and implied into the letter and intent of the law. At times, Florida State law has also been disregarded as Respondents have sought to impose their arbitrary will on the process. During the 2014/2015 budget process and in violation of F.S. § 30.49(4), which highlights the procedure for amending a Sheriff's budget, the BOCC either directed the County Administrator to make a cut to the Sheriff's proposed budget, or he took it upon himself, by slashing nearly \$600,000³ from the Sheriff's appropriately certified budget that had been tendered pursuant to Florida Statutes⁴ (Attachment 1 July 2014 OMB Email Cutting SO Budget by Administrator). This represents the first time Respondents, or their direct reports, attempted to reduce the Sheriff's budget in an extrajudicial fashion and is instructive as to the motivations of Respondents, or their appointed County Administrator, and the lack of communication and regard they typically afford the Petitioner. The Petitioner, when presented with this unlawful cut, quietly pointed out the

² County Commissioner Jeff Holcomb is currently deployed overseas and did not take part in any of the decisions made reflecting the budget of the Petitioner for Fiscal year 2016/2017.

³ By way of email, Petitioner was notified by then Assistant County Administrator George Zoettlein that the County Administrator had reduced the Sheriff's budget by \$598,585.

⁴ See F.S. 30.49, which states in relevant part, "At the hearings held pursuant to s. 200.065, the board or commission may amend, modify, increase, or reduce any or all items of expenditure in the proposed budget, as certified by the sheriff pursuant to paragraphs (2)(a)-(c), and shall approve such budget, as amended, modified, increased, or reduced." Thus, only the board may make changes to the Sheriff's budget.

mistake, in an effort to avoid a spectacle and to maintain a good working relationship with the BOCC and County Administrator. The following day, another email was received, correcting the mistake and blaming the Sheriff for a millage increase ([*Attachment 2 July 2014 OMB Email Correcting Cut by Administrator & Blaming Sheriff*](#)). Approximately six months later Petitioner was confronted with an attempt by Respondents to impose a Municipal Services Taxing Unit (“MSTU”) under the stated guise of enhanced transparency.⁵ The first surprise attempt in instituting an MSTU for law enforcement in April of 2015 is also instructive as to the motivations of Respondents and the lack of communication and regard they typically afford the Petitioner. In that instance, and self-contradictory to their later stated purpose of transparency, they sought to institute the MSTU without so much as notifying or discussing the topic with the Petitioner, or any representatives of the Petitioner, whom all stand to have the greatest negative impact visited upon their operations and duties due to funding and policing constrictions that historically arise from an MSTU. Fortuitously, Petitioner was approached by then freshman commissioner, Jeff Holcomb, at a public event, approximately two (2) business days prior to the vote for the MSTU, out of his concern for Petitioner and the negative impact the MSTU would have on Law Enforcement. This commissioner, who is currently deployed overseas with the United States NAVY as an Officer in the War on Terror, and consequently, was also absent from the 2016/2017 budget process due to the same obligation, did not believe he understood exactly what the other board members sought to implement. Just one day prior to the hearing, after having hastily conducted research on the impact the Sheriff’s Office may experience, Petitioner

⁵ <http://hernandocountyfl.iqm2.com/Citizens/SplitView.aspx?Mode=Video&MeetingID=1493&Format=Minutes>
(April 28, 2015, regular BOCC meeting, approximately 49:50 minutes into meeting)

penned a letter to all members of the commission stating an informed objection to the MSTU implementation ([Attachment 3 April 2015 Letter from Sheriff RE MSTU](#)). Having then received wind of the proposal, several members of the community showed up to also voice their concern, along with Commissioner Holcomb, who gave a presentation in opposition to the proposal. The MSTU did not survive.

After this defeat of the initial MSTU, the 2015/2016 budget process that followed a few months later was particularly contentious. Shortly after furnishing certified budget needs for the 2015/2016 year, another irregularity in the prescribed budget process was noticed. In July 2015, at a non-budget regular meeting of the BOCC, not conforming to budgeting requirements of F.S. §§ 129.03⁶ ⁷ or 200.065,⁸ the commission directed the County Administrator to set the millage rate at a rate below that which would be required to fund the tentative budgets that had been submitted in accordance with law. Petitioner had submitted a modest increase of less than four (4) percent. However, since Respondents had trim notices sent capping a millage rate that did not take into account or have the ability to fully fund the total of all requested budgets and their respective increases, a shortfall was created ([Attachment 4 July 2015 Press Release BOCC Sets Insufficient Millage](#)). The process required to correct this unlawful action would surely involve

⁶ F.S. § 129.03 (3)(a) states in relevant part: (a) The board of county commissioners shall receive and examine the tentative budget for each fund and, **subject to the notice and hearing requirements of s. 200.065**, shall require such changes to be made as it deems necessary, provided the budget remains in balance. (Emphasis added)

⁷ F.S. § 129.03 (3)(c) states in relevant part: The board shall hold **public hearings to adopt tentative** and final budgets pursuant to s. 200.065. The hearings shall be primarily for the purpose of hearing requests and complaints from the public regarding the budgets and the proposed tax levies and for explaining the budget and any proposed or adopted amendments. (Emphasis added)

⁸ F.S. § 200.065(2)(a)(1) Upon preparation of a tentative budget, but prior to adoption thereof, each taxing authority shall **compute a proposed millage rate necessary to fund the tentative budget** other than the portion of the budget to be funded from sources other than ad valorem taxes. In computing proposed or final millage rates, each taxing authority shall utilize not less than 95 percent of the taxable value certified pursuant to subsection (1). (emphasis added)

re-mailing trim notices to all residents and would certainly be costly. However, this or any other remedy was never attempted by Respondents. This factually shrouded underfunding, of course, led to a difficult budget process. So fraught with tension the process was, that Commissioner James Adkins at the first regularly scheduled BOCC meeting⁹ after the conclusion of said budget process, called for the future Chairman to meet with the Constitutional Officers and discuss needs of each Constitutional in furtherance of “good negotiations.” Directly contrary, and paradoxical to that request, is the fact that the very same Commissioner later became the Chairman of the Board whose action gave rise to this appeal. It is also ironic that, just prior to calling for professionalism and communication, at that very same meeting, the Respondents for the second time attempted to institute a law enforcement MSTU. This took place roughly two weeks¹⁰ after having begrudgingly agreed to the Sheriff’s proposed and certified budget for fiscal year 2015/2016. It is also important to note that, despite this offer and prior offers of commitment from Commissioner’s Adkins, Nicholson, Rowden and Dukes, Petitioner learned about this second attempt at creating an MSTU affecting law enforcement from a local newspaper reporter, merely 5 business days prior to the hearing ([Attachment 5 October 2015 Letter from Sheriff RE 2nd MSTU Attempt](#)). The lack of transparency and lack of communication even prompted the county’s State Representative and Chairman of the Republican Party to chastise the Respondents for actions that were “beneath” them ([Attachment 6 October 2015 Letter from Rep. Ingoglia Criticizing MSTU and Lack of Transparency](#)).

⁹ October 13, 2015.

¹⁰ October 13, 2015.

Despite the repeated affronts to common courtesy, at the conclusion of the second failed attempt to institute a costly MSTU in Hernando County, Petitioner had resolved publically and agreed to individually meet with each commissioner regularly, to not wage public attacks, and to work together in all matters, especially in relation to the budget process in the coming year¹¹. The Respondents agreed at the very same meeting in mentioning a commitment to work together at the start of the 2016 calendar year to develop a budgeting process that would be void of the friction that characterized the previous 18 months. Shortly after the first of the 2016 calendar year, upholding his commitment to offer solutions, the Petitioner submitted a Percentage Based Budgeting system. The initial proposal sought to get both the Petitioner and Respondent to agree to set aside 45 percent of certain named new revenues to fund the services currently provided by Petitioner. The above allocation was derived from historical data and required both sides to assume some risk. Despite the fact that this system is successfully being used in another Florida county, the Respondent summarily, via the County Attorney, labeled the system “illegal.” Petitioner quietly probed to see if there was any room for negotiation on this proposal or the likelihood of any counterproposals from the Respondent, neither appeared to have a glimmer of hope. The Petitioner, believing he had fulfilled his portion of the commitment made by both parties during the October 13th, 2015 BOCC meeting,¹² and avoid a contentious public scene, allowed this proposal, as well as the commitment to find a better budgeting system, to drop. The rest of the year Petitioner held to his commitment. In furtherance of that, Petitioner made phone calls, sent emails, and scheduled meetings, sometimes multiple times, in order to successfully

¹¹ Referencing F.Y. 2016/2017

¹² <http://hernandocountyfl.ig2.com/Citizens/SplitView.aspx?Mode=Video&MeetingID=1504&Format=Minutes>
(October 13, 2015, regular BOCC meeting, approximately 30:00 minutes into meeting)

work with commissioners. However, and despite assurances from all commissioners that the budget process would be cordial, the year and the final hearing on September 20, 2016 proved to be a departure from the earlier pledges of good faith and fair dealing.

As previously alluded to, this year's budget process has revealed itself in a consistent fashion as years prior. This year Petitioner requested a modest increase to the budget for Fiscal Year 2016/2017 of less than 4% over last year's approved budget. Committing wholeheartedly to then Commissioner Adkins' pleas for good negotiations one year prior, Petitioner set up meetings with each commissioner, directed Colonel Michael Maurer¹³ to keep a productive and open chain of communication with the County Administrator, and emailed commissioners in furtherance of creating a seamless and respectful process.

Despite Petitioner's efforts, Respondents themed this year's process with the idea that there was not enough money to adequately fund the Sheriff's Office, despite finding funding for several other arbitrary purchases¹⁴ and refusing to allow Petitioner to partially fund his increase with the over \$574,000 of excess revenue and over \$300,000 of unspent balance forward cash returned by Petitioner.¹⁵ Flying in the face of Chairman Adkins' calls for professionalism and good negotiations just one year prior, throughout the process the Respondents attempted to

¹³ Chief Deputy for the Hernando County Sheriff's Office

¹⁴ Respondents instead spent funds or committed to spending funds on: **1.)** a \$4.15 million former newspaper commercial building, to house Utility operations, (despite a dilapidated air conditioning system) while building one was set to cost \$3.4 million; **2.)** approximately 3.3 million per year on a "waste-to-energy" project against their own staff recommendations where staff alleged the project presented a "lack of economic feasibility"; **3.)** the BOCC committed to spend \$1.2 million on an employee wellness center while the Petitioner was able to institute a similar wellness center for less than \$200,000, without having to use 2016/2017 General Fund monies; **4.)** approximately \$80,000 for a "Space Utilization Assessment"; **5.)** creating and staffing an Aquatics department in July of this year; **6.)** funding each other Constitutional officer's budget increases and raises for their employees, including those of the Respondent; **7.)** over \$250,000 to help fund a local festival, a county fair, and other discretionary expenditures capable of self-funding.

¹⁵ This is the first year that Petitioner has returned this revenue and balance forward cash and not been allowed to use it to partially fund any necessary increase in budget for the next fiscal year.

publically justify or blame a tax increase, by way of press release, on increases requested by the Sheriff, while blaming a need to cut popular programs on Petitioner as well¹⁶ ([Attachment 9 September 2106 BOCC PR Cutting Sheriff and Funding Community Programs](#)). Although the Petitioner knew that General Fund revenues were increasing via rising home values, new construction, Sales Tax, and State Revenue Sharing, the Petitioner, in an effort to again avoid public display and to show good faith toward consensus building, did not publicly challenge the accusations made against the Petitioner's budget. Ultimately, the millage rate remained the same,¹⁷ Petitioner's proposed budget was cut by approximately 1.7 million dollars, and funding was, nonetheless shifted to fund these other programs¹⁸ ([Attachment 9 September 2106 BOCC PR Cutting Sheriff and Funding Community Programs](#)). Further, while the county's General Fund increased this year over last year from \$101,304,601 to \$103,585,994, a difference of \$2,281,393, Petitioner was afforded **none** of the increase to fund the needs of the Sheriff's Office, while, along with Respondent's own needs, they granted all requested increases for the other Hernando County Constitutional Officers funded from the General Fund.¹⁹ The concept of increasing Respondent's funding by about \$2.2 million impeaches Commissioner Wayne Dukes' statement at the September 20th meeting regarding only \$1.35 million in new revenue being realized.²⁰ Either Respondent Dukes was uninformed, misinformed, or chose to ignore both

¹⁶ Programs mentioned throughout this Petition including funding the county fair, the blueberry festival, Chinsegut Hill and other programs.

¹⁷ Though, due to increases in property values and other revenue streams, approximately 2.2 million dollars extra revenue will be realized, without a millage increase.

¹⁸ First FY2017 BOCC Public Hearing September 6, 2016

¹⁹ Along with the \$2,281,393 increase to funds controlled by Respondent, the Tax Collector increased approximately 14%, the Clerk of Court increased approximately 19%, the Property appraiser increased approximately 4%, the Supervisor of Elections asked for her budget to be reduced because there is no election in 2017.

²⁰ <http://hernandocountyfl.ig2.com/Citizens/SplitView.aspx?Mode=Video&MeetingID=1580&Format=Minutes>

Sales Tax revenue and Revenue Sharing equaling an additional ~\$1 million. These funds are collected from both people who do and do not reside within the county. Both citizens and non-citizens contribute into these revenue sources as they both enjoy the benefit of all the services provided through the Petitioner's office.²¹ However, attempting to see the stated problem from the Respondent's shoes, Petitioner offered up a solution; a solution that would cost Respondents nearly nothing, if not nothing, in the way of additional funding from the General Fund. Petitioner, through Colonel Michael Maurer, on September 8, 2016, offered this solution to County Administrator Len Sossamon where Petitioner proposed that; Petitioner be awarded 100% of his Balance Forward Cash that would be turned in at the end of the fiscal year,²² Petitioner would keep 100% of revenue raised by HCSO to carry forward for the next fiscal year²³, and Respondents would fund \$500,000 as a reserve for contingencies pursuant to F.S. §30.49(6). This would require Respondents to credit Petitioner with cash and revenue being turned over at the end of the year, almost all of which was new and unbudgeted revenue to the General Fund. Therefore, funding Petitioner this way did not impact the proposed General Fund, except for the reserve portion of this counter proposal²⁴ ([*Attachment 10 September 2016 Budget Compromise Emails*](#)). This request, according to the County Administrator was presented individually to each of the four commissioners. According to County Administrator Sossamon,

(September 20, 2016, final budget hearing at approximately 46:45)

²¹ MSTU funding would be generated only from property taxes, and therefore only by those that pay property taxes within Hernando County.

²² Petitioner is personally responsible for his budget pursuant to AGO 61-41, and has not been budgeted for reserves in his entire tenure as Sheriff. Therefore, typically an operational reserve of about 2.5% is maintained which is returned at the end of the fiscal year in accordance with Chapter 30, Florida Statutes.

²³ HCSO is able to raise revenue through the housing of federally held inmates.

²⁴ Respondents carry an 18.5% reserve on all funds, including Petitioner's funded budget, thus some of the \$500,000 is nothing more than a ledger entry.

it was never considered by any commissioner, despite his urging otherwise. After receiving no feedback regarding Petitioner's solution, Colonel Maurer sent a second email, which also went without the favor of a reply ([Attachment 10 September 2016 Budget Compromise Emails](#)). Eventually, the County Administrator reported that he had, in fact, delivered the proposal. In order to verify that the proposal was indeed delivered, Petitioner, on the record at the final budget hearing September 20, 2016, polled each sitting commissioner as to whether they were afforded the opportunity to see and review this proposal by the County Administrator. Supporting the County Administrator's report that he had produced the plan, each commissioner affirmatively replied that they had seen it, and further, each confirmed individually, that they did not have any questions regarding the plan, a plan that would cost them nothing.²⁵ This fact has the most probative value regarding the Respondent's overt capriciousness. To not explore further this plan when given the opportunity to clarify the proposal and to ferret out any potential misunderstanding face to face with Petitioner, signifies that each commissioner understood exactly what he or she was doing and intended the malicious outcome of cutting entirely the Petitioner's proposed budget increase despite the alternative funding source he presented. Even assuming arguendo that Respondents felt they could not afford the reserve to be deducted from the General Fund, they simply could have offset this with the return revenue or balance forward cash. Discrediting Respondent's argument is the Respondent's decision to increase every other Constitutional Officer's budget²⁶, increase their own budget, and to fund pay raises for their employees, while justifying they were bound by contract and while ignoring Petitioner's own

²⁵ <http://hernandocountyfl.ig2.com/Citizens/SplitView.aspx?Mode=Video&MeetingID=1580&Format=Minutes> (September 20, 2016, final budget hearing at approximately 05:15)

²⁶ Except for the Supervisor of Elections who specifically requested a decrease.

contractual obligation to employees. Respondents also went on to assert that they were so deficient in funds that they themselves had to institute a hiring freeze as of July 15, 2016. However, Respondent's own records produced pursuant to a records request refute this now exposed hollow validation ([Attachment 11 County New Hires 05-2016 thru 09-2016](#)). In fact, since July 18, 2016 through August 29, 2016 the Respondents have hired seven (7) employees. Dating back to May 1, 2016 they have hired 21 people.²⁷ What is clear is that at least seven people have been hired despite the board's "hiring freeze" and many more have been hired since funding sources initially revealed themselves. Aside from hiring employees, Respondents have also engaged independent contractors during this "hiring freeze." ([Attachment 11 County New Hires 05-2016 thru 09-2016](#)). This refutes the image the Respondents conjured up at each budget hearing. After the final budget hearing, but before the start of the new fiscal year, namely on September 30, 2016, Petitioner's counsel was forced to file a Petition for a Writ of Mandamus against Respondents for their disregard of Chapter 30, Florida Statutes.²⁸ In an effort to obtain the statutory notice required as to the exact figures of Petitioner's budget, so that operations would persist with continuity, Petitioner and his staff sent multiple requests for this written documentation. After receiving inquiry from the Office of Clerk and Comptroller attempting to determine financial draw amounts, Petitioner took initiative in providing Respondents with

²⁷ Three appear to have been terminated since having been hired.

²⁸ "The board of county commissioners or the budget commission, as appropriate, may require the sheriff to correct mathematical, mechanical, factual, and clerical errors and errors as to form in the proposed budget. At the hearings held pursuant to s. 200.065, the board or commission may amend, modify, increase, or reduce any or all items of expenditure in the proposed budget, as certified by the sheriff pursuant to paragraphs (2)(a)-(c), and shall approve such budget, as amended, modified, increased, or reduced. **The board or commission must give written notice of its action to the sheriff and specify in such notice the specific items amended, modified, increased, or reduced.** The budget must include the salaries and expenses of the sheriff's office, cost of operation of the county jail, purchase, maintenance and operation of equipment, including patrol cars, radio systems, transporting prisoners, court duties, and all other salaries, expenses, equipment, and investigation expenditures of the entire sheriff's office for the previous year." F.S. 30.49(4) *emphasis added*

examples of letters in compliance with this statute, that were produced by other counties in furtherance of their duty to notify their respective Sheriffs. On the very last day of fiscal year 2015-2016 Petitioner filed the suit seeking judicial intervention as no alternative was left. Later that day, at approximately 3:30pm, Petitioner received a letter from the Chairman of the BOCC. It is questionable as to whether the letter fulfilled the requirements of the law. It also neglected to address the addition of reserves to the Petitioner's budget that were awarded during the final budget hearing ([Attachment 13 September 2016 BOCC Budget Modification Letter](#)). It should also be noted that prior to the receipt of this letter, the Petitioner had requested to speak at the first meeting following the final budget hearing. Due to the fact that the above notice had not been received, Petitioner requested that the allotted time be given at the next regularly scheduled BOCC Board Meeting ([Attachment 12 September 2016 Sheriff Request for Notice FSS 30.49\(4\) and Rescheduling Presentation](#)). The required notice that was received only after filing suit, on September 30th, in addition to exiguously alluding to cuts to the Petitioner's budget, also postponed without explanation the Petitioner's time slot to the November 8th BOCC meeting²⁹ ([Attachment 13 September 2016 BOCC Budget Modification Letter](#)). In preparation for this appeal, Petitioner made a short and specific public records request to gather information relevant to requesting a monetary draw from the Clerk and Comptroller as Respondents failed to produce a statutory compliant written notice in accordance with F.S. § 30.49 by the end of the 2015/2016 fiscal year. Further, Petitioner sought documentation by way of this request in furtherance of this appeal ([Attachment 26 September 2016 HSCO Public Records Request to BOCC](#)). As you can see, this request sought relevant documentation from this budget process only. One of the three

²⁹ November 8 is Election Day for several local offices, including three Hernando County Commission seats.

(3) items requested was the notice Respondents were required by law to produce. Ostensibly in response to that request, Respondent's budget manager³⁰ on October 4, 2016 submitted a fifteen (15) point request for random and voluminous documentation, some portions encapsulating a four year time span³¹ ([Attachment 27 October 2016 BOCC OMB Public Records Request](#)). This "public records request" further articulates through Respondent's action, Petitioner's appeal grounds as explained herein. It serves as a guiding light as to the intent of Respondents and further demonstrates the absence of professionalism and level of animus encountered routinely by Petitioner. This request further confirms and validates the "tit for tat" exercise of aggression and callowness that has existed openly since the Respondent's first secretive attempt at instituting the MSTU. Nonetheless, Petitioner has committed to fulfillment of relevant, existing and nonexempt documentation in a reasonable time, despite the fact that since our annual audit is underway, this will take weeks to complete.

II. HCSO DUTIES, FUNDING, AND NEW POSITIONS NECESSARY

Hernando County is home to 180,777 citizens. We have only two incorporated cities within our borders: Weeki Wachee and Brooksville. Weeki Wachee does not have a municipal police department while the City of Brooksville does. This issue became central in the first failed attempt by Respondents to institute an MSTU as utilizing deputies in this area was impossible

³⁰ Seemingly on her own initiative as no direction to submit such a request was given at the public board meeting prior to this request on September 27, 2016.

³¹ "I request a waiver of all fees for this request as a professional courtesy, as Hernando County did not charge your office for any of the costs incurred by the County when responding to Mr. Fritton's recent public records requests. Further, the disclosure of the information I seek is not primarily in my commercial interest, and is likely to contribute significantly to public understanding of the operations or activities of the government, making the disclosure a matter of public interest." Pamela Lee, Public Records Request (October 4, 2016)

under the ordinance put forward.³² The city of Brooksville has approximately 8000 citizens. Thus, the overwhelming majority, equal to about 95 percent of the county law enforcement is the responsibility of the Sheriff's Office to police and patrol. In addition to law enforcement operations,³³ the sheriff is responsible for Animal Enforcement, combined countywide dispatch and communications,³⁴ emergency management operations, courthouse security, providing for school resource officers and school crossing guards, and operation of the detention center. The Sheriff's constitutional duties include the law enforcement operations and courthouse security. The school crossing guard and S.R.O. program is operated for the benefit of the school district,³⁵ while the detention center, combined countywide communications and dispatch, emergency management, and animal enforcement ([*Attachment 14 HCSO Slides Regarding Savings*](#)) have all been absorbed from the responsibility of Respondents without any additional remuneration required or requested. Yet, on a yearly basis, and in spite of absorbing these functions from the responsibility of the County, at the request of the County, who would otherwise have to fund these initiatives, Petitioner has been continuously attacked as having too high an allocation of county funding. During the budget process and the MSTU implementation attempts last year, Petitioner demonstrated just how much money HCSO is saving taxpayers after having absorbed these programs from the BOCC.

³² Shortly thereafter, a drugstore located within the incorporated Weeki Wachee was robbed at gunpoint. The individual was caught by deputies that would have been precluded from policing within the city limits under the proposed MSTU.

³³ This includes Patrol, Traffic enforcement, Marine patrol, K-9, Aviation and School Resource Deputies

³⁴ In addition to dispatch for HCSO, Petitioner is also responsible for county wide dispatch for Hernando County Fire Rescue and EMS, Brooksville Fire Rescue, Brooksville Police Department, and Hernando Beach Volunteer Fire Department. As of 2015 the communications center received approximately 77,162 911 calls and 223,182 administrative calls, roughly 825 incoming calls per day

³⁵ Both the School Crossing Guard and S.R.O. program are partially funded by the Hernando County School District. S.R.O. Deputies are in most middle schools and all high schools.

Petitioner has continually taken on more responsibility and done so with less. In fact, since 2009, HCSO's absorption of Respondent responsibilities has accounted for the cutting of 47 redundant positions.³⁶ Dating back to 2010, conservatively, Petitioner's operation of the detention center has saved Hernando County over 20 million dollars³⁷ while raising over 1.7 million dollars in revenue for the county coffers. HCSO still operates the detention center today; at a rate of 1.34 million dollars less than the private contractor previously responsible for the jail did six (6) years ago.³⁸ In comparison to similarly situated counties Petitioner operates the detention center in an extremely efficient fashion.³⁹ Animal Services involves the enforcement arm of Animal Control. The Sheriff engaged in supervising this county function in 2012 when the county's budget for both Animal enforcement and Animal control, which includes the animal shelter, was \$755,164. In 2013 the county budget was able to be reduced by \$343,037 dollars due to HCSO taking over the above mentioned duties. Petitioner did *not* increase his budget by the entire savings amount that the county realized. In fact, Petitioner cut \$300,000 from HCSO budget and General Fund in 2013 in order to take on the additional \$343,037 expense required to take over the program. This resulted in a net savings of \$300,000 to taxpayers from the Petitioner's action. However, and despite the reduced work load, Respondents have managed to reconstitute the Animal Shelter budget to a level *higher* than it was when Respondents were also responsible for Animal Enforcement. As of 2015 that budget was \$755,555 which represents

³⁶ 38 full time and 9 part time positions.

³⁷ Savings since absorbing the jail from Respondents: F.Y 2010/2011 **\$2,414,437** F.Y 2011/2012 **\$3,015,679** F.Y 2012/2013 **\$3,454,558** F.Y 2013-2014 **\$3,605,301** F.Y 2014/2015 **\$3,314,404** F.Y 2015/2016 **\$3,092,057** F.Y 2016/2017 **\$3,468,599**

³⁸ Private Jail Operator F.Y. 2010/2011 operated at a cost of \$13,312,335 while our approved budget F.Y. 2015/2016 and F.Y. 2016/2017 operates at \$11,969,628.

³⁹ 1.) St. Johns County adopted 2016/2017 detention budget- \$19,776,922; 2.)Clay County 2015/2016 detention budget \$13,165,553; 3.) Charlotte County 2016/2017 detention budget \$42,632,039

\$391 more cost, yet at least 50 percent less work. Thus, the savings created by Petitioner was quickly usurped by Respondents while Petitioner continues to operate this unit, but for less than what it cost to do so three years prior. Currently, Petitioner's approved budget regarding animal enforcement, as cut by Respondents on September 20, 2016 is \$341,981.

The Sheriff's Office has been in need of a number of new positions. However, it is not possible to address all needs and concerns in a single year. When possible Petitioner attempts to creatively find solutions and create opportunities for funding while minimizing impact to local taxpayers. To that end, since 2013 HCSO has managed to locate alternative funding for six (6) positions thereby relieving some of the burden on the General Fund.⁴⁰ Prior to Petitioner's submission of this year's budget and budgets in previous years, an analysis is conducted in order to determine where the most critical needs lie. The analysis takes into consideration where the agency needs could potentially cause detriment if a position was not addressed. While not entirely reliant on any one factor, a few considerations were measured: the staffing of other surrounding law enforcement agencies in similar disciplines is considered for benchmarking, the trends in criminal behavior, the trends in callouts, additional challenges faced throughout the year due to staffing levels, and so on, are all considered. That analysis was conducted in trimming the list of agency staffing needs down to six different positional areas of concern. That list includes one (1) K9 deputy; one (1) property evidence technician; one (1) detention center based mental health worker; one (1) sexual predator/offender monitoring major case detective; one (1) animal enforcement officer; six (6) public service technicians; one (1) human resource generalist; and one (1) computer software developer trainee. Over the past six years, including

⁴⁰ No longer funded from the General Fund are six (6) E911 related positions.

this year, citizen calls for service have increased greatly. This year the projection is that HCSO will receive nearly 126,000 calls by year's end. Below is a chart reflecting citizen generated calls for service (CFS) received over the last several years.

	2011	2012	2013	2014	2015	2016 (Projected)
CFS	97,357	100,379	103,968	108,445	117,834	125,298

As is clear, each year we experience a rise in demand on our services from the citizens we serve. We have had a 22 percent increase in calls for service since 2011. That is not surprising since Hernando County as a whole has grown at a modest pace for the past several years. While Hernando County is home to 180,777 people,⁴¹ 172,766 live in unincorporated areas of the county, whereas in 2011, 173,098 people resided in all of Hernando County. Despite the fact that we have had a 22 percent increase in calls for service, our population has only grown by 4 percent in the same time period. Thus, HCSO is being called upon at a higher rate per citizen than HCSO was 6 years prior.

HCSO currently employs 215 sworn deputy sheriffs assigned in a law enforcement response capacity. Translated in terms of Hernando County's entire population, there are 1.189 deputies per 1,000 people in Hernando County and while HCSO still is called to the City of Brooksville and has jurisdiction in Brooksville, there are only 1.244 deputies per 1,000 citizens when excluding Brooksville. Below is a chart of some comparably-sized counties.

⁴¹ <http://www.hernandocounty.us/plan/stats/abstr2014/MDU.pdf>

Sheriffs Office	Fiscal year	Law Enforcement Budget	Sworn Deputies	Total population	Deputy to population ratio 1 to 1000	Unincorp. population	Deputy To unincorp. population ratio 1 to 1000	Cost per Unincorp. Citizen cost
Lake County	2015 2016	\$32,594,751	179	316,569	0.565	160,400	1.116	\$203.21
Leon County	2015 2016	\$31,870,105	209	284,443	0.735	96,447	2.167	\$330.44
Alachua County	2015 2016	\$30,104,858	225	254,893	0.884	101,621	2.217	\$296.25
St. Johns County	2015 2016	\$42,141,965	253	213,566	1.185	192,890	1.312	\$218.48
Clay County	2015 2016	\$37,736,697	257	201,277	1.277	183,611	1.400	\$205.53
Hernando County proposed	2016 2017	\$31,973,849	215	180,777	1.189	172,766	1.244	\$185.07
Hernando County ACTUAL	2016 2017	\$29,466,396	215	180,777	1.189	172,766	1.244	\$170.56
Charlotte County	2015 2016	\$39,191,628	276	167,141	1.651	149,466	1.847	\$262.21
Santa Rosa County	2016 2017	\$38,793,047	215	162,925	1.320	147,105	1.462	\$263.71
Martin County	2015 2016	\$40,665,817	255	150,062	1.699	131,047	1.946	\$310.31
Citrus County	2015 2016	\$27,229,742	219	141,501	1.548	131,162	1.670	\$207.60
Highlands County	2015 2016	\$14,980,521	115	100,748	1.141	76,662	1.500	\$195.41

In comparison to these similarly sized agencies and jurisdictions, and when taking into account all factors, Hernando County is substantially more economical in the provision of law enforcement services than all other comparable jurisdictions. In addition to this data, each year the Florida Association of Counties conducts research on each county government in the state and their funding of their law enforcement and detention.⁴² That allows for the comparison of funding between jurisdictions and the prioritization of law enforcement spending in relation to the funding of Respondents' and other general county government functions. It also permits for a visual of any funding disparity between counties of like size and situation. Martin, Charlotte, Citrus, Saint Johns, Highlands, Alachua, Leon, and Clay counties are all funded at a higher rate per capita for law enforcement and detention operations than Petitioner.⁴³ In fact, Hernando is found by the Florida Association of Counties to be the 47th place for law enforcement and detention out of 67 counties ([Attachment 15 FAC Law Enforcement and Detention County Ranking Per Capita Funding](#)). The two closest comparators to Hernando County when considering population size are Charlotte County⁴⁴ which is ranked 11th out of 67, and Martin County⁴⁵ which is ranked 7th out of 67. Charlotte County is 94 percent the size of Hernando County, but Hernando County is only funded at 69 percent as much as Charlotte based on 2104 population numbers. An even greater disparity exists when examining Martin County which is 85 percent the size of Hernando County but Hernando County is only funded at 66 percent as much as

⁴² The most recent data trends a couple of years behind and reflects 2014 figures whereas the chart above reflects 2015, 2016, or 2017 numbers.

⁴³ <http://www.fl-counties.com/docs/default-source/Research/fy-2014-law-enforcement-and-corrections/lec-fy-2014-per-capita-ranking.pdf?sfvrsn=2>

⁴⁴ Charlotte County law enforcement and detention \$56,172,430.

⁴⁵ Martin County law enforcement and detention \$59,074,463.

Martin County. Not far behind are the next closest comparators, Citrus County,⁴⁶ which is ranked 20th and Saint John's County⁴⁷ which is ranked 21st. This study, conducted by Respondent's own association finds approximately 70 percent of all counties throughout the state to be funded more adequately than HCSO.⁴⁸ Even assuming Petitioner's entire increased budget request was granted, there would still be a large gap between Hernando County and comparator counties. If anything, the County-supplied numbers establish there is ample room for improvement and adequate justification for the new positions, necessary capital, and raises Petitioner requested which are spelled out in greater detail below.

Commissioner Wayne Dukes, opined at the September 20, 2016 final budget hearing, that maybe they would look at the Sheriff's needs in the mid-year adjustment. First, this irregular process operates outside of the sunshine created by the ordinary budget process. Second, Respondents have offered nothing in the way of assurances of trust as established heretofore. Finally, Respondents are not known for their financial discipline. Respondents, for example, are responsible for fire and emergency medical services, and for over a year now, Fire Chief Scott Heckler has been sounding the alarm as to the soundness of these departments. He has stated that they will run out of money due to the fact that his departments are battered with cost allocation fees, fees that are increasing at a rate "far, far greater...than the inflation rate"⁴⁹ ([Attachment 28 July 28 2015 Slide Shown By Chief Hechler RE: Cost Allocation](#)). Recently, Fire Chief Heckler had to borrow 7.5 million dollars just to ensure the Fire and E.M.S. services

⁴⁶ Citrus County law enforcement and detention \$43,660,565. Citrus County jail is run by private company C.C.A.

⁴⁷ Saint John's County law enforcement and detention \$62,621,190.

⁴⁸ 68.65% of all other county agencies rank higher than Hernando County Sheriff's Office

⁴⁹ <http://hernandocountyfl.ig2.com/Citizens/SplitView.aspx?Mode=Video&MeetingID=1499&Format=Minutes> (July 28, 2015 BOCC Meeting – see approximately 1:10:25)

remained viable. That loan, approved by commissioners, who created the problem⁵⁰, was an interest bearing loan derived from the General Fund. The same fund Respondents state lacks funds to account for Petitioner's increase. One of two culprits is at work in this matter. Either, Fire is not supplied enough funds to successfully complete their duties or gross mismanagement is occurring. As stated, Fire Chief Heckler has asked for help, he has asked for the problem to be addressed, then was forced to take a loan which merely delays the problem. However, the same county association also studies how Respondents and other boards provide for fire service. The Florida Association of Counties research indicated that Hernando County government funds fire 10th best per capita in the state, in comparison to all counties,⁵¹ so funding should not be an issue. Yet fire was left in the perilous position of requiring a loan to meet reoccurring expenses. The only logical conclusion is administrative and Cost Allocation expenses are exponentially high (Attachment 15 FAC Law Enforcement and Detention County Ranking Per Capita Funding).

A. K9 DEPUTY

Currently, HCSO employs four (4) deputy sheriffs who comprise the K9 unit. These individuals, when not on duty are nonetheless on call at various times. Having 589 square miles to account for, there is little down time for the current K9 officers and their dogs. In all reality, the addition of more than one additional K9 deputy position is justifiable. However, informing the decision to seek only one in Petitioner's certified budget request was the fact that the agency has several other needs which are equally as important, and just as critical, to the agency's

⁵⁰ Respondents have refused to fund necessary increases requested by Fire and as a result have created this deficit.

⁵¹ Recall, law enforcement is funded 47th and general government is funded 20th per capita.

overall mission. Below is a table displaying the most up to date information available regarding the K9 unit and their yearly activities.

Core Activity	2013	2014	2015	2016 (as of Aug. 2016)	2016 projected
Apprehensions	50	72	76	53	71
Arrests	6	19	27	28	38
Tracks	112	138	162	74	99
Searches	184	221	524	443	589
Traffic Stops	Not tracked	747	1018	684	910
Training hours	Not tracked	798	1171	780	1037
Reports	255	254	376	189	251
Narcotics recovered	Not tracked	Not tracked	Not tracked	319.5 grams	424.27 grams

More and more frequently, K9 deputies have been called upon to assist other deputies in investigations. They have been tasked with searching for missing children, searching schools for narcotics, and searching vehicles and other buildings. They have increased their output in nearly every measurement tracked by HCSO over the past 4 years and continue to become a more integral part of safe law enforcement. Hernando County, for reference, is situated to the immediate south of Citrus County and to the immediate north of Pasco County. As seen above Citrus County is roughly comprised of 141,000 people while Pasco County has approximately 465,000 citizens. Citrus County, however, which is approximately 80 percent as populous as Hernando County, has more than double the complement of K9 deputies and dogs countywide with nine (9). Even more disparate, Pasco County has roughly 2.5 times as many citizens as Hernando County yet they have approved twenty (20) K9 deputy positions for F.Y. 2016/2017,

which is five (5) times as many K9s as HCSO currently has approval for.⁵² Again, justification exists for the addition of more than one, yet this was summarily cut from Petitioner's request. These numerical differences were brought to the attention of Respondents in the second public budget hearing ([Attachment 17 K-9 Deputy Position Description](#)).

B. PROPERTY/EVIDENCE TECHNICIAN

In addition to a K9 deputy, HCSO requires another property evidence technician. Currently the property evidence section is staffed by just three (3) people. These three employees handle a mind-numbing volume of items each year, including currency, drugs and firearms. Last year alone, this unit was responsible for inventorying 20,129 pieces of evidence or property, on top of items they were required to process in and out for court. Essentially, that represents that 81 pieces of new property or evidence come in each business day on average.⁵³ Separate and apart from inventorying new items, this department is also tasked with destroying out dated items, items beyond retention periods, or items that no longer have evidentiary value, or for a litany of other reasons. Last year, this unit destroyed 7,503 pieces of property. The destruction process is different for each item depending on the subject property. For instance, at times, travel is required to melt down unclaimed or judicially removed firearms because Hernando County does not have access to the equipment necessary to accomplish this task. Further, items are frequently released to their respective owners, either because the court has ordered such or HCSO's retention is no longer required. Last year HCSO released 5,582 pieces

⁵² When looking at some of the comparator counties mentioned herein their numbers are also higher. Lake County S.O. 15, Alachua County S.O. 8, Clay County S.O. 7, Martin County S.O. 7, Santa Rosa County S.O. 6, Leon County S.O. 5, and Highlands County S.O. 5.

⁵³ Property Evidence is not staffed on weekends or holidays. Therefore there are 248 operational days each year.

of property. This requires an employee to meet face-to-face with the prospective property owner, and complete the signing of documentation and filing of supporting documentation each time this occurs. Thus, in addition to taking in 81 pieces per day, nearly 53 pieces are returned or destroyed each day. Thus, each day, on average there are 134 property transactions taking place. On occasion employees get sick, have to care for a loved one, or take a vacation.

We are unable to have the property evidence division staffed 24 hours per day. However, crimes do not cease at sunset, so HCSO has a system established for temporary security of items coming in after hours. Each day, logging the backlogged items can take up to six (6) hours, or if two employees are utilized, three (3) hours. Further, our county is 589 square miles, so HCSO has two district offices where evidence can be secured. Ultimately, it all must be stored in our main office, so traveling to and from each office, and securing and appropriately logging evidence also takes an employee out of the department. On top of this, this unit, which has over 45,000 items in inventory at any given time, must maintain appropriate training, prepare for audits and inspections, maintain vehicles in inventory, and distribute paperwork to individual deputies. These represent only a few daily tasks. Our analysis suggests HCSO needs at least one additional full time employee and one additional part time employee to successfully ensure evidentiary integrity and complete all tasks within the allotted hours ([Attachment 18 Property Evidence Statistics](#)). If there is a mix-up in this department, it may mean the difference between a successful and unsuccessful prosecution. Therefore, it is critical that this unit is staffed with qualified personnel sufficient enough to meet daily demands ([Attachment 19 Property Evidence Specialist Job Description](#)).

C. DETENTION CENTER MENTAL HEALTH WORKER

Hernando County took over responsibility for the Hernando County Detention Center in August 2010 by way of an interlocal agreement. While Respondents and their staff are responsible to finance medical expenses that occur outside the confines of the detention center, pursuant to said interlocal agreement, Petitioner must afford competent medical care for the inmates while they are housed within the facility. Mental health concerns continue to demand the time of detention center medical staff.

Year	Average Daily Population	Number of total Inmates seen	Number of Inmates seen for mental health	Average inmates seen for each mental health worker yearly
2013	522	6284	2747	1374
2014	485	5825	2850	1425
2015	467	5610	2677	1339
2016 (Through August)	544	4239	2565	1283

Specifically related to mental health, the detention center presently employs two (2) mental health workers and one (1) Psychiatric ARNP. Last year, between two mental health workers, there were 2,677 inmates evaluated, or roughly 11 per day. This year that number should climb to approximately 3,411 or nearly 14 per day. The natural concern is that, without treatment, one of these individuals will not get the help they need and potentially cause self-harm, up to and including suicide. Untreated problems will also continue upon release.

Perhaps astonishingly, 64 percent of the jailed population around the country has a mental illness.⁵⁴ Hernando County is not immune from this sad reality. Fifteen percent of male jail inmates have a serious mental illness, while that number more than doubles in female inmates.⁵⁵ A serious mental illness includes depressive disorders, bipolar disorders, schizophrenia, delusional disorders and psychotic disorders.⁵⁶ Suicide is the leading cause of death in local jails, and in the most recent data available, it has shown an uptick in recent years.⁵⁷ In 2013, 34 percent of jail deaths were the result of suicide while only 3 percent were accidental or homicide.⁵⁸ Suicide is undoubtedly the product of an individual suffering mental distress. Sixty Seven (67) different jails reported deaths and a large percentage of those are the result of self-inflicted harm or drug and alcohol abuse.⁵⁹ Not only does Petitioner have a constitutional duty to provide adequate medical care,⁶⁰ it is financially prudent to do so in avoided litigation costs and potential reductions in recidivism ([Attachment 20 Mental Health Worker Job Description](#)).

D. SEXUAL PREDATOR- SEXUAL OFFENDER DETECTIVE

As of the drafting of this petition, 401 sexually related felons reside within the borders of Hernando County. Currently HCSO employs one detective who is responsible for the

⁵⁴ Dr. Natalie Ortize, PH.D., Addressing Mental Illness and Medical Conditions in County Jails, issue 3 (September 2015) <http://www.naco.org/addressing-mental-illness-and-medical-conditions-county-jails>, (citing “Mental Health Problems of Prison and Jail inmates,” (December 2006)), <http://www.bjs.gov/content/pub/pdf/mhppji/pdf>), Bureau of Justice Statistics.

⁵⁵ Henry J. Steadman and others, “Prevalence of Serious Mental Illness among Jail Inmates,” *Psychiatric Services* 60 (6) (2009):761–765.

⁵⁶ *ibid.*

⁵⁷ Bureau of Justice Statistics, “Mortality in Local Jails and State Prisons, 2000-2012- Statistical Tables” (October 2014, see Table 13) available at <http://www.bjs.gov/content/pub/pdf/mljsp0012st.pdf>

⁵⁸ Bureau of Justice Statistics, “Mortality in Local Jails and State Prisons, 2000-2013- Statistical Tables” (August 2015) available at <http://www.bjs.gov/content/pub/pdf/mljsp0013st.pdf>

⁵⁹ *Ibid.*

⁶⁰ *Estelle v. Gamble*, 429 U.S. 97 (1976).

monitoring of 370 Sexual Offenders and 31 Sexual Predators. Since 2009 that number has increased by nearly 41 percent when only 285 sexual offenders and predators lived in the county. The detective in charge of these individuals must ensure; that each one completes their initial registration upon conviction, that they re-register when required, that any address changes are made and up to date, that any relevant information is updated, that the individual is fingerprinted and a scan of their palm is completed. He must also complete, at various intervals, Field Interview Reports (FIR) when random home checks are completed. Recently, and certainly not without help from colleagues, each and every offender and predator was checked for verification that their residence was accurate.

DATE	Offenders	Predators	Total
10/1/2009	266	19	285
10/1/2010	300	17	317
10/1/2011	322	20	342
10/1/2012	332	20	352
10/1/2013	331	22	353
10/1/2014	344	28	372
10/1/2015	350	35	385
10/1/2016	370	31	401

In comparison, our single detective unit is understaffed and overwhelmed when compared to neighboring agencies. Pasco County, which has an accounting of 864 similar individuals to keep track of, has four (4) people to handle the workload, three (3) detectives and a sergeant. Sumter County, immediately to our east, has one deputy but only 160 offenders or predators to monitor. Pinellas County has four (4) times the felons to keep track of with 1,600 in total, but eight (8) times the complement of men and women to do so. Aside from his monitoring and registering duties, our detective also handles child pornography cases, luring of a

child cases, sex offender violations, sexual batteries with adults and children, lewd and lascivious battery cases and is also subject to the rotation call out list when a non property related felony has been committed after hours. Sometimes he is required to work through the night as the lead detective on these call outs and sometimes he works in a supporting role. Aside from his regular detective duties, his sexual offender/predator duties and call outs, the detective must also monitor online activity of the individuals under his watch, complete and review intelligence reports, attend training, and conduct operational plans such as a recent Florida Sheriffs Association Ops plan as mentioned above⁶¹ ([Attachment 21 Sex Crimes Investigator Job Description](#)).

E. PUBLIC SERVICE TECHNICIANS (SIX)

Petitioner envisioned the Public Service Technician (“PST”) program as a solution to a consistent dilemma HCSO was facing year after year. Hiring of well qualified deputy sheriffs who can successively navigate the recruitment process, from police academy graduation to being sworn in, has proven extremely challenging. In Hernando County only fourteen (14) percent of all the applicants that apply to be a deputy actually make it through the entire process.⁶² The overwhelming majority of failures are attributable to the background, and specifically, truthfulness issues. As the domestic environment facing law enforcement has seen a transformation in recent years, the supply of qualified individuals seeking to become law enforcement officers has seen somewhat of a decline. In response to this, HCSO began the PST pilot program. This targets individuals currently enrolled in the academy, or who desire to enroll

⁶¹ Door to door visits for each offender and predator in the county.

⁶² Applications for Deputy Sheriff are only accepted from individuals who are, or are about to be, certified as law enforcement officers.

in the near future. Usually, the applicants for the P.S.T. position are between the ages of 18-21 years of age.

Hiring applicants for this position solves two important problems. First, these individuals have few issues with the background process, because prior history is limited. Second, this position allows them on the job training such as driving, using the radio, learning the roads of the county, interacting with citizens, and developing mentorships with existing deputies. This program also allows supervisors to evaluate work ethic and character of these would-be deputies. For the past year, due to vacancies in the deputy positions, HCSO was able to hire a number of these individuals under the pilot program. More than 80 percent have gone on to become full time deputies. The majority of all our new deputy hires have come from this program over the last year. It has proven successful as an alternative means of recruitment. So, this year, rather than providing for the positions through deputy sheriff vacancies, due to the fact that the success of the program has reduced the number of vacancies, Petitioner sought to implement this program through budgeting for six (6) PST's. This would allow the occupied deputy slots to be filled with deputies rather than having to hold them open, and continue the much-needed help the program provides to the Petitioner's sworn deputies. It would also be a lower cost alternative to requesting new and justifiable patrol deputy positions.

Again, part of the appeal to this program is that the PST's gets a similar experience a new deputy would get. While PST's do not handle calls requiring arrest authority, over the past year they have been tasked with handling; accidents with and without injury, abandoned vehicle investigations, assisting with felony and misdemeanor criminal reports, traffic obstructions, providing requested information to citizens, logging lost and found property, security checks on

businesses, returning phone calls from citizens and VIN verifications. All this previously required a deputy to respond. Over the last year, PST's have completed, or responded to, over 20,000 tasks or incidents such as the ones described above. This has freed up sworn deputies and operated as a force multiplier because it allows deputies the ability to reach higher priority matters sooner, at a reduced cost to taxpayers ([Attachment 22 Public Service Technician Job Description](#)).

F. ANIMAL ENFORCEMENT OFFICER

Animal Enforcement primarily responds to complaints from citizens of animal abuse, and neglect. They also enforce local animal related ordinances such as the anti-tethering ordinance passed and created by Respondents earlier this year. This ordinance outlawed the tethering of any animal, which was later amended to apply to only the tethering of cats and dogs. This, and similar ordinances, are the types of law enforced by animal enforcement. Since taking over Animal Enforcement from Respondents, the Sheriff's Office has consistently decreased hold times, while increasing the number of complaints serviced. In 2013 when the transition began, hold times averaged 1:43.33 minutes. When controlled by Respondents, calls were left on pending lists for several days at a time. Eliminating this was a challenge, but as you can see below, we were able to reduce that hold time down to 50:34 minutes within the year and now down to approximately 34 minutes per call. Our calls have climbed from 5,474 in 2013 to a number projected to be 9,329⁶³ by year's end. To date we employ five (5) full-time and one (1) part time officer. Our call load has increased by 41 percent if projected numbers hold true ([Attachment 23 Animal Service Officer Job Description](#)).

⁶³ On average there are nearly 2628 calls per day dispatched. .

Year	Total Animal Complaint CFS	Average Processing Time (Received to Dispatched)
2013 (Jan – Aug 13) old cad	2,792	1:43.33 minutes
2013 (Aug 14 – Dec 31) new cad	2,682	0:50:34 minutes
	5,474 <i>combined total for 2013</i> ⁶⁴	
2014	7,324	0:47:24 minutes
2015	8,439	0:33:52 minutes
2016 (through 09/29)	7,105 <i>(9,329 end of year projection)</i>	0:34:19 minutes

G. HUMAN RESOURCES GENERALIST and SOFTWARE DEVELOPER TRAINEE

Over the past several years, as Hernando County has grown and, consequently, so has the need for administrative support. Our Human Resource and I.T. departments have not, however, grown at the same rate. Currently we have four (4) human resource professionals⁶⁵. We have been using a temporary service for several months to provide an extra employee to assist with the increasing work load in our Human Resources department, a department that currently oversees the equivalent of 521 full time employees⁶⁶. As a general guideline the Society of Human Resource Management (SHRM) recommends one HR representative for every 100 full time employees ([Attachment 24 Human Resources Generalist Job Description](#)).

Similarly, our I.T. department is in need of a new position. As it stands, HCSO currently only has one software developer. As society has become more high-tech, law enforcement's needs to do the same. Just last year, HCSO's website was hit by a hacker who perpetrated a

⁶⁴ A new cad system was placed online in 2013, thus there are two sets of results for 2013.

⁶⁵ There is one (1) assigned detective who investigates backgrounds, however he does not perform generalist work

⁶⁶ 495 full time and 53 part time employees.

denial of service attack. After some time, the I.T. department diagnosed the issue and corrected the problem. Our sole developer was instrumental in fortifying our defenses for the future. Petitioner, however, would be remiss to neglect future improvements. Currently, our Developer performs updates to our website; created and administers the timesheet program, imports into our reporting software, creates custom reports, and handles several other technological duties. Locating someone with these abilities, however, is difficult because the demand in the industry has grown so rapidly.⁶⁷ Hiring a trainee would allow for relief support for the current software developer, and it would allow us to hire someone just starting their career at a lower wage while training them early on. It would allow for additional resources to implement new technology and doing so would allow for minimal exposure, whereas the selected party can be hired on a part time basis to start ([Attachment 25 P/T Software Developer Intern/Trainee Job Description](#)).

III. NEW CAPITAL

Capital requirements over the last several budget cycles have been historically underfunded, which has resulted in the need to reallocate funds from other sources in order to ensure these needs are met. In order to prevent that, and in an attempt to ensure more capital needs are met so as not to pass need along to another budget year and potentially have larger exposure as a result, Petitioner budgeted for \$515,000 in capital. Items required for fiscal year 2016/2017 include fleet vehicles, software and maintenance agreements, ammunition, radio system maintenance and agreements, telephone and data access and several other items. Our largest cost regarding capital has to do with fleet. This ultimately is one of the most expensive

⁶⁷ <http://advice.careerbuilder.com/posts/these-are-the-most-indemand-jobs-for-2016>

capital categories year after year, given the amount of miles that are driven each year in the course of daily operations. HCSO strives to replace vehicles when they reach 130,000 miles, but that limit has increased over the past few years due to budgetary constraints during the recession years. Not all of the vehicles in the HCSO fleet are marked patrol vehicles, vehicles are assigned to approximately 38 different units. Some of those units call for the use of trailers, trucks, unmarked vehicles, speed enforcement trailers, heavy duty vehicles for emergency management, judicial transports for inmates, and so on. Currently we have 383 vehicles in fleet. Some vehicles are as old as 18 years old, and some have as many as 140,000 miles. Seventy nine (79) vehicles or 1/5 of all our vehicles have over 130,000 miles. If we were to replace just those vehicles, which all fall outside of their useful law enforcement life, at the time of this appeal, it would cost approximately \$2,054,000⁶⁸. Petitioner's entire capital request, which includes several other needs, is a fraction of that amount. In addition to those (79) vehicles, HCSO has twelve (12) more vehicles between 127,000 miles and 129,000 miles. Seven (7) vehicles are "dead-lined" and no longer are operable.⁶⁹ Fifty three (53) of our oldest vehicles are Ford Crown Victorias. To date, on those vehicles alone, HCSO has spent \$454,403.94, or \$8,573.66 per vehicle with \$2,678.52 in labor cost per vehicle. Also worth noting, according to the Florida Office of Program Policy Analysis and Government Accountability, as vehicles age, the cost of operating increases with the miles driven. In order to reduce the number of vehicles unworthy of operating in a safe manner, we must replace some of the more worn out vehicles each year.

⁶⁸ Each interceptor vehicle costs approximately \$26,000. HCSO for the past several years has purchased only SUV patrol vehicles. After observing how well these vehicles withstood crashes, and most importantly, protected the deputy in comparison to sedan interceptors, the decision was made to switch. In the long run, the money saved on insurance claims and on injuries to deputies has far outweighed the minimal extra cost.

⁶⁹ These vehicles will be auctioned/salvaged.

Although, this is an important issue for any fleet manager, the stakes are much greater for the fleet manager of emergency response vehicles.

Aside from vehicle needs, maintaining the radio system for county wide use is critical and very expensive. Seven hundred and sixty (760) radios currently operate on our radio network and each costs about \$115 yearly to maintain. Hundreds of computers are necessary and, with that, specialized software and maintenance agreements must also be obtained and maintained. The Respondents, however, cut this budgetary category to zero as well.

IV. RAISES

For a period of 5 years⁷⁰, wages remained unchanged for HCSO employees. In other words, they did not receive cost of living or step increases. Ordinary costs of living increased, however, throughout the state and county during the same period. In an effort to remedy this period of stagnation, Petitioner in response to collective bargaining with the union associated with deputy sheriffs, agreed to address raises over the past two years and again this year. The final agreement was approved 90 to 0 by the bargaining members. Respondents, however, while citing their own cost increases due to negotiated agreements with union members, effectively eliminated raises for law enforcement, while justifying that they had no choice in paying increased wages to their employees because they had an agreement. However, their agreement makes no condition upon funding being available. Thus, Respondents bargained themselves in a

⁷⁰ 2008,2009,2010,2011, and 2012

position that is unjustifiable to the taxpayers.⁷¹ Further, in relation to wages, Respondents cited a 19.5 percent increase in Respondent employee's health care. Rather than renegotiating with their unions, and/or requiring that employees pay a portion of the increased rate so as not to pass 100 percent of the increase premium on to tax payers, and/or considering plan modifications, Respondents argued this increase as justification for their increased budget.

V. RESPONDENT'S DECISION TO ELIMINATE FUNDING FOR ADDITIONAL POSITIONS, FOR CAPITAL REQUIREMENTS AND NEGOTIATED PAY RAISES WAS OVERREACHING, ARBITRARY, CAPRICIOUS AND TREATS THE PETITIONER UNFAIRLY

Respondent's principal reason for not funding the Petitioner's certified budget was that the county lacked funds to do so. In fact, the BOCC, or their staff, created a facade to establish that, in order to fund the Sheriff's budget, they would need to raise taxes. At the same time, and illogical in light of a stated tax increase, they professed a need to cut funding for other projects such as replacing "45-year-old air conditioning units"; repairing "30-year old-roofs"; "replacing 25-year-old fire alarms in the Sheriff's Office⁷² and government building;" to purchase playground equipment; to purchase library books and to provide for technology equipment and data security; along with initially cutting funding awarded to outside organizations including the County Fair and removing dedicated funding to remedy unsafe buildings.⁷³ In addition to

⁷¹ "In the event of a significant economic downturn that would otherwise result in the layoff of bargaining unit employees, the parties shall reconvene for the purpose of bargaining over a suspension of the Step Plan to avoid such layoffs."

⁷² The BOCC is responsible for building upkeep.

⁷³ "What this means is, we have air conditioners that are 45 years old that will not be replaced. We have roof repairs that are 30 years old, not going to happen. The Sheriff and government building fire alarms are both 25 years old, way out of date! We have the Sheriff's and government building parking overlays. We have playground equipment, library books are not being purchased, and we have technology equipment which means our data security and data

selectively cutting these overtly community-centric funding initiatives, and while implying such action was a result of increases to the Sheriff's budget, which would surely upset residents, Respondents, without prior notice or discussion, sent a press release describing some of the several and sure to be unpopular cuts⁷⁴ ([Attachment 9 September 2106 BOCC PR Cutting Sheriff and Funding Community Programs](#)).

Further, and despite the fact there appears to be over \$3,000,000 in new revenue which includes balance forward cash, new construction gains, increases in home values, and revenue sharing and sales tax from the state, Respondent maintains there is a lack of available funding. They have made little effort, however, to show where the extra millions were spent while, at the same time, maintaining over \$22,000,000 in reserves for the general fund.

The Respondent's obligation to apportion the financial resources of the county in a fair and equitable way to all Constitutional officers should be paramount. However, in relation to Petitioner's budget, no logical method of consistent discretion was exhibited when examining all other constitutional officer budgets, including those budgets controlled by Respondents. Respondents, almost immediately, one after another, simply resolved to not fund the Sheriff's increased budget, all while funding their own increases and the increases of each other Constitutional officer. Demonstrating unequitable treatment of Petitioner, along with a

backup was being cut." "In addition to that being eliminated, we also eliminated our aide to outside organizations. This included Chinsegut Hill at 50,000, the Vision Main Street Project at 51,000, the Blueberry Festival at 50,000, Community Outreach Grant at 50,000, Small Business Development at 21,000 and the County Fair at 30,000." – Pamela Lee, Hernando County Budget Manager at September 6, 2016 budget hearing.

⁷⁴ Respondent later shifted \$300,000 for clean-up of Hunters lake to fund some of the community related projects

\$2,281,393 increase to funds controlled by Respondent,⁷⁵ the Tax Collector’s budget increased approximately 14%, the Clerk of Court increased approximately 19%, the Property Appraiser increased approximately 4%, while the Supervisor of Elections requested for her budget to be reduced due to the fact that there is no election in 2017, so the needs of that particular office unsurprisingly will diminish. Further evidence of detrimental treatment in comparison to other constitutional officers, is the fact that since fiscal year 2013/2014 all other constitutional officers in Hernando County except for the Property Appraiser have outpaced the Sheriff in budgetary increases by substantial margins. This **includes** Respondents who fund their own budget.

Board-Approved Operating Budget	Change from FY2013-14 to FY 2014-15	Change from FY2014-15 to FY 2015-16	Change from FY2015-16 to FY 2016-17	Change since 2013-14
Sheriff	3.42%	3.82%	0.00%	7.37%
Clerk of Court	2.25%	1.99%	19.85%	24.99%
Supervisor of Elections	10.55%	30.58%	-3.67%	39.06%
Tax Collector	0.53%	4.49%	14.14%	19.89%
Property Appraiser	-1.84%	3.78%	3.38%	5.32%
BOCC (depts & transfers, no reserves or grants)	17.47%	6.50%	-0.81%	24.09%
Reserves	6.71%	-6.07%	5.92%	6.16%
Grants	25.04%	-20.91%	19.84%	18.52%

Thus, each and every county office and function was prioritized over and above Petitioner, who is responsible for a near majority of vital county governmental functions. Respondents have increased their own budgetary desires by more than double the percentage of the Sheriff since 2013. The reasoning stated by at least two commissioners in justifying cutting

⁷⁵ Fiscal Year 2015-2016 BOCC share of general fund was 50,925,484 whereas fiscal year 2016/2017 BOCC share of general fund increased \$52,514,481 all while stating there was not enough funds to fund *any* of Petitioner’s necessary increase.

Petitioner's entire increase is incongruent with rationale.⁷⁶ The illusive logic of Respondents defies veracity. If Hernando County was in such dire straits, then how could the Respondents afford themselves a greater than \$2.2 million increase, a 19.85 percent increase to the Clerk of Court, a 14.14 percent increase to the Tax Collector and a 3.38 percent increase to the Property Appraiser? The Respondents' decision further ignores additional revenue that is to be earned by the County and, in turn, the General Fund, largely due to new businesses, increased property values, and State and Local Revenue Sharing increases. Since fiscal year 2013-2014, Respondents have increased their own budget and fiscal oversight by 24.09 percent. In the same time period all Constitutional Officers, with the exception of the Property Appraiser, have increased in proportions far exceeding the sheriff.⁷⁷

One Respondent also stated in the first of two budget hearings that the BOCC would be reducing tax levels, and therefore funding to 2014 levels. There was no explanation as to why this was necessary or whether all required services citizens rely on would remain funded and viable at this arbitrary level. This action, while apparently not discussed at length at any public meeting, as Respondents refused to hold any budget workshops,⁷⁸ does not take into account changes in population, trends in crime, changes in taxable sources, or additional costs and factors not so easily defined solely on the basis of dictating a period in time for financial benchmarking.

⁷⁶ Commissioner Wayne Dukes stated on September 6, 2016, "I ran the numbers with Pam and the Administrator a couple times and if we raised the millage rate even just to cover the Sheriff's budget, I'm going to have to lay off 30 people and I can't do that." Commissioner Diane Rowden later agreed with the principal that if taxes were raised bringing in additional revenue, that 30 people would have to be laid off.

⁷⁷ See chart page 33. Clerk 24.99, S.O.E. 39.06, Tax collector

⁷⁸ "There are no public budget workshops slated between now and a meeting next month, when commissioners must approve a tax rate for the preliminary Truth in Millage (TRIM) tax notifications property owners will receive later this summer." Barbara Behrendt, Tampa Bay Times (July, 19 2016)

<http://www.tampabay.com/news/localgovernment/hernando-releases-budget-long-on-spending-short-on-explanations/2285996>

WHEREFORE the Petitioner urges the Administration Commission, for all the reasoning set forth within this Petition, grant this appeal and remedy this unjust deprivation of funding by awarding the Sheriff the funding as requested June 1, 2016.

Respectfully submitted,

Al Nienhuis, Sheriff
Hernando County, Florida

Joel D. Fritton, Esq.
Florida Bar #0078959
Attorney for Appellant
18900 Cortez Blvd.
Brooksville, FL. 34601
(352) 797-3607
jfritton@hernadosheriff.org

CERTIFICATE OF SERVICE

I hereby certify that a copy of this Petition was delivered to Don Barbee, Esq., Clerk and Comptroller, Hernando County, Florida, this ____ day of _____, 2016, by hand delivery.

Al Nienhuis, Sheriff
Hernando County, Florida

Joel D. Fritton, Esq.
Florida Bar #0078959
Attorney for Appellant
18900 Cortez Blvd.
Brooksville, FL. 34601
(352) 797-3607
jfritton@hernadosheriff.org

Attachment 1 July 2014 OMB Email Cutting SO Budget by Administrator

Al Nienhuis

From: George Zoettlein <GeorgeZ@co.hernando.fl.us>
Sent: Wednesday, July 09, 2014 9:59 AM
To: Nienhuis, Al; Kicklighter, Bill; McClanahan, Terri; Maurer, Mike
Cc: Leonard Sossamon
Subject: FY 2015 Budget

At the first pass of the Fiscal Year 2015 we were \$9.1 million out of balance. As we worked through the process we were able to get it down to just under \$600,000 without going to the Constitutional Officers to request budget reductions. The General Fund departments under the BOCC came in with just over \$108,000 increase over their Fiscal Year 2014 net cost to the General Fund, which included the Library Services reduction of \$884,000 in grant funds. If you remove the Library Services reduction in grant funds the remaining General Fund departments under the BOCC reduced the net cost to the General Fund from Fiscal Year 2014 by \$780,000.

The Sheriff's net increase to the General Fund over Fiscal Year 2014 was \$1,342,829. Taking into account an estimated return of unspent funds of \$700,000, based on past years, and returning that back to the Sheriff for Fiscal Year 2015 this would leave a net increase to the Fiscal Year 2015 budget of \$642,829 (\$1,342,829 - \$700,000).

In order to balance the General Fund Fiscal Year budget for 2015 we were left with the options to have a reduction in force from the BOCC departments, increase the millage rate, or request the Constitutional Officers to reduce their proposed budgets. After discussions with the County Administrator it was determined that the County Administrator's proposed budget would include a reduction to the Sheriff's proposed budget of \$598,585.

George W. Zoettlein, CGFO, CGFM
Assistant County Administrator
Hernando County, FL.
(352) 754-4004
georgez@hernandocounty.us

Attachment 2 July 2014 OMB Email Correcting Cut by Administrator & Blaming Sheriff

Al Nienhuis

From: George Zoettlein <GeorgeZ@co.hernando.fl.us>
Sent: Thursday, July 10, 2014 2:56 PM
To: Nienhuis, Al; Maurer, Mike; Kicklighter, Bill; McClanahan, Terri
Cc: Leonard Sossamon
Subject: Fiscal Year 2015

In reviewing Florida Statutes Chapter 30.49 "Sheriffs Budgets" it has been determined that the Sheriff's budget as submitted must be included in the County's Proposed Budget as submitted by the Sheriff and if any changes are to be made it must be by the Board of County Commissioners at a Public Hearing. Based on these findings the Sheriff's Budget has been recorded in the Hernando County Proposed Budget for Fiscal Year 2015 as submitted.

After discussions with the County Administrator, there is no alternative but to have a millage increase in the amount of 0.1048 mills to balance the General Fund budget for Fiscal Year 2015 to meet the Sheriff's budget request.

George W. Zoettlein, CGFO, CGFM
Assistant County Administrator
Hernando County, Fl.
(352) 754-4004
georgez@hernandocounty.us

Attachment 3 April 2015 Letter from Sheriff RE MSTU

www.hcso.hernando.fl.us



SHERIFF
Al Nienhuis

Hernando County Sheriff's Office

April 27, 2015

Board of County Commissioners
c/o Chairman Nick Nicholson
20 N. Main Street
Brooksville, FL 34601

Dear Board of County Commissioners:

There is an agenda item on the April 28, 2015 board meeting, under the County Administrator's section, that I wanted to bring to your attention. You are probably unaware that the County Administrator did not confer with my staff on this new property tax and new ordinance. This assumption is borne out by the fact that no one from my office was included in the electronic routing for this particular agenda item.¹

This new tax will result in increased costs, i.e. increased taxes, for us to maintain the same level of front line service. Unfortunately, I was not made aware of this proposed tax until late Thursday night, and it was not through official channels. Therefore, there has not been an opportunity for me to discuss it with you during one of the many scheduled or impromptu meetings that you and I enjoy during the year. Although I am scheduled to speak at the above board meeting, I thought it important to provide you with some issues that I know will be very concerning to you as fellow elected officials and public servants.

My office has a reputation of collaboration, problem solving, and consensus building. Unfortunately, we have only had one and a half business days to examine this proposed new tax. Even with these unreasonable time constraints, and keeping our problem-solving mission in mind, I intend to provide a couple alternatives to this high risk and costly proposal at the meeting or, if you prefer, in person.

This proposed new tax by the County Administrator **increases bureaucracy** in both county government and the Sheriff's Office. Unfortunately, it does **not provide any benefit to the citizens**. This increased bureaucracy, of course, will require a reallocation of resources (i.e., converting deputy or detective positions, as required by the tax) to back office (i.e., bookkeeping) duties, **which I am completely against**. The only other option would be to further increase my budget to pay for these additional and unnecessary back office costs, which negates many of the tax-saving and efficiency-improving policies that the Board and I (and former Hernando County Sheriffs) have diligently worked on over the last several years.

¹ Page 310 of your Agenda packet.

P.O. BOX 10070 - BROOKSVILLE, FL 34603-0070 FAX 352 796-0493 PHONE 352 754-6830

Attachment 4 July 2015 Press Release BOCC Sets Insufficient Millage

Hernando Co. Press Release

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OFFICE OF PUBLIC INFORMATION

20 NORTH MAIN STREET • ROOM 263 • BROOKSVILLE, FLORIDA 34601
P 352.540.6780 • C 352.600.2797 • W www.HernandoCounty.us

Contact:
Virginia Singer
Public Information Manager
VSinger@HernandoCounty.us

Media Release July 29, 2015

Tentative millage rates set

The Hernando County Board of County Commissioners (BOCC) has tentatively set its FY2016 millage rates. The BOCC directed staff to maintain the current millage in most funds. This means that the general fund will remain at 6.9912 which equates to a tax bill of \$699 for a homeowner whose taxable value is \$100,000. The general fund includes the Board of County Commissioners, Property Appraiser, Tax Collector, Clerk of Circuit Court, Supervisor of Elections and Sheriff's Office.

The only potential increase will be for the emergency medical services (EMS) Municipal Services Taxing Unit or MSTU, which could go up from 0.5534 to 0.8700. This increase was requested to make up for a deficit and cover the rising costs of emergency medical supplies such as medications used on ambulances when treating patients. It will also cover fleet maintenance, fleet repairs and station repairs. If approved, the proposed EMS increase will collect an additional \$830,000 annually. This equates to \$11.70 more per year for a resident who owns a home with a taxable value of \$100,000.

The first budget public hearing is scheduled for Thursday, September 3, 5:01 p.m. at the Hernando County Government Center located at 20 N. Main Street in Brooksville.



Attachment 5 October 2015 Letter from Sheriff RE 2nd MSTU Attempt

www.hcso.hernando.fl.us



— SHERIFF —
Al Nienhuis

Hernando County Sheriff's Office

October 8, 2015

The Honorable Chairman Nick Nicholson
Hernando County Board of County Commissioners
20 North Main Street, Room 263
Brooksville, FL 34601

Dear Chairman Nicholson:

My office has a reputation of collaboration and transparency regarding matters of mutual concern. I see that the County Administrator is once again resurrecting a Municipal Service Taxing Unit (MSTU), as well as a Dependent Special District (administered similar to an MSTU in this case). I have worked hard to keep expenses low and increase revenues. My goal has been to ease the burden of Hernando County taxpayers, without sacrificing their safety. This new tax is a concerted effort to undermine everything my people and I have worked toward over the last five years. I must, therefore, adamantly oppose these new taxes for the reasons I pointed out in my letter to you dated April 27, 2015, as well as my presentation before the Board on April 28, 2015.

I find it terribly disappointing that neither you, nor any of your staff notified us of this proposal, much less obtained feedback from the agency most impacted. Even with the limited time to respond, if there remains *any possibility* of a vote on this issue at the October 13 meeting, I would like time to present a *counter proposal*. I believe you will find that my proposal addresses all the concerns of the Administrator and/or the Commissioners who are forcing this ill-conceived plan. My plan, however, will have none of the negative and expensive consequences of these new taxes; however, it will retain accountability for both the Sheriff *and the County Commission*.

I thank you in advance for adequate time on the agenda to provide for a viable alternative to these burdensome new taxes.

Sincerely,

Handwritten signature of Al Nienhuis in blue ink.

Al Nienhuis
Sheriff

AN/jdp

cc: Commissioner James Adkins
Commissioner Wayne Dukes
Commissioner Jeff Holcomb
Commissioner Diane Rowden
County Administrator Len Sossamon

PO. BOX 10070 - BROOKSVILLE, FL 34603-0070 FAX 352 796-0493 PHONE 352 754-6830

Attachment 6 October 2015 Letter from Rep. Ingoglia Criticizing MSTU and Lack of Transparency



FLORIDA HOUSE OF REPRESENTATIVES
REPRESENTATIVE BLAISE INGOGLIA
DISTRICT 35

DISTRICT OFFICE:
2943 LANOVER BOULEVARD
SPRING HILL, FL 34608
(352) 688-5004

TALLAHASSEE OFFICE:
1101 CAPITOL BUILDING
402 SOUTH MONROE STREET
TALLAHASSEE, FL 32399-1300
(850) 717-5035

October 12, 2015

Chairman Nicholson,

Please consider this letter as formal opposition to the creation of the "Hernando County Law Enforcement and Detention Services Self-Funding Ordinance" and the "Hernando County Municipal Service Taxing Unit" to be voted on during this Tuesday's BOCC meeting. Although it has been my position to try and stay out of local issues, I have received numerous constituent phone calls expressing concern and opposition to such a move.

First, it is of great concern that a taxing authority policy change of this magnitude was placed on the BOCC agenda without prior knowledge of, or prior discussion with, the Hernando County Sheriff's office. This lack of transparency and communication is beneath the Chamber.

More importantly, such a move is bad policy and not in the best interests of the tax payers of Hernando County. While the proposed MSTU is not "technically" a new tax, it allows the amount available for taxation to increase substantially. It will also lead to tax hikes on families and small businesses in large portions of Hernando County because of increased bureaucracy and collection costs, placing additional tax burden on unincorporated areas of the county because of cost shifting, and the need to recoup lost general fund sales tax revenue by increasing property taxes.

In short, if the proposed MSTU is approved and implemented it will stifle economic growth and competitiveness, increase government and bureaucratic red tape, lead to inevitable tax increases and hurt Hernando tax payers.

I respectfully ask you to vote "no" on the proposed ordinances.

Sincerely,

Blaise Ingoglia
State Representative, District 35

Committees:
Government Operations Appropriations Subcommittee, Economic Affairs Committee, Government Operations Subcommittee, Veteran & Military Affairs Subcommittee
Proudly Serving Hernando County

Attachment 7 August 2016 Tampa Bay Times “Shrouded in Secrecy” Article

In process shrouded in secrecy, county tax increase proposed; sheriff blamed | Tampa Bay... Page 1 of 3



In process shrouded in secrecy, county tax increase proposed; sheriff blamed



Barbara Behrendt, Times Staff Writer

Thursday, August 18, 2016 10:41am

BROOKSVILLE — Hernando County Administrator Len Sossamon likens the tentative 2016-17 county budget to Walmart because in many cases it rolls back spending to 2014 levels.

But when taxpayers get their Truth in Millage notices in the mail in the next couple of days, they will see that the proposed property tax rate for the county's general fund is 4 percent higher than last year.

How is that possible?

The increase, according to county budget manager Pam Lee, was necessary to provide Sheriff Al Nienhuis with the extra dollars he has requested.

While higher property values have increased general fund revenues by \$1.4 million for the coming year, Nienhuis is asking for a budget increase of \$1.7 million.

Generally, by now, taxpayers know the details of proposed spending increases because in the weeks leading up to the early-August deadline to set a tentative tax rate — this year's deadline was Aug. 4 — public bodies meet and discuss their tentative spending plans. After county commissioners receive their balanced budget by July 15, as required by law, they have time to formulate their opinions about what spending is needed and what expenditures should be cut.

But the County Commission this year has held no public meetings to talk about their priorities, allowing the millage rate calculated by the county staff in order to balance the budget to be the one advertised on the TRIM notices. In fact, to date, commissioners have had no real public discussion about their 2016-17 spending plan.

Public discussion is not required by law, except if commissioners want to change the balanced budget or the funding details, and none of the commissioners has asked for a public meeting.

In another break from tradition, Lee would not release the tax rate the balanced budget was based on.

Since the balanced budget — including the wish lists of all of the county departments and constitutional officers — was sent to the commissioners, there have, in fact, been considerable changes because commissioners told the county staff they were not going to stand for the tax rate increase needed to make all those dreams come true, Lee said. Departments controlled by the commission were asked to scale back spending to 2014 levels, meaning open positions have been frozen and millions of dollars have been sliced from the spending plan, including all facilities capital expenditures and all other capital expenses except for planned work to clean up Hunter's Lake.

<http://www.tampabay.com/news/localgovernment/in-process-shrouded-in-secrecy-county-t...> 10/2/2016

When questioned about why his spending should cause the county to raise taxes, Nienhuis responded that the county has generated enough extra money to pay for what he requested and then some. He pointed to sales tax revenue increases and revenue-sharing increases totaling more than \$1 million and his staff's calculation that the property tax increases generated more than \$10 million in increased tax dollars.

"I'm not the reason for the increase in the millage," he said.

Lee said, however, that the sheriff's calculations are not correct and do not reflect the most current budget numbers available.

Some of the added revenue is needed by the county to pay for salary increases mandated by existing employee contracts and insurance increases that the county cannot control, Lee said.

Nienhuis said that, while he may not have had the most current budget numbers, he believes the county is not estimating a high enough increase in revenue due to the rise in property values and other sources of funding, including the dollars that will roll forward from this budget year to the year that begins Oct. 1.

"It doesn't take a mathematician to figure out" that there is more revenue than last year, Nienhuis said. "If they don't want to have a public discussion about the budget, they don't need to blame me" for the proposed tax increase.

The latest rub between the county and the sheriff over spending is one tradition the county is carrying on this year. Each of the past several years, there has been a dispute over the county's portion of general fund spending and the sheriff's portion. Lee pointed out that she cannot change the sheriff's budget. Only the County Commission can do that in a public hearing.

What is not in question is that the county's proposed general fund tax rate, as it will appear on TRIM notices, is 7.2731 mills, an increase of 0.2819 mills over this fiscal year's rate. That number can go down during the county's two mandated public hearings in September, but it cannot go up.

The proposed increase amounts to 28 cents in tax for every \$1,000 in appraised taxable property value, or an increase in the general fund tax of \$28.19 for the owner of a home with a taxable value of \$100,000.

In process shrouded in secrecy, county tax increase proposed; sheriff blamed 08/18/16
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Attachment 8 August 2016 BOCC PR Artificial Shortfall

Hernando Co. Press Release

Page 1 of 2



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P 352.540.6780 • C 352.600.2797 • W www.HernandoCounty.us

Contact:
Virginia Singer
Public Information Manager
VSinger@HernandoCounty.us

Media Release August 29, 2016

\$2 million short of balanced budget

In preparation for the September 8, 2016 tentative budget hearing, the Hernando County Board of County Commission (BOCC) departments have reduced their proposed FY2017 budgets to balance the General Fund. The final budget will be approved by the BOCC at the September 20 final budget hearing. Both hearings will be held at 5:01 p.m. at the Government Center located at 20 N. Main Street in Brooksville.

Constitutional budgets were due June 1 to the Office of Management and Budget, the BOCC department responsible for balancing the county budget. After staff review, it was reported that the General Fund had a deficit of approximately \$10.4 million. To meet the July 15 proposed budget deadline set by the state, a millage increase of 1.2945 was used to eliminate this deficit and achieve a balanced budget.

To avoid this increase, BOCC departments immediately began making dramatic budget reductions in order to maintain the current 6.9912 millage. Actions taken included:

- * Eliminating all capital expenditures with the exception of improvements to Hunters Lake = \$3 million
- * Reducing operating expenses = \$3.3 million
- * Adjusting reserves = \$1.1 million
- * Adjusting revenue sources = \$1 million

"With the cuts to capital expenses we will be unable to replace worn out roofs and air conditioning units at multiple government buildings," County Administrator Leonard Sossamon said. "Reductions to the operating expenses will impact our Unsafe Building Program, prevent us from making much needed technological upgrades and delay replacement of old playground equipment at parks."

In addition, no new or re-class positions are budgeted. These measures saved the General Fund \$8.4 million.

The Sheriff's Office request for a \$1.7 million increase plus \$300,000 to cover the additional reserves needed remains in the budget. This will require a millage increase from 6.9912 to 7.2731 to balance the budget. The BOCC may approve this millage or request a reduction from the Sheriff.

If approved, the millage increase of .2819 would raise the annual property tax of a home with a taxable value of \$100,000 by \$28.19.

The Office of Management and Budget can reduce BOCC department budgets, but cannot reduce constitutional budgets. The General Fund includes the Board of County Commissioners and its 39 departments, Clerk of Circuit Court, Property Appraiser, Sheriff, Supervisor of Elections and Tax Collector.

Attachment 9 September 2106 BOCC PR Cutting Sheriff and Funding Community Programs

Hernando Co. Press Release

Page 1 of 2



Contact:
Virginia Singer
Public Information Manager
VSinger@HernandoCounty.us

Media Release September 7, 2016

Unanimous vote to maintain current millage

At the September 6, 2016 tentative budget hearing, the Hernando County Board of County Commissioners (BOCC) voted to maintain its existing 8.9912 millage rate and approved a tentative budget of \$399,219,825. The final budget hearing will be held September 20, 2016, 5:01 p.m., at the Government Center located at 20 N. Main Street in Brooksville.

This tentative millage rate will generate \$50,911,058 in revenue for the General Fund. The General fund includes the Clerk of Court, Property Appraiser, Supervisor of Elections, Tax Collector, Sheriff's Office and programs and services provided by the Board of County Commissioners such as animal services, parks and recreation, facilities management, libraries, health and human services, economic development, veterans services, code enforcement, planning, zoning, extension services, administration and more.

The BOCC voted to redirect \$252,000 designated for the Hunter's Lake project to restore funding to the Florida Blueberry Festival, Brooksville Main Street Program, Chinsegut Hill, Hernando County Fair, Community Outreach Grant Program and the Small Business Development Program. These programs, along with the Unsafe Building Program, were eliminated during this year's budget process in order to balance the budget.

"Aid to these outside organizations boosts tourism, helps build small businesses and brings money to our county," Chairman Jim Adkins stated. "We've made commitments to these events and programs and I believe they benefit our community."

Funding for the Hunter's Lake restoration project and the Unsafe Building Program will be revisited at a later date. Other expenses that are being deferred include replacement of aging air conditioner systems, roofs, fire alarms, parking lots, playground equipment and library materials. In addition, there are no new or re-class positions budgeted for BOCC departments in the coming fiscal year.

The BOCC did not approve the Sheriff's Office request for a \$1.7 million increase to fund new positions including a major case detective, a new canine deputy, a new mental health worker, a new animal services officer and six public service technicians.

"The money just isn't there," Commissioner Wayne Dukes explained. "If we raise the millage rate to cover the Sheriff's budget, I'm going to have to lay off people and I can't do that."

If approved, the millage rate of 8.9912 will cost a homeowner \$899.12 in annual property tax for a home with a taxable value of \$100,000.

Approved tentative millage rates:
- General Fund – 8.9912

Attachment 10 September 2016 Budget Compromise Emails

Al Nienhuis

From: Maurer, Mike <MMaurer@hermandosheriff.org>
Sent: Tuesday, September 20, 2016 1:12 PM
To: Leonard Sossamon (LSossamon@hermandocounty.us)
Cc: McClanahan, Terri; 'Pamela Lee'
Subject: FW: Budget Request

Len,
It appears as if we are at the "eleventh" hour. Does this proposal I sent you still have any chance or will it be brought up for any discussion this evening? Any counter offer(s)?

From: Maurer, Mike
Sent: Thursday, September 08, 2016 8:26 AM
To: Leonard Sossamon (LSossamon@hermandocounty.us)
Subject: Budget Request

Len,

We crunched some numbers last night and if we can get the BOCC's approval for the following, I think we will be OK regarding our ~~upcoming budget.~~

- 100% Sheriff's Office Balance Forward Cash, carry forward to FY16- 17 Budget.
- 100% Sheriff's Office Excess Fees and Revenue, carry forward to FY16- 17 Budget.
- 500K Sheriff's Office Reserve as a line item in our budget but the BOCC/OBM holds it.

~~Thank you in advance for your help coordinating these efforts. hopefully we can work out the details in the coming days.~~

Colonel M. H. Maurer

New Hires - 05/01/2016 - current

Last Name	First Name	Current Job Class Title	Dept #	Department Title	Hourly Rate	Hire Date	Annual Salary	Personnel Status Code
ONDERDONK	GORDON	DIRECTOR OF UTILITIES	0709	HCUJ ADMINISTRATION	\$45.25	06/29/2016	\$94,120.00	PROB
HOLDREGE	DONNA	ADMIN ASSISTANT III	0110	COUNTY ADMINISTRATION	\$15.29	06/29/2016	\$31,803.20	PROB
GARZONE	ANTHONY	PURCHASING & CONT MANAGER	0140	PURCHASING AND CONTRACTS	\$29.45	08/01/2016	\$62,035.20	PROB
NASEL	ROBERT	MAINTENANCE WORKER I	0444	PARKS & FACILITIES ADMIN	\$8.94	07/18/2016	\$18,595.20	PROB
PRICE	JOSHUA	DISTRIBUTION SYS WORKER	0711	HCUJ WATER OPERATIONS	\$11.98	07/18/2016	\$24,918.40	PROB
CALDWELL	VERNICE	DISTRIBUTION SYS WORKER	0711	HCUJ WATER OPERATIONS	\$11.98	07/18/2016	\$24,918.40	PROB
BALDWIN	AMY	PROGRAM ASSISTANT	0235	COURT FELLOW/DRUG COURT	\$11.38	07/18/2016	\$12,459.20	PROB
CASKIE	MARK	DEPUTY AQUATIC SVCS MNGR	0145	WATERWAYS MAINTENANCE	\$26.27	07/05/2016	\$54,641.60	PROB
COMANDI	KATHI	CANNERY CENTER OPERATOR	0444	PARKS & FACILITIES ADMIN	\$14.56	06/21/2016	\$30,227.84	PROB
DEVANEY	DAVID	UTILITIES ENGINEER I	7056	HCUJ ENGINEERING	\$30.04	06/20/2016	\$62,483.20	PROB
HELBIG	CHRISTOPHER	FIRE INSPECTOR	0225	FIRE DEPT MANAGEMENT AND STAFF	\$17.70	06/07/2016	\$37,080.80	TERM
CLARKE	DAVID	INSPECTOR/PLANS EXAMINER	0781	BUILDING DIVISION	\$18.58	06/06/2016	\$38,945.40	PROB
HELVIE	VALERIE	CUSTODIAN I	0170	FACILITIES MAINTENANCE	\$8.51	06/06/2016	\$17,700.80	PROB
RUSSELL	BRITTANY	KENNEL WORKER	0142	ANIMAL SERVICES	\$9.39	05/27/2016	\$19,531.20	PROB
CHAPLE	MATTHEW	MAINTENANCE WORKER II	0444	PARKS & FACILITIES ADMIN	\$10.30	05/25/2016	\$21,424.00	PROB
BECKHARDT	BRIAN	SPECIAL ASST COORDINATOR	0307	DPW-ADMINISTRATION	\$18.23	05/23/2016	\$37,918.40	PROB
SHREIFER	STEVEN	FLEET MAINTENANCE SUPER	0803	VEHICLE MAINTENANCE	\$22.59	05/23/2016	\$46,987.20	PROB
WROCHT	CHADWICK	MAINTENANCE WORKER II	0305	ROAD MAINTENANCE DIVISION	\$10.30	05/11/2016	\$21,424.00	PROB
KILGORE	JESSE	MAINTENANCE WORKER I	0444	PARKS & FACILITIES ADMIN	\$8.94	05/11/2016	\$18,595.20	TERM
BRISSEMAN	SUSAN	CUSTOMER SVCS TECH II	0142	ANIMAL SERVICES	\$13.21	05/10/2016	\$27,476.80	PROB
MINICK	BRETT	COLLECTIONS SYSTEM WORKER	0712	HCUJ WASTEWATER OPERATION	\$12.58	05/09/2016	\$26,156.40	TERM

IR STAFFING

	A	B	C	D	E	F
	EMPLOYEE NAME	DEPARTMENT / POSITION	D.O.B.	L.D.O.E.	Schedule	Salary
1	ALEXANDER BALL	Solid Waste / General Laborer	7/19/2013	8/7/2016	Worked Intermittently	\$10.00
2	ALEXANDER COMPTON	Solid Waste / General Laborer	7/5/2016	7/22/2016	Worked Intermittently	\$10.00
3	BENITO ROSARIO SALGADO	Building Dept. / PT Custodian / PT General Labor	4/18/2015	9/25/2016	Working F/T	\$8.50
4	BEVERLY BYNUM	Tourism / Admin Assistant	4/21/2016	7/24/2016	Worked Intermittently	\$10.00
5	CHARLES CLEMMER	Animal Services / Kennel Worker	4/23/2016	5/8/2016	Worked Intermittently	\$9.00
6	CHARLOTTE MCCONNELL	Solid Waste / General Laborer	5/27/2015	9/3/2016	Worked Intermittently	\$10.00
7	CLYTON CCLIKAS	Solid Waste / General Laborer	4/26/2016	5/1/2016	Worked Intermittently	\$10.00
8	COREY WARREN	Solid Waste / General Laborer	7/25/2015	8/7/2016	Worked Intermittently	\$10.00
9	DARILL HUKINS	Mosquito Control / Technician	7/1/2015	9/25/2016	Working F/T	\$1.50
10	DANIEL REBSTON	Mosquito Control / Driver	3/18/2015	3/25/2016	Working F/T	\$9.00
11	ERIK SHARROHE	Fleet Maintenance / Tech II	1/28/2016	5/27/2016	Worked F/T for a Period	\$15.77
12	GARY MUFFIN	Parks & Rec / Park Attendant	8/11/2015	9/25/2016	Worked P/T	\$8.78
13	HEATHER GIESDOW	Solid Waste / General Laborer	4/22/2016	5/1/2016	Worked Intermittently	\$10.00
14	PAUL EDGAR	Mosquito Control / Worker	3/18/2016	9/25/2016	Working P/T	\$10.00
15	JASON ROSE	Mosquito Control / Technician	5/12/2016	9/25/2016	Working F/T	\$9.50
16	JEANNETTE LOLLIE	Parks & Rec / Cemetery Operator	3/20/2015	8/9/2016	Worked Intermittently	\$10.50
17	JEREMY CAJOK	Solid Waste / General Laborer	7/5/2016	8/4/2016	Worked Intermittently	\$10.00
18	JILL ALLEY	Rec Dept. / Finance Manager	11/2/2013	7/31/2016	Worked Intermittently	\$95.00
19	JOHN CORRIVEAU	Facilities / Custodian	4/7/2015	9/25/2016	Working F/T	\$8.50
20	JOSIE DIAZ	Solid Waste / General Laborer	11/13/2015	7/10/2016	Worked Intermittently	\$9.00
21	JULIAN LOPEZ	Solid Waste / General Laborer	4/27/2015	5/1/2016	Worked Intermittently	\$10.00
22	KATH COMANDI	Parks & Rec / Cemetery Operator	3/15/2014	8/16/2016	Worked F/T	\$10.50
23	KEVIN LAYSER	Parks & Rec / Park Attendant	7/6/2016	9/15/2016	Working Intermittently	\$8.25
24	LAURIE WHEELER-CRUSDE	Public Works / Document Scanner	2/15/2015	9/25/2016	Working P/T	\$8.05
25	MICHAEL MCCULLOUGH	Solid Waste / General Laborer	4/5/2016	5/1/2016	Worked Intermittently	\$10.00
26	MICHAEL BOCK	Public Utilities / Document Scanner	7/2/2016	9/25/2016	Working P/T	\$8.05
27	NANCY BRANAS	Management & Budget / Grants Compliance Specialist	7/20/2016	7/24/2016	Worked Intermittently	\$26.00
28	NORMAN WILSON	Solid Waste / General Laborer	4/22/2016	5/1/2016	Worked Intermittently	\$10.00
29	OLIVIA SPILNER	Solid Waste / General Laborer - Animal Serv. / Kennel Wkr	1/25/2016	7/27/2016	Worked F/T	\$9.00
30	OSNEYTON JONES	Facilities / Custodian	4/25/2015	9/25/2016	Working F/T	\$8.50
31	ROBERT MAGUIRE	Parks & Rec / Park Attendant - Building Dept. / General Labor	1/19/2015	7/7/2016	Worked Intermittently	\$10.00
32	RONALD MCNEELY JR	Animal Services / Kennel Worker	1/6/2016	9/25/2016	Working F/T	\$9.00
33	ROY ADAMS	Solid Waste / General Laborer	4/28/2015	5/1/2016	Worked Intermittently	\$10.00
34	RUSSELL WETHERINGTON	Purchasing Department / Purchasing Manager	7/20/2015	3/4/2016	Worked Intermittently	\$52.75
35	SAMUEL GANNON	Mosquito Control / Driver	4/25/2016	9/25/2016	Working Intermittently	\$9.00
36	SPAWN PENNINGTON	Parks & Rec / Cemetery Operator	5/28/2015	7/16/2016	Worked Intermittently	\$10.50
37	SHEMIKA WATTS	Animal Services / Kennel Worker	3/5/2016	5/8/2016	Worked Intermittently	\$8.50
38	SILVANO BARRON	Solid Waste / General Laborer	8/3/2016	9/25/2016	Working Intermittently	\$10.00
39	THOMAS KRAIG	Solid Waste / General Laborer	5/28/2016	7/3/2016	Worked Intermittently	\$10.00
40	TRAVIS BROWN	Solid Waste / General Laborer	4/26/2015	5/1/2016	Worked Intermittently	\$10.00
41	WALTER HEIMF	Facilities / Custodian	8/5/2015	6/5/2016	Worked Intermittently	\$8.50
42	ZACHERY CHAMBERS	Building Dept. / Custodian	5/18/2016	5/27/2016	Worked Intermittently	\$10.00

**Attachment 12 September 2016 Sheriff Request for Notice FSS 30.49(4) and
Rescheduling Presentation**

www.hcso.hernando.fl.us



— SHERIFF —
Al Nienhuis

Hernando County Sheriff's Office

September 23, 2016

Commissioner James Adkins
20 N. Main Street, Room 263
Brooksville, FL 34601
jackins@hernandocounty.us

Chairman Adkins:

October 1st is fast approaching and, with it, the beginning of our 2016/2017 budget year. I would like to request the written notice required under section 30.49(4), Florida Statutes for the action taken Tuesday September 20, 2016 at the Board's evening Budget Hearing. The above section states, in part, "...The board or commission must give written notice of its action to the Sheriff and specify in such notice the specific items amended, modified, increased, or reduced...."

While awaiting the production of the Written Notice, we would like to withdraw our request to speak at the September 27th Board Meeting and move our time slot to the October 11th Board Meeting.

Please, as always, feel free to contact me or my staff if you have any questions, comments or concerns.

Respectfully,

A handwritten signature in blue ink that reads "Al Nienhuis".

Al Nienhuis, Sheriff
Hernando County

CC:
Commissioner Nick Nicholson
Commissioner Diane Rowden
Commissioner Wayne Dukes
Commissioner Jeff Holcomb - VIA EMAIL ONLY
Leonard Sossaman, County Administrator

PO. BOX 10070 - BROOKSVILLE, FL 34603-0070 FAX 352 796-0493 PHONE 352 754-6830

Attachment 13 September 2016 BOCC Budget Modification Letter



BOARD OF COUNTY COMMISSIONERS

20 NORTH MAIN STREET • ROOM 203 • BROOKSVILLE, FLORIDA 34601
P 352.754.4032 • F 352.754.4477 • W www.HernandoCounty.us

VIA HAND-DELIVERY AND EMAIL

September 30, 2016

The Honorable Al Nienhuis, Sheriff
Hernando County Sheriff's Office
18900 Cortez Boulevard
Brooksville, FL 34601

RE: FY 2016-17 Final Adopted Budget for Hernando County
Formal Notice of Denial of HCSO's Request for Budget/Tax Increases

Dear Sheriff Nienhuis:

As you are aware, the Office of Management and Budget had determined that as of June 15th, the County's General Fund had a shortfall of approximately \$9.3 million. The Board would have been required to increase its millage rate by 1.2945 mills to fund the tentative budget.

Speaking for myself, I simply could not support imposing such a burden on our constituents. When it comes to accepting budgets and tax rates, I agree with the position taken by Governor Scott when he explained his line-item vetoes in 2015, "I go through the budget and I try to find out what's best for citizens. This is their money. It's not government money. They're paying taxes, and I'm going to do my best to make sure that money is spent wisely."

Thus, I was part of the unanimous vote by the Board not to impose a tax increase on our residents to fund the Fiscal Year 2017 budget. The Board reduced the budgets of the General Fund-funded departments under its direct control by approximately \$7.5 million. Those cuts included eliminating virtually all of the County's proposed capital expenditures, reducing most departmental budgets below Fiscal Year 2016 levels, and removing all departmental requests for new positions or job reclassifications.

In light of the essential services that your office provides to our residents, the Board did not impose any reductions to the Sheriff's Office's current budget. Unlike the departments under the Board, the Board voted to fund your office at the same levels in Fiscal Year 2017 as it did in Fiscal Year 2016.

That being said, the Board was unable to fund your request for \$1.7 million in new, wholly-discretionary spending as outlined in your letter to the Board of May 31, 2016 (copy attached). Doing so would have required the Board to increase its millage rates. Accordingly, the Board voted to eliminate the proposed new spending from your office's certified budget request.

On a related matter, your request to remove your presentation on the budget from the September 27, 2016 Board meeting agenda was approved as part of the "changes to agenda" at the beginning



of the meeting. I have directed your presentation on the budget to be rescheduled as part of the Board's meeting scheduled for November 8, 2016.

I look forward to hearing your presentation on November 8th.

Respectfully,

A handwritten signature in blue ink that reads "James F. Adkins".

James F. Adkins, Chairman
Board of County Commissioners
Hernando County, Florida

Attachment

cc: Honorable Members, Board of County Commissioners
Leonard B. Sossamon, County Administrator
Pam Lee, Manager, Office of Management & Budget
Garth Collier, County Attorney



Hernando County Sheriff's Office

JAIL BUDGET

PERIOD	SHERIFF'S OFFICE	PRIVATE JAIL OPERATOR
FY 2010-2011	\$10,897,898	\$13,312,335
FY 2011-2012	\$10,629,464	\$13,645,143*
FY 2012-2013	\$10,534,714	\$13,986,272*
FY 2013-2014	\$10,730,628	\$14,335,929*
FY 2014-2015	\$11,379,923	\$14,694,327*
FY 2015-2016	\$11,969,628	\$15,061,685*
FY 2016-2017	\$11,969,628	\$15,438,227*



Hernando County Sheriff's Office

JAIL REVENUES

PERIOD	Collected by HCSO
FY2010-2011	\$265,806
FY2011-2012	\$296,503
FY2012-2013	\$358,066
FY2013-2014	\$400,901
FY2014-2015 (est.)	\$430,181
TOTAL	\$1,751,466



Hernando County Sheriff's Office

INMATE WORK PROGRAMS

In 2015, over **145,000 hours** of inmate labor will be utilized to clean roadways, medians, facilities (including the Jail) and many other labor-intensive tasks throughout Hernando County.

Value of this labor at minimum wage plus benefits:

~ \$1.4 Million

(Equivalent to Dozens of Full Time Employees)

Hernando County Sheriff's Office

Hernando County Jail

- Saved \$ millions \$ since August of 2010
- Revenue collected over \$1 million since 2010
- Kitchen
 - \$.85/meal

Sheriff Al Nienhuis



Hernando County Sheriff's Office

SHERIFF'S PROPOSED FY2013 BUDGET

	<u>FY2012</u>	<u>FY2013</u>
Law Enforcement	\$ 27,974,508	\$ 27,699,365
Detention Division	\$ 10,629,464	\$ 10,534,714
Emergency Mgt.	\$ 323,762	\$ 323,703
Courthouse Security	\$ 949,996	\$ 1,057,198
Animal Services Officers		\$ 300,000

Total Expenditures	\$ 39,877,730	\$ 39,914,980
Revenue	\$ 1,600,206	\$ 1,637,456

Net General Fund Support	\$ 38,277,524	\$ 38,277,524
FY12 Funds Returned BOCC		(\$ 200,000)
Cut Animal Services Officers from GF Budget		(\$ 300,000)

General Fund Budget Reduction		(\$ 500,000)

Hernando County Sheriff's Office

Animal Shelter County Budget



Sheriff Al Nienhuis

Attachment 15 FAC Law Enforcement and Detention County Ranking Per Capita Funding

(Double click the document in the electronic version to open the document in Acrobat)

7/28/2014

Florida Association of Counties
Per Capita Expenditure Ranking
FY 2014 Law Enforcement and Detention Department

Ranking	County	2014 Law Enforcement and Detention Department Expenditure	Total L.E.D. Expenditure	Total L.E.D. Expenditure Per Capita	Top 10% Ranking	Spends
1	Bay	26,094	21,070,939	792.28	Top 10%	Top 25%
2	Alachua	12,882	14,970,944	768.78	Top 10%	Top 25%
3	Manatee	29,044	47,020,008	624.75	Top 10%	Top 25%
4	Collier	134,281,176	134,281,176	428.68	Top 10%	Top 25%
5	Dade	282,297,148	282,297,148	428.67	Top 10%	Top 25%
6	Volusia	31,287	13,277,363	404.94	Top 10%	Top 25%
7	Marion	14,049	26,074,949	367.39	Top 10%	Top 25%
8	Putnam	12,794	4,871,624	267.89	Top 10%	Top 25%
9	Walton	10,708	10,226,747	264.39	Top 10%	Top 25%
10	Polk	1,803,228	47,020,228	248.11	Top 10%	Top 25%
11	Franklin	13,447	48,174,428	247.39	Top 10%	Top 25%
12	Bradford	1,273,325	62,274,128	234.88	Top 10%	Top 25%
13	Harney	17,485	13,310,482	234.88	Top 10%	Top 25%
14	Orange	28,049	76,274,882	227.82	Top 10%	Top 25%
15	DeSoto	10,028	13,874,824	227.14	Top 10%	Top 25%
16	Clay	10,028	13,874,824	227.14	Top 10%	Top 25%
17	Alford	10,028	13,874,824	227.14	Top 10%	Top 25%
18	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
19	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
20	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
21	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
22	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
23	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
24	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
25	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
26	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
27	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
28	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
29	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
30	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
31	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
32	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
33	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
34	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
35	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
36	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
37	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
38	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
39	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
40	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
41	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
42	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
43	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
44	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
45	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
46	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
47	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
48	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
49	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
50	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
51	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
52	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
53	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
54	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
55	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
56	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
57	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
58	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
59	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
60	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
61	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
62	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
63	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
64	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
65	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
66	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
67	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
68	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
69	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
70	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
71	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
72	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
73	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
74	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
75	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
76	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
77	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
78	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
79	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
80	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
81	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
82	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
83	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
84	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
85	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
86	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
87	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
88	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
89	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
90	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
91	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
92	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
93	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
94	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
95	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
96	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
97	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
98	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
99	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%
100	Alameda	10,028	13,874,824	227.14	Top 10%	Top 25%

Florida Association of Counties
Per Capita Expenditures Ranking
FY 2014 Law Enforcement and Corrections Expenditures

7/28/2016

Ranking #	County	(1) Total 2014	Total L.E. & C.	Total L.E. & C.	Top 10 % Ranking	Quartile
		Population	Expenditures	Expenditures Per Capita		
1	Baker	26,991	21,303,739	789.29	Top 10%	Top 25%
2	Glades	12,852	9,596,941	746.73	Top 10%	Top 25%
3	Monroe	74,044	47,588,498	642.71	Top 10%	Top 25%
4	Collier	336,783	164,681,075	488.98	Top 10%	Top 25%
5	Duval	890,066	382,347,146	429.57	Top 10%	Top 25%
6	Wakulla	31,285	12,637,383	403.94	Top 10%	Top 25%
7	Martin	148,585	59,074,463	397.58	Top 10%	Top 25%
8	Franklin	11,794	4,687,524	397.45		Top 25%
9	Walton	59,793	23,596,747	394.64		Top 25%
10	Palm Beach	1,360,238	470,892,206	346.18		Top 25%
11	Charlotte	164,467	56,172,430	341.54		Top 25%
12	Broward	1,803,903	603,724,000	334.68		Top 25%
13	Hendry	37,895	12,518,402	330.34		Top 25%
14	Osceola	295,553	96,762,952	327.40		Top 25%
15	Miami-Dade	2,613,692	855,051,420	327.14		Top 25%
16	Okeechobee	39,828	12,974,304	325.76		Top 25%
17	Manatee	339,545	109,534,000	322.59		Top 25%
18	Pinellas	933,258	296,860,115	318.09		2nd 25% (Top Middle)
19	Hamilton	14,351	4,453,243	310.31		2nd 25% (Top Middle)
20	Citrus	140,798	43,660,565	310.09		2nd 25% (Top Middle)
21	Saint Johns	207,443	62,621,190	301.87		2nd 25% (Top Middle)
22	Escambia	303,907	89,732,173	295.26		2nd 25% (Top Middle)
23	Hardee	27,712	8,174,847	294.99		2nd 25% (Top Middle)
24	Indian River	140,955	39,255,260	278.49		2nd 25% (Top Middle)
25	Orange	1,227,995	331,910,717	270.29		2nd 25% (Top Middle)
26	Dixie	16,356	4,413,736	269.85		2nd 25% (Top Middle)
27	Highlands	99,818	26,868,973	269.18		2nd 25% (Top Middle)
28	Lee	653,485	175,348,713	268.33		2nd 25% (Top Middle)
29	Madison	19,303	5,172,180	267.95		2nd 25% (Top Middle)
30	Jefferson	14,597	3,905,932	267.58		2nd 25% (Top Middle)
31	Hillsborough	1,301,887	345,118,727	265.09		2nd 25% (Top Middle)
32	Saint Lucie	282,821	74,384,889	263.01		2nd 25% (Top Middle)
33	Alachua	250,730	64,264,149	256.31		2nd 25% (Top Middle)
34	Gulf	16,543	4,227,257	255.53		3rd 25% (Bottom Middle)
35	Taylor	22,932	5,858,258	255.46		3rd 25% (Bottom Middle)
36	Desoto	34,426	8,550,237	248.37		3rd 25% (Bottom Middle)
37	Seminole	437,086	107,636,145	246.26		3rd 25% (Bottom Middle)
38	Okaloosa	190,666	46,878,949	245.87		3rd 25% (Bottom Middle)
39	Bay	170,781	41,683,055	244.07		3rd 25% (Bottom Middle)
40	Putnam	72,523	17,499,622	241.30		3rd 25% (Bottom Middle)
41	Levy	40,473	9,584,632	236.82		3rd 25% (Bottom Middle)
42	Liberty	8,668	2,020,603	233.11		3rd 25% (Bottom Middle)
43	Sarasota	387,140	89,139,318	230.25		3rd 25% (Bottom Middle)
44	Leon	281,292	64,551,675	229.48		3rd 25% (Bottom Middle)
45	Nassau	75,321	17,111,140	227.16		3rd 25% (Bottom Middle)
46	Clay	197,403	44,212,660	223.97		3rd 25% (Bottom Middle)
47	Hernando	174,955	38,987,969	222.85		3rd 25% (Bottom Middle)
48	Bradford	27,323	5,983,503	218.99		3rd 25% (Bottom Middle)
49	Polk	623,174	136,081,712	218.37		3rd 25% (Bottom Middle)
50	Volusia	503,851	109,198,472	216.73		3rd 25% (Bottom Middle)
51	Pasco	479,340	99,915,891	208.44		Bottom 25%
52	Lake	309,736	64,395,246	207.90		Bottom 25%
53	Lafayette	8,696	1,792,320	206.11		Bottom 25%
54	Flagler	99,121	20,201,215	203.80		Bottom 25%
55	Santa Rosa	159,785	32,461,108	203.15		Bottom 25%

World Association of Great Lakes
 Per Capita Income and Population Report
 FY 2017/18

Ranking #	Country	2017 World Population	World L.S.D.C. Dependents	World L.S.D.C. Dependents Per Capita	Top 20% Worlding	Depends
1	Italy	60,494	24,979,499	764.28	Top 10%	Top 20%
2	China	13,882	14,934,941	764.78	Top 10%	Top 20%
3	Germany	74,644	4,038,088	624.74	Top 10%	Top 20%
4	Canada	36,908	14,881,476	403.68	Top 10%	Top 20%
5	United States	312,248	32,397,748	428.87	Top 10%	Top 20%
6	France	63,268	13,897,263	428.64	Top 10%	Top 20%
7	Japan	126,595	12,674,469	390.79	Top 10%	Top 20%
8	South Korea	51,794	4,874,624	387.69	Top 10%	Top 20%
9	Spain	46,789	4,638,747	384.96	Top 10%	Top 20%
10	United Kingdom	1,003,208	47,883,204	346.18	Top 10%	Top 20%
11	Sweden	104,487	9,170,428	347.49	Top 10%	Top 20%
12	Denmark	1,073,824	62,774,028	334.18	Top 10%	Top 20%
13	Netherlands	17,488	13,116,682	315.34	Top 10%	Top 20%
14	Belgium	109,889	10,743,882	327.80	Top 10%	Top 20%
15	Australia	2,014,882	62,670,488	307.14	Top 10%	Top 20%
16	Canada	36,908	12,674,469	305.76	Top 10%	Top 20%
17	Switzerland	803,446	3,884,428	322.88	Top 10%	Top 20%
18	Portugal	1,073,824	28,240,118	311.68	Top 10%	Top 20%
19	South Africa	54,811	4,681,248	311.61	Top 10%	Top 20%
20	China	1,603,299	49,401,999	310.09	Top 10%	Top 20%
21	United States	312,248	32,397,748	309.47	Top 10%	Top 20%
22	Germany	74,644	14,881,476	306.28	Top 10%	Top 20%
23	France	63,268	13,897,263	304.68	Top 10%	Top 20%
24	Japan	126,595	12,674,469	274.48	Top 10%	Top 20%
25	United Kingdom	1,003,208	47,883,204	271.28	Top 10%	Top 20%
26	Italy	60,494	24,979,499	269.69	Top 10%	Top 20%
27	Spain	46,789	4,638,747	269.11	Top 10%	Top 20%
28	Canada	36,908	12,674,469	268.18	Top 10%	Top 20%
29	United States	312,248	32,397,748	267.65	Top 10%	Top 20%
30	Germany	74,644	14,881,476	267.08	Top 10%	Top 20%
31	France	63,268	13,897,263	266.08	Top 10%	Top 20%
32	Japan	126,595	12,674,469	248.01	Top 10%	Top 20%
33	United Kingdom	1,003,208	47,883,204	248.01	Top 10%	Top 20%
34	Canada	36,908	12,674,469	248.01	Top 10%	Top 20%
35	Germany	74,644	14,881,476	248.01	Top 10%	Top 20%
36	France	63,268	13,897,263	248.01	Top 10%	Top 20%
37	Japan	126,595	12,674,469	248.01	Top 10%	Top 20%
38	United Kingdom	1,003,208	47,883,204	248.01	Top 10%	Top 20%
39	Canada	36,908	12,674,469	248.01	Top 10%	Top 20%
40	Germany	74,644	14,881,476	248.01	Top 10%	Top 20%
41	France	63,268	13,897,263	248.01	Top 10%	Top 20%
42	Japan	126,595	12,674,469	248.01	Top 10%	Top 20%
43	United Kingdom	1,003,208	47,883,204	248.01	Top 10%	Top 20%
44	Canada	36,908	12,674,469	248.01	Top 10%	Top 20%
45	Germany	74,644	14,881,476	248.01	Top 10%	Top 20%
46	France	63,268	13,897,263	248.01	Top 10%	Top 20%
47	Japan	126,595	12,674,469	248.01	Top 10%	Top 20%
48	United Kingdom	1,003,208	47,883,204	248.01	Top 10%	Top 20%
49	Canada	36,908	12,674,469	248.01	Top 10%	Top 20%
50	Germany	74,644	14,881,476	248.01	Top 10%	Top 20%
51	France	63,268	13,897,263	248.01	Top 10%	Top 20%
52	Japan	126,595	12,674,469	248.01	Top 10%	Top 20%
53	United Kingdom	1,003,208	47,883,204	248.01	Top 10%	Top 20%
54	Canada	36,908	12,674,469	248.01	Top 10%	Top 20%
55	Germany	74,644	14,881,476	248.01	Top 10%	Top 20%
56	France	63,268	13,897,263	248.01	Top 10%	Top 20%
57	Japan	126,595	12,674,469	248.01	Top 10%	Top 20%
58	United Kingdom	1,003,208	47,883,204	248.01	Top 10%	Top 20%
59	Canada	36,908	12,674,469	248.01	Top 10%	Top 20%
60	Germany	74,644	14,881,476	248.01	Top 10%	Top 20%
61	France	63,268	13,897,263	248.01	Top 10%	Top 20%
62	Japan	126,595	12,674,469	248.01	Top 10%	Top 20%
63	United Kingdom	1,003,208	47,883,204	248.01	Top 10%	Top 20%
64	Canada	36,908	12,674,469	248.01	Top 10%	Top 20%
65	Germany	74,644	14,881,476	248.01	Top 10%	Top 20%
66	France	63,268	13,897,263	248.01	Top 10%	Top 20%
67	Japan	126,595	12,674,469	248.01	Top 10%	Top 20%
68	United Kingdom	1,003,208	47,883,204	248.01	Top 10%	Top 20%
69	Canada	36,908	12,674,469	248.01	Top 10%	Top 20%
70	Germany	74,644	14,881,476	248.01	Top 10%	Top 20%
71	France	63,268	13,897,263	248.01	Top 10%	Top 20%
72	Japan	126,595	12,674,469	248.01	Top 10%	Top 20%
73	United Kingdom	1,003,208	47,883,204	248.01	Top 10%	Top 20%
74	Canada	36,908	12,674,469	248.01	Top 10%	Top 20%
75	Germany	74,644	14,881,476	248.01	Top 10%	Top 20%
76	France	63,268	13,897,263	248.01	Top 10%	Top 20%
77	Japan	126,595	12,674,469	248.01	Top 10%	Top 20%
78	United Kingdom	1,003,208	47,883,204	248.01	Top 10%	Top 20%
79	Canada	36,908	12,674,469	248.01	Top 10%	Top 20%
80	Germany	74,644	14,881,476	248.01	Top 10%	Top 20%
81	France	63,268	13,897,263	248.01	Top 10%	Top 20%
82	Japan	126,595	12,674,469	248.01	Top 10%	Top 20%
83	United Kingdom	1,003,208	47,883,204	248.01	Top 10%	Top 20%
84	Canada	36,908	12,674,469	248.01	Top 10%	Top 20%
85	Germany	74,644	14,881,476	248.01	Top 10%	Top 20%
86	France	63,268	13,897,263	248.01	Top 10%	Top 20%
87	Japan	126,595	12,674,469	248.01	Top 10%	Top 20%
88	United Kingdom	1,003,208	47,883,204	248.01	Top 10%	Top 20%
89	Canada	36,908	12,674,469	248.01	Top 10%	Top 20%
90	Germany	74,644	14,881,476	248.01	Top 10%	Top 20%
91	France	63,268	13,897,263	248.01	Top 10%	Top 20%
92	Japan	126,595	12,674,469	248.01	Top 10%	Top 20%
93	United Kingdom	1,003,208	47,883,204	248.01	Top 10%	Top 20%
94	Canada	36,908	12,674,469	248.01	Top 10%	Top 20%
95	Germany	74,644	14,881,476	248.01	Top 10%	Top 20%
96	France	63,268	13,897,263	248.01	Top 10%	Top 20%
97	Japan	126,595	12,674,469	248.01	Top 10%	Top 20%
98	United Kingdom	1,003,208	47,883,204	248.01	Top 10%	Top 20%
99	Canada	36,908	12,674,469	248.01	Top 10%	Top 20%
100	Germany	74,644	14,881,476	248.01	Top 10%	Top 20%

Attachment 16 Fire/EMS County Ranking Per Capita Funding

(Double click the document in the electronic version to open the document in Acrobat)

Florida Association of Counties
 FY 2024 Fire/EMS and EMS Department Data
 This table displays FY 2024 expenditures for Fire/EMS and EMS per capita funding needed to meet the budget amount for each county.

Rank	County	Total Population	Total Fire/EMS Expenditures	Per Capita Expenditures (Total Population)	FY 2024 Ranking	Expenditure
1	Duval	948,877	\$6,088,722	\$6.41	Top 10%	Top 10%
2	DeKalb	878,879	\$5,584,329	\$6.35	Top 10%	Top 10%
3	Ala.	54,248	\$3,454,949	\$63.31	Top 10%	Top 10%
4	Charleston	202,870	\$1,288,172	\$6.35	Top 10%	Top 10%
5	Maricopa	882,242	\$5,575,229	\$6.32	Top 10%	Top 10%
6	Polk	1,111,696	\$7,044,429	\$6.33	Top 10%	Top 10%
7	Sumner	78,985	\$5,276,287	\$67.03	Top 10%	Top 10%
8	San Diego	238,688	\$1,517,428	\$6.36	Top 10%	Top 10%
9	Maricopa	12,184,889	\$77,181,291	\$6.33	Top 10%	Top 10%
10	Maricopa	278,648	\$1,746,011	\$6.27	Top 10%	Top 10%
11	Maricopa	82,770	\$518,988	\$6.27	Top 10%	Top 10%
12	Lee	48,204	\$307,432	\$6.38	Top 10%	Top 10%
13	Maricopa	241,541	\$1,521,774	\$6.29	Top 10%	Top 10%
14	Maricopa	814,898	\$5,176,944	\$6.34	Top 10%	Top 10%
15	Maricopa	1,111,696	\$7,044,429	\$6.33	Top 10%	Top 10%
16	Maricopa	241,541	\$1,521,774	\$6.29	Top 10%	Top 10%
17	Maricopa	278,648	\$1,746,011	\$6.27	Top 10%	Top 10%
18	Maricopa	82,770	\$518,988	\$6.27	Top 10%	Top 10%
19	Maricopa	48,204	\$307,432	\$6.38	Top 10%	Top 10%
20	Maricopa	241,541	\$1,521,774	\$6.29	Top 10%	Top 10%
21	Maricopa	814,898	\$5,176,944	\$6.34	Top 10%	Top 10%
22	Maricopa	1,111,696	\$7,044,429	\$6.33	Top 10%	Top 10%
23	Maricopa	241,541	\$1,521,774	\$6.29	Top 10%	Top 10%
24	Maricopa	82,770	\$518,988	\$6.27	Top 10%	Top 10%
25	Maricopa	48,204	\$307,432	\$6.38	Top 10%	Top 10%
26	Maricopa	241,541	\$1,521,774	\$6.29	Top 10%	Top 10%
27	Maricopa	814,898	\$5,176,944	\$6.34	Top 10%	Top 10%
28	Maricopa	1,111,696	\$7,044,429	\$6.33	Top 10%	Top 10%
29	Maricopa	241,541	\$1,521,774	\$6.29	Top 10%	Top 10%
30	Maricopa	82,770	\$518,988	\$6.27	Top 10%	Top 10%
31	Maricopa	48,204	\$307,432	\$6.38	Top 10%	Top 10%
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66	Maricopa	82,770	\$518,988	\$6.27	Top 10%	Top 10%
67	Maricopa	48,204	\$307,432	\$6.38	Top 10%	Top 10%
68	Maricopa	241,541	\$1,521,774	\$6.29	Top 10%	Top 10%
69	Maricopa	814,898	\$5,176,944	\$6.34	Top 10%	Top 10%
70	Maricopa	1,111,696	\$7,044,429	\$6.33	Top 10%	Top 10%
71	Maricopa	241,541	\$1,521,774	\$6.29	Top 10%	Top 10%
72	Maricopa	82,770	\$518,988	\$6.27	Top 10%	Top 10%
73	Maricopa	48,204	\$307,432	\$6.38	Top 10%	Top 10%
74	Maricopa	241,541	\$1,521,774	\$6.29	Top 10%	Top 10%
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76	Maricopa	1,111,696	\$7,044,429	\$6.33	Top 10%	Top 10%
77	Maricopa	241,541	\$1,521,774	\$6.29	Top 10%	Top 10%
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83	Maricopa	241,541	\$1,521,774	\$6.29	Top 10%	Top 10%
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88	Maricopa	1,111,696	\$7,044,429	\$6.33	Top 10%	Top 10%
89	Maricopa	241,541	\$1,521,774	\$6.29	Top 10%	Top 10%
90	Maricopa	82,770	\$518,988	\$6.27	Top 10%	Top 10%
91	Maricopa	48,204	\$307,432	\$6.38	Top 10%	Top 10%
92	Maricopa	241,541	\$1,521,774	\$6.29	Top 10%	Top 10%
93	Maricopa	814,898	\$5,176,944	\$6.34	Top 10%	Top 10%
94	Maricopa	1,111,696	\$7,044,429	\$6.33	Top 10%	Top 10%
95	Maricopa	241,541	\$1,521,774	\$6.29	Top 10%	Top 10%
96	Maricopa	82,770	\$518,988	\$6.27	Top 10%	Top 10%
97	Maricopa	48,204	\$307,432	\$6.38	Top 10%	Top 10%
98	Maricopa	241,541	\$1,521,774	\$6.29	Top 10%	Top 10%
99	Maricopa	814,898	\$5,176,944	\$6.34	Top 10%	Top 10%
100	Maricopa	1,111,696	\$7,044,429	\$6.33	Top 10%	Top 10%

Florida Association of Counties
 FY 2013 Fire Control and EMS Expenditures Per Capita

The data displays FY 2013 expenditures for Fire Control and EMS per capita by county ranked in order from largest amount to smallest amount.

Per Capita Stats

Rank #	County	Total Population	Total Fire Control and EMS Expenditures	FC and EMS Expenditures		Top 10% Ranking	Quartile
					Per Capita (Total Population)		
1	Martin	148,077	\$ 35,833,722	\$	241.99	Top 10%	Top 25%
2	Duval	876,075	181,966,939		207.71	Top 10%	Top 25%
3	Dixie	16,263	3,199,368		196.73	Top 10%	Top 25%
4	Charlotte	163,679	31,555,872		192.79	Top 10%	Top 25%
5	Sarasota	385,292	73,725,013		191.35	Top 10%	Top 25%
6	Palm Beach	1,345,652	253,464,957		188.36	Top 10%	Top 25%
7	Nassau	74,661	13,775,237		184.50		Top 25%
8	Indian River	159,586	25,517,819		182.81		Top 25%
9	Monroe	73,560	12,154,599		165.23		Top 25%
10	Hernando	173,808	26,379,021		151.77		Top 25%
11	Walton	57,779	8,664,486		149.96		Top 25%
12	Levy	40,304	5,997,955		148.82		Top 25%
13	Saint Johns	201,541	29,922,274		148.47		Top 25%
14	Marion	335,008	48,725,541		145.45		Top 25%
15	Hardee	27,682	3,943,999		142.48		Top 25%
16	Jefferson	14,554	2,009,200		138.05		Top 25%
17	Bradford	27,217	3,719,500		136.66		Top 25%
18	Miami-Dade	2,582,375	351,453,356		136.10		Top 25%
19	Osceola	288,361	38,693,745		134.19		2nd 25% (Top Middle)
20	Gilchrist	16,880	2,145,919		127.13		2nd 25% (Top Middle)
21	Lake	303,317	37,026,511		122.07		2nd 25% (Top Middle)
22	Madison	19,395	2,298,464		118.51		2nd 25% (Top Middle)
23	Okeechobee	39,762	4,379,533		110.14		2nd 25% (Top Middle)
24	Union	15,483	1,699,356		109.76		2nd 25% (Top Middle)
25	Suwannee	43,873	4,777,626		108.90		2nd 25% (Top Middle)
26	Seminole	431,074	45,434,934		105.40		2nd 25% (Top Middle)
27	Citrus	140,519	14,423,066		102.64		2nd 25% (Top Middle)
28	Hamilton	14,507	1,466,309		101.08		2nd 25% (Top Middle)
29	Putnam	72,605	7,254,195		99.91		2nd 25% (Top Middle)
30	Orange	1,202,978	119,501,951		99.34		2nd 25% (Top Middle)
31	Gulf	16,106	1,594,214		98.98		2nd 25% (Top Middle)
32	Wakulla	30,869	2,963,254		95.99		2nd 25% (Top Middle)
33	Brevard	548,424	52,306,099		95.38		2nd 25% (Top Middle)
34	Pasco	473,566	44,388,001		93.73		2nd 25% (Top Middle)
35	Hillsborough	1,276,410	119,289,701		93.46		3rd 25% (Bottom Middle)
36	Flagler	97,843	8,986,187		91.84		3rd 25% (Bottom Middle)
37	Alachua	248,002	22,322,335		90.01		3rd 25% (Bottom Middle)
38	Leon	278,377	25,038,112		89.94		3rd 25% (Bottom Middle)
39	Hendry	37,808	3,336,583		88.25		3rd 25% (Bottom Middle)
40	Lafayette	8,618	758,979		88.07		3rd 25% (Bottom Middle)
41	Highlands	99,092	8,372,318		84.49		3rd 25% (Bottom Middle)
42	Polk	613,950	51,427,188		83.76		3rd 25% (Bottom Middle)
43	Sumter	105,104	8,594,752		81.77		3rd 25% (Bottom Middle)
44	Jackson	50,166	3,901,086		77.76		3rd 25% (Bottom Middle)
45	Volusia	498,978	38,744,341		77.65		3rd 25% (Bottom Middle)
46	Escambia	301,120	23,218,838		77.11		3rd 25% (Bottom Middle)
47	Collier	333,663	25,554,753		76.59		3rd 25% (Bottom Middle)
48	Clay	192,843	13,922,251		72.19		3rd 25% (Bottom Middle)
49	Pinellas	926,610	64,372,191		69.47		3rd 25% (Bottom Middle)
50	Gadsden	47,588	3,137,632		65.93		3rd 25% (Bottom Middle)
51	Holmes	20,022	1,269,458		63.40		Bottom 25%
52	Broward	1,784,715	106,191,000		59.50		Bottom 25%
53	Lee	643,367	35,051,197		54.48		Bottom 25%

Florida Association of Counties
 FY 2013 Fire Control and EMS Expenditures Per Capita

The data displays FY 2013 expenditures for Fire Control and EMS per capita by county ranked in order from largest amount to smallest amount.

Rank #	County	Total Population	Total Fire Control and EMS Expenditures	FC and EMS Expenditures Per Capita (Total Population)	Top 10% Ranking	Quartile
54	Taylor	23,018	1,229,170	53.40		Bottom 25%
55	Liberty	8,483	423,409	49.91		Bottom 25%
56	Columbia	67,489	3,321,101	49.21		Bottom 25%
57	Manatee	333,880	14,773,000	44.25		Bottom 25%
58	Baker	26,881	1,089,458	40.53		Bottom 25%
59	Okaloosa	188,349	7,236,419	38.42		Bottom 25%
60	Bay	169,866	5,993,942	35.29		Bottom 25%
61	Franklin	11,562	384,876	33.29		Bottom 25%
62	Desoto	34,367	991,264	28.84		Bottom 25%
63	Calhoun	14,621	352,720	24.12		Bottom 25%
64	Glades	12,658	288,464	22.79		Bottom 25%
65	Santa Rosa	157,317	3,425,426	21.77		Bottom 25%
66	Washington	24,793	435,672	17.57		Bottom 25%
67	Saint Lucie	281,151	-	-		Bottom 25%
Statewide Total		19,111,466	2,059,962,136	108.82		
Statewide Average				100.26		
Statewide Median				93.73		
Minimum				-		
Maximum				241.99		
1st Quartile (25% - 0%)				64.67		17
2nd Quartile (50% - 25.1%)				93.73		17
3rd Quartile (75% - 50.1%)				136.38		16
4th Quartile (100% -75.1%)				241.99		17
90th Percentile (Top 10% Floor)				183.49	6	

Notes:

- 1) [Total Population data provided by the Office of Economic and Demographic Research - Florida Population Estimates for Counties - Countywide, Unincorporated, and Incorporated Totals: 1972-2014 \[xls\]](#)
- 2) [Total Expenditure \(net Transfers\) data, as well as, EMS and Fire Control data provided by the Florida CFO's Office - Government Accounting Office - Local Government Reporting Section via the FY 2013 Annual Financial Reports.](#)
- 3) Sub-Total amounts for EMS expenditures or Fire Control expenditures, as well as the distribution of these reported expenditures for some counties may be skewed due to internal reporting and/or accounting practices.
- 4) Palm Beach, Orange, Broward & Seminole County Fire Rescue provides fire & emergency medical services
- 5) Osceola County Fire Fund is used for EMS
- 6) Santa Rosa & Columbia County Fire expenditures include private contract for EMS
- 7) Indian River County expenditures include Fire & EMS which are funded through dependent special district
- 8) Franklin County Commission Board provides approximately \$500,000 a year to the Hospital (who runs EMS) in a line item transfer out of General Fund
- 9) Martin County has Fire/Rescue unincorporated MSTU uses money to fund EMS.
- 10) Lee County has three Fire Control Dependent Districts (Burnt Store, Maravilla, Useppa)
- 11) Manatee County has multiple independent fire districts. The number reported corresponds to the Myakka City Fire Department which is the only dependent fire district in the county.
- 12) Flagler County uses General Fund to fund Fire/Rescue expenses
- 13) Okaloosa County has two dependent fire districts (Almarante & North Okaloosa)
- 14) St Lucie County has a separate independent Fire District that does Fire & EMS. For FY 15 the fire district is expecting \$45,436,657 in Ad Valorem revenue.

**Florida Association of Counties
FY 2018 Fire-Covered and EMS-Dependent Jurisdictions**
The data displays FY 2018 expenditures for Fire-Covered and EMS-percentage by county ranked in order from highest amount to lowest amount.

Rank #	County	Total Population	Total Fire-Covered and EMS Expenditures	FY 2018 Expenditure Per Capita (Total Population)	Top EMS Ranking	Quality
84	Taylor	24,818	1,226,178	49.42		Below 25%
85	Liberty	8,483	423,428	49.91		Below 25%
86	Columbia	92,499	4,623,225	49.98		Below 25%
87	Marion	824,882	41,778,829	50.78		Below 25%
88	Baker	28,881	1,458,428	50.53		Below 25%
89	Ocala	288,148	14,594,889	50.65		Below 25%
90	Bay	288,898	14,628,842	50.68		Below 25%
91	Franklin	11,642	594,878	50.78		Below 25%
92	Duval	24,549	1,241,264	50.58		Below 25%
93	Calhoun	24,821	1,251,728	50.43		Below 25%
94	Gadsden	24,628	1,248,884	50.71		Below 25%
95	De Soto	229,217	11,628,428	50.74		Below 25%
96	Wald-Dodge	24,788	1,248,872	50.39		Below 25%
97	Worth	241,821	-	-		Below 25%
Rankable Total		18,122,498	9,088,988,189	503.88		
Geometric Average				202.26		
Metropolitan Median				99.74		
Midwest				-		
Midwest				242.88		
East Carolina (25th - 50th)				44.07		17
2nd Quartile (50th - 75th)				99.74		17
3rd Quartile (75th - 85th)				188.88		18
4th Quartile (85th - 95th)				242.88		17
WCA Percentile (Top 25th Floor)				289.48	6	

Notes

- 1) Total Expenditure data reported for the cities of Pensacola and Dothan are not available. Expenditure data for Dothan - Dothanville, Union Springs, and Jacksonville are not available.
- 2) Total Expenditure data reported for the cities of Tallahassee and Panama City are not available. Expenditure data for Panama City - Panama City Beach are not available.
- 3) Data-based estimates for EMS expenditures or Fire-Covered expenditures, as well as the distribution of these expenditures for some counties may be skewed due to incorrect reporting and/or recording practices.
- 4) Palm Beach, Orange, Brevard & Seminole County Fire Rescue provides fire & emergency medical services.
- 5) Duval County Fire Fund is used for EMS.
- 6) Duval County & Columbia County Fire expenditures include private contract for EMS.
- 7) Jacksonville County expenditures include fire & EMS which are funded through dependent special districts.
- 8) Franklin County Commission Board provides approximately \$800,000 a year to the Hospital (sole care EMS) in a line item transfer out of General Fund.
- 9) Marion County has Fire/EMS independent EMSU own money funded EMS.
- 10) Lee County has three Fire-Covered Dependent Districts (Baker, Marianna, Live Oak).
- 11) McIntosh County has multiple independent fire districts. The number reported corresponds to the Marianna City Fire Department which is the only dependent fire district in the county.
- 12) Flagler County uses General Fund to fund Fire/EMS expenses.
- 13) Chiefland County has two independent fire districts (Marianna & North Chiefland).
- 14) St. Lucie County has an independent Fire District that does fire & EMS. For FY 2018 the fire district is expending \$42,824,827 in Ad Valorem revenues.

Attachment 17 K-9 Deputy Position Description

(Double click the document in the electronic version to open the document in Acrobat)

HERNANDO COUNTY SHERIFF'S OFFICE AL NIENHUIS, SHERIFF

JOB TITLE: K-9 UNIT DEPUTY
BUREAU: OPERATIONS
SUPERVISED BY: K-9 UNIT CORPORAL

CHARACTERISTICS OF THE CLASS

Under the general supervision of the K-9 unit corporal, performs highly responsible, technical work of above average difficulty in the K-9 Unit. Work involves routine patrol, training, assisting road deputies and the performance of other specialized or technical duties. Duties are generally performed on an assigned shift but the employee may be called upon to continue the duties or work assignment on other shifts and/or at other times as directed. Work is assigned through oral or written form, from a superior officer. Employee exercises considerable independent judgment and latitude of individual initiative in the interpretation of work procedures. Work is reviewed through oral and written reports, discussions and personal observation for compliance and adherence to established procedures. Performs other duties as requested.

[NOTE]: These examples are intended only as illustrations of the various types of work performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.

ESSENTIAL JOB FUNCTIONS

- A. Responsible for all duties as outlined in the job description for [Deputy Sheriff](#).
- B. Performs routine patrol. Investigates citizen complaints, makes court appearances and testifies, arrests violators and performs other specialized law enforcement tasks.
- C. Liaison with inside/outside agency personnel.

QUALIFICATIONS

- A. **Training and Experience**
 - High school diploma, GED, or equivalent
 - Certification for completion of basic police officer training as required by the State of Florida.
 - Must have passed and obtained Certification from the State of Florida
 - Successful completion of a (minimum) 400 hour course of basic canine training in addition to passing the State's K-9 test.
 -

B. **Knowledge, Abilities, and Skills**

- Knowledge of canines/canine policies and procedures
- Knowledge of state statutes, law ordinances and regulations effective in this county
- Knowledge of laws of arrest, search and seizure, search warrants and the rules for handling evidence
- Knowledge and practical application of first aid
- Ability to receive orders from superiors and transmit them to subordinates in a firm and tactful manner
- Ability to lead by example
- Knowledge of radio procedures, skill in the use of radio equipment
- Knowledge of emergency procedures
- Ability to make sound judgments based on past experience and knowledge.

ESSENTIAL PHYSICAL SKILLS

- 20/20 Vision (corrected)
- Ability to crawl ten yards
- Ability to drag or lift or carry 150 pounds 25 feet
- Ability to scale a five foot fence
- Ability to walk unassisted
- Hearing: normal language level (assisted/unassisted)
- Manual dexterity
- See Canine Handler Qualifications in [S.O.P. 4240.00](#)
- See [Deputy Sheriff Duties & Tasks](#)

Attachment 18 Property Evidence Statistics

(Double click the document in the electronic version to open the document in Acrobat)

HERNANDO COUNTY SHERIFF'S OFFICE INTEROFFICE MEMORANDUM

TO: Sheriff Nienhuis
FROM: Jeni Brown, Property Supervisor *JB1674*
SUBJECT: Request for Property Clerk
DATE: 3/17/16

CAPT. C. ROBINSON MAR 16 2016 *CR*

OK. C.D. Murphy

I am respectfully requesting a new position be added to the Property/ Evidence Unit. I have been in this unit for 9 months and have worked diligently to get a handle on all of the tasks required.

I have taken measures to streamline some of the outdated processes that were in place when I arrived. I have also implemented procedures that require more time, but are worth the security of the unit as well the property and evidence we are holding.

Our agency currently holds 42,763 property and evidence items. On average, we take in 1,698 items per month, and we dispose of 1,090 items per month. I have attached the stats for 2015. You can see the consistent increase in the "total item intake". As this number increases, our "total items disposed" goes down because we are spending a good portion of each day taking in property.

In addition to the raw numbers, procedures have been put in place for a better checks and balance system to eliminate lost and missing evidence items. These procedures minimize errors but tax our productivity.

I have attached a list of the daily, weekly, bi-weekly, monthly, quarterly and annual tasks assigned to the Property/ Evidence Unit. I have allocated approximate times and the number of clerks required to complete each task. I feel I am being conservative with the numbers I am submitting.

I greatly appreciate your consideration.

**Property/Evidence Unit
Year End 2015 Activity Report**

Case/ Intake Activity					
	<u>1st Q</u>	<u>2nd Q</u>	<u>3rd Q</u>	<u>4th Q</u>	<u>Year</u>
Items Inventoried	8773	6749	2215	2392	20129
Items Destroyed	3805	1707	876	1115	7503
Items Released	1193	1365	1493	1531	5582
Total Items Disposed	4998	3072	2369	2646	13085
Drugs	1058	934	632	989	3613
Guns	123	92	44	103	362
Total Item Intake	4746	4921	5077	5632	20376

Other Activity					
	<u>1st Q</u>	<u>2nd Q</u>	<u>3rd Q</u>	<u>4th Q</u>	<u>Year</u>
Gun Destruction				111	111
Drug Destruction	692	156	117	184	1149

PROPERTY / EVIDENCE

TASK	# OF CLERKS	# OF HOURS	TOTAL HRS NEEDED	CONVERTED TO ANNUAL HOURS
DAILY TASKS				
Lockers	2	3	6	
Drive to and from D2 for Evidence	1	1.5	1.5	
Email	3	0.5	1.5	
Scanning	3	0.5	1.5	
Scheduled Appointments	1	1	1	
Unscheduled Walk Ins	1	1	1	
Check out items to Forensics, Minor/Major Case	1	1	1	
Check in items from Forensics, Minor/Major Case	1	1	1	
Phone Calls	3	0.25	0.75	
Miscellaneous visits / questions	3	0.25	0.75	
FDLE Pre-log	1	0.5	0.5	
Letters to Owners	1	0.5	0.5	
Discrepancy Chart	1	0.5	0.5	
Deputy Fixes	2	0.25	0.5	
TOTAL DAILY HOURS NEEDED			18	18 hrs/day x 248 days/yr = 4,464 hrs/yr
WEEKLY TASKS				
Destruction per Dispos	2	16	32	
Initial Bin Inventories	2	2	4	
FDLE Trip	1	3	3	
FDLE Check out/ Returns	1	2.5	2.5	
Supply Refill / ordering	1	1	1	
Finance (requests, receipts, release)	1	1	1	
Meet w/ Captain	1	0.5	0.5	
TOTAL WEEKLY HOURS NEEDED			44	44 hrs/wk x 52 wks/yr = 2,288 hrs/yr

BI-WEEKLY TASKS

D1 Lobby Drug Box	2	2	4
D2 Lobby Drug Box (w/ PST help)	1	2	2
Seizure Paperwork	1	1	1
Meet Jail Deputy for Mowing (Sundays)	1	2	2
Escort to Impound / Outbuilding	1	2	2
New Hire Orientations	1	1	1
Timesheet / on call report	1	0.5	0.5
TOTAL BI-WEEKLY HOURS NEEDED			12

12.5 hrs/bi-week x 26 wks/yr = 325 hrs/yr

MONTHLY TASKS

Inventory one aisle as recommended by IA	2	40	80
Print/ Research/ Distribute SAO Dispositions	1	4	4
Start Seizure Vehicles	2	2	4
Bike Destruction	2	1.5	3
Will Call Inventory / Destruction	1	2	2
Print / Distribute Dispositions	1	2	2
Return Car Tags to Courthouse	1	2	2
Found / Unknown Owner Box	2	1	2
Biohazard Pick up	1	0.5	0.5
TOTAL MONTHLY HOURS NEEDED			99.5

99.5 hrs/mo x 12 mo/yr = 1,194 hrs/ yr

QUARTERLY TASKS

Drug Destruction Prep	2	3	6
Drug Destruction Trip	1	3	3
Drug Destruction Paperwork	1	2	2
Youth Donation - Inventory & pickup	2	2	4
Evidence Disposal at Dump	2	1.5	3
Evidence Pick-up at Courthouse	1	1	1
Found Property Ads	1	1	1

TOTAL QUARTERLY HOURS NEEDED**20****20 hrs/ qtr x 4 qtrs/yr = 80 hrs/ yr****YEARLY TASKS**

Training (PEAF Conference)	1	32	32
Clean Outbuilding	3	8	24
PEAF Chapter Meeting	3	6	18
Gun Destruction Prep	2	5	10
Gun Destruction Trip	1	10	10
Gun Destruction Paperwork	1	2	2
Inventory with IA	2	4	8
Policy Review	1	4	4
Research on Goals & Objectives	1	2	2
Accreditation Proofs	1	2	2
Bloodbourne Pathogens Annual Training	3	0.5	1.5
FCIC Recertification	1	1.5	1.5
Health Department Inspection	1	1	1
Finance Audit	1	1	1
FSA Risk Management Assessment	1	1	1
Biohazard Review w/ Tom Miller	1	1	1
Goals, Objectives, wishlist, etc	1	1	1
TOTAL YEARLY HOURS NEEDED			120

120 hrs/ yr

Annual hours needed to operate Property / Evidence efficiently and effectively:

8471 hours

Annual Working hours for 1 clerk:

5 days/ wk x 52 weeks /year = 260 days

minus 12 paid holidays/ year = 248 days

minus 10 annual/ sick days/ year = 238 days

238 days x 8 hrs/ day = 1904 working hours per clerk

1904 x 3 clerks = 5,712 working hours per year

8,471 work hours needed - 5,712 current = 2,759 (annual shortfall)

2,759 / 1904 = 1.45 clerks needed

Attachment 19 Property Evidence Specialist Job Description

(Double click the document in the electronic version to open the document in Acrobat)

HERNANDO COUNTY SHERIFF'S OFFICE AL NIENHUIS, SHERIFF

JOB TITLE: PROPERTY/EVIDENCE SPECIALIST
BUREAU: OPERATIONS
SUPERVISED BY: DIVISION COMMANDER/SUBDIVISION SUPERVISOR

CHARACTERISTICS OF THE CLASS

Under the general supervision of the Property Evidence Supervisor, performs varied, complex clerical work. This position involves the storing, maintaining, and disposing of property/evidence when authorized while maintaining accountability of property stored with this agency. This position involves the preservation, documentation and preparation of evidence that includes items that are biologically and chemically contaminated on a daily basis. These materials may have carcinogenic or health damaging properties. Work is performed with limited supervision and requires that duties be accomplished with a degree of independence and at a level of responsibility exercising good judgment and initiative in the performance of assigned duties. The employee may be subject to call-out during off-duty hours as necessary. Performs other related work as requested.

[NOTE]: These examples are intended only as illustrations of the various types of work performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.

ESSENTIAL JOB FUNCTIONS

- A. Receipts for, and ensures proper packaging for all evidence submitted to the Property/Evidence Unit on a daily basis. 30%
- B. Maintains daily custody of property/evidence from on-site lockers. 25%
- C. Maintains all records for proper storage and disposition of property/evidence. 5%
- D. Prepares evidence and laboratory forms for submission to the crime laboratory for examination as required. These items include by are not limited to drugs, biological items along with other items that potentially have carcinogenic or health damaging properties. 15%
- E. Releases and returns property to owners upon receipt of proper authorization. 15%
- F. Maintains complete records for evidence inventory.
- G. Testifies in court, gives dispositions, and assists other agencies, as required. 1%

- H. Performs moderate clerical duties such as typing, filing, answering the phone, etc.
- I. Retrieves and releases from inventory, items needed for investigation. Maintains receipts for evidence submitted and assigns bin locations to same. 7%
- J. Maintains receipts for evidence submitted and assigns bin locations to same.
- K. Assists in the maintenance and upkeep of vehicle being held for pending forfeiture for the Sheriff's Office and outside agencies. 1%
- L. Operates agency equipment such as fax, photo copier, and shredder and maintains office supplies.
- M. Acts on behalf of the Property/Evidence Supervisor during his/her absence. 1%

QUALIFICATIONS

A. **Training and Experience**

High School Diploma, GED or equivalent supplemented by two years of responsible clerical experience, law enforcement related field preferred.

B. **Knowledge, Abilities, and Skills**

1. Knowledge of general office practices and procedures
2. Ability to work quickly and accurately without constant supervision
3. Knowledge of business English, spelling, and arithmetic
4. Ability to handle confidential matters without compromising confidentiality
5. Ability to operate standard office equipment such as typewriter, copy machine and computer terminal
6. Ability to type a minimum of 35 words per minute
7. Knowledge of policies and procedures as it related to the operation of the Property/Evidence Unit

Essential Physical Skills

- Ability to communicate orally
- Ability to access, input, and retrieve information from a computer.

- Ability to sit or stand for long periods of time
- Ability to walk unassisted
- Acceptable eyesight (with or without correction)
- Acceptable hearing (with or without hearing aid)
- Ability to carry moderate weight items up to and including 50 pounds.

Attachment 20 Mental Health Worker Job Description

(Double click the document in the electronic version to open the document in Acrobat)

HERNANDO COUNTY SHERIFF'S OFFICE
DETENTION DIVISION
POST ORDER 07-05

TITLE: MENTAL HEALTH WORKER (MHW)
POST ORDER: 07-05
EFFECTIVE: November 22, 2010
REVIEWED: November 22, 2010
SUPERCEDES: August 27, 2010
ACCREDITATION STANDARDS: ACA: 2A-04
PAGES: 2

CONTENTS: This order consists of the following numbered sections:

- I. PRIMARY RESPONSIBILITIES
- II. LICENSURE REQUIREMENTS
- III. SPECIFIC DUTIES

I. PRIMARY RESPONSIBILITIES: The Mental Health Worker's basic duties are to be responsible for mental health care of inmates incarcerated in the **Hernando County** Detention Facility, in accordance with established policies and procedures of the facility and the outlined standards of practice by the facility psychiatrist. The primary responsibilities of the Mental Health Worker (MHW) are to provide talk therapy, conduct mental health sessions assessing mental health status, under the direction of the facility psychiatrist, respond to mental health emergencies, make recommendations for the initiation or discontinuance of property authorizations and special finger foods, related to the mental health needs of the incarcerated population, make recommendations for any special housing needs of the mentally ill inmate population, make community referrals and conduct rounds with the facility psychiatrist. The Mental Health Worker functions under the supervision of a state of Florida licensed psychiatrist and reports directly to the Medical Unit Registered Nurse (R.N.) Supervisor.

II. SPECIFIC DUTIES:

The Mental Health Worker responsibilities are:

November 22, 2010

A. **Daily Duties:**

1. Observe and collect data on the mental health
2. Assist during psychiatric clinic visits
3. Prioritize inmates requesting mental health services according to protocol.
4. Provide talk therapy/interventions as indicated by facility psychiatrist.
5. Respond to mental health emergencies as needed.
6. Communicate to psychiatrist or supervisor, any potentially significant mental health complaints or observations discovered during routine duties.
7. Report to supervisor, any alterations noted in inmate's behavior. Initiate fifteen (15) minute checks/suicide precautions, as needed.
8. Make recommendations for the initiation/discontinuance of property authorizations and special finger foods related to the mental health needs of the inmate population.
9. Assess the suicidal status on the inmate population.
10. Track medical statistics, as assigned.
11. Follow all psychiatrist standing orders completely.
12. Make housing recommendations based on the mental health needs of the incarcerated population, as needed.
13. Make referrals to community services, as needed.
14. Attend Classification meetings/other meetings, as required.

B. Maintains Records:

1. Review Psych/social screenings of physical assessments, conducted by nursing staff, on inmates entering the Hernando County Jail, as required.
2. Accurately record collected data in the inmate health record for the psychiatrist to review.

C. Other Administrative Duties:

1. Maintain confidentiality of both medical and mental status of inmates
2. Assist in maintaining medical records, filing, etc.
3. Maintain supplies and work area.
4. Performs additional duties as directed by higher authority.

APPROVED:

MICHAEL F. PAGE, MAJOR DATE
DETENTION DIVISION

November 22, 2010

Attachment 21 Sex Crimes Investigator Job Description

(Double click the document in the electronic version to open the document in Acrobat)

HERNANDO COUNTY SHERIFF'S OFFICE AL NIENHUIS, SHERIFF

JOB TITLE: DOMESTIC VIOLENCE/SEX CRIME INVESTIGATOR
BUREAU: OPERATIONS
SUPERVISED BY: LIEUTENANT OR DESIGNEE
CLASSIFICATION: NON-EXEMPT

CHARACTERISTICS OF THE CLASS

Under the general supervision of a Lieutenant or designee in the Major Crimes Section of the Operations Bureau, performs investigative work specifically in the area of crimes that are domestically violent or sexual in nature. All assignments involve responsibility for recognizing the social importance of the law enforcement function, and for conscientious and effective performance of duties without immediate supervision. Detective exercises good judgment and individual initiative in the performance of required duties and in emergency situations. Duties are generally performed on an assigned shift, but the detective may be called upon to continue assigned duties or special work assignments on other shifts and/or at such times as directed to best fill the efficient and effective operations of the Sheriff's Office. Duties may be required to be performed in uniform or plain clothes. Work is reviewed through personal observation, inspections, and by discussion and review of daily reports for adherence to prescribed methods and procedures.

EXAMPLES OF ESSENTIAL JOB FUNCTIONS

[NOTE]: These examples are intended only as illustrations of the various types of work performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.

ESSENTIAL JOB FUNCTIONS

- A. Investigate crimes assigned to Major Case Section that are domestically violent or sexual in nature. Prepares detailed offense and supplemental reports.
- B. Make arrests and testifies in the prosecution of law violators; conducts preliminary and/or detailed investigations of the commission of crime or law violations.
- C. Protects the crime scene, gathers, and preserves matters of evidence, takes and records testimony; directs and coordinates activities on-site until relieved by a superior officer.

(Other Deputy Sheriff duties may be required as set forth in the job description for Deputy Sheriff).

QUALIFICATIONS

A. Knowledge, Abilities, and Skills

1. Knowledge of the law enforcement principles and practices, particularly those related to crimes involving domestic violence and those of a sexual nature.
2. Knowledge of the geography of the County, its unincorporated areas and the general roadway system of the County.
3. Ability to understand and carry out oral and written instructions.
4. Ability to react quickly and calmly in emergencies.
5. Ability to work closely with others as a team.
6. Ability to prepare and present clear, accurate, concise, and objective written and oral reports.
7. Ability to recognize and understand the emotional and physical reactions of both victims and perpetrators of crimes.
8. Skill in calmly and systematically eliciting critical information from individuals who may be injured and/or highly emotional.

B. Training and Experience

- A minimum of at least three (3) years experience as a law enforcement officer, preferably with a portion of that experience as an investigator.

ESSENTIAL PHYSICAL SKILLS

- 20/20 Vision (Corrected)
- Ability to crawl ten yards
- Ability to drag or lift or carry 150 pounds 25 feet
- Ability to run 100 yards unassisted
- Ability to scale a five foot fence
- Ability to walk unassisted
- Hearing: normal language level (assisted/unassisted)

Attachment 22 Public Service Technician Job Description

(Double click the document in the electronic version to open the document in Acrobat)

HERNANDO COUNTY SHERIFF'S OFFICE
AL NIENHUIS, SHERIFF

JOB TITLE: PUBLIC SERVICE TECHNICIAN
BUREAU: OPERATIONS BUREAU
SUPERVISED BY: DIVISION COMMANDER OR DESIGNEE

CHARACTERISTICS OF THE CLASS

Under the direct supervision of the Division Commander or designee, performs a variety of limited administrative, informational, investigative and traffic related tasks. This is a paraprofessional, civilian position designed to relieve sworn law enforcement personnel from certain designated calls and functions. Employees of this class may be assigned to work in a variety of organizational components such as Patrol, Court Security, Crime Prevention, or Traffic. The PSA functions as a specially trained, quasi-law enforcement officer performing services that do not require law enforcement or regulatory authority. Work is reviewed through conferences, activity reports, written reports, inspections, and observations of results obtained. Performs duties as assigned.

[NOTE]: These examples are intended only as illustrations of the various types of work performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to the position.

ESSENTIAL JOB FUNCTIONS

- A. Works an assigned shift at a designated location of the Sheriff's Office. Assists walk-in citizens with various cases and information. Prepares necessary paperwork for a variety of incidents. Answers telephone to give assistance and/or routing to the proper station. Inspects vehicles cited for faulty equipment and prepares VIN and Odometer Verification forms.
- B. Responds to non-emergency calls for service (i.e. recovered/lost property, abandoned vehicles, citizen assistance, etc.); writes all necessary reports and follow-ups as required. Investigates minor traffic accidents, directs traffic at accident scenes, and assists in the regulation of traffic during special events. Answers subpoenas and testifies in court when necessary. Issues parking and water restriction violation warnings.
- C. Operates metal detector for concealed weapons or explosive devices in a courtroom.
- D. Performs various other law enforcement duties of a non-criminal nature as required.

QUALIFICATIONS

A. Training and Experience

High school diploma or GED. Successful completion of a PSA Training Program.
Possession of a valid State of Florida driver's license.

B. Knowledge, Abilities, and Skills

1. The ability to analyze situations quickly and objectively and to determine the proper course of action.
2. The ability to obtain information through interviews and observations.
3. The ability to cope with situations firmly, courteously, tactfully, and with respect for the rights of others.
4. The ability to prepare clear and concise reports.
5. The ability to follow and understand oral and written instructions, and the ability to communicate clearly and concisely, both orally and in writing.
6. The ability to operate radio equipment, and the ability to use 10 Codes and adhere to the rules of radio communication.
7. The ability to react quickly and calmly under emergency conditions.
8. The knowledge of pertinent laws, ordinances, and codes pertaining to related operations and violations.
9. The knowledge of the County and its demographics.
10. Some knowledge of the Sheriff's Office Policies and Procedures.

43 6 1

Essential Physical Skills

- Acceptable eyesight (with or without correction)
- Acceptable hearing (with or without correction)
- Ability to communicate clearly
- Able to sit and/or stand for long periods of time
- Ability to lift/carry a minimum of 50 pounds

Attachment 23 Animal Service Officer Job Description

(Double click the document in the electronic version to open the document in Acrobat)

HERNANDO COUNTY SHERIFF'S OFFICE AL NIENHUIS, SHERIFF

JOB TITLE: ANIMAL ENFORCEMENT OFFICER
BUREAU: LAW ENFORCEMENT BUREAU
SUPERVISED BY: DIVISION COMMANDER OR DESIGNEE

CHARACTERISTICS OF THE CLASS

Under the direction of the Division Commander or Designee, is responsible for administrative and inspection work responding to citizens service requests regarding animal related problem, the enforcement of county ordinances and state statutes pertaining to animals, customer service, the euthanasia and the impoundment of animals in coordination with the kennel staff.

[NOTE]: These examples are intended only as illustrations of the various types of work performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.

ESSENTIAL JOB FUNCTIONS

- A. Responds to citizen's service request regarding animal services and violation of county ordinance and state statutes pertaining to animals in a timely fashion.
- B. Checks for current rabies vaccinations and county animal licenses.
- C. Impounds stray, aggressive, abandoned, injured, sick or dead animals and animals otherwise authorized by county ordinance or state statutes.
- D. Impounds animals for quarantine or rabies testing.
- E. Makes every effort to locate the owners of stray animals through all available methods.
- F. Consults with veterinarian as needed to determine if animals need to be euthanized in the field and takes such action as necessary.
- G. Ensures proper security over controlled substances and maintains accurate records of the controlled substance inventory on agency vehicle.
- H. Investigates cases of alleged cruelty, neglect, and abuse of animals.
- I. Performs dangerous dog investigations and ensures compliance with ownership requirements for dangerous dogs to include inspections in accordance with State Statutes and County Ordinances.

- J. Counsels animal owners on animal ordinances and attempts to resolve animal related problems and issues.
- K. Issues notices, warnings, and citations to animal owners for violations of county ordinances.
- L. Delivers traps to citizens to be used to capture animals and maintain trap inventory records for handicapped residence only.
- M. Uses chemical immobilization guns as necessary to capture animals and completes and maintains appropriate chemical immobilization paperwork as required.
- N. Prepares evidence for presentation in special master hearings, dangerous dog hearings, and county court and testifies at these proceedings.
- O. Inspects boarding kennels, breeding kennels, pet shops and other related businesses for compliance with county ordinances and state statutes.
- P. Prepares paperwork relating to impounded animals, service requests, and other office functions and enters data into the computer system. Keeps detailed case notes on all activity.
- Q. Assists the Police Department and/or other law enforcement agencies with cases relating to or involving animals.
- R. Required to be on-call on a rotational basis to provide 24-hr emergency service. Within three (3) months of employment, must live in a geographic radius that provides a one hour maximum response time to emergency calls at any location in Hernando County.
- S. Required to work varied hours, including nights, weekends, and holidays, as needed for scheduling of regular and on-call shifts; respond to calls for service or assistance that may occur at any time.
- T. Removes raccoons, foxes, and other wildlife that has become an immediate threat to the safety of citizens or has potentially exposed a human or domestic animal to rabies.
- U. Works on special department projects as assigned by Division Commander or Designee.
- V. Maintains a professional attitude while providing customer service to complainants and animal owners both in person, on the telephone and in writing.
- W. Maintains a professional appearance in relation to the proper wearing of a clean and tidy Animal Services Officer uniform in accordance with General Order 3050.10.

QUALIFICATIONS

A. **Training and Experience**

High School Diploma, GED or equivalent certificate of competency. Must have (1) year documented experience working in animal control, an animal shelter or kennel, a veterinarian's office or other regulated animal field. One (1) year documented experience with direct animal handling preferred. Personal ownership of animals does not constitute experience. Documented experience in a position that required independent decision-making and strong record keeping skills.

- Must possess and maintain a valid Florida Driver's License and be insurable by current insurance carrier.
- Must be certified as an Animal Services Officer in the State of Florida within six (6) months of employment.
- Must complete the State required euthanasia certification course within six (6) months of employment.
- Must complete the State required Chemical Immobilization course within one (1) year of employment.
- Attend continuing education as required to maintain certification as directed by Division Commander or designee.
- Attend other training as required by Bureau Commander or Designee.

B. **Knowledge, Abilities and Skills**

1. Knowledge of animal care and illnesses
2. Knowledge of animal handling and capture equipment.
3. Knowledge of safety and sanitation procedures concerning equipment used for animal control.
4. Knowledge of animal behavior, care and impoundment procedures.
5. Ability to work independently and confidently with little or no supervision.
6. Ability to use good judgment to make quick decisions. This includes making sound decisions where there is no written procedures governing the situation.
7. Ability to maintain precise and detailed records of all activities.
8. Ability to understand and interpret laws and ordinances.
9. Ability to deal with high stress situations and maintain emotional stability.
10. Ability to euthanize animals and maintain emotional stability.
11. Ability to establish and maintain an effective working relationship with co-workers.
12. Ability to use a personal computer and have functional knowledge of Microsoft Office (Word, Power Point, Excel and Outlook).
13. Ability to deal with citizens in a professional and courteous manner.
14. Ability to maintain a professional attitude in difficult situations.
15. Ability to perform public speaking to groups of all sizes.
16. Ability to use a digital camera and transfer, save and print images.
17. Ability to demonstrate effective verbal communication and prepare written documents using proper spelling, grammar, punctuation and form.

18. Ability to utilize all safety equipment including the full face air and respirator purifier mask.
19. Ability to work in extreme conditions to include weather conditions, dark spaces, confined spaces and unsanitary locations.

Essential Physical Skills

- Ability to lift and carry a minimum of 50 pounds
- Acceptable eyesight (with or without correction)
- Acceptable hearing (with or without correction)
- Ability to sit and/or stand for long periods of time
- Ability to communicate clearly
- Ability to safely operate a motor vehicle

Attachment 24 Human Resources Generalist Job Description

(Double click the document in the electronic version to open the document in Acrobat)

HERNANDO COUNTY SHERIFF'S OFFICE
AL NIENHUIS, SHERIFF

JOB TITLE: HUMAN RESOURCES GENERALIST
BUREAU: ADMINISTRATIVE BUREAU
SUPERVISED BY: HUMAN RESOURCES DIRECTOR

CHARACTERISTICS OF THE CLASS

Under the general supervision of the Human Resources Director, the HR generalist performs human resources-related duties at the professional level and may carry out responsibilities in some or all of the following functional areas: employee relations, training, talent management, talent acquisition, benefits administration, worker's compensation, employee wellness and retirement programs.

[NOTE]: These examples are intended only as illustrations of the various types of work performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.

ESSENTIAL JOB FUNCTIONS

- A. Administers various human resource plans and procedures for all agency personnel; assists in the development and implementation of Human Resources policies and procedures; prepares and maintains employee handbook.
- B. Participates in developing department goals, objectives and systems. Does not have direct reports, but serves as a coach and mentor for other positions in the department. Serves as back-up to the director.
- C. Monitors the performance evaluation program.
- D. Maintains required postings on agency bulletin boards. Maintains and generates applicable BEO and OSHA reporting.

- E. Coordinates recruitment efforts; conducts interviews for new hires and non-competitive promotions; conducts new-employee orientations; monitors career-pathing program and writes and places advertisements.
- F. Coordinates FMLA for the agency. Handles second-level escalations of Worker's Compensation claims and benefits issues.
- G. Participates in staff meetings and attends other meetings and seminars. Assists in maintaining the agency strength report.
- H. Assists in evaluation of reports, decisions and results of department in relation to established goals. Recommends new approaches, policies and procedures to effect continual improvements in efficiency of the department and services performed.
- I. Maintains human resource information system records in MUNIS and compiles reports from the database.
- J. Assist the director in the daily administration of other HR services as directed or assigned, including but not limited to recruitment and selection, promotions, transfers, contract negotiation and administration, affirmative action/EEO compliance, job classification, performance evaluation, and employee relations in accordance with quality management principles and overall objectives of the organization.

QUALIFICATIONS

A. Training and Experience

Minimum qualifications: Bachelor's degree in Human Resources, Psychology, Business, or a related field and 3+ years of experience in Human Resources as a

generalist, specialist, or manager. An equivalent combination of education and experience may be substituted.

Preferred qualifications: Professional in Human Resources (PHR) certification or equivalent. Law enforcement or public HR experience.

B. Knowledge, Abilities, and Skills

1. Intermediate to advanced experience with MS Office (Word, Excel, Outlook, etc.)
2. Knowledge of change management principles required for effectively supporting, communicating and providing feedback on the implementation of change in the agency.
3. Knowledge of HR concepts, principles and practices.
4. Effective communication skills. Writes and presents effectively. Adjusts to fit the audience and the message.

Essential Physical Skills

- Acceptable eyesight (with or without correction)
- Acceptable hearing (with or without hearing aid).
- Ability to communicate clearly
- Ability to sit or stand for long periods of time.

Attachment 25 P/T Software Developer Intern/Trainee Job Description

(Double click the document in the electronic version to open the document in Acrobat)

HERNANDO COUNTY SHERIFF'S OFFICE AL NIENIUIS, SHERIFF

JOB TITLE: PART TIME SOFTWARE DEVELOPER INTERN
BUREAU: SHERIFF'S ADMINISTRATIVE STAFF
SUPERVISED BY: DIRECTOR OF INFORMATION TECHNOLOGY

CHARACTERISTICS OF THE CLASS:

Under the direction of the Information Technology Director, assists the Software Engineer perform technical, programming, and analytical work of moderate difficulty in the administration of the Sheriff's Office information management systems. This is an entry level development position and the person will be mentored by the Software Engineer. Work involves the use of programming logic, teaching skills, development and maintenance of database programs.

[NOTE]: These examples are intended only as illustrations of the various types of work performed in positions allocated to this class. The omission of specific statements of duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.

ESSENTIAL JOB FUNCTIONS:

- A. Assists the Software Engineer develop and maintain Sheriff's Office in-house applications. Supports applications from third party vendors.
- B. Assists the Software Engineer creates and maintains programs for the extraction of information used to create managerial and statistical reports on a monthly, quarterly, and as needed basis.
- C. Provides technical assistance to other members of the Sheriff's Office as needed.
- D. Performs programming and analytical tasks as directed by the Information Technology Director.

QUALIFICATIONS:

A. Training and Experience

Enrolled in a classes seeking a degree in software development or related field

B. Skills, Knowledge and Abilities

1. Possesses knowledge in relational database management and software development.
2. Ability to design and build new data driven applications from concept to completion.
3. Ability to maintain and enhance existing applications.
3. Ability to quickly comprehend new applications and equipment and to make recommendations for their use, as necessary.
5. Rudimentary knowledge of personal computer maintenance.
7. Skills that will be used for the position
 - C#
 - ASP.Net Webforms
 - SQL Server TSQL
 - Javascript
 - HTML
 - Visual Studio
 - Access Projects

Essential Physical Skills

- Acceptable eyesight (with or without correction).
- Acceptable hearing (with or without hearing aid).
- Ability to operate a motor vehicle.
- Ability to stand or sit for long periods of time.
- Ability to bend and crawl in the repair, maintenance, and installation of computer equipment.

Attachment 26 September 2016 HSCO Public Records Request to BOCC

(Double click the document in the electronic version to open the document in Acrobat)

www.hcso.hernando.fl.us



— SHERIFF —
Al Nienhuis

Hernando County Sheriff's Office

September 21, 2016

VIA ELECTRONIC MAIL AND HAND DELIVERY

Board of County Commissioners
20 North Main Street, Room 253
Brooksville, FL 34601

Attn: Commissioner Nick Nicholson
NNicholson@hernandocounty.us
Commissioner Diane Rowden
DRowden@hernandocounty.us
Commissioner Wayne Dukes
wdukes@hernandocounty.us
Commissioner James Adkins
jadkins@hernandocounty.us
Commissioner Jeff Holcomb - VIA EMAIL ONLY
jholcomb@hernandocounty.us
Garth Collier, Esq., County Attorney
GarthC@hernandocounty.us
Pam Lee, Budget Management Analyst
plee@hernandocounty.us
Leonard Sossaman, County Administrator
LSossamon@hernandocounty.us
Jerry Haines, Human Resource Manager
JerryH@hernandocounty.us

RE: REQUEST FOR PUBLIC RECORDS PURSUANT TO CHAPTER 119, FLORIDA STATUTES

Pursuant to §§119.01, 119.07(1) (a), 119.011(12) Florida Statutes, the undersigned hereby requests a **digital copy** of, and the ability to inspect the following:

1. Copies of all detailed 2016 budget notes kept in the Finance Plus system or any other program or format, whether digital, typed, or handwritten.
2. A copy of the Sheriff's FY 2016-2017 approved final budget in accordance with and pursuant to the dictates of F.S. § 30.49.
3. Copies of all personnel records regarding employees hired on or after May 1, 2016, to include records depicting salary upon hire, hire date, and/or title **and** any records

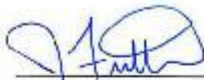
PO. BOX 10070 - BROOKSVILLE, FL 34603-0070 FAX 352 796-0493 PHONE 352 754-6830

documenting independent contractors contracted after May 1, 2016 including those hired through a staffing agency.

If the custodian asserts that any of the subject records are exempt from inspection and examination, please state the basis of the exemption which they contend is applicable to the records, including the statutory citation to an exemption created or afforded by statute, and pursuant to § 119.07(2) (a), Florida Statutes, please state in writing and with particularity the reasons for the conclusion that the record is exempt. If the custodian asserts that a portion of the record is exempt, please produce the remainder of such record for inspection and examination deleting or excising from the record only that portion of the record with respect to which an exemption has been asserted.

These records may be produced when partially available for fulfillment, rather than waiting until all are available for fulfillment at one time. If fulfillment of this request exceeds \$50.00, please contact me prior with a cost estimate. Thank you for your cooperation. If you have any questions, please do not hesitate to contact the undersigned.

Sincerely,



Joel D. Fritton, Esquire
Counsel for the Sheriff
Hernando County, Florida

Attachment 27 October 2016 BOCC OMB Public Records Request
(Double click the document in the electronic version to open the document in Acrobat)



OFFICE OF MANAGEMENT AND BUDGET

20 NORTH MAIN STREET • ROOM 263 • BROOKSVILLE, FLORIDA 34601
P 352.754.4004 • W www.HernandoCounty.us


October 4, 2016

Sheriff Alvin Nienhuis
Hernando County Sheriff's Office
18900 Cortez Blvd.
Brooksville, FL 34601
Via E-Mail: anienhuis@hernandosheriff.org

Dear Sheriff Nienhuis:

Pursuant to Article I, Section 24 of the Florida Constitution, and Chapter 119, F.S., I am requesting an opportunity to obtain copies, as .pdf files, or in another equivalent electronic format, of the following public records:

1. Copies of all Fiscal Year 2017 budget notes kept in the Finance system or any other program or format, whether digital, typed or handwritten. This should include all revenue and expenditure budgets.
2. Copies of all personnel positions hired on or after October 1, 2015, to include records detailing title, hire date, rate upon hire date; incentive pay, stipends, pay grade and pay step, insurance benefits and any other compensation.
3. Detail documents for any independent contractors/contracted staffing agencies on or after October 1, 2015.
4. Itemized list of all proposed expenditures that comprise the Hernando County Sheriff's Office request for a budget increase of \$1,714,537 for Fiscal Year 2017. Please detail out descriptions and expense for each item.
5. Detail list for all vacant positions from October 1, 2015. Details should include position title, starting rate of pay, date position became available, and date position was filled.
6. Detail list of all Capital improvements for Fiscal Years 2014, 2015, 2016 and 2017 projections. This would include any capital expense over \$50,000 and that has a useful life of 10 plus years. Please detail all cost associated with each improvement and revenue source for payment. Please detail each year.
7. Detail list of all fleet expenditures for new and replacement vehicles for Fiscal Years 2014, 2015, 2016 and 2017 projections. Please detail all costs associated with each expenditure for each year.
8. Detail of all grants not administered through the County's General Fund for Fiscal Years 2014, 2015, 2016 and 2017. This should include the following information: grant title, total amount of the grant; any grant match from the sheriff's department; grant use; grantor name, duration of the grant.

- 
9. All revenue sources not administered through the County's General Fund for Fiscal Years 2014, 2015, 2016, and 2017 projections. This should include detail as to what the revenue can be used for and funding source.
 10. All Salary Step Plans for Fiscal Years 2014, 2015, 2016 and 2017.
 11. Detail list of all salary rate increases by each position to include all compensation for Fiscal Years 2014, 2015, 2016 and 2017.
 12. Detail list of new or upgraded equipment for all staff to include, but not limited to, safety equipment, guns/rifles (all types), radios, uniforms including boots and hats, leather equipment, batons, gloves (all types), and any other equipment used in the performance of the job duties for Fiscal Years 2014, 2015, and 2016 and 2017 projections.
 13. Detail cost of all training, conferences, seminars, webinars; certifications for all non-sworn personnel for Fiscal Years 2014, 2015, 2016 and 2017 projections. This should include, in detail, all costs for hotel, mileage, training materials, and cost for participation.
 14. Detail of cost for all tuition reimbursement for all personnel for Fiscal Years 2014, 2015, 2016 and 2017 projections.
 15. Copies of all current collective bargaining agreements or other employee contracts to which the Hernando County Sheriff's Office is a party.

Should you deny my request, or any part of the request, please state in writing the basis for the denial, including the exact statutory citation authorizing the denial as required by S. 119.07(1)(d), F.S.

I request a waiver of all fees for this request as a professional courtesy, as Hernando County did not charge your office for any of the costs incurred by the County when responding to Mr. Fritton's recent public records requests. Further, the disclosure of the information I seek is not primarily in my commercial interest, and is likely to contribute significantly to public understanding of the operations or activities of the government, making the disclosure a matter of public interest.

I will contact Terri McClanahan with your office tomorrow to discuss when I may expect fulfillment of my request. If you have any questions in the interim, please feel free to contact me. Thank you.

Sincerely,

Pamela O. Lee, Manager
Office of Management and Budget

cc: Terri McClanahan, Comptroller HCSO
Leonard Sossamon, County Administrator
Garth Collier, Esq., County Attorney
Board of County Commissioners

EMS EXPENDITURE ANALYSIS

	FY 14/15	FY 15/16	Difference	
	EMS	EMS	\$	%
Key Lines within Operating				
Hardware Replacement	\$2,110.00	\$7,893.00	\$5,783.00	274.08%
Uncapitalized Equipment	\$11,828.00	\$43,689.00	\$31,861.00	269.37%
Repair & Maint Software	\$28,512.00	\$63,075.00	\$34,563.00	121.22%
Tuition Reimbursement	\$5,715.00	\$11,905.00	\$6,190.00	108.31%
Uniforms	\$16,520.00	\$28,583.00	\$12,063.00	73.02%
Repair & Maint Bldg	\$43,402.00	\$65,325.00	\$21,923.00	50.51%
Fleet Capital Replacement	\$265,145.00	\$366,145.00	\$101,000.00	38.09%
Repair & Maint Equip	\$38,868.00	\$47,395.00	\$8,527.00	21.94%
Repair & Maint Vehicles	\$212,810.00	\$259,059.00	\$46,249.00	21.73%
Cost Allocation	\$330,542.00	\$360,048.00	\$29,506.00	8.93%
Education & Training	\$9,599.00	\$10,384.00	\$785.00	8.18%

Medication	UOM	2014	Start 2015	Current	Change from FY14 to FY15	% Increase
EPINEPHRINE 1:1000 1MG 1ML AMPULE	25/Bx	\$10.70	\$40.00	\$203.10	\$192.40	1798.13%
ATROPINE 1MG 10ML LUER JET 1006B	10/Pk	\$34.10	\$53.50	\$342.05	\$307.95	903.08%
EPINEPHRINE 1:10000 0.1mg/ml 10ml prefill	10/Pk	\$21.20	\$58.50	\$124.31	\$103.11	486.37%
SODIUM BICARBONATE 8.4% 50ML LUER JET	10/Pk	\$42.40	\$71.50	\$248.62	\$206.22	486.37%
C4 MIDAZOLAM 2MG, 2ML VIAL	25/Bx	\$10.00	\$14.25	\$58.14	\$48.14	481.40%
DEXTROSE 50% 25GM 50ML LUER JET	10/Pk	\$53.20	\$68.30	\$261.05	\$207.85	390.70%

EMS EXPENDITURE ANALYSIS

	FY 14/15	FY 15/16	Difference	
	EMS	EMS	\$	%
Key Lines within Operating				
Hardware Replacement	\$2,110.00	\$7,893.00	\$5,783.00	274.08%
Uncapitalized Equipment	\$11,878.00	\$43,689.00	\$31,861.00	269.37%
Repair & Maint Software	\$28,512.00	\$63,075.00	\$34,563.00	121.22%
Tuition Reimbursement	\$5,715.00	\$11,905.00	\$6,190.00	108.31%
Uniforms	\$16,520.00	\$28,583.00	\$12,063.00	73.02%
Repair & Maint Bldg	\$43,402.00	\$65,325.00	\$21,923.00	50.51%
Fleet Capital Replacement	\$265,145.00	\$366,145.00	\$101,000.00	38.09%
Repair & Maint Equip	\$38,868.00	\$47,395.00	\$8,527.00	21.94%
Repair & Maint Vehicles	\$212,810.00	\$259,059.00	\$46,249.00	21.73%
Cost Allocation	\$330,542.00	\$360,048.00	\$29,506.00	8.93%
Education & Training	\$9,599.00	\$10,384.00	\$785.00	8.18%

Medication	UOM	2014	Start 2015	Current	Change from FY14 to FY15	% Increase
EPINEPHRINE 1:1000 1MG 1ML AMPULE	25/Bx	\$10.70	\$40.00	\$203.10	\$192.40	1798.13%
ATROPINE 1MG 10ML LUER JET 1006B	10/Pk	\$34.10	\$53.50	\$342.05	\$307.95	903.08%
EPINEPHRINE 1:10000 0.1mg/ml 10ml prefill	10/Pk	\$21.20	\$58.50	\$124.31	\$103.11	486.37%
SODIUM BICARBONATE 8.4% 50ML LUER JET	10/Pk	\$42.40	\$71.50	\$248.62	\$206.22	486.37%
C4 MIDAZOLAM 2MG, 2ML VIAL	25/Bx	\$10.00	\$14.25	\$58.14	\$48.14	481.40%
DEXTROSE 50% 25GM 50ML LUER IFT	10/Pk	\$53.20	\$68.30	\$261.05	\$207.85	390.70%

Hernando County Sheriff's Office Proposed 2016/2017 Budget
(Double Click on document in electronic version to open in Acrobat)

Hernando County Sheriff's Office



Proposed
Annual Budget
Fiscal Year 2016 - 2017

Hernando County Sheriff's Office Approved 2016/2017 Budget
(Double Click on document in electronic version to open in Acrobat)



BOARD OF COUNTY COMMISSIONERS

26 NORTH MAIN STREET • ROOM 203 • BROOKSVILLE, FLORIDA 34601
P 352.754.4032 • F 352.754.4477 • W www.HernandoCounty.us

VIA HAND-DELIVERY AND EMAIL

September 30, 2016

The Honorable Al Nienhuis, Sheriff
Hernando County Sheriff's Office
18900 Cortez Boulevard
Brooksville, FL 34601

RE: FY 2016-17 Final Adopted Budget for Hernando County
Formal Notice of Denial of HCSO's Request for Budget/Tax Increases

Dear Sheriff Nienhuis:

As you are aware, the Office of Management and Budget had determined that as of June 15th, the County's General Fund had a shortfall of approximately \$9.3 million. The Board would have been required to increase its millage rate by 1.2945 mills to fund the tentative budget.

Speaking for myself, I simply could not support imposing such a burden on our constituents. When it comes to adopting budgets and tax rates, I agree with the position taken by Governor Scott when he explained his line-item vetoes in 2015, "I go through the budget and I try to find out what's best for citizens. This is their money. It's not government money. They're paying taxes, and I'm going to do my best to make sure that money is spent wisely."

Thus, I was part of the unanimous vote by the Board not to impose a tax increase on our residents to fund the Fiscal Year 2017 budget. The Board reduced the budgets of the General Fund-funded departments under its direct control by approximately \$7.5 million. These cuts included eliminating virtually all of the County's proposed capital expenditures, reducing most departmental budgets below Fiscal Year 2016 levels, and removing all departmental requests for new positions or job reclassifications.

In light of the essential services that your office provides to our residents, the Board did not impose any reductions to the Sheriff's Office's current budget. Unlike the departments under the Board the Board voted to fund your office at the same levels in Fiscal Year 2017 as it did in Fiscal Year 2016.

That being said, the Board was unable to fund your request for \$1.7 million in new, wholly-discretionary spending as outlined in your letter to the Board of May 31, 2016 (copy attached). Doing so would have required the Board to increase its millage rates. Accordingly, the Board voted to eliminate the proposed new spending from your office's certified budget request.

On a related matter, your request to remove your presentation on the budget from the September 27, 2016 Board meeting agenda was approved as part of the "changes to agenda" at the beginning

of the meeting. I have directed your presentation on the budget to be rescheduled as part of the Board's meeting scheduled for November 8, 2016.

I look forward to hearing your presentation on November 8th.

Respectfully,



James F. Arkins, Chairman
Board of County Commissioners
Hernando County, Florida

Attachment

cc: Honorable Members, Board of County Commissioners
Leonard B. Sossamon, County Administrator
Pam Lee, Manager, Office of Management & Budget
Garth Collier, County Attorney

Approved Expenditures Per Asst. County Attorney Email 9/30/16

SUNGUARD PENTAMATION
 DATE: 10/03/2016
 TIME: 14:11:48

HERNANDO CO BOARD OF CO COMMISSIONERS
 APPROVED EXPENDITURE BUDGET WORKSHEET

PAGE NUMBER: 1
 EXPSUD74

SELECTION CRITERIA: bexpleadgr.key_orgn='02051'

FUND - 0011 - GENERAL FUND
 FUNCTION - 58010 - OTHER USES
 DIVISION - 99120 - CONSTITUTIONAL OFFICERS
 DEPARTMENT - 02051 - SHERIFF

ACCOUNT	TITLE	PRIOR YEAR BUDGET	CURRENT YR BUDGET	--- REQUESTED --- BASE NEW PROGRAMS	---	---- APPROVED ---- BASE NEW PROGRAMS	----
5909185	FEEES & COST-SHERIFF	30,020,276	31,019,366	32,371,329	0	31,019,366	0
	6-1-16: PER HCSO SUBMITTED BGT:			0			
	LAW ENF; EMC MGT, CRT HSE SEC LESS OTH. CONTRACT REV			32,371,329			
	9-06-16 PER PUBLIC HEARING VOTE BY THE BOCC THE HSCO			0			
	INCREASE FROM PRIOR YEAR TO BE REDUCED			-1,351,963			
5909192	FEEES & COSTS-JAIL	11,319,018	11,898,880	12,261,452	0	11,898,880	0
	6-1-16: PER HCSO SUBMITTED BUDGET:			0			
	DETENTION BGT LESS DETENTION CONTRACTED REV			12,261,452			
	9-06-16 PER PUBLIC HEARING VOTE BY THE BOCC HC SO			0			
	REQUESTED INCREASE TO REDUCED			-362,574			
TOTAL	* NON-OPERATING EXPENSES	41,339,294	42,918,246	44,632,781	0	42,918,246	0
TOTAL	SHERIFF	41,339,294	42,918,246	44,632,781	0	42,918,246	0
TOTAL	OTHER USES	41,339,294	42,918,246	44,632,781	0	42,918,246	0
TOTAL	GENERAL FUND	41,339,294	42,918,246	44,632,781	0	42,918,246	0
TOTAL REPORT		41,339,294	42,918,246	44,632,781	0	42,918,246	0

Approved Budgeted Revenue Per Asst. County Attorney Email 9/30/16

SUNGUARD PENITENTIARY
 DATE: 10/03/2016
 TIME: 14:13:27

HERNANDO CO BOARD OF CO COMMISSIONERS
 Approved Revenue Budget Worksheet

PAGE NUMBER: 1
 REVBU074

SELECTION CRITERIA: brevledgr.key_orgn='02051'

FUND - 0011 - GENERAL FUND
 FUNCTION - 58010 - OTHER USES
 DIVISION - 99120 - CONSTITUTIONAL OFFICERS
 DEPARTMENT - 02051 - SHERIFF

ACCOUNT	TITLE	PRIOR YEAR BUDGET	CURRENT YR BUDGET	--- REQUESTED --- BASE NEW PROGRAMS	--- APPROVED --- BASE NEW PROGRAMS
3415202	FEE-HCSO CIVIL FS 30.231	150,000	130,000	130,000 0	130,000 0
	6-1-16: OMB EST BASE ON PRIOR YR TRENDS			130,000	
TOTAL	+ CHARGES FOR SERVICES	150,000	130,000	130,000 0	130,000 0
3864001	EXCESS FEE-SHERIFF	343,700	574,250	562,700 0	562,700 0
	6-1-16: PER HCSO SUBMITTED REVENUE BUDGET			562,700	
TOTAL	+ OTHR SRCE-RES TFR-CONS	343,700	574,250	562,700 0	562,700 0
TOTAL	+ OTHER SOURCES	343,700	574,250	562,700 0	562,700 0
TOTAL	SHERIFF	493,700	704,250	91,061 0	692,700 0
TOTAL	OTHER USES	493,700	704,250	692,700 0	692,700 0
TOTAL	GENERAL FUND	493,700	704,250	692,700 0	692,700 0
TOTAL	REPORT	493,700	704,250	692,700 0	692,700 0

Approved Budgeted S.O. Reserves Per Asst. County Attorney Email 9/30/16

SUNGUARD PENTAMATION
 DATE: 10/03/2016
 TIME: 15:27:50

HERNANDO CO BOARD OF CO COMMISSIONERS
 APPROVED EXPENDITURE BUDGET WORKSHEET

PAGE NUMBER: 1
 EXPBUD74

SELECTION CRITERIA: bexp1edgr.key_orgn='05981'

FUND - 0011 - GENERAL FUND
 FUNCTION - 58010 - OTHER USES
 DIVISION - 99050 - ADMINISTRATIVE SERV - OTH
 DEPARTMENT - 05981 - CONTINGENCIES RESERVE

ACCOUNT	TITLE	PRIOR YEAR BUDGET	CURRENT YR BUDGET	--- REQUESTED --- BASE NEW PROGRAMS	--- APPROVED --- BASE NEW PROGRAMS
5909908	BUDGET RES FOR CONT-HCSO	0	0	0	214,591
	9-15-16 PER FS 30.49 RESER FOR CONTG. HCSO			214,591	
5909910	BUDGET RES FOR CONTINGNCY	258,290	28,023	414,613	377,105
	6-25-16: OMB ESTIMATED			414,613	
	REQUESTED EXP: \$82,922,629 X 0.5%			0	
	8-30-16 OMB ADJUSTED BASE ON FINAL EXP ADJUSTEMTN			0	
	77,099,454 X .50% \$385,297			-29,316	
	9-6-16 RESERVES ADJUSTED TO REALIGN WITH BUDGET POLICY			-8,487	
	9-15-16 RESERVES ADJUSTED TO REALIGN WITH BUDGET POLICY			295	
5909917	BUDGET RES-CAPITAL PROJECT	1,100,000	0	0	0
5909935	BUDGET RES-EMERGENCY	2,508,022	2,646,158	2,902,292	2,639,739
	6-25-16: OMB ESTIMATED			2,902,292	
	REQ. EXPENSE: \$82,922,629 X 3.5%			0	
	8-30-16 OMB ADJUSTED BASED ON FINAL EXPENSE ADJUSTMENTS			0	
	77,099,454 X 3.5% = 2,698,481			-203,811	
	9-6-16 RESERVES ADJUSTED TO RELIGN WITH BUDGET POLICY			-60,814	
	9-15-16 RESERVES ADJUSTED TO ALIGN WITH BUDGET POLICY			2,072	
5909981	BUDGET RES-STABILIZATION	2,508,022	2,646,158	2,902,292	2,639,739
	6-1516: OMB ESTIMATED			2,902,292	
	REQ. EXPENSES: \$82,922,629 X 3.5%			0	
	8-30-16 OMB ADJUSTED BASED ON FINAL EXPENSE ADJUSTMENTS			0	
	77,099,454 X 3.5% = 2,698,481			-203,811	
	9-6-16 RESERVES ADJUSTED TO RELIGN WITH BUDGET POLICY			-60,814	
	9-15-16 RESERVES ADJUSTED TO ALIGN WITH BUDGET POLICY			2,072	
5909982	BUDGET RES-OPER	3,000,000	3,000,000	3,000,000	3,000,000
	6-25-16: ESTIMATE GENERAL FUND BOARD DEPARTMENTS			3,000,000	
TOTAL	* NON-OPERATING EXPENSERS	9,374,334	8,320,339	9,219,197	8,871,174
TOTAL	CONTINGENCIES RESERVE	9,374,334	8,320,339	9,219,197	8,871,174
TOTAL	OTHER USES	9,374,334	8,320,339	9,219,197	8,871,174
TOTAL	GENERAL FUND	9,374,334	8,320,339	9,219,197	8,871,174

Exhibit A

Hernando County Sheriff's Office	Budget for Fiscal Year 2016-2017 Appeal to the Administration Commission					Exhibit A Summary of Budget by Functional Category Page 1 of 1 Pages		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
	Approved Budget	Approved Budget	Sheriff's Request	County Commission Approved	Approved Over/Under	Appealed to Administration Commission	Office of Policy and Budget	Administration Commission
Functional Category	FY 2014-15	FY 2015-16	FY 2016-17	FY 2016-17	Requested	Amounts	Recommendation	Approved
General Law Enforcement	30,091,009	31,032,977	32,345,091	31,032,977	(1,312,114)	1,312,114		
Corrections	11,379,923	11,959,785	12,325,403	11,959,785	(365,618)	365,618		
Court Services	1,212,367	1,206,319	1,274,011	1,206,319	(67,692)	67,692		
Total-BOCC Support	42,683,299	44,199,081	45,944,505	44,199,081	(1,745,424)	1,745,424	-	\$0.00

Narrative: (5) Budget notice from BOCC was not specific as to budget cuts therefore Petitioner used the same figures as FY2015-2016 approved. General Law Enforcement includes the Emergency Management Budget. BOCC budget notice did not mention how to handle the contract revenues which are backed out of the appropriations. FY2016-2017 Contract Revenues are expected to be \$1,311,723 (a difference of \$30,888).

Exhibit B

<i>Corrections</i>								
Personnel Services	9,465,548	10,059,340	10,298,088	10,059,340	(238,748)	238,748		
Operating Expenses	1,914,375	1,900,445	2,018,815	1,900,445	(118,370)	118,370		
Capital Outlay	-	-	8,500	-	(8,500)	8,500		
Debt Service	-	-	-	-	-	-		
Grants and Aids	-	-	-	-	-	-		
Other Uses	-	-	-	-	-	-		
Total:	\$ 11,379,923	\$ 11,959,785	\$ 12,325,403	\$ 11,959,785	\$ (365,618)	\$ 365,618	\$ -	\$0.00
<i>Court Services</i>								
Personnel Services	965,467	944,519	1,001,291	944,519	(56,772)	56,772		
Operating Expenses	246,900	261,800	272,720	261,800	(10,920)	10,920		
Capital Outlay	-	-	-	-	-	-		
Debt Service	-	-	-	-	-	-		
Grants and Aids	-	-	-	-	-	-		
Other Uses	-	-	-	-	-	-		
Total:	\$ 1,212,367	\$ 1,206,319	\$ 1,274,011	\$ 1,206,319	\$ (67,692)	\$ 67,692	\$ -	\$0.00
Total of all Object Codes:*	\$ 42,683,299	\$ 44,199,081	\$ 45,944,505	\$ 44,199,081	\$ (1,745,424)	\$ 1,745,424	\$ -	\$0.00

Narrative: (5) Budget notice from BOCC was not specific as to budget cuts therefore Petitioner used the same figures as FY2015-2016 approved. General Law Enforcement includes the Emergency Management Budget. BOCC budget notice did not mention how to handle the contract revenues which are backed out of the appropriations. FY2016-2017 Contract Revenues are expected to be \$1,311,723 (a difference of \$30,888).

Exhibit C

Hernando County Sheriff's Office	Budget for Fiscal Year 2016-2017 Appeal to the Administration Commission	Exhibit C - Detail of Personnel Services in the General Law Enforcement Functional Category Page 1 of 1 Pages
(1)	(2)	
Sub-Object Codes	Sheriff's FY 2016-2017 Request	
<i>Current Positions</i>		
11 Executive Salaries	140,786.00	
12 Regular Salaries and Wages	17,202,872.00	
13 Other Salaries and Wages	351,500.00	
14 Overtime	360,800.00	
15 Special Pay	617,283.00	
16 Compensated Annual Leave	302,200.00	
17 Compensated Sick Leave	131,395.00	
18 Compensated Compensatory Leave	-	
21 FICA Taxes	1,417,769.00	
22 Retirement Contributions	3,314,341.00	
23 Life and Health Insurance	2,771,692.00	
24 Workers' Compensation	844,340.00	
25 Unemployment Compensation	-	
26 Other Post-Employment Benefits	-	
TOTAL	\$27,454,978.00	
<i>New Positions</i>		
11 Executive Salaries	-	
12 Regular Salaries and Wages	292,131.00	
13 Other Salaries and Wages	20,000.00	
14 Overtime	-	
15 Special Pay	-	
16 Compensated Annual Leave	-	
17 Compensated Sick Leave	-	
18 Compensated Compensatory Leave	-	
21 FICA Taxes	23,883.00	
22 Retirement Contributions	33,400.00	
23 Life and Health Insurance	89,789.00	
24 Workers' Compensation	7,619.00	
25 Unemployment Compensation	-	
26 Other Post-Employment Benefits	-	
TOTAL	\$466,822.00	
TOTAL PERSONNEL SERVICES BUDGET	\$27,921,800.00	

Exhibit C

Hernando County Sheriff's Office	Budget for Fiscal Year 2016-2017 Appeal to the Administration Commission	Exhibit C - Detail of Personnel Services in the Corrections Functional Category Page 1 of 1 Pages
(1)	(2)	
Sub-Object Codes	Sheriff's FY 2016-2017 Request	
<i>Current Positions</i>		
11 Executive Salaries	-	
12 Regular Salaries and Wages	6,600,677.00	
13 Other Salaries and Wages	5,000.00	
14 Overtime	55,800.00	
15 Special Pay	216,198.00	
16 Compensated Annual Leave	115,044.00	
17 Compensated Sick Leave	45,132.00	
18 Compensated Compensatory Leave	-	
21 FICA Taxes	523,101.00	
22 Retirement Contributions	1,263,235.00	
23 Life and Health Insurance	1,077,031.00	
24 Workers' Compensation	343,159.00	
25 Unemployment Compensation		
26 Other Post-Employment Benefits		
TOTAL	\$10,244,377.00	
<i>New Positions</i>		
11 Executive Salaries	-	
12 Regular Salaries and Wages	39,187.00	
13 Other Salaries and Wages	-	
14 Overtime	-	
15 Special Pay	-	
16 Compensated Annual Leave	-	
17 Compensated Sick Leave	-	
18 Compensated Compensatory Leave	-	
21 FICA Taxes	2,998.00	
22 Retirement Contributions	2,845.00	
23 Life and Health Insurance	8,219.00	
24 Workers' Compensation	462.00	
25 Unemployment Compensation	-	
26 Other Post-Employment Benefits	-	
TOTAL	\$53,711.00	
TOTAL PERSONNEL SERVICES BUDGET	\$10,298,088.00	

Exhibit C

Hernando County Sheriff's Office	Budget for Fiscal Year 2016-2017 Appeal to the Administration Commission	Exhibit C - Detail of Personnel Services in the Court Services Functional Category Page 1 of 1 Pages
(1)	(2)	
Sub-Object Codes	Sheriff's FY 2016-2017 Request	
<i>Current Positions</i>		
11 Executive Salaries	-	
12 Regular Salaries and Wages	577,761.00	
13 Other Salaries and Wages	50,000.00	
14 Overtime	7,500.00	
15 Special Pay	18,540.00	
16 Compensated Annual Leave	38,500.00	
17 Compensated Sick Leave	16,000.00	
18 Compensated Compensatory Leave	-	
21 FICA Taxes	51,920.00	
22 Retirement Contributions	120,253.00	
23 Life and Health Insurance	80,984.00	
24 Workers' Compensation	39,833.00	
25 Unemployment Compensation	-	
26 Other Post-Employment Benefits	-	
TOTAL	\$1,001,291.00	
<i>New Positions</i>		
11 Executive Salaries	-	
12 Regular Salaries and Wages	-	
13 Other Salaries and Wages	-	
14 Overtime	-	
15 Special Pay	-	
16 Compensated Annual Leave	-	
17 Compensated Sick Leave	-	
18 Compensated Compensatory Leave	-	
21 FICA Taxes	-	
22 Retirement Contributions	-	
23 Life and Health Insurance	-	
24 Workers' Compensation	-	
25 Unemployment Compensation	-	
26 Other Post-Employment Benefits	-	
TOTAL	\$0.00	
TOTAL PERSONNEL SERVICES BUDGET	\$1,001,291.00	

Exhibit F

Hernando County Sheriff's Office	Budget for Fiscal Year 2016-2017 Appeal to the Administration Commission	Exhibit F - Detail of Operating Expenses in the General Law Enforcement Functional Category Page 1 of 1 Pages
(1)	(2)	
Sub-Object Codes	Sheriff's FY 2016-2017 Request	
31 Professional Services	23,100.00	
32 Accounting and Auditing	-	
33 Court Reporter Services	-	
34 Other Services	57,455.00	
35 Investigations	98,400.00	
36 Pension Benefits	-	
40 Travel and Per Diem	35,255.00	
41 Communications Services	192,473.00	
42 Freight and Postage Services	32,175.00	
43 Utility Services	213,924.00	
44 Rentals and Leases	30,330.00	
45 Insurance	655,650.00	
46 Repair & Maintenance Services	466,623.00	
47 Printing and Binding	22,877.00	
48 Promotional Activities	5,250.00	
49 Other Charges & Obligations	497,945.00	
51 Office Supplies	129,145.00	
52 Operating Supplies	1,334,234.00	
53 Road Materials and Supplies	-	
54 Books, Publications & Subscriptions	47,465.00	
55 Training	74,490.00	
59 Depreciation	-	
TOTAL OPERATING EXPENSES BUDGET	\$3,916,791.00	

Exhibit F

Hernando County Sheriff's Office	Budget for Fiscal Year 2016-2017 Appeal to the Administration Commission	Exhibit F - Detail of Operating Expenses in the Corrections Functional Category Page 1 of 1 Pages
(1)	(2)	
Sub-Object Codes	Sheriff's FY 2016-2017 Request	
31 Professional Services	-	
32 Accounting and Auditing	-	
33 Court Reporter Services	-	
34 Other Services	175,540.00	
35 Investigations	-	
36 Pension Benefits	-	
40 Travel and Per Diem	41,550.00	
41 Communications Services	7,500.00	
42 Freight and Postage Services	5,000.00	
43 Utility Services	363,850.00	
44 Rentals and Leases	-	
45 Insurance	137,500.00	
46 Repair & Maintenance Services	20,800.00	
47 Printing and Binding	900.00	
48 Promotional Activities	-	
49 Other Charges & Obligations	60,160.00	
51 Office Supplies	23,675.00	
52 Operating Supplies	1,142,990.00	
53 Road Materials and Supplies	-	
54 Books, Publications & Subscriptions	28,900.00	
55 Training	10,450.00	
59 Depreciation	-	
TOTAL OPERATING EXPENSES BUDGET	\$2,018,815.00	

Exhibit F

Hernando County Sheriff's Office	Budget for Fiscal Year 2016-2017 Appeal to the Administration Commission	Exhibit F - Detail of Operating Expenses in the Court Services Functional Category Page 1 of 1 Pages
(1)	(2)	
Sub-Object Codes	Sheriff's FY 2016-2017 Request	
31 Professional Services	-	
32 Accounting and Auditing	-	
33 Court Reporter Services	-	
34 Other Services	236,000.00	
35 Investigations	-	
36 Pension Benefits	-	
40 Travel and Per Diem	1,100.00	
41 Communications Services	2,000.00	
42 Freight and Postage Services	-	
43 Utility Services	-	
44 Rentals and Leases	-	
45 Insurance	14,000.00	
46 Repair & Maintenance Services	800.00	
47 Printing and Binding	-	
48 Promotional Activities	-	
49 Other Charges & Obligations	2,070.00	
51 Office Supplies	1,600.00	
52 Operating Supplies	13,650.00	
53 Road Materials and Supplies	-	
54 Books, Publications & Subscriptions	-	
55 Training	1,500.00	
59 Depreciation	-	
TOTAL OPERATING EXPENSES BUDGET	\$272,720.00	

Exhibit H

Hernando County Sheriff's Office	Budget for Fiscal Year 2016-2017 Appeal to the Administration Commission	Exhibit H - Detail of Debt Service / Grants & Aids / Other Uses in the Functional Category Page 0 of 0 Pages
(1)	(2)	
Sub-Object Code	Sheriff's FY 2016-2017 Request	
<i>Debt Service</i>		
71 Principal		
72 Interest		
73 Other Debt Service Cost		
TOTAL DEBT SERVICES BUDGET	\$0.00	
<i>Grants & Aids</i>		
81 Aids to Government Agencies		
82 Aids to Private Organizations		
83 Other Grants and Aids		
TOTAL GRANTS & AIDS BUDGET	\$0.00	
<i>Other Uses</i>		
91 Intragovernmental Transfers		
92 Advances		
93 Nonoperating Interest - Proprietary Funds		
94 Nonoperating Grant Expense - Proprietary Funds		
95 Other Nonoperating Uses - Proprietary Funds		
99 Other Uses		
TOTAL OTHER USES BUDGET	\$0.00	

EXHIBIT D

Hernando County Sheriff's Office	Budget for Fiscal Year 2016-2017 Appeal to the Administration Commission	Exhibit D - Detail of Current Positions in the General Law Enforcement Functional Category Page 1 of 2 Pages
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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
# of Positions	Position Title	FTE	Date Position Establish	Est Amount Paid FY2016- 17	Annual Rate of Pay on Sept 30, 2016	Salary Rate Increase Requested	Requested Rate of Salary on Sept 30, 2017	Amount Requested for Salaries in 2016-17
1	ADMIN ASSISTANT	1		\$ 51,085	\$ 50,663	\$ 2,533	\$ 53,196	\$ 51,085
5	ANIMAL SERVICES OFFC	5		\$ 196,482	\$ 188,229	\$ 9,411	\$ 197,640	\$ 196,482
13	ARMS CLERK	13		\$ 377,454	\$ 368,098	\$ 17,752	\$ 385,851	\$ 377,454
1	ASST FINANCE DIRECTO	1		\$ 74,087	\$ 74,087	\$ -	\$ 74,087	\$ 74,087
2	AUTO MECHANIC	2		\$ 96,499	\$ 95,159	\$ 4,758	\$ 99,917	\$ 96,499
3	CAPTAIN PATROL	3		\$ 278,598	\$ 278,598	\$ 8,246	\$ 286,844	\$ 274,878
1	CIVIL CLERK SUPERVIS	1		\$ 41,604	\$ 40,672	\$ 1,017	\$ 41,689	\$ 41,604
1	CIVIL PROCESS SERVER	1		\$ 38,193	\$ 36,813	\$ 1,841	\$ 38,654	\$ 38,193
9	CLERK II WARRANTS	9		\$ 209,942	\$ 206,442	\$ 7,348	\$ 213,790	\$ 209,942
4	CLERK III WARRANTS	4		\$ 123,316	\$ 119,474	\$ 5,974	\$ 125,447	\$ 123,316
2	CLERK IV WARRANTS	2		\$ 85,248	\$ 83,840	\$ 4,192	\$ 88,032	\$ 85,248
1	COLONEL	1		\$ 125,148	\$ 121,510	\$ 3,638	\$ 125,148	\$ 124,908
1	COMM CTR MANAGER	1		\$ 75,939	\$ 74,087	\$ 3,704	\$ 77,791	\$ 75,939
4	COMM CTR SHIFT SUPVR	4		\$ 180,740	\$ 174,910	\$ 8,745	\$ 183,655	\$ 180,740
1	COMM RELATIONS SPEC	1		\$ 34,319	\$ 34,035	\$ 1,702	\$ 35,737	\$ 34,319
1	COMM/MEDIA REL MGR	1		\$ 72,687	\$ 71,790	\$ 3,590	\$ 75,380	\$ 72,687
1	COMPROLLER	1		\$ 89,517	\$ 86,910	\$ 2,607	\$ 89,517	\$ 89,517
1	COMPUTER TECHNICIAN	1		\$ 38,770	\$ 38,609	\$ 1,930	\$ 40,539	\$ 38,770
2	CORPORAL	2		\$ 110,879	\$ 106,234	\$ 5,312	\$ 111,545	\$ 110,879
3	CRIME ANALYST	3		\$ 122,711	\$ 121,168	\$ 5,259	\$ 126,428	\$ 122,711
1	CRIME ANALYST MGR	1		\$ 76,572	\$ 75,939	\$ 3,797	\$ 79,736	\$ 76,572
12	DEPUTY TRAFFIC	12		\$ 631,255	\$ 621,914	\$ 23,601	\$ 645,515	\$ 624,895
3	DEPUTY / TRAINING	3		\$ 184,625	\$ 184,128	\$ 2,983	\$ 187,111	\$ 182,465
3	DEPUTY CANINE	3		\$ 164,143	\$ 159,959	\$ 7,944	\$ 167,903	\$ 163,063
3	DEPUTY CIVIL	3		\$ 185,379	\$ 185,379	\$ -	\$ 185,379	\$ 183,459
7	DEPUTY COPPS	7		\$ 323,744	\$ 323,259	\$ 5,822	\$ 329,081	\$ 322,904
1	DEPUTY MARINE	1		\$ 44,451	\$ 43,820	\$ 1,082	\$ 44,902	\$ 43,911
93	DEPUTY PATROL	93		\$ 4,453,255	\$ 4,360,712	\$ 172,088	\$ 4,532,800	\$ 4,421,495
1	DEPUTY PILOT	1		\$ 56,001	\$ 54,202	\$ 2,698	\$ 56,900	\$ 55,761
5	DEPUTY SEU	5		\$ 222,547	\$ 220,269	\$ 6,822	\$ 227,091	\$ 221,107
2	DEPUTY WARRANTS	2		\$ 375,265	\$ 372,299	\$ 12,364	\$ 384,663	\$ 373,825
31	DETECTIVE	31		\$ 1,689,628	\$ 1,662,447	\$ 57,673	\$ 1,720,120	\$ 1,674,508
1	DIR OF TECH SERV	1		\$ 87,564	\$ 86,129	\$ 4,306	\$ 90,435	\$ 87,564
1	DIRECTOR OF FORENSIC	1		\$ 86,233	\$ 82,454	\$ 4,123	\$ 86,576	\$ 86,233
1	EM COORDINATOR	1		\$ 41,034	\$ 40,197	\$ 2,010	\$ 42,207	\$ 41,034
1	EM DIRECTOR	1		\$ 80,331	\$ 77,428	\$ 3,871	\$ 81,299	\$ 80,331
1	EM GRANT SPECIALIST	1		\$ 28,712	\$ 28,241	\$ 706	\$ 28,947	\$ 28,712
2	EM SPECIALIST I	2		\$ 59,382	\$ 57,916	\$ 2,190	\$ 60,106	\$ 59,382
1	EM SPECIALIST II	1		\$ 31,249	\$ 30,549	\$ 764	\$ 31,312	\$ 31,249
1	EXECUTIVE ASSISTANT	1		\$ 55,552	\$ 55,552	\$ 2,778	\$ 58,329	\$ 55,552

2	FINANCE SPECIALIST I	2	\$ 64,926	\$ 63,923	\$ 3,196	\$ 67,119	\$ 64,926
1	FINANCIAL ANALYST	1	\$ 71,293	\$ 70,413	\$ 3,521	\$ 73,934	\$ 71,293
1	FISCAL ASSISTANT	1	\$ 54,503	\$ 53,391	\$ 2,670	\$ 56,061	\$ 54,503
1	FLEET MAINT MANAGER	1	\$ 68,763	\$ 68,195	\$ 3,410	\$ 71,605	\$ 68,763
5	FORENSIC SPECIALIST	5	\$ 237,793	\$ 231,607	\$ 11,580	\$ 243,187	\$ 237,793
1	FORENSIC TECH I	1	\$ 30,816	\$ 30,125	\$ 753	\$ 30,879	\$ 30,816
1	HR DIRECTOR	1	\$ 72,689	\$ 71,791	\$ 3,590	\$ 75,381	\$ 72,689
1	HR SPECIALIST I	1	\$ 31,082	\$ 29,959	\$ 1,498	\$ 31,456	\$ 31,082
1	IA INSPECTOR	1	\$ 58,157	\$ 57,215	\$ 2,825	\$ 60,040	\$ 57,437
1	INVESTIGATIVE SGT.	1	\$ 62,398	\$ 61,401	\$ 2,992	\$ 64,393	\$ 60,838
1	LEGAL COUNSEL	1	\$ 80,846	\$ 80,846	\$ 2,425	\$ 83,272	\$ 80,846
9	LIEUTENANT	9	\$ 770,577	\$ 748,385	\$ 22,192	\$ 770,577	\$ 761,937
1	MAJOR - LE	1	\$ 101,820	\$ 98,889	\$ 2,931	\$ 101,820	\$ 100,620
1	MECHANIC AVIATION	1	\$ 35,360	\$ 35,360	\$ -	\$ 35,360	\$ 35,360
1	MGR BIO ID	1	\$ 76,192	\$ 72,853	\$ 3,643	\$ 76,495	\$ 76,192
1	MULTI MEDIA SPEC	1	\$ 41,181	\$ 39,693	\$ 1,985	\$ 41,678	\$ 41,181
3	NETWORK SUPP TECH	3	\$ 171,338	\$ 165,079	\$ 8,254	\$ 173,332	\$ 171,338
1	PROP/EVID SUPVR	1	\$ 33,732	\$ 33,044	\$ 1,652	\$ 34,696	\$ 33,732
1	PSA TFO	1	\$ 45,573	\$ 45,197	\$ 2,260	\$ 47,457	\$ 45,573
2	PUBLIC SERVICE TECH	2	\$ 59,851	\$ 57,001	\$ 2,850	\$ 59,851	\$ 59,851
1	PURCHASING CLERK	1	\$ 37,567	\$ 36,951	\$ 1,848	\$ 38,799	\$ 37,567
1	PURCHASING SUPVR	1	\$ 44,910	\$ 44,724	\$ 2,236	\$ 46,960	\$ 44,910
1	RECORDS MANAGER	1	\$ 53,783	\$ 53,339	\$ 2,667	\$ 56,006	\$ 53,783
1	RECORDS SHIFT SUPERV	1	\$ 38,255	\$ 37,939	\$ 1,897	\$ 39,836	\$ 38,255
3	SECRETARY I	3	\$ 99,182	\$ 96,682	\$ 4,230	\$ 100,913	\$ 99,182
4	SECRETARY II	4	\$ 88,400	\$ 86,180	\$ 4,309	\$ 90,489	\$ 88,400
1	SENIOR ADMIN OFFICER	1	\$ 97,150	\$ 94,321	\$ 2,830	\$ 97,150	\$ 97,150
21	SERGEANT	21	\$ 1,407,116	\$ 1,376,139	\$ 58,704	\$ 1,434,843	\$ 1,389,116
1	SHERIFF	1	\$ 140,346	\$ 136,304	\$ 4,042	\$ 140,346	\$ 138,786
1	SOFTWARE ENGINEER	1	\$ 87,588	\$ 85,800	\$ 4,290	\$ 90,090	\$ 87,588
4	SRO DEPUTY	4	\$ 236,738	\$ 233,241	\$ 5,475	\$ 238,716	\$ 235,298
1	STARCOM ANALYST	1	\$ 56,015	\$ 55,552	\$ 2,778	\$ 58,329	\$ 56,015
1	STARCOM COORDINATOR	1	\$ 60,340	\$ 59,842	\$ 2,992	\$ 62,834	\$ 60,340
12	TELECOMMUNICATOR I	12	\$ 337,110	\$ 332,632	\$ 14,595	\$ 347,227	\$ 337,110
8	TELECOMMUNICATOR II	8	\$ 250,013	\$ 243,740	\$ 10,030	\$ 253,771	\$ 250,013
8	TELECOMMUNICATOR III	8	\$ 296,917	\$ 292,490	\$ 9,910	\$ 302,400	\$ 296,917
11	TELECOMMUNICATOR IV	11	\$ 432,729	\$ 423,318	\$ 21,166	\$ 444,484	\$ 432,729
1	TRAINING SUPERVISOR	1	\$ 42,191	\$ 41,330	\$ 2,067	\$ 43,397	\$ 42,191

345 General Law Enforcement

345

EXHIBIT D

Hernando County Sheriff's Office	Budget for Fiscal Year 2016-2017 Appeal to the Administration Commission	Exhibit D - Detail of Current Positions in the Corrections Functional Category Page 1 of 1 Pages
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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
# of Positions	Position Title	FTE	Date Position Established	Est Amount Paid FY2016- 17	Annual Rate of Pay on Sept 30, 2016	Salary Rate Increase Requested	Requested Rate of Salary on Sept 30, 2017	Amount Requested for Salaries in 2016-17
1	ACCREDITATION SPECST	1		\$ 42,183	\$ 40,334	\$ 2,017	\$ 42,351	\$ 42,183
1	ADMIN ASSISTANT JAIL	1		\$ 46,462	\$ 46,078	\$ 2,304	\$ 48,382	\$ 46,462
1	ADV REG NRS PRACTNR	1		\$ 73,850	\$ 73,544	\$ 3,677	\$ 77,221	\$ 73,850
1	CAPTAIN ADMIN	1		\$ 95,575	\$ 92,826	\$ 2,749	\$ 95,575	\$ 94,375
3	CLERK III	3		\$ 73,517	\$ 72,771	\$ 3,081	\$ 75,852	\$ 73,517
1	CLERK IV PURCHASING	1		\$ 33,637	\$ 33,359	\$ 1,668	\$ 35,027	\$ 33,637
1	COMM SYS SPECIALIST	1		\$ 44,747	\$ 43,479	\$ 2,174	\$ 45,653	\$ 44,747
10	CORPORAL	10		\$ 542,846	\$ 532,929	\$ 22,583	\$ 555,512	\$ 536,486
8	CRO	8		\$ 187,392	\$ 185,299	\$ 5,956	\$ 191,255	\$ 187,392
17	DEPUTY - BOOKING	17		\$ 789,191	\$ 777,270	\$ 38,786	\$ 816,056	\$ 787,631
3	DEPUTY - CLASSIFICAT	3		\$ 141,180	\$ 139,645	\$ 6,934	\$ 146,579	\$ 140,220
4	DEPUTY - KITCHEN	4		\$ 188,342	\$ 186,788	\$ 9,321	\$ 196,109	\$ 187,982
1	DEPUTY - LAUNDRY	1		\$ 46,995	\$ 46,607	\$ 2,330	\$ 48,937	\$ 46,995
3	DEPUTY - MAINTENANCE	3		\$ 135,755	\$ 133,193	\$ 6,660	\$ 139,852	\$ 135,755
1	DEPUTY - TRAINING	1		\$ 47,536	\$ 45,831	\$ 1,137	\$ 46,967	\$ 47,176
3	DEPUTY TRANSPORT	3		\$ 175,810	\$ 174,952	\$ 2,572	\$ 177,524	\$ 174,610
1	DETENTION INSPECTOR	1		\$ 60,077	\$ 58,147	\$ 2,895	\$ 61,043	\$ 59,837
1	FISCAL ASSISTANT	1		\$ 36,206	\$ 34,897	\$ 1,745	\$ 36,642	\$ 36,206
40	HOUSING DEPUTY	40		\$ 1,771,421	\$ 1,736,641	\$ 86,400	\$ 1,823,041	\$ 1,762,781
2	HR SPECIALIST II	2		\$ 67,836	\$ 66,971	\$ 3,349	\$ 70,320	\$ 67,836
1	INMATE PROPERTY TECH	1		\$ 38,348	\$ 36,667	\$ 1,833	\$ 38,500	\$ 38,348
1	LIEUTENANT OPERATION	1		\$ 85,500	\$ 83,034	\$ 2,466	\$ 85,500	\$ 84,660
10	LPN	10		\$ 424,859	\$ 418,266	\$ 18,954	\$ 437,220	\$ 424,859
1	MAJOR - JUDICIAL SVE	1		\$ 101,340	\$ 98,409	\$ 2,931	\$ 101,340	\$ 100,620
1	MEDICAL DIRECTOR	1		\$ 84,082	\$ 82,704	\$ 4,135	\$ 86,839	\$ 84,082
1	MEDICAL FLOAT DEPUTY	1		\$ 47,955	\$ 47,567	\$ 2,330	\$ 49,897	\$ 46,995
2	Mental Health Worker	2		\$ 89,330	\$ 87,519	\$ 4,376	\$ 91,895	\$ 89,330
1	RN SUPERVISOR	1		\$ 62,032	\$ 61,015	\$ 3,051	\$ 64,066	\$ 62,032
1	SECRETARY I JAIL	1		\$ 27,370	\$ 27,032	\$ 1,352	\$ 28,384	\$ 27,370
12	SERGEANT	12		\$ 793,692	\$ 781,139	\$ 38,547	\$ 819,686	\$ 783,492
1	SR LPN	1		\$ 48,132	\$ 46,580	\$ 2,329	\$ 48,909	\$ 48,132
1	STAFF REG. NURSE	1		\$ 51,597	\$ 50,647	\$ 1,266	\$ 51,913	\$ 51,597
2	TECHNICIAN BOOKING	2		\$ 56,117	\$ 55,929	\$ 1,498	\$ 57,427	\$ 56,117
2	TECHNICIAN CLASSIFIC	2		\$ 58,824	\$ 57,111	\$ 2,177	\$ 59,288	\$ 58,824
1	TECHNICIAN MEDICAL	1		\$ 30,941	\$ 30,685	\$ 1,534	\$ 32,219	\$ 30,941

EXHIBIT D

Hernando County Sheriff's Office		Budget for Fiscal Year 2016-2017 Appeal to the Administration Commission				Exhibit D - Detail of Current Positions in the Court Services Functional Category Page 1 of 1 Pages		
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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
# of Position s	Position Title	FTE	Date Position Establishe d	Est Amount Paid FY2016- 17	Annual Rate of Pay on Sept 30, 2016	Salary Rate Increase Requested	Requested Rate of Salary on Sept 30, 2017	Amount Requested for Salaries in 2016-17

1	CORPORAL - JUDICIAL	1		\$ 68,441	\$ 67,076	\$ 3,276	\$ 70,352	\$ 66,881
8	DEPUTY COURTHOUSE	8		\$ 428,487	\$ 422,553	\$ 14,724	\$ 437,278	\$ 422,727
1	SERGEANT COURTHOUSE	1		\$ 80,833	\$ 77,322	\$ 3,830	\$ 81,152	\$ 80,113

10	Courthouse	10						
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EXHIBIT D

Hernando County Sheriff's Office	Budget for Fiscal Year 2016-2017 Appeal to the Administration Commission	Exhibit D - Detail of Current Positions in the Corrections Functional Category Page 1 of 1 Pages
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(1) (2) (3) (4) (5) (6) (7) (8) (9)

# of Positions	Position Title	FTE	Date Position Established	Est Amount Paid FY2016- 17	Annual Rate of Pay on Sept 30, 2016	Salary Rate Increase Requested	Requested Rate of Salary on Sept 30, 2017	Amount Requested for Salaries in 2016-17
1	DEPUTY DETENTION-PT	0.25		\$ 5,000	\$ 5,000	\$ -	\$ 5,000	\$ 5,000

EXHIBIT D

Hernando County Sheriff's Office	Budget for Fiscal Year 2016-2017 Appeal to the Administration Commission	Exhibit D - Detail of Current Positions in the Court Services Functional Category Page 1 of 1 Pages
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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
# of Positions	Position Title	FTE	Date Position Established	Est Amount Paid FY2016- 17	Annual Rate of Pay on Sept 30, 2016	Salary Rate Increase Requested	Requested Rate of Salary on Sept 30, 2017	Amount Requested for Salaries in 2016-17
2	PT DEPUTY COURTHOUSE	1		\$ 50,000	\$ 50,000	\$ -	\$ 50,000	\$ 50,000

EXHIBIT E

Hernando County Sheriff's Office	Budget for Fiscal Year 2016-2017 Appeal to the Administration Commission	Exhibit E - Detail of New Positions Requested in the General Law Enforcement Functional Category Page 1 of 1 Pages
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(1) (2) (3) (4) (5) (6) (7) (8)

# of Positions	Position Title	FTE	Number of Months to be Employed	Requested Annual Rate	Salary Rate Increase Requested	Requested Rate of Salary on Sept 30, 2017	Amount Requested for Salaries in 2016- 17
1	PT Intern Software	0.75	12	20,000	-	20,000	20,000
1	Animal Enforcement Officer	1.00	12	30,549	-	30,549	30,549
1	Property Evidence Clerk	1.00	12	21,350	-	21,350	21,350
1	Major Case Detective	1.00	12	41,194	-	41,194	41,194
1	K9 Deputy	1.00	12	41,194	-	41,194	41,194
1	Human Resources Generalist	1.00	12	33,044	-	33,044	33,044
6	Public Service Tech	6.00	12	124,800	-	124,800	124,800

