

**MONROE
COUNTY**

SHERIFF'S OFFICE



**SHERIFF
RICK RAMSAY**



2022/2023 ANNUAL REPORT



NOW MORE THAN EVER,
THANK YOU
MONROE COUNTY
SHERIFF'S OFFICE,
FOR KEEPING US SAFE.



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Accreditations



The Monroe County Sheriff's Office currently holds five professional accreditation certifications, including both national and state law enforcement accreditations; national and state corrections accreditations; and accreditation from the National Commission on Correctional Health Care.



The Triple Crown Award is given to Sheriff's Offices that achieve simultaneous accreditation from the Commission on Accreditation of the American Correctional Association, the Commission on Accreditation for Law Enforcement, and the National Commission on Correctional Health Care.



Special thanks to Monroe County Sheriff's Office Adam Linhardt and the Keys Weekly for their work on the 2022/2023 Annual Report.



From the Sheriff

**I AM OFTEN REMINDED
OF HOW LUCKY WE ARE TO LIVE,
WORK AND PLAY HERE
IN THE FLORIDA KEYS
WHEN I TALK TO OTHER MEMBERS
OF THE LAW ENFORCEMENT
COMMUNITY WHO VISIT US.

THEY ALWAYS TELL ME
HOW ASTONISHED THEY ARE
AT THE LEVEL OF COOPERATION
AND THE OUTSTANDING
PARTNERSHIPS WE ENJOY.**



I am honored by, proud of and committed to those partnerships, whether it is working with our colleagues at the Key West Police Department and the Florida Department of Law Enforcement on a drug case, keeping speeders in check on U.S. 1 alongside Florida Highway Patrol troopers or keeping our waters safe and protecting wildlife with the Florida Fish and Wildlife Conservation Commission — the Monroe County Sheriff's Office is proud to call each our friends.

That includes our federal partners with the U.S. Coast Guard, the U.S. Customs and Border Protection, the U.S. Navy, the FBI, the Bureau of Alcohol, Tobacco, Firearms & Explosives, the Drug Enforcement Administration and Homeland Security Investigations, to name only a few.

They will always have a seat at my table as we work to keep this community safe.

So many residents have approached me personally to say how thankful they were to see the influx of Florida Highway Patrol troopers and FWC officers patrolling our community during the spike in migrant landings. They were sent to the Florida Keys, along with the Florida National Guard, at the order of Gov. Ron DeSantis to help manage what became a crisis in manpower.

Many of those state and federal partners told me time and time again how they have never worked in a community with such strong professional partnerships.

I hope that message resonates with all our residents. We cannot do it alone. Whether we're cleaning up after a storm, taking down and covering graffiti and other forms of vandalism, or working to put the bad guys in jail — we are stronger together.

I couldn't be more honored of that commitment, and I could not be more honored to be your sheriff.

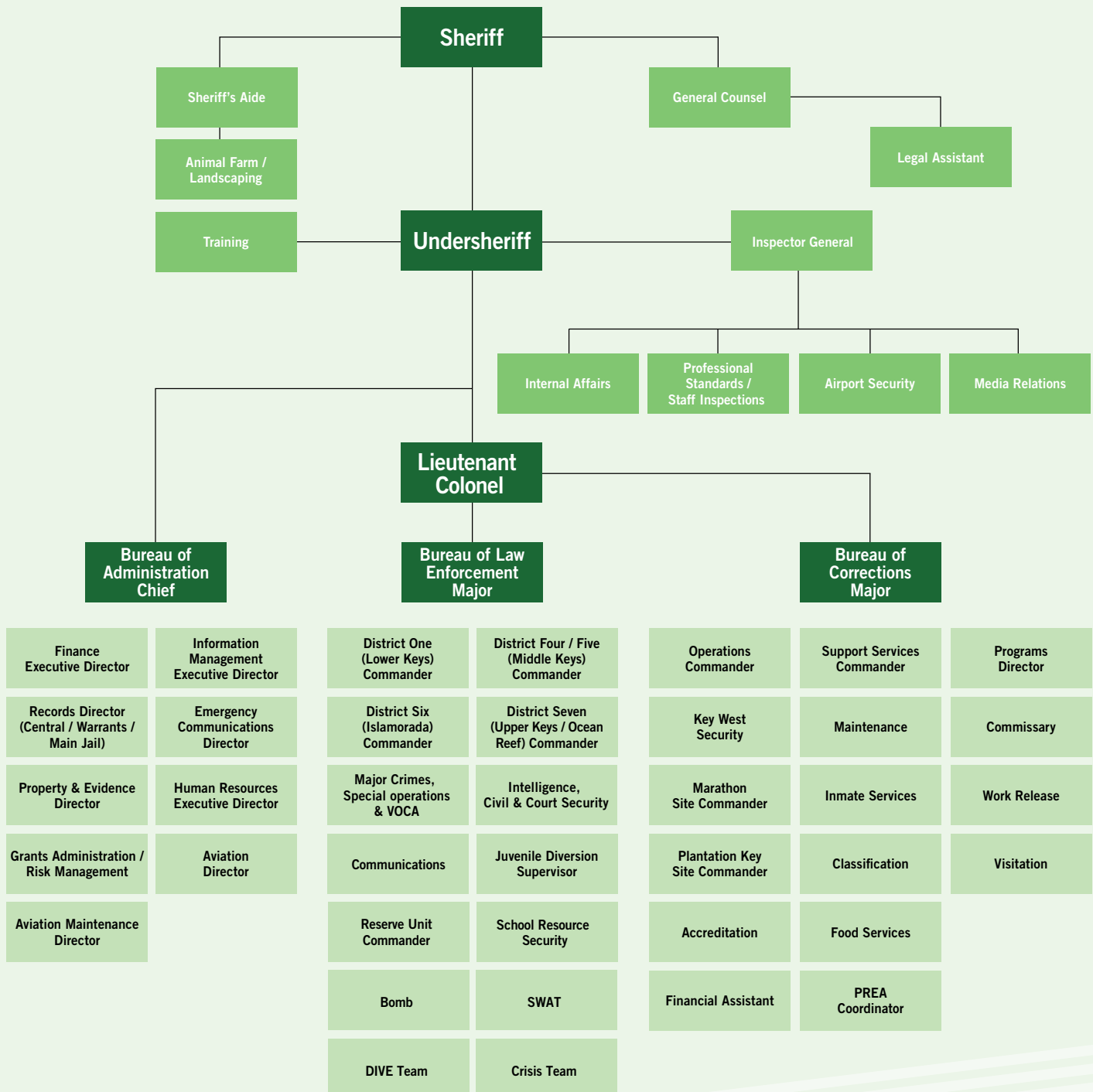
**Monroe County Sheriff
Rick Ramsay**





Monroe County Sheriff's Office

Organizational Chart





A history of the Monroe County Sheriff's Office in pictures





1. David Day and Dick Davidson in the Sheriff's Office at the Marathon Substation in 1963.

2. Sheriff's Office Marathon Substation. Date unknown.

3. Sheriff Rick Roth in the jail at Whitehead and Fleming streets in Key West. Published in the Miami Herald on March 1, 1991.

4. U.S. Vice President Hubert Humphrey and Sheriff Reese Thompson at the dedication of the desalination plant on Stock Island on July 20, 1967.

5. Marijuana bust by the Sheriff's Department in the 1970s.

6. Sheriff William Freeman's funeral in March 1989.

7. FBI agent Bob Strong conducting riot training with the Sheriff's Office, Key West Police Department, and the U.S. Navy on May 12, 1965.

8. John Spottswood and members of the Sheriff's Office in front of Lou's Appliance on Duval Street in Key West in 1954.

9. Flooding at the Sheriff's Office on Stock Island during Hurricane Wilma on Oct. 24, 2005.

10. Sheriff's Office Deputy Sheriff Bill Carter in 1958.

Credit: Monroe County Public Library



MCSO Locations throughout the Keys

The Florida Keys is a chain of islands extending south and west from the southern tip of Florida. The Monroe County Sheriff's Office is the primary law enforcement agency providing service to the residents of the county. The agency's jurisdiction extends from the Monroe County line at Mile Marker 112 of U.S. 1 (including County Road 905 and a portion of Card Sound Road) to the island of Key West at Mile Marker 5 of the same highway.

The agency is also charged with operating county detention facilities and serving civil papers in the entire county. The Sheriff's Office has its main headquarters building, and its main detention center, just outside of Key West on Stock Island.

The county is broken up into districts, including the Lower Keys (District 1), the Middle Keys (Districts 4 and 5), Islamorada (District 6), and the Upper Keys (District 7).

Note: Districts 2 and 3 do not exist in the Florida Keys. The designations were left available in anticipation that more areas of Monroe County would incorporate, but that has yet to happen.

While the Sheriff's Office is the primary law enforcement agency for Monroe County, other local, state and federal agencies operate in the Florida Keys.

The Florida Highway Patrol investigates most accidents on Keys' roads.

The Florida Fish and Wildlife Conservation Commission takes care of most waterborne law enforcement activities.

The Naval Air Station, located in the Lower Keys, has its own security force.

The city of Key West has its own police force, as does the city of Key Colony Beach.

The Sheriff's Office works closely with all law enforcement agencies in the Keys, and enjoys a good working relationship with all of them.



GENERAL INFORMATION

The Monroe County Sheriff's Office has approximately 530 employees, including 194 Road Patrol Deputies, 120 Detention Deputies, 173 support staff and 43 employees in our South Florida High Intensity Drug Trafficking Area office in Weston.

HEADQUARTERS (1)

The headquarters building is located at 5525 College Road on Stock Island. It houses the main administrative offices responsible for day-to-day operations, including Property and Evidence, Finance, Human Resources, Records and Warrants, Civil, Internal Affairs, Information Systems, Training, Legal, Media Relations and Professional Standards. Detectives working Lower Keys cases also have an office in the headquarters building.

DEPARTMENT OF JUVENILE JUSTICE (2)

The DJJ building is located adjacent to the Sheriff's main detention facility at 5503 College Road, Stock Island. The first floor is dedicated to the detention of juveniles and is operated by the Department of Juvenile Justice. The second floor houses the Sheriff's main supply office, Juvenile Programs, Victim Advocates and an office for detectives with the Sheriff's Major Crimes Unit as well as other county offices.



FREEMAN SUBSTATION, CUDJOE KEY (3)

The Freeman Substation, at 20950 Overseas Highway, is at Mile Marker 21 of U.S. 1, on Cudjoe Key. It is home to Lower Keys road patrol. District One runs from the city limits of Key West at Mile Marker 5 to Mile Marker 40 on the Seven Mile Bridge.

MARATHON SUBSTATION (4)

The Marathon Substation at 3103 Overseas Highway, Mile Marker 48.7 in the City of Marathon, houses Middle Keys road patrol, and detectives. There is a satellite Records office and Property office, as well as a civil deputy assigned to the substation. District Four includes the City of Marathon, from Mile Marker 40 on the Seven Mile Bridge, to Tom's

Harbor Cut Bridge at Mile Marker 60.5 of U.S. 1; District Five runs from Tom's Harbor Cut Bridge to the Islamorada city limits, located at Mile Marker 74 of U.S. 1. The 911 Communications Center is also in Marathon, housed separately, in the state building at 2796 Overseas Highway.

AVIATION DIVISION (5)

The aviation hangar is at the Marathon Airport at 10100 Overseas Highway. In addition to housing all Sheriff's Office and Trauma Star aircraft, it provides a home to the Sheriff's mobile command post. The building has a fully functional and equipped training classroom, and a gymnasium used by Sheriff's Office employees. Nearby is a state-of-the-art, 12-lane firearms range and training

facility with multiple moving target systems, lighting and audio that mimic real life conditions.

SPECIAL OPERATIONS AND HIGH-INTENSITY DRUG TRAFFICKING AREA (6)

This building, located at the north end of Marathon, houses detectives assigned to work specific types of crimes. These include narcotics and major crimes including homicide, sexual battery, and child abuse. Victim Advocates are housed here. The Monroe High-Intensity Drug Trafficking Area group (HIDTA) also works out of this building, coordinating long-term money laundering, racketeering and other types of investigations involving the cooperative involvement of local, state and federal law enforcement agencies.



7



8



9



10



11

ISLAMORADA SUBSTATION (7)

Servicing the law enforcement needs of the Village of Islamorada, the Islamorada substation is located at 86800 Overseas Highway, Mile Marker 86. District Six Road Patrol is housed here. District Six runs from Mile Marker 73 to the south end of the Channel 2 Bridge.

THE ROTH BUILDING, PLANTATION KEY (8)

The Roth Building, 50 High Point Road, services Sheriff's Office District Seven, which runs from the northernmost city limits of Islamorada at Mile Marker 90.2 (Tavernier Creek Bridge), to the county line at Mile Marker 112 of U.S. 1

— including Ocean Reef, parts of Card Sound Road and County Road 905.

MONROE COUNTY DETENTION CENTER, STOCK ISLAND (9)

The main jail, 5501 College Road, holds 596 inmates and includes a professional-grade kitchen, sick bay, medical offices, a video first-appearance room and an officers' dining room. Inmates from the Lower Keys, as well as all inmates deemed to be violent or high profile, are housed here. The commander of the Bureau of Corrections has his office in the facility and the day-to-day operations are overseen by two captains, who operate as the facilities commanders.

MARATHON DETENTION CENTER (10)

The Marathon Detention Center, 3981 Overseas Highway, is a satellite facility housing 52 inmates deemed to be low risk. The facility is run by a lieutenant who reports to the operations commander.

PLANTATION KEY DETENTION CENTER (11)

The Plantation Key Detention Center, 88770 Overseas Highway, houses 47 inmates deemed to be low risk. The facility is run by a lieutenant who reports to the operations commander.



We proudly support the men and women of the Monroe County Sheriff's Department and thank them for their bravery, commitment and service to the Florida Keys and our local communities.



WASTE MANAGEMENT OF THE FLORIDA KEYS
125 Toppino Industrial Drive • MM 8.5 • Rockland Key, FL 33040
305.296.8297



Commitment to Community



The Sheriff's Office is committed to ensuring Monroe County is the safest place to live, work and play. We take great pride in our community involvement and our continued efforts to keep them clean and crime-free.





"We believe cleaner communities are safer communities. When people are proud of their neighborhood, they care about it."

— Sheriff Rick Ramsay





MCSO Interacts with Youth



The Sheriff's Office is committed to the youth of our community. Our members frequently attend youth-related events, including career days at area schools, neighborhood get-togethers, bicycle rodeos and family events throughout the Keys.

Our School Resource Officers work full-time in our schools to keep our kids safe and to interact in a friendly, educational setting with kids of all ages.

We have an active Sheriff's Office Explorer program, which teaches members respect, honesty, integrity and the importance of teamwork and cooperation.

And of course, we have to mention our Sheriff's Office Animal Farm, a delight for kids and adults alike. Farmer Jeanne Selander and her animals are always a favorite attraction at a multitude of community events.



"Our children are our future and by helping to teach them how to be good citizens and succeed in life, we make our community a better place."

— Sheriff Rick Ramsay







Notes and Notables



Sheriff Rick Ramsay's philosophy that better, cleaner, safer streets mean better, cleaner, safer neighborhoods continues to permeate all corners of the agency from Key Largo to Key West.

Sheriff's Office deputies and members work to keep our community free of crime and also free of graffiti and trash because we are committed to the big picture: making Monroe County outstanding for residents and visitors.

We continue to train with an emphasis on the latest technologies with all our law enforcement partners at the local, state and federal levels.

The Sheriff's Office continues to ensure the future is just as bright by addressing one of our biggest employment concerns: housing. Sheriff Rick Ramsay partnered with a private entity to initiate a housing development currently under construction in Key West. The housing will be available to MCSO and our community partners.

Thank you to all our partners: our law enforcement colleagues, all our fine business, school and religious leaders and everyone in between who makes the Florida Keys great.





Executive Command Staff



Rick Ramsay

SHERIFF

The Sheriff, by law, is the chief law enforcement officer in Monroe County with the full authority and responsibility to uphold the law and preserve the peace.

The Sheriff is charged with protecting the lives and property of citizens and visitors in the county. The Sheriff is ultimately responsible for every division and department in the Monroe

County Sheriff's Office. He is in touch, day to day, with the activities of the Sheriff's Office through his command staff.

Most divisions and departments report to him through his second in command, the Colonel or Undersheriff of the agency. His Executive Aide and the General Counsel report directly to the Sheriff.

Sheriff Ramsay has been in law enforcement, working for the Monroe County Sheriff's Office, since November of 1987.

He rose through the ranks, working in all aspects of the office until he was elected Sheriff in 2012. Sheriff Ramsay is the most decorated deputy in the history of the MCSO, with 102 commendations of merit. He has received all the awards the office offers, including the Medal of Valor for risking his own life to save the life of another.

During his time as Sheriff, the office has received prestigious Triple Crown status with the National Sheriffs' Association, one of only 71 offices in the country to receive the honor. The Triple Crown is awarded to agencies that achieve simultaneous accreditation the Commission on Accreditation for Law Enforcement, the Commission on Accreditation for Corrections of the American Correctional Association; and the National Commission on Correctional Health Care.



Col. Lou Caputo

COLONEL

The Colonel is second in command at the Sheriff's Office. He is also referred to as Undersheriff.

The Colonel is responsible for

the day-to-day actions of personnel and for the enforcement of general orders and policies within the Sheriff's Office. He also handles the disposition of disciplinary action. The Colonel oversees all the Sheriff's Office bureaus, including corrections and administrative bureaus.



Lt. Col. Chad Scibilia

LIEUTENANT COLONEL

The Lieutenant Colonel is third in command at the Sheriff's Office. He coordinates Sheriff's Office operations and

ensures all Sheriff's Office policies are properly implemented. Furthermore, the Lieutenant Colonel oversees the development of all policies and procedures vital to the agency. He also provides interagency and other governmental liaisons for the Sheriff's Office.



Patrick McCullah

LEGAL DIVISION

The General Counsel advises Sheriff Ramsay and senior command staff on a wide range of civil, criminal, and

administrative matters. The general counsel serves as the chief labor and contract negotiator and liaison to outside counsel, the State Attorney's Office, and several federal task forces. The General

Counsel oversees litigation related to the forfeiture of seized assets, provides legal updates and training, and works with staff to monitor potential risks and develop policy.

MISSION

It is the mission of the Monroe County Sheriff's Office to suppress, prevent and deter crime with the relentless pursuit of all criminals as a top priority. We will operate safe and professional detention and court security services throughout the Keys. We are dedicated to keeping our communities and roads safe while providing the highest quality of service to our residents and visitors. We are committed to the Keys.

VISION

Our vision is to enhance the quality of life in the Florida Keys through strong community partnerships in a way that maintains public trust. The men and women of the Monroe County Sheriff's Office will pursue the highest standards of law enforcement excellence in everything we do.

CORE VALUES

Honesty, Professionalism and Commitment to Community



Bureau of Law Enforcement



Maj. Don Hiller

**FIGHTING CRIME IS THE
NUMBER ONE MISSION OF A
LAW ENFORCEMENT AGENCY.
OUR DEPUTIES ARE THERE TO KEEP
PEOPLE SAFE. OUR DETECTIVES
WORK TO INVESTIGATE MORE
COMPLEX CRIMES. WE CANNOT
DO THE JOB WELL, HOWEVER,
WITHOUT A PARTNERSHIP WITH
THE COMMUNITY WE SERVE.**

Sheriff Ramsay has taken the well-known “broken windows theory” of crime and criminal behavior to heart and so have the people who work for him. The broken windows theory posits that the appearance of disorder — including trash on the streets, graffiti and abandoned homes and vehicles — leads to more disorder and criminal behavior. It theorizes that keeping neighborhoods clean and in good shape encourages people who live there to maintain order and discourages crime from taking place. Sheriff Ramsay’s philosophy states “cleaner safer streets, means cleaner safer neighborhoods.”

In charge of implementing this policy are the Captains and Lieutenants in each district. Captains serve as district commanders, working to forge a partnership with the community and other agencies; Lieutenants serve as station commanders, running the day-to-day law enforcement operations.



In each district, this command team works together to organize neighborhood clean-ups; Sheriff Ramsay directs them to paint out graffiti within 24 hours of finding it and he is often seen himself picking up trash and painting out unsightly graffiti throughout the county.

Members are encouraged to practice community-oriented policing to ensure the quality of life and livability factors are at the highest levels possible. The agency uses the Citizen’s Crime Watch program to enlist citizen cooperation in anti-crime efforts.

Members of the office meet with neighborhood groups and partner with citizens for the enhancement of public safety and quality of life. Agency efforts



include watch orders on residential and business properties when owners are away or the premises are unoccupied; business checks with our watch card program; bicycle patrols; Crime Stoppers of the Florida Keys; water patrols utilizing boats and personal watercraft; and routine neighborhood patrols.





District One - Lower Keys



Capt. David Smith



Lt. Donny Barrios

District 1 extends from the City of Key West to Mile Marker 40 on U.S. 1. The substation for District 1 is at Mile Marker 21 on Cudjoe Key. The Sheriff's Office headquarters building and the main jail are also located in District 1 on Stock Island.

Capt. David Smith is the District 1 Commander and oversees operations in the Lower Keys. The Station Commander is Lt. Donny Barrios, who oversees daily operations, including Road Patrol, the Criminal Investigations Unit Detectives and Marine Unit, to name a few.

The proximity to the City of Key West means District 1 often works alongside Key West Police Department on everything from criminal narcotics cases to community events that may affect traffic on U.S. 1 as well as public events such as Fantasy Fest.





Districts Four & Five - Middle Keys



Lt. Lissette Quintero

Districts 4 and 5 are located in the heart of the Florida Keys from Mile Marker 47 to Mile Marker 72, and include the cities of Marathon, Key Colony Beach, and Layton, as well as unincorporated parts of Monroe County. Lt. Lissette Quintero is the commanding officer.

The District 4 and 5 Substation is located at 3101 Overseas Highway in Marathon, not far from the Florida Highway Patrol building and Stanley Switlik Elementary School.

Just like all the other districts, Districts 4 and 5 have a robust Road Patrol, Criminal Investigations Unit and Marine Unit which patrol and investigate crimes throughout the Middle Keys.



Districts 4 and 5 have a strong history of wildlife enforcement, as many commercial lobster and stone crab industries operate in Marathon.

The District also helps with many community events each year, including the Marathon Seafood Festival, the Celtic Festival and the Seven Mile Bridge Run.



Districts Two and Three do not exist in the Florida Keys. The designations were left available in anticipation that more areas of the Keys would incorporate, but that has yet to happen.



District Six - Islamorada



Capt. Derek Paul



Lt. Charlene Sprinkle

The Village of Islamorada contracts its law enforcement services from the Sheriff's Office. The District 6 Substation is located at 86800 Overseas Highway. The Village consists of four main islands — 18 miles in length in total. Its population spikes during tourist season, and the Sheriff's Office works year-round to provide a safe environment for everyone residing in or traveling through what many consider the fishing capital of the country!

Capt. Derek Paul is the commanding officer for the Village of Islamorada with Lt. Charlene Sprinkle as his second in command.

Traffic enforcement along U.S. 1 is a priority in District 6 as is enforcement on the water, with a philosophy of compliance through education. Islamorada's reputation as a premier fishing destination means the Sheriff's Office is committed to safety and protecting our wildlife.



While that often means a strong presence on the water, it also includes patrolling bridges and nearshore waters to ensure anglers are having fun while not violating wildlife statutes.



District Seven - Upper Keys



Capt. Spenser Bryan



Lt. Chuck Kellenberger

The northernmost district in Monroe County is District 7 in Key Largo, which starts in south Miami-Dade County at Mile Marker 112 of U.S. 1 and ends at the Tavernier Creek Bridge at Mile Marker 90.2.

It also includes County Road 905, the Ocean Reef community, parts of Card Sound Road, and portions of Loop Road in the Everglades on the mainland.

The District 7 Substation is located at 50 High Point Road. The building was purchased through federally forfeited drug proceeds and opened in 2005 and is named after the late Sheriff Richard Roth, who was responsible for its purchase and renovation.

In addition to Road Patrol, Criminal Investigations Unit, and a Marine Unit, the Roth Building houses administrative offices for staff responsible for Records and Property, Juvenile Diversion programs, and Civil. A professional office staff at the Roth



Building provides essential services such as disseminating reports, fingerprinting, data entry and more. District 7 personnel are also responsible for following up and investigating felony crimes, processing crime scenes, as well as processing and securing evidence.

The Commanding Officer is Capt. Spenser Bryan and the Station Commander is Lt. Chuck Kellenberger.

District 7 also has a strong presence on U.S. 1 with its proximity to Miami and the 18-Mile Stretch. Robust law enforcement partnerships in District 7 with agencies such as the Florida Highway Patrol and Miami-Dade Police Department translate into safer neighborhoods and roadways.







Saving Lives

The Sheriff's Office Trauma Star air ambulance program has been a fantastic success for the residents and visitors of Monroe County. With bases in Marathon and Key West, the program is ready for launch at a moment's notice.

Trauma Star crews annually fly some 1,400 missions over greater distances than most other air ambulance programs. For perspective, the national average for similar programs is 264 patients a year, according to the Federal Aviation Administration and the Association of Air Medical Services. The Trauma Star average is more than five times that amount.

The Monroe County Board of County Commissioners approved the \$52 million acquisition of new AW139 helicopters in March 2023 as part of the county's infrastructure fund, which is generated from a one-cent sales tax. The program continues to operate in the black, with no out-of-pocket costs for Keys residents.

The AW139 is an aircraft of choice for EMS and search and rescue missions in Florida, nationally and across the globe.

The service is a joint effort between the Sheriff's Office and Monroe County Fire Rescue and provides critical rapid transport during the so-called "Golden Hour," when the chances for recovery are at their highest.





Bureau of Corrections

THE MISSION OF THE BUREAU OF CORRECTIONS (BOC) IS TO PROVIDE THE CUSTODY, CONTROL, CARE AND TREATMENT OF INMATES.

THE BOC OFFERS A VARIETY OF PROGRAMS TO INMATES WHO WISH TO MAKE A POSITIVE CHANGE IN THEIR LIVES, INCLUDING EDUCATIONAL AND WORK-RELATED PROGRAMS AS WELL AS REHABILITATIVE PROGRAMS AIMED AT CHANGING BEHAVIORS, SO THAT WHEN AN INMATE IS RELEASED, HE OR SHE HAS A CHANCE AT BECOMING A PRODUCTIVE, CONTRIBUTING MEMBER OF SOCIETY.



Maj. Tim Age



Capt. Jon Crane

Since October 2000, the Bureau of Corrections has passed five state accreditation inspections by meeting all 232 standards set forth by the Florida Corrections Accreditation Commission. In addition, the Bureau of Corrections is nationally accredited by the American Corrections Association, the world's largest corrections accreditation association. The bureau is proud of its ability to meet the difficult and exacting standards required to be a professionally accredited detention bureau both nationally and in the state of Florida.

The Corrections Bureau provides processing and detention services for all law enforcement agencies in Monroe County. Processing an inmate involves intake, medical screening, fingerprinting, photographing and classification of each person. Technology plays a key role, particularly through video imaging and electronic or inkless fingerprinting. The automated fingerprint identification system offers real-time positive identification on all arrestees.

We also use facial recognition technology which has been successful at identifying new intakes giving false information. A full body scanner detects and helps prevent dangerous contraband that inmates may carry on or inside their bodies from entering the facility. The

scanner enhances the safety of both inmates, Detention Deputies, and staff.

Monroe County detention facilities utilize the direct supervision model. This style of management uses Correction Deputies working directly within inmate living areas. The units and dorms house from 54 to 95 inmates each.

The absence of barriers such as bars, steel doors and catwalks typically found in an old-style jail allows our Deputies to control all areas in the jail including passageways and secure rooms. In this way, inmates' activities and behavior are in direct control of Correction Deputies.

In a continuing effort to save taxpayers' money, the Sheriff's Office leases unused bed space in the main detention facility to federal agencies such as the U.S. Marshals Service at a cost of \$90 per day per inmate. Money received from these contract beds goes into the Monroe County general fund to offset the cost of operating the detention facilities.

Incarceration should never be free and the Sheriff's Office is always looking for ways to offset the cost to taxpayers of operating its facilities.

The Corrections Bureau is also charged with transporting inmates into and out of the county, to and from court and to other required activities.



Director Keena Allen

INMATE PROGRAMS

The Inmate Programs and Services Division handles the daily needs of inmates including mail, laundry, accounting,

commissary, religious and educational programs. We have two part-time facility Chaplains on staff to provide for the religious needs of inmates.

JAIL IN-HOUSE PROGRAM

The Jail In-House Program provides substance abuse services for inmates. These services include assessment and treatment planning, individual and group counseling, addiction and co-occurring education, relapse and recidivism prevention planning, employment and financial skills, trauma-informed services, transition/discharge preparation, and continued recovery planning.

BEHAVIOR MODIFICATION PROGRAM

The Behavior Modification program continues to help inmates modify their behavior and develop skills to assist their transition back into society. This program offers classes in life skills, anger management, and parenting for both male and female inmates. A class is also offered for male batterers. Costs for this program are paid from inmate welfare funds, not by taxpayers.

INMATE WORK RELEASE PROGRAM

The Work Release Program allows selected, low-risk offenders to work in the community while completing the terms of their sentence. The program gives the offender a marketable trade or skill which reduces recidivism. The offenders also have the opportunity to



pay restitution for their crimes, help support their families while incarcerated, and experience a more positive transition back into the community.

INMATE WORKER PROGRAM

The Inmate Workers program saves taxpayers significant money by assigning inmates to work details with County Public Works, municipalities and other public service agencies in Monroe County.

Inmate workers clean Sheriff's Office buildings, work in the main Detention Center kitchen preparing inmate meals, maintain Sheriff's Office landscaping, work at the Sheriff's Animal Farm, and perform many similar duties for Monroe County government buildings, public parks and roads.

THE CLASSIFICATION UNIT

This unit determines custody and housing assignments for all inmates. It also processes court information

documentation. Inmates are screened closely for suitability for work inside and outside the facility. Their talents are taken into consideration for work assignments. Special attention is required for high-profile inmates in need of special housing and other special care. A computerized Smart Cop Jail Management System helps identify violent felons, escape risks, sexual predators, and inmates who are required, for various reasons, to submit DNA samples to the state of Florida.

JAIL HEALTH SERVICES

Wellpath Health Services handles inmate medical care under the direction of a medical health administrator, including medical, dental and psychiatric services. Inmates are charged a fee for services, but no inmate can be denied medical care due to the inability to pay. An electronic medical records system was recently implemented to better manage inmate medical care.



Those selected then complete a 420-hour course and take the state exam. Passing the exam certifies the individual as a Florida corrections officer. The officer completes a 12-week field training before being assigned to a shift.

The Sheriff's Office has a Master Deputy program to recognize Deputies with exceptional work history and performance. Criteria include, but are not limited to, three consecutive annual above-standard performance ratings, 98 percent attendance in the past three years, at least 30 semester hours of college-level education, and a minimum of 20 hours of annual community service.

A tuition reimbursement program is available to promote higher education. Personnel are encouraged to achieve a bachelor's degree from an accredited college or university. When approved, tuition cost is reimbursed at a percentage applicable to the grade level received upon course completion and the officer is then eligible for salary incentives.

JAIL FOOD SERVICES

Contract provider Aramark Correctional Services provides three meals a day to inmates. The commissary department has a TouchPay kiosk installed in the Key West jail lobby for self-release/bail payments and deposits to an inmate's commissary account.

TouchPay via Aramark is an efficient and convenient system for families and friends as it accepts cash, credit card, or debit card payments in person, over the internet or over the phone.

EMPLOYEE DEVELOPMENT

In an effort to maintain a local workforce, the Sheriff's Office regularly sponsors a corrections academy.

Participants are chosen after completing an application process including interviews and a physical fitness test.





Specialized Units and Teams

THE SUPPORT SERVICES DIVISION IS A WIDE-RANGING DIVISION MADE UP OF VARIOUS SPECIALTY UNITS. IT INCLUDES TEAMS AND UNITS RANGING FROM DRONE OPERATORS TO SWAT MEMBERS TO CRIMINAL INVESTIGATIONS, BUT THAT'S ONLY A FRACTION OF EVERYTHING THIS DIVISION ENCOMPASSES.



Director Vince Weiner

MAJOR CRIMES

Director Vince Weiner is the commander of this unit of highly trained detectives and victim advocates, with Lieutenant Paul Bean second in command. The unit is supervised by Detective Sgt. Barney Sadjak. The Major Crimes Unit investigates homicides, sex crimes, aggravated battery, missing juveniles, child pornography, sexual offender verification and cold cases. They



Lt. Paul Bean

also work closely with the Florida Department of Law Enforcement and Internet Crimes against Children. The victim advocates assist victims of crime, especially violent crimes. They also help victims in navigating the often arduous criminal justice process.

SPECIAL OPERATIONS/NARCOTICS

Weiner is also the commander for the Special Operation/Narcotics Division. The operational functions are managed by Bean. The unit investigates cases that are often sensitive and complex. The Unit is supervised by a detective sergeant and consists of six detectives who investigate narcotics and vice-related crimes, including prostitution, illegal gambling and firearms violations. They are also responsible for dignitary protection, tracking crime trends, burglary details and investigating tips received through Crime Stoppers. They regularly partner with local, state and federal agencies. Many members serve as Federal Task Force officers to further the investigation of more complicated investigations.

JUVENILE PROGRAMS

The goal of the Juvenile Programs Unit is to prevent young people, arrested for relatively minor offenses, from engaging in further delinquent behavior. Program case managers also help prevent youthful offenders from becoming adult offenders. The unit is headed up by Supervisor Amber Whiteman. The highly successful Juvenile Civil Citation program and Teen Court use individual and family counseling, restitution, community service, curfew, letters of apology and other methods to help redirect youth in the program back onto the right path.

The Intensive Delinquency Diversion Program (IDDS) is a longer-term program for more serious offenders. It targets education, job placement, youth and family counseling along with substance abuse and mental health counseling in its efforts to keep youth from committing further offenses.

Teen Court is funded through Monroe County from fees attached to court cases. The Civil Citation program and IDDS are funded through a Department of Juvenile Justice contract providing 32 slots for juvenile offenders overseen by three highly-trained case workers. It also receives money from fees attached to court cases.



PUBLIC INFORMATION



Director Adam Linhardt

The Media Relations Division is run by Director Adam Linhardt, who reports to Capt. Lee Ann Holroyd.

The director serves as the agency's public information officer and media relations liaison. He helps design and maintain the agency's website, app and social media and publishes internal and external newsletters, brochures and other publications.

TRAFFIC

Vince Weiner is also the commander of the Traffic Enforcement Unit, which enforces Florida traffic laws and all traffic-related Monroe County ordinances. The efforts of this unit ensure people traveling the roads of Monroe County stay as safe as possible. The main highway, U.S. 1, stretches the entire length of Monroe County, making the duties of the Traffic Enforcement Unit crucial.

Accidents and other traffic issues can severely affect travel in the Florida Keys and it is the duty of the unit to see that such interruptions happen as infrequently as possible.

All deputies in the Traffic Unit, under the direction of Sgt. Greg Korzen, are trained breath-test operators and radar and laser-certified. The unit inspects and maintains five Intoxilyzer 8000 instruments and has two specifically trained DUI units, as well as drug recognition experts.

Some of the ancillary duties of the Traffic Enforcement Unit include high-profile escorts, dignitary escorts, funeral details, special events, educational presentations and sobriety checkpoints.



Capt. Ted Migala

RESERVE DEPUTY PROGRAM

Reserve Deputies are a vital part of the Sheriff's Office as they contribute to the operation of all divisions

within the Sheriff's Office including the Honor Guard, Victim Advocates, Court Security, Aviation, Records, Special Investigations, HIDTA, School Security, the Dive Team and parking enforcement. Sworn reserve deputies work road patrol both supplementing patrol and covering shortages. Reserves can also be seen helping at special functions like New Year's Eve fireworks, the Pigeon Key Festival, the Seven Mile Bridge Run, Fourth of July parades and Fantasy Fest, among others.



Lt. Trevor Wirth

SCHOOLS

Sheriff Rick Ramsay continues to keep the safety of our children a top priority. The School Resource Officer Division is an example of that commitment.

Following the tragic school shooting at Parkland's Marjory Stoneman Douglas High School on Feb. 14, 2018, Sheriff Ramsay immediately committed additional funding and resources to the agency and community. This commitment included staffing for the School Resource Officer (SRO) Unit, budget support and equipment.

The Sheriff's Office contracts with the Monroe County School District (MCSD) to provide a well-trained and armed SRO at each public and charter school in Monroe County.

Capt. Lee Ann Holroyd is the commander of the SRO Unit.

The SRO Unit has more than doubled in size and made notable strides in implementing uniform standards and processes to carry out the mission of keeping faculty, staff, students and parents safe at all MCSD schools.

The unit has adopted new technology, increased communications and workflow processes, and participated in multiple new initiatives, in full cooperation with the MCSD. These new initiatives include conducting physical security/vulnerability assessments at each school and participating in behavioral threat assessments at the school and oversight level.

SROs in each school engage students on a daily basis, providing classroom instruction on safe cyber citizenship, drug and alcohol awareness, juvenile laws and more.

All of these duties are in addition to providing vital security functions in the schools.

Each SRO receives specialized training in active assailant response, trauma bleeding control, school law, drug resistance education, crisis intervention, mental health first aid, de-escalation, behavior threat assessment and cybercrime investigations. The training is cutting edge and Sheriff Ramsay continues to make sure each SRO is the best-trained officer, ready to assist our school district and the students.



Capt. Spenser Bryan

SWAT

The SWAT Team is primarily used to serve high-risk search warrants where occupants are suspected of being armed and/or dangerous.

They also respond, when required, to other situations such as barricaded subjects, wanted suspects who might be armed and dangerous, and any other time they are needed. The team frequently assists local, state and federal agencies.

Team members have all completed a two-week basic SWAT course. They train together twice a month to maintain those skills. The team is required to participate in a timed physical ability test and weapons qualifications to remain on the team. To date, no Sheriff's Office SWAT member has been seriously injured or killed during the performance of their duties. The team is supervised by Team Leader Sgt. Joel Slough.

CRISIS NEGOTIATIONS



Lt. Lisette Quintero

attacks and barricaded armed subjects.

Each member must receive special training in crisis intervention, negotiation techniques, recognition of patterns and clusters of behavior and advanced active communication skills. These skills are used with the goal of a safer, more controlled resolution to a volatile incident which poses high risk to law enforcement, persons in crisis and the general public. All members of the team hold other working positions in the Sheriff's Office.

Lt. Lisette Quintero leads the team of crisis negotiators. They serve as the voices of reason during times of crisis and chaos. They respond when a person is facing an overwhelming situation and is unable to use healthy coping mechanisms to deal with the situation. Each team member has received specialized negotiator training through the Institute of Police Management and Technology.

The Sheriff's Office Crisis Negotiations unit consists of specially trained people tasked to respond to crisis incidents including suicide attempts, hostage situations, sniper

HOMELAND SECURITY AND INTELLIGENCE



Lt. Nancy Alvarez

Lt. Nancy Alvarez coordinates Homeland Security concerns and criminal intelligence with the Regional Domestic Security Task Force and assists with

Region 7 (South Florida) coordinating, planning and table-top exercises. Alvarez also supervises Court Security and the Civil Division.

The Homeland Security and Intelligence Division is also responsible for gathering, analyzing and disseminating intelligence concerning known or suspected criminal activity including gang activity, special interest groups, terrorism, smuggling and narcotics. It is also responsible for the coordination and dissemination of Crime Stoppers tips related to Monroe County.

As a side duty, the unit promotes the idea of "See Something, Say Something" to local organizations and civic clubs.

In addition, the unit continually works to increase networking and intelligence sharing and to coordinate efforts to catch suspects who travel through multiple jurisdictions committing similar crimes. This effort requires the coordination of more than 30 different agencies.





Lt. Trevor Wirth

TRAINING

The Sheriff's Office Training Division is headed by Lt. Trevor Wirth. The unit provides in-service training, as well as advanced and specialized training in all areas of law enforcement and corrections.

The unit works closely with the College of the Florida Keys to provide instructors for ongoing law enforcement and corrections academies. Instructors from the Sheriff's Office also work with the college to teach advanced law enforcement, corrections and support-services-related courses such as line supervision, field training officer, Intoxilyzer operator, radar operator, middle management and instructor techniques workshops.

Wirth works closely with Training Sergeant Boyd Williams to make sure in-service courses are presented to personnel in order to maintain officers' certification requirements. Many of these requirements are set by the state of Florida and other regulatory bodies. These courses include instruction in firearms, blood-borne pathogens, hazardous materials, defensive tactics, chemical weapons, use of force, legal updates, impact weapons, emergency vehicle operation, first response to medical emergencies, domestic violence, juvenile and sex crimes, suicide prevention/Baker's Act training, and drug



and alcohol recognition. Support courses provided to all personnel in the Sheriff's Office including cardiopulmonary resuscitation, personal safety/self-awareness, and computer courses.

The records portion of the training unit maintains all employee training records, as well as salary incentive and tuition information, which are documented for the Florida Department of Law Enforcement for annual audits.

911 COMMUNICATIONS



Lt. Ben Elmore

The Communications Division is located in the heart of the Florida Keys in Marathon. All of the 911 calls for Monroe County are answered in the center with the exception of calls for the City of Key West and Ocean Reef.

The mission of the Communications Division is to provide rapid public safety response. It is charged with dispatching sheriff's deputies, emergency medical services, and fire/rescue personnel. Calls for service are received at the center by both non-emergency lines as well as 911 lines.

The communications staff are trained first responders who field hundreds of incoming calls each day. The ability to filter out the chaos, determine the best course of action, and move quickly is a true test of their skills.

Communications officers must monitor multiple radio frequencies and dispatch the appropriate agencies in a calm and professional manner. They frequently are called upon to make split-second decisions that can mean the difference between life and death. They can be a lifeline to deputies in the field and to callers on the phone.

In addition to taking calls and dispatching public safety agencies, communications officers are tasked with providing life-saving pre-arrival instructions to assist in medical and fire situations. They are also the ground control specialist for Trauma Star.

The agency has recently added a facility, in Plantation Key. The two dispatch centers are linked in real time and enhance the services offered.

DIVE TEAM

The Sheriff's Office Underwater Search and Recovery Team, also called the Dive Team, responds to any water-related operation and is trained to safely effect any type of waterborne recovery or rescue operation.

The dive team's primary responsibility is underwater search and recovery of persons and/or evidence. The team consists of deputy sheriffs who are specially trained and equipped to conduct such operations.

All members of the team also hold other working positions in the Sheriff's Office and do not receive additional compensation for their presence on the team. Marine Deputy Nelson Sanchez leads the Dive Team.





BOMB SQUAD

The Sheriff's Office Bomb Squad is the only fully equipped explosives handling team in the Florida Keys.

Lt. Mike DiGiovanni

Bomb Squad members respond to calls involving found explosives, bomb threats, or suspicious packages.

The Bomb Squad also handles the destruction of explosive devices, old outdated ammunition, flares, and other dangerous items such as military munitions which are often found floating in the near-shore waters of the Florida Keys.

The Sheriff's Office Bomb Squad has state-of-the-art equipment to handle dangerous situations. In the past, the squad was called upon to dismantle homemade explosive devices, destroy old dynamite or dangerous explosives, as well as search buildings, boats, and other locations. Lt. Mike DiGiovanni oversees the Bomb Squad. He is assisted by Sgt. Thomas Hill and Detective Iscandel Perez.

HONOR GUARD

The Honor Guard is a specially trained group of Sheriff's Office employees who formally represent the office during services and ceremonies by presenting the "colors," or flags, usually at the beginning of the event. The primary objective of the Honor Guard is to provide honor, respect and dignity at the events where they offer their services.



Officers in the Honor Guard escort the colors armed with rifles or shotguns to symbolize that the flags are always protected. At funerals, the Honor Guard performs other special functions, including the 21-gun salute, casket watch, flag folding, flag presentation, and the playing of taps. The Honor Guard is led by Deputy Andrew Leird. The members of the Honor Guard serve with great pride and ceremony.



Lt. Nancy Alvarez

COURT SECURITY/ CIVIL DIVISION

This division is headed up by Lt. Nancy Alvarez. Courthouse staff members in the Lower, Middle, and Upper Keys assist in ensuring the safety of judicial staff and the public in all three courthouses in the Keys. They perform scans and searches of each person and their property upon entering courthouse buildings. Deputies work closely with the court staff and the Bureau of Corrections to ensure safety for everyone, especially during court proceedings.

CIVIL PROCESS DIVISION

Alvarez also oversees this division, which includes Deputies assigned throughout the county. The main office is located at the Sheriff's Office headquarters building on Stock Island. The Civil Division carries out the Sheriff's statutory responsibility for the service of process and execution of writs. These judicial process documents originate from the courts, governmental agencies and private attorneys in Florida and throughout the United States and include subpoenas, writs of possession for real estate, injunctions for protection against domestic violence, and writs of garnishment. Alvarez is assisted in processing all paperwork in the civil division by Supervisor Brittany Brown.



Capt. Lee Ann Holroyd

AIRPORT SECURITY DIVISION

The Airport Security Division is responsible for patrolling over 250 acres of property around the clock. The

staff includes two law enforcement sergeants, six deputies and 18 airport security technicians.

The Airport Security Division is responsible for maintaining security in and around the Key West International Airport, checking vehicles and personnel in secure areas and maintaining smooth and consistent pedestrian and vehicular traffic on airport property.

The unit assists the Transportation Security Administration (TSA) with investigating weapon offenses or any crime occurring on the airport property. The Airport Security Division works closely with the TSA, the Federal Aviation Administration (FAA), the airport director and other federal partners to identify and address any potential security issues. The unit and its members are proactive in their approach to security and law enforcement and as passenger loads continue to grow, this becomes increasingly important.

Key West International Airport is growing and the number of employees needed to staff related airport businesses is growing. The additional employees, as well as the growing

number of passengers served, increases the complexity of the security concerns. To address some of these concerns, Airport Security operations were moved nearer to the main passenger checkpoint, providing higher visibility and shorter response time. Construction is underway to make the airport a state-of-the-art facility..

EXPLORER PROGRAM

In addition to their regular duties, School Resource Officers are charged with overseeing the Sheriff's Office Explorer/Cadet program. The Law Enforcement Explorer program in Monroe County was started over 30 years ago with the intention of providing the youth of our community the opportunity to explore a career in law enforcement and to develop a more positive relationship between youth and law enforcement officers. Many current and former employees began their careers in the Cadet/Explorer program.

There are three Explorer posts: one at Sugarloaf School; one at Marathon Middle High School; and one in the Upper Keys, which includes students from Plantation Key School, Key Largo School and Coral Shores High School. Each post has younger members designated as Cadets and older, high school-aged members, designated as Explorers.

The program introduces youth to the field of law enforcement, with the intention of building character, determination and life skills. The program

also provides each explorer with the tools to make a decision about a career in law enforcement.

Cadets and Explorers participate in a wide variety of community activities and service projects throughout Monroe County. The posts travel outside of the county to statewide events where they compete against other sheriff's office Explorer posts in firearms, active shooter competitions, and take part in team building and leadership exercises.

SCHOOL CROSSING GUARDS

The Sheriff's Office is responsible for school crossing guards, and other school-related duties, at several schools in Monroe County.

There are crossing guards assigned to work at Stanley Switlik Elementary School in Marathon, Coral Shores/Plantation Key School, and in front of Key Largo School. School Resource Officers perform crossing guard duties at other area schools, including the school zone in front of Big Pine Key.



Capt. David Smith

UNMANNED AIRCRAFT SYSTEMS UNIT

The Sheriff's Office Unmanned Aircraft Systems (UAS) Unit was created to enhance public

safety throughout the region. All the Remote Pilots are certified per Federal Aviation Administration guidelines and according to Sheriff's Office procedures.

The purpose of the UAS Unit was to conduct search and rescue operations, but it also assists with fire-rescue life safety operations such as search and rescue (including locating missing or endangered persons), general firefighting efforts, and hazardous materials response.

The UAS Unit may also assist with damage assessment after a natural disaster, such as a hurricane.

It is one of the Sheriff's Office newest units and reflects Sheriff Rick Ramsay's dedication to using technology to ensure the safety of residents and visitors alike.



Fighting the War on Drugs



Director Hugo Barrera



Director Tomas Sanchez

SOUTH FLORIDA HIGH INTENSITY DRUG TRAFFICKING AREA

The Monroe County Sheriff's Office is a major participant in the South Florida High Intensity Drug Trafficking Area program (HIDTA). The office coordinates joint efforts, intelligence and resources in Monroe, Miami-Dade, Broward and Palm Beach counties.

HIDTA's goal is to disrupt illegal narcotics and money-laundering organizations by working in partnership with numerous law enforcement agencies including the IRS, Customs and Border Protection, U.S. Coast Guard, Drug Enforcement Administration, ATF, Homeland Security Investigations, Florida Department of Law Enforcement, U.S. Secret Service, FBI and Key West Police Department.

These partnerships are vital, given that criminals travel across jurisdictional boundaries.

Many criminal organizations are also engaging in human trafficking, money laundering, identity theft, and combining multiple criminal enterprises to make their operations more profitable.

NATIONAL HIDTA ASSISTANCE CENTER

The National HIDTA Assistance Center (NHAC) is located in Miami. The mission is different from a traditional HIDTA. NHAC works with the Office of National Drug Control Policy (ONDCP) to provide administrative assistance, financial controls, event coordination, media support and training to all 32 HIDTAs. Specifically, NHAC's 17 Monroe County Sheriff's Office employees and three contractors provide financial services, training, media and technical support to assist ONDCP in the administration of the HIDTA grant program.

SFLHIDTA INTELLIGENCE CENTER (SFLHIC)

The South Florida HIDTA Intelligence Center (SFLHIC) is a multi-agency investigative support center providing analytical assistance through specialized intelligence for law enforcement agencies in South Florida. The SFLHIC is located in Weston, Florida. The SFLHIC provides actionable intelligence through target research, organization analysis and development. Direct case support is available to state, local, and federal law enforcement agencies in Broward, Miami-Dade, Monroe and Palm Beach counties.



Director Vince Weiner

MONROE HIDTA GROUP

Monroe County HIDTA task force agents and detectives work with agents from the U.S. Border Patrol, U.S. Department of Homeland Security, DEA, FBI, U.S. Customs and Border Protection Air & Marine, IRS, U.S. Coast Guard, FDLE, ATF and the Key West Police Department/HIDTA Task Force.

Members conduct investigations leading to the disruption and dismantling of smuggling, drug trafficking, historical drug trafficking and money laundering organizations that use the nation's oceans, waterways and highways as a means of transporting illegal drugs and currency. Agents and detectives have maintained coordination among federal, state and local law enforcement to improve their ability to effectively address all crimes, threats and hazards relating to our nation's security.

The Monroe HIDTA group is overseen by Director Vince Weiner. Monroe HIDTA also serves as the fiscal fiduciary agent for the South Florida HIDTA and the Puerto Rico-Virgin Islands HIDTA groups.



Sheriff's Office Administration



The Sheriff's Office received its 20th consecutive error-free, perfect independent audit for 2022 due to the hard work of the Finance Division.



Bureau Chief Mike Rice



*Director Jill
Cranney-Black*

THE SHERIFF'S OFFICE BUREAU OF ADMINISTRATION IS RESPONSIBLE FOR ALL SUPPORT SERVICES WITHIN THE SHERIFF'S OFFICE. IT IS SUPERVISED BY CHIEF MIKE RICE, WHO IS A MEMBER OF THE SHERIFF'S OFFICE COMMAND STAFF AND SHERIFF RICK RAMSAY'S MAIN ADVISOR REGARDING ADMINISTRATION FUNCTIONS.

FINANCE DIVISION

The function of the Finance Division is to account for and manage the fiscal resources of the agency.

The staff reconciles and balances all accounts, prepares a complete set of financial statements for all funds,

prepares the annual budget and ensures the money received from grants and federal agencies is spent in accordance with their specific requirements.

The division is responsible for maintaining records for one general operating fund, 11 special revenue funds and three agency funds.

Other functions include calculating and disbursing checks to employees for payroll, as well as disbursing checks to vendors for supplies and services. All expenditures are reviewed monthly for compliance with the appropriate budget.

Finance is proud to report that for the 20th consecutive year the Monroe County Sheriff's Office received a perfect audit for fiscal year 2022!



HUMAN RESOURCES

The goal of the Human Resources Division is to attract the most qualified applicants to the agency without

Director Donna Moore

regard to race, color, sex, age, religion, disabilities or ethnic origin.

In addition, the division is responsible for ensuring the Sheriff's Office is in compliance with all federal and state employment-related laws, including Equal Employment Opportunity, the Americans with Disabilities Act, the Family Medical Leave Act, the Equal Pay Act, the Pregnancy Discrimination Act, the Health Insurance Portability and Accountability Act and others. The Sheriff's Office is an equal opportunity/affirmative action employer.

Human Resources is responsible for coordinating the agency's promotional process, managing recruitment and hiring, random drug testing, annual physicals, Florida Department of Law Enforcement registrations and resignations, personnel and payroll changes, and administering all optional/supplemental benefits programs for employees.

The division communicates all employment-related policies to employees; provides them with a formal process for grievance resolution; works with supervisors to create a high-performing and diverse workforce; and develops staff excellence through training and consultation with employees, to encourage growth and opportunity and promote an overall positive work environment for all employees.



EMERGENCY COMMUNICATIONS

Emergency Communications is centrally located in Marathon at the Monroe County Public Works

Director Laura White

facility. The department provides high-quality communications via the 800 MHz P25 radio system to nearly 40 agencies and over 2,000 users. This system allows for interagency cooperation and communications throughout the county and beyond. UHF paging service for fire/rescue is provided and maintained, as well as cellular services for county staff. MCSO Reserve Volunteers assist with equipment maintenance and the Amateur Radio repeater network.

Traffic radar for all county and state law enforcement agencies are calibrated and certified through the department on a biannual basis.

Countywide 911 answering equipment is maintained by Emergency Communications. Upgrades are constantly occurring to our countywide communications centers as technology continues to advance.

Emergency Communications also maintains a backup Communications Center for MCSO. This center provides a fully functioning technological environment that can be used during EOC activations, vendor maintenance upgrades, and a real-world training center for MCSO Telecommunicators. State Department of Health certifications for Communications staff countywide are tracked through the office as well as other State of Florida-mandated requirements.

Additional duties are carried out by our highly skilled staff while responding to both everyday and emergency situations.



PROPERTY AND EVIDENCE

The purpose of the Property and Evidence Division is to maintain evidence and seized or recovered

Director Melissa Johnson

property in accordance with federal, state, and local statutes.

The headquarters of the Property and Evidence Division is located in Key West. Satellite offices are located at the Marathon and Plantation Key substations. The Key West office is open Monday through Friday, 8 a.m. to 5 p.m. Marathon is open Tuesday and Thursday and the Plantation Key office is open Monday, Wednesday, and Friday.

The main responsibilities of the Property and Evidence Division are to take custody of all property and evidence, including property and evidence from other law enforcement agencies. Items must be fully documented and stored properly and securely, to preserve items in the condition in which they are received. Some items are required to be sent for laboratory analysis; other items are held for court or returned to the owner. In all cases, the division must maintain an unbroken and complete chain of custody.





Director Jamie Denton

CENTRAL RECORDS

Director Jamie Denton, Assistant Director Tiffany O'Connell, and Supervisor Brittany Brown are responsible for Central

Records — ensuring all offense reports have been completed and all associated paperwork digitally scanned. This unit also processes sealed and expunged records and performs monthly audits to ensure FCIC/NCIC records are accurate and updated as necessary. A Uniform Crime Reporting (UCR) clerk in this unit provides FDLE with crime statistics for Monroe County.

Central Records assists the media, other law enforcement agencies, attorneys, and other members of the public with records requests including digital video, accident reports, offense reports and arrest reports.

The unit continues to assist many offices in the Sheriff's Office with

the goal of becoming paperless so documents may be provided in a digital format whenever possible. Having records in a digital format means record requests can be handled more quickly and reduces the cost of paper and postage.

WARRANTS

The Warrants Unit, supervised by Director Jamie Denton, is responsible for entry/scanning of all warrants and injunctions into the Sheriff's centralized database and the National Crime Information Center (NCIC). Once entered into the database, warrants/injunctions are available anywhere to meet agency needs. This also ensures warrants are available to be served at any of the three detention facilities in the county.

Each warrants clerk is responsible for a specific task, including entry of injunctions, handling extraditions, conducting the FDLE audit to ensure warrant information entered into the database is accurate, and doing an Accurant search to locate subjects with active Monroe County warrants.

INFORMATION SYSTEMS



Director Mike Grattan

Information Systems is charged with taking care of the computer and information technology needs of the Sheriff's Office, including the installation, maintenance

and repair of body-worn cameras, in-car cameras, office computers, in-car computers, system printers, and all system-related software.

They are also charged with technology services at the county's jails, including all cameras and the software and hardware that manages security systems.

While the main office of Information Systems is in the headquarters building on Stock Island, the division is responsible for computer technology services countywide. Two employees maintain offices in Marathon and in the Roth Building on Plantation Key.





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Professional Standards & Accreditation



Capt. Lee Ann Holroyd



Director Robert Allen

THE SHERIFF'S OFFICE PROFESSIONAL STANDARDS DIVISION HANDLES INTERNAL INVESTIGATIONS THROUGH THE INTERNAL AFFAIRS UNIT. IT ALSO ASSURES THE AGENCY IS FOLLOWING POLICY AND PROCEDURES THROUGH THE ACCREDITATION UNIT. CAPTAIN LEE ANN HOLROYD IS THE COMMANDER OF PROFESSIONAL STANDARDS, SCHOOL SAFETY AND SECURITY AS WELL AS AIRPORT SECURITY OPERATIONS FOR THE AGENCY.

INTERNAL AFFAIRS

The Office of Internal Affairs (IA) investigates complaints against Sheriff's Office employees, including allegations of criminal misconduct, corruption, brutality, breach of civil rights, or policy violations. IA investigates any complaints, as directed by the Sheriff and Florida Statutes.

The IA unit investigates and tracks all citizen complaints resulting from law enforcement actions or involvement, including the use of force. The complaints investigated by IA may be received as a result of alleged policy violations, lawsuits naming a Sheriff's Office employee, property seizures, work environment offenses, or union grievances.

The unit is also responsible for tracking commendations from the public and those received from supervisors for Sheriff's Office employees' exemplary performance.

Capt. Lee Ann Holroyd is the Inspector General for the Sheriff's Office. The second in command is Director Robert Allen. Inspector Michelle Maxwell is an investigator in Internal Affairs as well as an attorney, acting as the Assistant General Counsel for the agency. Maxwell handles investigations, forfeitures and seizures.

Inspector Wendy Negron conducts investigations referred or reported to the unit through various means of reporting. Additionally, the office is supported by Executive Assistant Deshawn Battle who brings a wealth of experience and knowledge to the unit.

ACCREDITATION

The Sheriff's Office is accredited by state and national accreditation commissions. The agency has maintained the highest levels of accreditation for decades and continually strives to keep the standards of operation and a philosophy of best practices ensuring continuing professional accreditation.

The accreditation process involves on-site assessments, examination of policies, file reviews, procedural reviews and inspections conducted by outside assessors. This ongoing process ensures the citizens of Monroe County are protected and served by an agency complying with the highest professional standards.

Accreditation programs are recognized as one of the best ways to ensure the professionalism of an agency. Accreditation is the certification by an independent reviewing authority that an entity, in this case the Monroe County Sheriff's Office, has met specific requirements and standards.

Accreditation is achieved after an assessment team of law enforcement professionals from other agencies around the state and nation conduct on-site and remote assessments. These on-site assessments involve the review of agency policies and procedures for compliance with established standards and review of documentation proving the agency is practicing those standards.

The on-site assessment also includes an inspection of facilities, equipment and assets maintained by the Sheriff's Office.

Director Robert Allen manages the process required for accreditation by the Commission for Florida Law Enforcement Accreditation (CFLA) and Commission



on Accreditation for Law Enforcement Agencies (CALEA). The office of Professional Standards ensures all agency policies and procedures are in compliance with accreditation standards and the agency is following established policy. The unit reviews, writes and maintains agency policy.

The Sheriff's Office met all requirements for CALEA's highest award in 2021 as well as receiving Excelsior Status with CFA.

Allen is charged with conducting routine staff inspections, internal audits, investigations and compliance checks. He also assists in annual training for

several units in the agency in an effort to continue our professionalism.

Assisting the Professional Standards Unit is Specialist Jennifer Dominguez. She prepares the agency for all on-site inspections and file reviews as well as updating policy to accreditation standards.

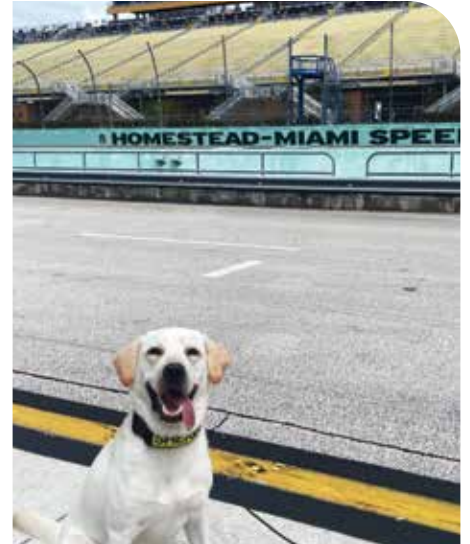
The Office of Professional Standards ensures all divisions of the Sheriff's Office and all members of the agency are aware of policies and procedures.

All members and divisions must be in compliance with those policies and procedures at all times in order for the agency to maintain accreditation

status. Professional Standards drafts policies at the direction of the Sheriff and in compliance with CFA and CALEA requirements. These policies and procedures are the foundation of a professional law enforcement agency and provide the framework for state and national accreditation. The inspectors visit all offices on a regular basis, inspect records and make sure that all procedures are being followed appropriately. Accreditation awards allow the agency to be at the forefront of police professionalism.



K9 Units Sniff Out Crime



The Sheriff's Office has two K9 Units operating along the entire ocean chain from Key Largo to Key West — K9 Coral and K9 Mako.

K9 Coral is a golden retriever and K9 Mako is a Labrador retriever. Both have been trained to sniff out narcotics. They work directly alongside their handlers, who are assigned to units within the Sheriff's Office Special Investigation. They operate in all four Districts, including the airports if needed.

K9 Coral came aboard first and played a role in some very large drug seizures, often following traffic stops on U.S. 1. K9 Mako is the newer member of the team, but has already begun making similar impacts.

Both K9 units have become some of the most popular members of the Sheriff's Office and are always a hit at schools, churches and community events.

A great way to meet either K9 is to participate in the Sheriff's Office National Night Out events or similar community events.

RAMS HEAD PRESENTS

UPCOMING EVENTS



ERIC LINDELL
KEY WEST THEATER
JAN. 11TH 2024



**REVEREND PEYTON'S
BIG DAMN BAND**
KEY WEST THEATER JAN. 20TH 2024



TOM PAPA
KEY WEST THEATER
FEB. 3RD+4TH 2024



THE MAN IN BLACK
A TRIBUTE TO JOHNNY CASH
KEY WEST THEATER FEB. 11TH 2024



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Employees of the Year 2022



Reserve Deputy of the Year Capt. Ted Migala, Deputy of the Year Tanisha Multy, Sheriff Rick Ramsay and Support Member of the Year DeShawn Battle. Not pictured is Bureau of Corrections Deputy of the Year John Keen. Note: 2023 awards are pending at the time of this printing.

The employees of the year are chosen from all of those who received one of Sheriff Rick Ramsay's employee of the quarter awards throughout the previous year. "The people chosen for this award have shown they stand out from the rest in both their commitment to our agency and to our community," said Sheriff Ramsay.

The yearly award winners received a special plaque from the Sheriff in recognition of their exemplary work, and a badge to wear on their uniforms with the designation "Deputy (or Employee) of the Year."

The Cormier Memorial Award, given to the Sheriff's Office sworn law enforcement officer of the year, is named for Monroe County Sheriff's Office Reserve Deputy David Cormier, who was killed in the line of duty in a traffic crash in November 1989. In so doing, the Sheriff's Office continues to honor the memory of Cormier, who gave his life in service to this community.

FIRST QUARTER AWARDS

Bureau of Corrections Deputy of the Quarter Sgt. **Jaiquilla Johnson**, Support Member of the Quarter **Bianca Bernhard**, Deputy of the Quarter Detective **Brandon White**.

SECOND QUARTER AWARDS

Deputy of the Quarter **Jason Farr**, Bureau of Corrections Deputy of the Quarter **Ziyah Jefferson**.

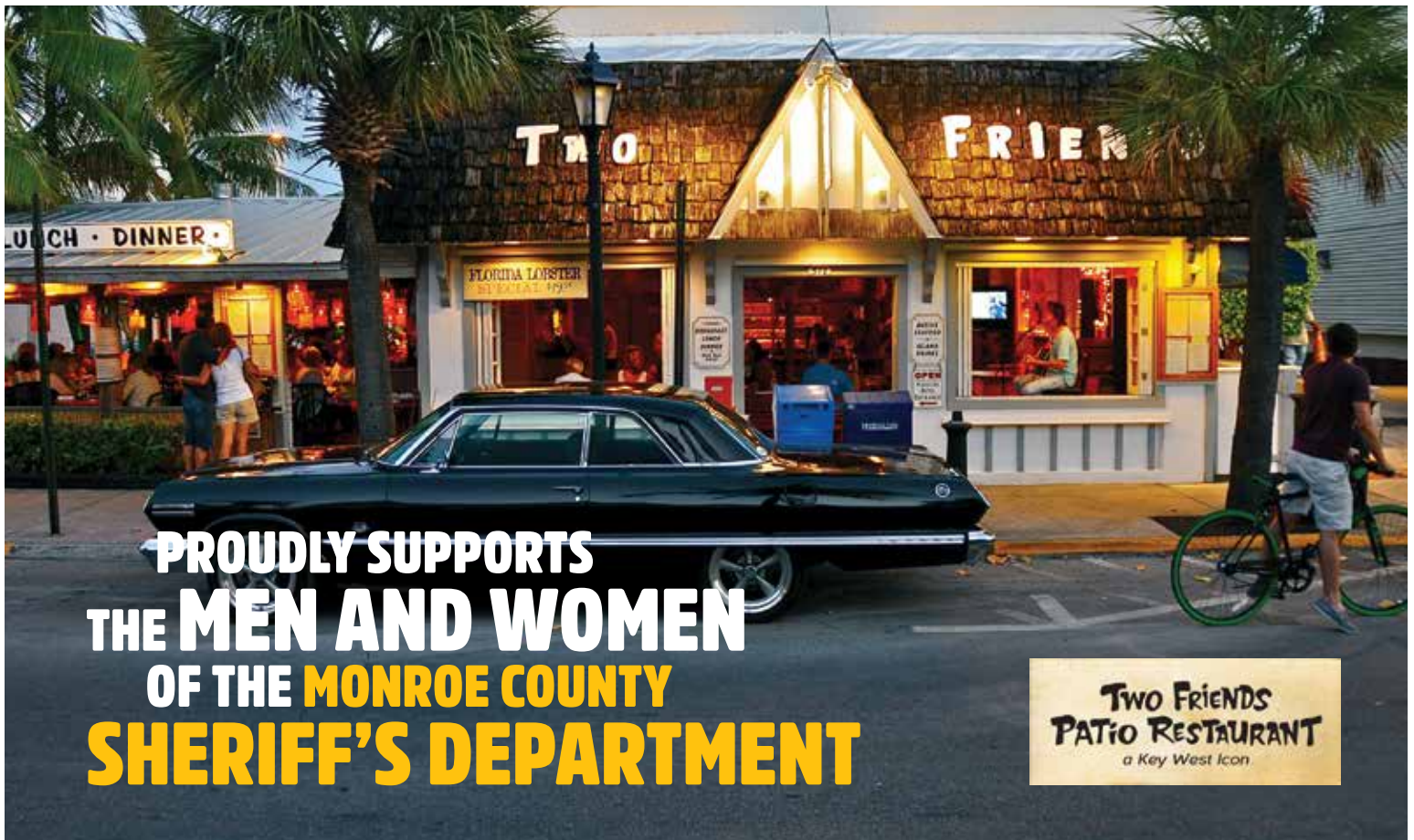
THIRD QUARTER AWARDS

Bureau of Corrections Deputy of the Quarter **Osmel Cruz Nunez**, Deputy of the Quarter Sgt. **Joel Slough**, Support Member of the Quarter **DeShawn Battle** and Reserve Deputy of the Quarter **Paul Pignataro**.

FOURTH QUARTER AWARDS

Note: Fourth quarter awards are pending at the time of this printing.





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#localmatters





MCSO's Animal Farm



The Monroe County Sheriff's Office Animal Farm is located on the grounds of the Sheriff's Office Detention Center on Stock Island at 5501 College Road.

The farm was started in 1994 in an open area underneath the jail. This secure area is used for the evacuation of inmates in the case of emergencies.

The farm began as a haven for Muscovy ducks and chickens. The SPCA called one day and asked if the facility would have space for a blind horse found abandoned in Miami-Dade County. A pen was built, the horse was named Angel, and the Animal Farm was born!

It has blossomed into a beautiful park, complete with a large aviary, reptile exhibit and many domestic and exotic animal species.

Many of the animals have come from abusive or neglectful homes, or have been donated by people who simply cannot care for them any longer.

The farm is managed by Farmer Jeanne Selander. Selander is from Charleston, South Carolina and she has a bachelor's degree in biology from the College of Charleston.



Selander oversees a crew of inmates who help care for the animals. They receive training in animal husbandry and learn to work closely with creatures in need of compassion and caring — an experience many former inmates have stated was a positive factor in their lives.

For all the latest news about the Animal Farm and to learn about how you can donate, visit the Monroe County Sheriff's Office Animal Farm page on Facebook.





Important Numbers to Know

IN AN EMERGENCY, DIAL 911

Remember: a 911 call should only be made in an emergency.

Tip: If you accidentally call 911, don't hang up. Stay on the line and tell the dispatcher it was unintentional. That way they do not send resources that can be better used for an actual emergency.

Also, make sure you teach your child to dial 911 for an emergency and make sure they know their address.

TO REPORT A NON-EMERGENCY INCIDENT

call Sheriff's Office Communications 305-289-2351

TO CONTACT THE SHERIFF'S OFFICE

Sheriff's Administrative Headquarters	305-296-2424
Central Records Unit	305-292-7050
Media Relations Division	305-809-3002
Human Resources Division	305-292-7044
Crime Stoppers of the Florida Keys	866-471-8477

PATROL DIVISIONS

Freeman Substation, Cudjoe Key	305-745-3184
Marathon Substation	305-289-2430
Islamorada Substation	305-664-6480
The Roth Building, Plantation Key	305-853-3211
Special Operations	305-289-2410

DETENTION CENTERS

Main Detention Center, Stock Island	305-293-7300
Marathon Detention Center	305-289-2420
Plantation Key Detention Center	305-853-3266

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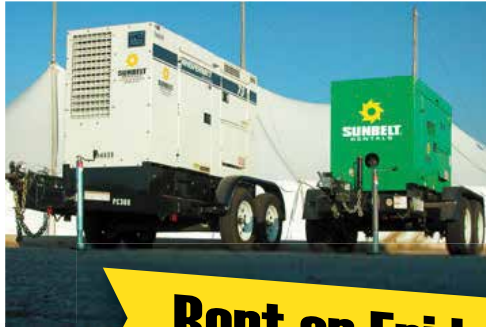
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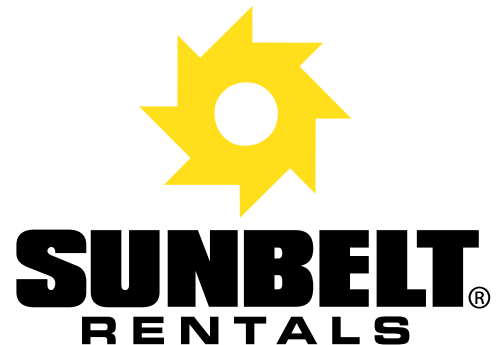


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