



Bill Moore for Orange County Sheriff
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VIA ELECTRONIC MAIL

Bill Moore
Candidate for Orange County Sheriff
2875 S. Orange Avenue
STE 500 #320
Orlando, FL 32806

Orange County Board of County Commissioners
201 S. Rosalind Avenue
Orlando, FL 32801

RE: Serious Concerns Regarding Orange County Sheriff's Office Deputy Staffing Claims

Dear Mayor and Commissioners,

As a candidate for Orange County Sheriff and resident of District 3, I write to you today with serious concern regarding the persistent and growing shortage of deputy sheriffs at the Orange County Sheriff's Office ("OCSO") while under the tenure of Orange County Sheriff John W. Mina. **The issue at hand is the persistent deputy shortage, which creates a crisis that compromises public safety, erodes officer morale, and impairs our community's capacity to respond to and prevent crime, alongside apparent administrative and compliance deficiencies.**

Under Chapter 125, Florida Statutes and Section 207 of the Orange County Charter, County Commissioners have the authority and responsibility to provide for the safety and welfare of residents. Every elected official on the Orange County Board of County Commission (OCBOCC") is responsible for ensuring that essential services, such as law enforcement services provided by OCSO, are properly funded and staffed to meet the needs of our growing population, currently estimated at 1,560,662 residents.

As you consider the following analysis for the upcoming budget meetings for Constitutional Officers in July of 2025, **I urge each of you to make a commitment to scrutinize data, conduct your own analysis, and ask questions with the goal of substantially increasing the number of "Uniform Patrol Deputy" positions (*emphasis added*)** by providing the necessary funding for competitive salaries and other financial incentives to attract certified law enforcement officer applicants to OCSO.

MISLEADING STATEMENTS ON DEPUTY STAFFING AND INCONSISTANT DATA

On **July 11, 2024**, Sheriff Mina told the OCBOCC that OCSO was staffed “pretty good” compared to national averages. While that statement may have sounded reassuring, the reality is far more troubling. **Relying on outdated national benchmarks masks a critical staffing failure and it does a disservice to the residents of Orange County.** Moreover, at the conclusion of Sheriff Mina’s presentation, **it was apparent that OCBOCC was blindsided** about an increase in OCSO’s funding with **Commissioner Mayra Uribe** stating, *“I know you didn’t find out today. We should have had these conversations in January so we could prepare for now”* (2024 Board of County Commissioners Meetings – Budget Public Hearings).

The Orange County Board of County Commissioners now has access to more recent and pertinent data, along with historical data, than what was presented by the Sheriff in 2024, and this data merits full consideration during 2025 budget deliberations. The Florida Department of Law Enforcement (“FDLE”) and the Fraternal Order of Police Lodge 93 (“FOP93”), which is the collective bargaining agent for OCSO’s sergeants, corporals, and deputies, have both provided data showing OCSO is operating well below authorized staffing levels for deputy sheriffs for years; currently authorized 1,885 sworn positions.

1. According to FOP93’s May 2025 salary proposal spreadsheet, there are only **1,643** active “Uniform Patrol Deputy” positions at OCSO, **242 short** of the authorized 1,885: exposing the critical staffing crisis. This gap is not new. FOP93 flagged **217 sworn vacancies back in September 2022** (FOP93 Facebook Page). **This staffing shortfall of deputies is not an isolated fluctuation; it is a long-standing pattern, and it is worsening.** Based on FOP93’s data, **OCSO is currently operating at 1.05 deputies per 1000 residents for an estimated 2025 resident population of 1,560,662 million, drastically below the state average of 1.65.** Formula: $1643 / 1,560,662 = 0.001052758381 \times 1000 = 1.05$.
2. FDLE’s statewide averages show that Florida sheriff’s offices operate with **approximately 1.65 full-time sworn officers per 1,000 residents.** Orange County falls far below this threshold (FDLE, Statewide Ratios, n.d.). **Even if OCSO filled all current 1,885 authorized sworn positions, the agency would still only reach 1.21 deputies per 1,000 residents based on a population of 1,560,662 million.** Formula: $1885 / 1,560,662 = 0.001207820784 \times 1000 = 1.21$.
3. Serious discrepancies exist between the hiring figures the current sheriff presented and what OCSO has officially reported to the FDLE. **The sheriff claimed on July 11, 2024, that OCSO hired 160 deputies in 2023. However, FDLE records, compiled based on OCSO’s own submissions, indicate only 7 deputies were hired in 2023, and only 2 in 2024.** In addition, the presentation slides for 2023 and 2024 both show a budget request to fund 25 additional deputy sheriffs. **This significant discrepancy warrants a thorough review by the Criminal Justice Standards and Training Commission (“CJSTC”) and FDLE to verify accuracy and compliance with Administrative Rule 11B-27.002, Florida Administrative Code (FAC).** Additionally and since the totals on sworn staffing vary substantially, the Orange County Comptroller should be tasked with performing a financial audit to assess whether the funds allocated to the Orange County Sheriff’s Office (OCSO) for deputy staffing were used appropriately or diverted to other line items.

To assist in evaluating claims and collection of data, consider that law enforcement agencies in Florida are **required to submit certain forms to the Criminal Justice Standards and Training Commission ("CJSTC") whenever an individual is hired** as a law enforcement officer (CJSTC Form 60) **and whenever a law enforcement officer separates from the agency** through retirement or for other reasons (CJSTC Form 61).

Administrative Rule 11B-27.002, Florida Administrative Code (FAC), addresses the process of certification, employment, or appointment, reactivation, and terminating employment or appointment of officers within the scope of the Florida Criminal Justice Standards and Training Commission (CJSTC). **Specifically, this Rule outlines the requirements for collecting and verifying documents to ensure an applicant meets the criteria for certification or reactivation, including a focus on moral character and required reporting of a law enforcement officer's separation from a law enforcement agency.**

As per Administrative Rule 11B-27.002(2), CJSTC Form 60, titled Registration for Employment Affidavit of Compliance, states **"The employing agency administrator is required, within 30 days of hire, to submit to Commission staff or electronically transmit through the Commission's Automated Training Management System (ATMS), and maintain on file a Registration of Employment Affidavit of Compliance, form CJSTC-60..."**

As per Administrative Rule 11B-27.002(5), CJSTC Form 61, titled Affidavit of Separation states, **"An Affidavit of Separation form CJSTC-61, shall be completed by the employing agency and immediately transmitted via the Commission's ATMS or submitted to Commission staff."**

4. **Sheriff Mina's July 11, 2024, presentation showed 1,885 authorized sworn positions and later verbally claimed there were 181 vacancies in 2024, thereby misrepresenting that there were 1704 active deputy sheriffs.** Sheriff Mina stated, *"So, here is our, uh, current authorized staffing, uh eighteen hundred eighty-five (1885) sworn deputies...I know you are gonna ask, so I will tell you. If we um, include conditional officers, we are...uh...have hundred eighty-one (181) uh, vacancies uh for deputies..."* **Subtract 181 vacancies from the authorized sworn staffing number of 1,885 to arrive at the misrepresented total of 1,704 active deputy sheriffs in 2024.**

Now, refer to FOP93's 2025 spreadsheet for proposed wages, which also totals the number of sworn staff (deputy sheriffs) for 2025, breaking down the different sworn staff types: Sergeant, Corporal, Deputy Sheriff, and Court Security Deputy, revealing the creative math of 2024. It becomes readily apparent that in 2024, the **Court Security Deputy total was added to the Uniform Patrol Deputy total, to achieve a Deputy Sheriff total of 1,704.** This allowed for the boastful claim about OCSO doing "pretty good" in comparison with nationwide law enforcement staffing but contradicts FDLE's total for 2024 of 1,607; overstating staffing by 97 deputy sheriffs. Using inflated totals slightly improves ratios and conversely, the ratio to residents is even worse when removing the Court Security Deputy total.

5. **The inclusion of Court Security Deputy Sheriff totals to inflate total sworn staffing (deputy sheriffs) impacts transparency and ethical reporting regarding OCSO's ability to respond to public safety calls for service and emergency response to in-progress crimes.** There is a key distinction between Courtroom Security Deputy Sheriffs and Uniform Patrol Deputy Sheriffs. **In the view of most residents, and likely each County Commissioner, when a deputy sheriff is included in staffing totals, it implies that the deputy is available to patrol neighborhoods, respond to calls for service, and provide emergency response to critical incidents.** Instead, Sheriff Mina counted Court Security Deputies assigned to the Court Security Section who specifically handle, “[t]he security of all courtroom proceedings in Orange County, as well as the safety of all employees, court staff, and citizens who may enter any of the several court facilities throughout Orange County during the hours of court operations” (OCSO.COM). **Court Security Deputies do not have assigned patrol vehicles and must make an internal request to be trained as a Uniform Patrol Deputy after fulfilling a two-year commitment (OCSO.COM Online Application).** The OCBOCC and the public should not be misled into believing sworn staffing is near acceptable levels and be presented with cherry-picked and outdated data when staffing levels are clearly behind the state average for sheriff offices in Florida.
6. **Based on the FDLE-reported total of 1,607 sworn deputies at the Orange County Sheriff's Office in 2024, there is a significant shortfall in staffing relative to the county's growing population of 1,533,646 residents.** To meet the Florida state average of 1.65 deputies per 1,000 residents, OCSO would need an additional **645 Uniform Patrol Deputy** positions, over-and-above, the 1,885 authorized sworn positions, bringing the required total to **2,530 Uniform Patrol Deputies**. This figure excludes Court Security Deputies, who serve a different function. When accounting for those positions, estimated at approximately **64 additional deputies**, based on past and current staffing trends, OCSO would require a total of **2,594 sworn deputy positions** across all classifications to adequately serve and protect Orange County's residents and visitors. This comprehensive staffing level is essential to ensure timely emergency response, effective crime prevention, and public safety coverage that keeps pace with population growth and expanding tourism infrastructure.

When OCSO reports one number publicly, but submits another to the state, the public deserves answers. Either the reporting is inaccurate, or the problem is being downplayed. Neither option is acceptable.

FUTURE FUNDING SOURCES TO ACHIEVE STATE AVERAGE STAFFING

The Orange County Board of County Commissioners (OCBOCC) can phase in funding for 645 “Uniform Patrol Deputy” positions over three-year period, drawing from two primary sources:

- General Fund: Currently supports most public safety operations.
- Municipal Services Taxing Unit (MSTU): Dedicated to unincorporated area services like law enforcement.

By strategically adjusting MSTU rates or reallocating discretionary General Fund revenues, OCBOCC can responsibly fund the necessary \$43.7 million annual investment by FY28 to meet

the Florida average of 1.65 deputies per 1,000 residents, based on 1,533,646 Orange County residents. This investment is essential to ensure adequate patrol coverage, timely emergency response, and the safety of residents as the county continues to grow and welcome new developments.

Should the Florida Legislature amend **Section 125.0104, Florida Statutes**, which governs the **Tourist Development Tax ("TDT")**, to allow up to 10% of Tourist Development Tax revenues to be used for broader county improvements for tourism counties, like what was previously permitted by amendment for coastal counties, Orange County would have a significant opportunity to address the critical staffing shortage within the Sheriff's Office. **The OCBOCC should collaborate with the Fraternal Order of Police, Florida Association of Counties, Florida League of Cities, the Central Florida Hotel & Lodging Association, and VisitOrlando to advocate legislative action that would enable tourism-focused counties, like Orange County, to use TDT funds for public safety salaries and assets.** This need is underscored by the substantial influx of tourists, as reflected in the 56.9 million passengers arriving at Orlando International Airport annually, with 51% of them coming to Orange County for leisure purposes (GOAA, April 2025).

Orange County collects well over **\$400 million annually** in TDT revenue. A 10% allocation would make **approximately \$40 million** available each year for qualified county uses. This funding could be leveraged in two impactful ways:

1. **Direct Use for Public Safety Staffing:**

If permitted, a portion of the TDT revenue could be used directly to fund the salaries of newly hired deputy sheriffs, up to **445 deputies at the entry-level Step 1 salary of \$67,728.13** could be fully funded with \$30 million. This would cover over **two-thirds of the 645-deputy target** in the first year alone, dramatically accelerating the county's ability to reach the state-recommended staffing level of 1.65 deputies per 1,000 residents.

2. **Indirect Use via Infrastructure Offsets:**

Alternatively, TDT revenue could be used to fund **eligible infrastructure projects** (such as roads, facilities, or capital improvements) that would otherwise be paid from the General Fund. By shifting those infrastructure costs to TDT revenue, Orange County could reallocate those General Fund savings toward public safety, specifically, toward funding the remaining deputy salaries.

Either approach would enable the Orange County Board of County Commissioners to act with financial flexibility and fiscal responsibility. As Orange County continues to grow, with new tourism attractions and the potential development of a Major League Baseball stadium in the same unincorporated areas in OCSO's jurisdiction, **investing in "Uniformed Deputy Sheriff" staffing is not just a budget decision but a public safety necessity.** This policy change would allow Orange County to align its law enforcement capacity with its rapid growth and visitor volume, ensuring residents and tourists alike are protected adequately.

REASSESSMENT OF RETENTION AND RECRUITMENT IS IMPERATIVE

Chronic understaffing causes burnout, higher attrition, slower emergency response, and undermines both recruitment and retention, especially when costly out-of-state efforts, like trips to Puerto Rico, are used without addressing internal issues first. It's no surprise deputies do not

want to stay, and I doubt County Commissioners are aware of the results from the Sheriff's own March 2025 survey which showed:

- 47% "indicated they would not recommend OCSO as a good place to work"
- 40% "feel more negative" about their experience at the agency over time"
- 22% of those surveyed "expressed varying levels of dissatisfaction."

I am constantly told by active and retired deputy sheriffs that the underlying reason for a negative outlook at OCSO revolves around unfair discipline, cronyism, and a toxic work environment. The Sheriff needs to release the results of the March 2025 survey, along with ALL survey comments, to the OCBOCC so our elected Mayor and Orange County Commissioners may conduct their own assessment of the results.

Offering financial incentives to apply for a position as an Orange County Deputy Sheriff for uniform patrol, may provide some help in boosting staffing levels. However, the fact that current deputies would not recommend OCSO to others speaks volumes about how the current administration is handling internal issues. **I do acknowledge that OCBOCC can only influence the financial incentive aspect of this equation, and to that end, must provide significant and competitive, matching or surpassing, financial incentives for new hires compared to those offered by neighboring law enforcement agencies.**

WHY UNIFORM DEPUTY SHERIFF STAFFING IS CRITICAL AND HOW TO ADDRESS IT

Why does this matter? Our residents deserve a timely law enforcement response, and our deputies deserve safe staffing levels with proper backup and manageable workloads.

Therefore, based on the foregoing, I respectfully urge the OCBOCC to take the following action:

1. Require OCSO to submit all budget proposal materials, including source-cited data, at least one week prior to any budget presentation, and affirmed as true and correct under oath, subject to the penalties of perjury.
2. Direct the Orange County Comptroller to conduct an independent audit comparing sworn payroll allocations to budgets allocated for hiring deputies, thereby ensuring allocated funds for new hires were not redirected to non-employment-related line items.
3. Require OCSO to provide complete and verifiable staffing data comprising of ALL CJSTC hiring and separation forms; CJSTC Form 60 and CJSTC Form 61, respectively, which will account for all existing deputies, newly hired deputies, and separations from the agency, and note any deficiencies or noncompliance with CJSTC rules. This data should be broken down by sworn position classes; Sergeant, Corporal, Uniform Patrol Deputy, and Court Security Deputy, thereby preventing consolidation of totals for deputies and confusing the public.
4. Mandate a breakdown of sworn staffing, new hires, and separations to be included with all future budget presentations with past and present quarterly and annual values.

5. Require OCSO to compare its staffing with similar sized sheriff's offices across Florida using verifiable data, such as FDLE, FOP93, OCSO payroll data, and CJSTC Form data, and providing reconciled results to OCBOCC by January 1st of each year.
6. Work collaboratively with OCSO to develop a realistic, data-driven plan to increase sworn staffing for "Uniform Patrol Deputy Sheriff" positions (emphasis added) to achieve the Florida average for sheriff's offices in the state, currently 1.65 deputies per 1000 residents; OCSO will need an additional 645 "Uniform Patrol Deputy" positions (not including Court Security Deputy positions) totaling 2,570 in authorized sworn "Uniform Patrol Deputy" staffing based on an estimated 1,560,662 residents in 2025. To achieve total deputy staffing, add approximately 64 additional Court Security Deputy positions (average based on previous and current year) for a total of 2634 sworn deputy staffing positions, inclusive of all deputy positions/classes, for 2025.

CONCLUSION

Orange County is facing a long-standing and worsening deputy sheriff staffing crisis that directly threatens public safety and undermines public trust. As a lifelong resident and candidate for Sheriff, I have laid out verifiable data showing that the Orange County Sheriff's Office is operating far below state-averages for staffing levels of sheriff's offices, with misleading and inconsistent figures provided to both the public and the OCBOCC.

Orange County now has a population exceeding 1.5 million residents, it is critical that Orange County Board of County Commissioners and the current Orange County Sheriff act immediately to correct OCSO staffing issues. I respectfully urge the Orange County Board of County Commissioners to demand transparency, require accurate reporting, and allocate the necessary funding, through general funds, MSTU adjustments, or potential Tourism Development Tax reforms, to increase authorized sworn staffing levels to achieve funding for at least 2,570 Uniform Patrol Deputy positions and a total of 2,634 sworn deputies over the next three years.

By the end of 2028, the estimated population size will be 1,610,341 and the required number of Uniform Patrol Deputies needed to meet the 1.65 state average will be 2,650. The need for increased sworn staffing at OCSO is even more urgent now since a new major theme park, Universal's EPIC, recently opened in the unincorporated area of southwest Orange County. Furthermore, investors are having discussions to build a Major League Baseball stadium in the same area; both of which are within the jurisdiction of OCSO, and at least one Orange County Commissioner has endorsed the construction of the new baseball stadium thus far. As future commercial and residential development is planned, please make sure that impact fees are recalibrated in the Comprehensive Plan to cover the increased need for law enforcement resources, including the hiring of additional Uniform Patrol Deputy Sheriffs and civilian support staff, i.e. 911 Operators, Dispatchers and Teletype Operators.

Should the electorate entrust me with the office of Sheriff, I will be making the same requests to the Orange County Board of County Commissioners, backed by clear data and a commitment to restoring staffing levels that meet public safety needs. It is far better to begin working toward these goals now than to wait until the next crisis makes action unavoidable.

This correspondence has also been shared with elected officials and leadership across various entities who have a vested interest in, or responsibility for, legislative appropriations, tourism-related policy, TDT collection and compliance, and matters impacting county and municipal governance.

I want to thank the entire Orange County Board of County Commissioners for your continued support for our local law enforcement officers, dedication to oversight, and for your service to our community. Please contact me should you have a need for further explanation or discussion.

Sincerely,



Bill Moore
Candidate for Orange County Sheriff
Resident of Orange County District 3

Cc:

Florida State Senator Carlos Guillermo Smith
Florida State Representative Anna V. Eskamani
Florida Senate President Ben Albritton
Florida House Speaker Daniel Perez
Commissioner Mark Glass, Florida Department of Law Enforcement
Executive Director Jim Zingale, Florida Department of Revenue
President Terry Burroughs, Florida Association of Counties (FAC)
President Michael C. Blake, Florida League of Cities
Mayor Buddy Dyer, City of Orlando
Comptroller Phil Diamond, Orange County
Mayor Jerry L. Demings, Orange County
Administrator Byron Brooks, Orange County
Deputy Administrator of Public Safety Danny Banks, Orange County
Sheriff John W. Mina, Orange County Sheriff's Office
President Shawn Dunlap, Florida State Fraternal Order of Police
President Jeff Stinson, Fraternal Order of Police Lodge 93 (FOP93)
Director Gus Marinoni, Fraternal Order of Police District 7 (FOPD7)
CEO Casandra Matej, Visit Orlando
President Robert Agrusa, Central Florida Hotel & Lodging Association (CFHLA)
Board Members, Greater Orlando Aviation Authority (GOAA)
Board Members, Orange County Tourist Development Council
Local and National Media Outlets

Attachments: Supporting data and documentation provided for reference

SALARY PROPOSAL DEPUTY TOTALS = 1319 Uniform Patrol Deputies
= 64 Court Services Deputies (NonRd)

<https://www.facebook.com/photo?fbid=1180676003853940&set=a.526834725904741>

CSO												
CSO	Day	Hour	Annual Rate	Counts	Size	Hourly Rate	Annual Rate	Increase	Lump.	Inc%	New Size	Hourly Rate
232												
232						1	29.06	60,444.80	-	-	1	29.06
232						2	30.22	62,860.60	2,415.80	4.00%	3	31.43
232						3	31.43	65,377.11	4,832.31	8.16%	4	32.69
232						4	32.69	67,992.20	4,510.60	7.11%	5	34.00
232						5	34.00	70,711.89	3,516.69	4.98%	6	35.36
232						6	35.36	73,540.37	4,172.37	6.01%	7	36.77
232						7	36.77	76,469.37	2,902.37	3.92%	8	38.23
232						8	38.23	79,500.37	3,023.37	3.82%	9	39.74
232						9	39.74	82,631.37	3,133.37	3.73%	10	41.25
232						10	41.25	85,762.37	3,133.37	3.73%	11	42.76
232						11	42.76	88,893.37	3,133.37	3.73%	12	44.27
232						12	44.27	92,024.37	3,133.37	3.73%	13	45.78
232						13	45.78	95,155.37	3,133.37	3.73%	14	47.29
232						14	47.29	98,286.37	3,133.37	3.73%	15	48.80
232						15	48.80	101,417.37	3,133.37	3.73%	16	50.31
232						16	50.31	104,548.37	3,133.37	3.73%	17	51.82
232						17	51.82	107,679.37	3,133.37	3.73%	18	53.33
232						18	53.33	110,810.37	3,133.37	3.73%	19	54.84
232						19	54.84	113,941.37	3,133.37	3.73%	20	56.35
232						20	56.35	117,072.37	3,133.37	3.73%	21	57.86
232						21	57.86	120,203.37	3,133.37	3.73%	22	59.37
232						22	59.37	123,334.37	3,133.37	3.73%	23	60.88
232						23	60.88	126,465.37	3,133.37	3.73%	24	62.39
232						24	62.39	129,596.37	3,133.37	3.73%	25	63.90
232						25	63.90	132,727.37	3,133.37	3.73%	26	65.41
232						26	65.41	135,858.37	3,133.37	3.73%	27	66.92
232						27	66.92	138,989.37	3,133.37	3.73%	28	68.43
232						28	68.43	142,120.37	3,133.37	3.73%	29	69.94
232						29	69.94	145,251.37	3,133.37	3.73%	30	71.45
232						30	71.45	148,382.37	3,133.37	3.73%	31	72.96
232						31	72.96	151,513.37	3,133.37	3.73%	32	74.47
232						32	74.47	154,644.37	3,133.37	3.73%	33	75.98
232						33	75.98	157,775.37	3,133.37	3.73%	34	77.49
232						34	77.49	160,906.37	3,133.37	3.73%	35	79.00
232						35	79.00	164,037.37	3,133.37	3.73%	36	80.51
232						36	80.51	167,168.37	3,133.37	3.73%	37	82.02
232						37	82.02	170,299.37	3,133.37	3.73%	38	83.53
232						38	83.53	173,430.37	3,133.37	3.73%	39	85.04
232						39	85.04	176,561.37	3,133.37	3.73%	40	86.55
232						40	86.55	179,692.37	3,133.37	3.73%	41	88.06
232						41	88.06	182,823.37	3,133.37	3.73%	42	89.57
232						42	89.57	185,954.37	3,133.37	3.73%	43	91.08
232						43	91.08	189,085.37	3,133.37	3.73%	44	92.59
232						44	92.59	192,216.37	3,133.37	3.73%	45	94.10
232						45	94.10	195,347.37	3,133.37	3.73%	46	95.61
232						46	95.61	198,478.37	3,133.37	3.73%	47	97.12
232						47	97.12	201,609.37	3,133.37	3.73%	48	98.63
232						48	98.63	204,740.37	3,133.37	3.73%	49	100.14
232						49	100.14	207,871.37	3,133.37	3.73%	50	101.65
232						50	101.65	211,002.37	3,133.37	3.73%	51	103.16
232						51	103.16	214,133.37	3,133.37	3.73%	52	104.67
232						52	104.67	217,264.37	3,133.37	3.73%	53	106.18
232						53	106.18	220,395.37	3,133.37	3.73%	54	107.69
232						54	107.69	223,526.37	3,133.37	3.73%	55	109.20
232						55	109.20	226,657.37	3,133.37	3.73%	56	110.71
232						56	110.71	229,788.37	3,133.37	3.73%	57	112.22
232						57	112.22	232,919.37	3,133.37	3.73%	58	113.73
232						58	113.73	236,050.37	3,133.37	3.73%	59	115.24
232						59	115.24	239,181.37	3,133.37	3.73%	60	116.75
232						60	116.75	242,312.37	3,133.37	3.73%	61	118.26
232						61	118.26	245,443.37	3,133.37	3.73%	62	119.77
232						62	119.77	248,574.37	3,133.37	3.73%	63	121.28
232						63	121.28	251,705.37	3,133.37	3.73%	64	122.79
232						64	122.79	254,836.37	3,133.37	3.73%	65	124.30
232						65	124.30	257,967.37	3,133.37	3.73%	66	125.81
232						66	125.81	261,098.37	3,133.37	3.73%	67	127.32
232						67	127.32	264,229.37	3,133.37	3.73%	68	128.83
232						68	128.83	267,360.37	3,133.37	3.73%	69	130.34
232						69	130.34	270,491.37	3,133.37	3.73%	70	131.85
232						70	131.85	273,622.37	3,133.37	3.73%	71	133.36
232						71	133.36	276,753.37	3,133.37	3.73%	72	134.87
232						72	134.87	279,884.37	3,133.37	3.73%	73	136.38
232						73	136.38	283,015.37	3,133.37	3.73%	74	137.89
232						74	137.89	286,146.37	3,133.37	3.73%	75	139.40
232						75	139.40	289,277.37	3,133.37	3.73%	76	140.91
232						76	140.91	292,408.37	3,133.37	3.73%	77	142.42
232						77	142.42	295,539.37	3,133.37	3.73%	78	143.93
232						78	143.93	298,670.37	3,133.37	3.73%	79	145.44
232						79	145.44	301,801.37	3,133.37	3.73%	80	146.95
232						80	146.95	304,932.37	3,133.37	3.73%	81	148.46
232						81	148.46	308,063.37	3,133.37	3.73%	82	149.97
232						82	149.97	311,194.37	3,133.37	3.73%	83	151.48
232						83	151.48	314,325.37	3,133.37	3.73%	84	152.99
232						84	152.99	317,456.37	3,133.37	3.73%	85	154.50
232						85	154.50	320,587.37	3,133.37	3.73%	86	156.01
232						86	156.01	323,718.37	3,133.37	3.73%	87	157.52
232						87	157.52	326,849.37	3,133.37	3.73%	88	159.03
232						88	159.03	330,980.37	3,133.37	3.73%	89	160.54
232						89	160.54	334,111.37	3,133.37	3.73%	90	162.05
232						90	162.05	337,242.37	3,133.37	3.73%	91	163.56
232						91	163.56	340,373.37	3,133.37	3.73%	92	165.07
232						92	165.07	343,504.37	3,133.37	3.73%	93	166.58
232						93	166.58	346,635.37	3,133.37	3.73%	94	168.09
232						94	168.09	349,766.37	3,133.37	3.73%	95	169.60
232						95	169.60	352,897.37	3,133.37	3.73%	96	171.11
232						96	171.11	356,028.37	3,133.37	3.73%	97	172.62
232						97	172.62	359,159.37	3,133.37	3.73%	98	174.13
232						98	174.13	362,290.37	3,133.37	3.73%	99	175.64
232						99	175.64	365,421.37	3,133.37	3.73%	100	177.15
232						100	177.15	368,552.37	3,133.37	3.73%	101	178.66
232						101	178.66	371,683.37	3,133.37	3.73%	102	180.17
232						102	180.17	374,814.37	3,133.37	3.73%	103	181.68
232						103	181.68	377,945.37	3,133.37	3.73%	104	183.19
232						104	183.19	381,076.37	3,133.37	3.73%	105	184.70
232						105	184.70	384,207.37	3,133.37	3.73%	106	186.21
232						106	186.21	387,338.37	3,133.37	3.73%	107	187.72
232						107	187.72	390,469.37	3,133.37	3.73%	108	189.23
232						108	189.23	393,600.37	3,133.37	3.73%	109	190.74
232						109	190.74	396,731.37	3,133.37	3.73%	110	192.25
232						110	192.25	399,862.37	3,133.37	3.73%	111	193.76
232						111	193.76	403,993.37	3,133.37	3.73%	112	195.27
232						112	195.27	407,124.37	3,133.37	3.73%	113	196.78
232						113	196.78	410,255.37	3,133.37	3.73%	114	198.29
232						114	198.29	413,386.37	3,133.37	3.73%	115	199.80
232						115	199.80	416,517.37	3,133.37	3.73%	116	201.31
232						116	201.31	419,648.37	3,133.37	3.73%	117	202.82
232						117	202.82	422,779.37	3,133.37	3.73%	118	204.33
232						11						

FRATERNAL ORDER OF POLICE LODGE 93
FACEBOOK PAGE
SALARY PROPOSAL SERGEANT TOTAL = 162
CORPORAL TOTAL = 161

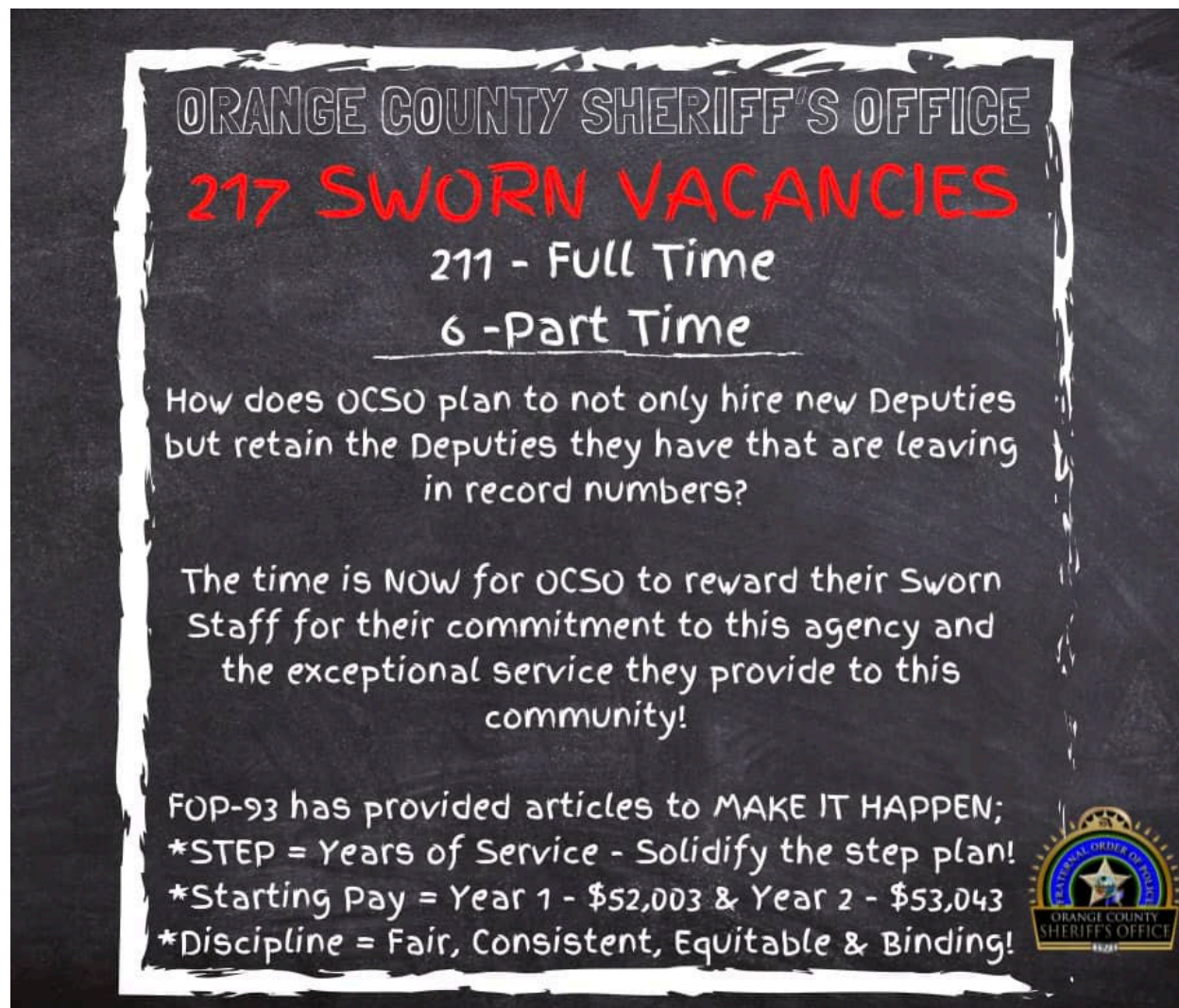
URL for Sergeant and Corporal Spreadsheet:

<https://www.facebook.com/photo.php?fbid=1180677710520436&set=p.1180677710520436&type=3>

Current F725 Contract		F725 1st Year Contract		F725 2nd Year Contract		F725 3rd Year Contract			
CPL	262	262	262	262	262	262	262		
262	1	34.10	72,992.00	17	38.10	79,248.69	1	38.10	79,248.69
262	2	37.18	75,125.00	2	39.52	82,418.64	2	39.52	82,418.64
262	3	39.46	77,257.00	3	41.95	84,588.59	3	41.95	84,588.59
262	4	38.62	80,329.00	4	42.96	86,144.01	4	44.57	92,709.78
262	5	41.33	85,964.00	5	44.57	92,709.78	5	46.35	96,418.18
262	6	42.96	88,524.00	6	46.35	96,418.18	6	48.21	104,785.91
262	7	42.96	91,229.00	7	48.21	104,785.91	7	50.14	104,785.91
262	8	45.33	93,762.00	8	50.14	104,785.91	8	52.14	109,497.35
262	9	45.33	96,292.00	9	52.14	109,497.35	9	54.23	112,795.65
262	10	47.94	98,715.28	10	54.23	112,795.65	10	56.35	117,296.65
262	11	49.37	102,689.69	11	56.35	117,295.65	11	58.52	122,044.65
262	12	50.83	106,102.46	12	58.52	122,044.65	12	60.75	126,939.84
Current F725 Contract		161							
Current F725 Contract		162							
272	1	42.96	88,104.00	12	46.75	95,157.51	1	46.75	95,157.51
272	2	45.33	90,664.00	1	47.94	98,167.51	2	47.94	98,167.51
272	3	45.33	93,224.00	2	49.37	101,227.51	3	49.37	101,227.51
272	4	48.72	97,177.60	3	51.46	107,039.28	4	51.46	107,039.28
272	5	50.00	104,000.00	4	53.52	111,320.86	5	55.66	115,773.70
272	6	51.51	107,480.00	5	55.66	115,773.70	6	57.89	120,404.65
272	7	53.52	111,320.86	6	57.89	120,404.65	7	60.14	125,209.84
272	8	55.66	115,773.70	7	60.14	120,404.65	8	62.43	130,244.65
272	9	57.89	120,404.65	8	62.43	125,209.84	9	64.78	135,439.84
272	10	60.14	125,209.84	9	64.78	130,244.65	10	67.18	140,794.65
272	11	62.43	130,244.65	10	67.18	135,439.84	11	69.63	146,309.84
272	12	64.78	135,439.84	11	69.63	140,794.65	12	72.14	151,984.65
272	13	67.18	140,794.65	12	72.14	146,309.84	13	74.71	157,729.84
272	14	69.63	146,309.84	13	74.71	151,984.65	14	77.34	163,544.65
272	15	72.14	151,984.65	14	77.34	157,729.84	15	80.03	169,429.84
272	16	74.71	157,729.84	15	80.03	163,544.65	16	82.78	175,384.65
272	17	77.34	163,544.65	16	82.78	169,429.84	17	85.59	181,409.84
272	18	80.03	169,429.84	17	85.59	175,384.65	18	88.46	187,504.65
272	19	82.78	175,384.65	18	88.46	181,409.84	19	91.39	193,669.84
272	20	85.59	181,409.84	19	91.39	187,504.65	20	94.38	199,904.65
272	21	88.46	187,504.65	20	94.38	193,669.84	21	97.43	206,209.84
272	22	91.39	193,669.84	21	97.43	199,904.65	22	100.54	212,584.65
272	23	94.38	200,000.00	22	100.54	206,209.84	23	103.71	219,029.84
272	24	97.43	206,524.65	23	103.71	212,584.65	24	106.94	225,544.65
272	25	100.54	213,129.84	24	106.94	219,029.84	25	110.23	232,129.84
272	26	103.71	219,784.65	25	110.23	225,544.65	26	113.58	238,784.65
272	27	106.94	226,509.84	26	113.58	232,129.84	27	116.99	245,509.84
272	28	110.23	233,294.65	27	116.99	238,784.65	28	120.46	252,299.84
272	29	113.58	240,149.84	28	120.46	245,509.84	29	123.99	259,164.65
272	30	116.99	247,074.65	29	123.99	252,299.84	30	127.58	266,099.84
272	31	120.46	254,069.84	30	127.58	259,164.65	31	131.23	273,094.65
272	32	123.99	261,134.65	31	131.23	266,099.84	32	134.94	280,149.84
272	33	127.58	268,269.84	32	134.94	273,094.65	33	138.71	287,274.65
272	34	131.23	275,474.65	33	138.71	280,149.84	34	142.54	294,469.84
272	35	134.94	282,749.84	34	142.54	287,274.65	35	146.43	301,734.65
272	36	138.71	290,094.65	35	146.43	294,469.84	36	150.38	309,069.84
272	37	142.54	297,509.84	36	150.38	301,734.65	37	154.39	316,474.65
272	38	146.43	304,994.65	37	154.39	309,069.84	38	158.46	323,949.84
272	39	150.38	312,539.84	38	158.46	316,474.65	39	162.59	331,484.65
272	40	154.39	320,149.84	39	162.59	323,949.84	40	166.78	339,079.84
272	41	158.46	327,824.65	40	166.78	331,484.65	41	171.03	346,729.84
272	42	162.59	335,569.84	41	171.03	339,079.84	42	175.34	354,444.65
272	43	166.78	343,379.84	42	175.34	346,729.84	43	179.71	362,219.84
272	44	171.03	351,214.65	43	179.71	354,444.65	44	184.14	370,054.65
272	45	175.34	359,109.84	44	184.14	362,219.84	45	188.63	377,949.84
272	46	179.71	367,064.65	45	188.63	370,054.65	46	193.18	385,894.65
272	47	184.14	375,079.84	46	193.18	377,949.84	47	197.79	393,899.84
272	48	188.63	383,154.65	47	197.79	385,894.65	48	202.46	401,964.65
272	49	193.18	391,289.84	48	202.46	393,899.84	49	207.19	410,089.84
272	50	197.79	399,484.65	49	207.19	401,964.65	50	211.98	418,274.65
272	51	202.46	407,739.84	50	211.98	418,274.65	51	216.83	426,519.84
272	52	207.19	416,054.65	51	216.83	426,519.84	52	221.74	434,824.65
272	53	211.98	424,429.84	52	221.74	434,824.65	53	226.71	443,189.84
272	54	216.83	432,864.65	53	226.71	443,189.84	54	231.74	451,614.65
272	55	221.74	441,359.84	54	231.74	451,614.65	55	236.83	460,099.84
272	56	226.71	449,914.65	55	236.83	460,099.84	56	241.98	468,634.65
272	57	231.74	458,529.84	56	241.98	468,634.65	57	247.19	477,229.84
272	58	236.83	467,194.65	57	247.19	477,229.84	58	252.46	485,874.65
272	59	241.98	475,919.84	58	252.46	485,874.65	59	257.79	494,579.84
272	60	247.19	484,694.65	59	257.79	494,579.84	60	263.18	503,334.65
272	61	252.46	493,519.84	60	263.18	503,334.65	61	268.63	512,149.84
272	62	257.79	502,394.65	61	268.63	512,149.84	62	274.14	521,019.84
272	63	263.18	511,329.84	62	274.14	521,019.84	63	279.71	529,944.65
272	64	268.63	520,314.65	63	279.71	529,944.65	64	285.34	538,924.65
272	65	274.14	529,359.84	64	285.34	538,924.65	65	291.03	547,959.84
272	66	279.71	538,464.65	65	291.03	547,959.84	66	296.78	557,039.84
272	67	285.34	547,599.84	66	296.78	557,039.84	67	302.59	566,174.65
272	68	291.03	556,784.65	67	302.59	566,174.65	68	308.46	575,369.84
272	69	296.78	566,029.84	68	308.46	575,369.84	69	314.39	584,614.65
272	70	302.59	575,329.84	69	314.39	584,614.65	70	320.38	593,919.84
272	71	308.46	584,684.65	70	320.38	593,919.84	71	326.43	603,274.65
272	72	314.39	594,099.84	71	326.43	603,274.65	72	332.54	612,689.84
272	73	320.38	603,564.65	72	332.54	612,689.84	73	338.71	622,154.65
272	74	326.43	613,079.84	73	338.71	622,154.65	74	344.94	631,679.84
272	75	332.54	622,644.65	74	344.94	631,679.84	75	351.23	641,254.65
272	76	338.71	632,269.84	75	351.23	641,254.65	76	357.58	650,889.84
272	77	344.94	641,954.65	76	357.58	650,889.84	77	363.99	660,574.65
272	78	351.23	651,699.84	77	363.99	660,574.65	78	370.46	670,319.84
272	79	357.58	661,504.65	78	370.46	670,319.84	79	376.99	680,114.65
272	80	363.99	671,359.84	79	376.99	680,114.65	80	383.58	690,059.84
272	81	370.46	681,264.65	80	383.58	690,059.84	81	390.23	699,954.65
272	82	376.99	691,219.84	81	390.23	699,954.65	82	396.94	709,909.84
272	83	383.58	701,229.84	82	396.94	709,909.84	83	403.71	719,924.65
272	84	390.23	711,294.65	83	403.71	719,924.65	84	410.54	729,994.65
272	85	396.94	721,414.65	84	410.54	729,994.65	85	417.43	739,999.84
272	86	403.71	731,589.84	85	417.43	739,999.84	86	424.38	749,994.65
272	87	410.54	741,819.84	86	424.38	749,994.65	87	431.39	759,999.84
272	88	417.43	752,094.65	87	431.39	759,999.84	88	438.46	769,994.65
272	89	424.38	762,414.65	88	438.46	769,994.65	89	445.59	779,999.84
272	90	431.39	772,789.84	89	445.59	779,999.84	90	452.78	789,994.65
272	91	438.46	783,214.65	90	452.78	789,994.65	91	459.94	799,999.84
272	92	445.59	793,694.65	91	459.94	799,999.84	92	467.16	809,994.65
272	93	452.78	804,229.84	92	467.16	809,994.65	93	474.43	819,999.84
272	94	459.94	814,819.84	93	474.43	819,999.84	94	481.76	829,994.65
272	95	467.16	825,464.65	94	481.76	829,994.65	95	489.14	839,999.84
272	96	474.43	836,059.84	95	489.14	839,999.84	96	496.57	849,994.65

FRATERNAL ORDER OF POLICE LODGE 93
FACEBOOK PAGE
September 1, 2022

URL: <https://www.facebook.com/photo.php?fbid=554293489825531&set=pb.100057346544348.-2207520000&type=3>



FLORIDA DEPARTMENT OF LAW ENFORCEMENT
CRIMINAL JUSTICE AGENCY PROFILE (CJAP) REPORT

STATEWIDE RATIOS - 2024

URL: <https://www.fdle.state.fl.us/CJSTC/Publications/CJAP/Statewide-Ratios>

2024 Ratios of Full-Time Officers Statewide

Ratios Listed by Agency

- [2024 Police Department Agency Ratios](#)
- [2024 Sheriff's Office Agency Ratios](#)

Full-Time Officers per 1,000 Population

- Sheriff's Offices: **1.65** (same as 2023) officers per 1,000 population (Law Enforcement Only)
- Sheriff's Offices: **1.96** (.01 decrease from 2023) officers per 1,000 population (Law Enforcement & Concurrent)
- Police Departments: **2.28** (0.23 decrease from 2023) officers per 1,000 population (excluding Schools & Ports)
- Police Departments: **2.52** (0.23 increase from 2023) officers per 1,000 population (including Schools & Ports)
- Law Enforcement: **2.17** (same as 2023) officers per 1,000 population
 - (includes Sheriff's Offices, Police Departments, State Agencies and Schools & Ports)
- Law Enforcement: **2.37** (.01 decrease from 2023) officers per 1,000 population
 - (includes concurrent, Sheriff's Offices, Police Departments, State Agencies and Schools & Ports)

Officer Counts

- Police Departments full-time officer count: **20,225** (1.1% increase from 2023) (excluding Schools & Ports)
- Sheriffs' Offices full-time (law enforcement) officer count: **23,407** (2% increase from 2023)
- Sheriffs' Offices full-time (concurrent) officer count: **4,415** (0.02% decrease from 2023)
- Schools & Ports full-time officer count: **1,949** (0.05% increase from 2023)
- State Agencies full-time officer count: **4,426** (0.9% increase from 2023) (excluding Universities & Colleges)

Population Data

- Estimated population under local police jurisdiction: **8,857,454**
- Estimated population under local Sheriffs' Offices jurisdiction: **14,176,415**

FLORIDA DEPARTMENT OF LAW ENFORCEMENT
CRIMINAL JUSTICE AGENCY PROFILE (CJAP) REPORT

STATEWIDE RATIOS - 2023

URL: <https://www.fdle.state.fl.us/CJSTC/Publications/CJAP/Statewide-Ratios>

2023 Ratios of Full-Time Officers Statewide

Ratios Listed by Agency

- [2023 Police Department Agency Ratios](#)
- [2023 Sheriff's Office Agency Ratios](#)

Full-Time Officers per 1,000 Population

- Sheriff's Offices: **1.65** officers per 1,000 population *(Law Enforcement Only)*
- Sheriff's Offices: **1.97** officers per 1,000 population *(Law Enforcement & Concurrent)*
- Police Departments: **2.51** officers per 1,000 population *(excluding Schools & Ports)*
- Police Departments: **2.29** officers per 1,000 population *(including Schools & Ports)*
- Law Enforcement: **2.17** officers per 1,000 population
 - *(includes Sheriff's Offices, Police Departments, State Agencies and Schools & Ports)*
- Law Enforcement: **2.38** officers per 1,000 population
 - *(includes concurrent, Sheriff's Offices, Police Departments, State Agencies and Schools & Ports)*

Officer Counts

- Police Departments full-time officer count: **20,006** *(excluding Schools & Ports)*
- Sheriffs' Offices full-time (law enforcement) officer count: **22,947**
- Sheriffs' Offices full-time (concurrent) officer count: **4,494**
- Schools & Ports full-time officer count: **1,901**
- State Agencies full-time officer count: **4,388** *(excluding Universities & Colleges)*

Population Data

- Estimated population under local police jurisdiction: **8,730,856**
- Estimated population under local Sheriffs' Offices jurisdiction: **13,929,547**

CENSUS.GOV

QUICKFACTS
POPULATION

ORANGE COUNTY, FLORIDA

URL:

<https://www.census.gov/quickfacts/fact/table/orangecountyflorida/PST045224#PST045224>

All Topics	Orange County, Florida
Population estimates, July 1, 2024, (V2024)	1,533,646
PEOPLE	
Population	
Population estimates, July 1, 2024, (V2024)	1,533,646
Population estimates base, April 1, 2020, (V2024)	1,429,910
Population, percent change - April 1, 2020 (estimates base) to July 1, 2024, (V2024)	7.3%
Population, Census, April 1, 2020	1,429,908
Population, Census, April 1, 2010	1,145,956

**SWORN STAFFING PER YEAR COMPARISON
DATA FOR SWORN STAFFING FROM: OCSO, FDLE, AND FOP93
DATA FOR ORANGE COUNTY RESIDENT POPULATION FROM: CENSUS.GOV***

PER FDLE – STATE AVERAGE IS 1.65 Deputies per 1000 Residents



Year of Sheriff's Tenure (Shaded Green)	FDLE Total Sworn Start of Year	FDLE Total Sworn Hired	FDLE Total Sworn End of Year	FDLE Reported Attrition	Orange County Population	Deputies-to-Resident Ratio	Deputies per 1000 Residents
Max Sworn Staffing Hypothetical	1885	*	1885	*	1,560,662	0.001207820784	1.21
2025 FOP 93 Publication	1643	TBD	1643	TBD	1,560,662	0.001052758381	1.05
2024	1607	2	1609	79	1,533,646	0.001047829812	1.05
2023	1662	7	1669	121	1,507,027	0.001102833592	1.10
2022	1677	9	1686	1	1,480,870	0.001132442416	1.13
2021	1677	145	1822	96	1,455,167	0.001152445046	1.15
2020	1613	138	1751	70	1,429,910	0.001128043024	1.13
2019	1592	145	1737	89	1,398,604	0.001138277883	1.14
2018	1568	179	1747	67	1,367,983	0.001146213074	1.15

*The compound annual growth rate (CAGR) was used to calculate the estimated population in years between 2010 (1,145,956), 2020 (1,429,910), and 2024 (1,533,646) based known population values from CENSUS.GOV.

During Sheriff Mina's tenure, from 2018 to 2025, Orange County's deputy staffing levels consistently remained approximately 30% below the FDLE state average of 1.65 deputies per 1,000 residents.

Year	Deputies per 1000 Residents	Percentage BELOW the state average of 1.65
2025	1.05	36.36%
2024	1.05	35.76%
2023	1.10	32.73%
2022	1.13	30.91%
2021	1.15	29.70%
2020	1.13	31.52%
2019	1.14	30.91%
2018	1.15	30.30%



Orange County Sheriff's Office
Deputy Sheriff - Court Security Deputy (CSD)

LOCATION	Orlando, FL	JOB TYPE	Full Time
JOB NUMBER	19-00075	DEPARTMENT	Court Security
OPENING DATE	07/06/2021	HIRING SALARY	\$2,000 signing allowance for Full-time Court Security Deputies. Rehired Orange County Sheriff's Office (OCSO) Deputy Sheriffs, prior and current Reserve Deputies, and current OCSO employees are not eligible for the \$2,000 signing allowance. • \$60,611 - Candidates with less than 4 years full-time law enforcement officer experience and are Florida certified (vested with authority to bear arms and make arrests). • \$63,627 - Candidates with 4 or more years of full-time law enforcement officer experience and are Florida certified (vested with authority to bear arms and make arrests).

JOB SUMMARY

Starting Salary: \$60,611.20/yr - \$63,627.20/yr with 4+ years of full-time law enforcement officer experience.

MINIMUM REQUIREMENTS & ESSENTIAL FUNCTIONS

****\$2,000 Signing Allowance**** (see Salary info for details)

The incumbent in this position is responsible for maintaining law and order in and around the courtroom, ensuring the protection and safety of persons in and around the courtroom, and expediting courtroom proceedings by preparing the courtroom, ensuring the prisoner's prompt appearance in court, and following directives from the judge. Those assigned to specialized units may have additional responsibilities and qualifications; refer to written directives for details. The incumbent is required to engage in the pursuit, apprehension, and arrest of law violators or suspected law violators, if observed or when assistance is requested from court communications or other deputy sheriffs. #oj

- **Must be Florida Certified or Currently Attending a Florida Law Enforcement Officer Academy:**
 - *Florida Certified* (vested with authority to bear arms and make arrests): Must have successfully completed the Florida Law Enforcement Officer Certification or [Equivalency of Training](#) from a Florida law enforcement academy and a passing score on the Florida law enforcement officer certification exam.

- *Currently Attending an Academy:* Must be currently attending a Florida law enforcement officer academy. Must obtain a passing score on the state law enforcement officer certification exam prior to receiving a conditional offer.
- Good work history.
- Accredited high school or GED diploma. (Will not accept a certificate of completion.)
- Must be able to comprehend and communicate fluently in verbal and written English.
- At least 20 years of age.
- U.S. Citizen.
- Valid driver's license for the last year.
- Must not have been convicted of a felony.
- Must not have been convicted of a misdemeanor involving moral character, false statements, perjury or domestic violence.
- Must not have received a dishonorable discharge from the United States Armed Forces.
- No illegal drug usage within the last year. Other drug usage will be evaluated on a case by case basis.
- Good physical condition.
- Ability to observe/surveil the activities of the courtroom and the courthouse building/property in order to ensure safety and security, which include determining the safety of, and /or the impairment of persons entering the courthouse.
- Ability to supervise courtroom procedures and train new employees on courtroom procedures.
- Ability to patrol courthouse buildings, grounds, and judges' parking lot before, during, and after regular business hours.
- Ability to guard and escort inmates, jurors, judges, evidence and contraband during trials. May also provide dignitary protection to safeguard sitting judges coming to and from the courthouse.
- Ability to handle defendants/inmates to ensure safety and their prompt appearance in court (to include guarding, searching, transporting, escorting, fingerprinting, and checking armbands for identity).
- Ability to manage/monitor jurors during court and also during sequestration, to include arranging meals, chaperoning, ensuring they are present and on-time, obtaining permission from judges re: jury requests, and logging special activities.
- Ability to perform searches of individuals (new remands, inmates, suspicious individuals, all individuals entering the courtroom during high-profile trials) and places (the courtroom, holding cells, hallways, jury rooms and judges' chambers, hotel rooms, and scans restrooms).
- Ability to control access to the bar (gate) in the courtroom.
- Ability to restrain disorderly individuals in the courtroom/courthouse.
- Ability to make arrests when necessary (e.g., for those with outstanding warrants, carrying contraband or weapons, or committing other crimes, etc.).
- Ability to serve legal documents in court (e.g., subpoenas, capias, final judgments, and writs).
- Ability to write/review reports and complete court paperwork as necessary (e.g., trip tickets, jail cards, arrest affidavits).
- Ability to respond to calls on the radio regarding courthouse property and suspicious or wanted individuals.
- Ability to assist the public as needed.
- Ability to enforce media guidelines (e.g., limits number and location of cameras).
- Ability to conduct consensual encounters with suspicious persons in and around the courthouse.
- Ability to provide site security for off-site court-related functions as needed.
- Ability to initiate lockdown and evacuation procedures as necessary, and establish a perimeter as needed.
- Ability to act as the Sheriff's representative by attending court.
- Ability to read and write routine reports and correspondence.
- Must have basic math skills (i.e., percentages, decimals, addition, subtraction, multiplication, and division) to include reading and distinguishing the order of numbers.
- Ability to operate a computer/MDS for purposes such as word processing, accessing databases, and maintaining electronic files and also have the ability to learn computer programs unique to the Court Security Section.
- Ability to apply common sense understanding in order to carry out instructions furnished in written, oral, or diagram form.
- Ability to deal with problems involving several concrete variables in standardized situations.
- Ability to process, organize, and prioritize information and report facts chronologically. Must have an awareness of one's surroundings, be attentive to detail, and to detect suspicious behavior.
- Ability to remain calm in crisis situations.

- Ability to concentrate and not be distracted easily.
- Must have effective interpersonal skills and the ability to interact with many cultures.
- Must consistently utilize logic and judgment and be decisive, adaptable, and self-initiating.
- Ability to perform under pressure and do many things simultaneously (multi-task).
- Must be able to follow directions and take orders but also have the ability to work with minimum supervision.
- Must stay abreast of changes to agency policies/procedures, State Statutes, or other applicable laws or ordinances.
- Ability to retain information, memorize codes/signals, and use reference material with ease.
- Must have the ability to maintain sensitive and confidential information.

A Court Security Deputy has a two year commitment of service as a Court Security Deputy (CSD). If the employee decides to pursue a career change to the position of Deputy Sheriff, he/she requests permission to the Human Resources Director via the chain of command to apply for Deputy Sheriff in Uniform Patrol. The request can be submitted as early as 18 months of employment. Once written approval is received by Human Resources Division, Recruiting and Background Section completes an abbreviated selection process (updated background). The file is reviewed by the Sheriff for a conditional offer of employment as a Deputy Sheriff in Uniform Patrol. Once a conditional offer of employment has been received, a medical exam and psychological evaluation are scheduled. After medical and psychological clearances are received, the employee is reclassified for the next certified hire date after completion of the two year CSD commitment of service.

The position as a CSD does not guarantee that the request for a career change will be approved.

CSD's shall not be authorized to work off-duty in a sworn capacity.

PROCESSING & TRAINING

All candidates for Court Security Deputy positions will participate in the following steps:

- Online application
- Voice Stress Analysis (truth verification)
- Complete Background Check
- Medical exam & drug screen (after conditional job offer)
- Psychological Evaluation (after conditional job offer)

Processing time on average is 3-5 months.

Training:

Newly hired court security deputies (with or without law enforcement experience) must participate in Deputy Orientation. This 4-week program covers all high liability areas, including driving, shooting, defensive tactics, and agency policies and procedures. After successfully completing Deputy Orientation, new CSD's complete 6 weeks of Court Security Deputy Positional Training with a training officer. This training ensures that all new CSD's are fully prepared to work in the Courthouse.

CSD's shall not be provided an agency vehicle but will still be required to successfully complete the OCSO's Law Enforcement Vehicle Operations (LEVO) program.

Promotions:

Court Security Deputy positions do not offer any promotional opportunities

PHYSICAL DEMANDS & WORK ENVIRONMENT

Physical Demands:

Must be able to meet and perform the same physical requirements as set forth in the deputy sheriff job description. Must be able to regularly talk and hear. Must be able to stand for long periods of time. Must be able to frequently walk, sit, use hands to handle or feel, and reach with hands and arms. Must occasionally be able to smell, climb, balance, stoop, kneel, crouch, or crawl. Must be able to frequently lift up to 10 pounds, and occasionally lift up to 25 pounds. The vision requirements include close vision, distance vision, color vision, peripheral vision, depth perception and the ability to focus

on a moving object/person.

Work Environment:

The majority of the work is performed inside and immediately surrounding the main courthouse, the Juvenile Justice Center, and the Booking and Release Center. While performing the duties of this job, the employee is occasionally exposed to moving mechanical parts, extreme cold and extreme hot non-weather conditions and wet, humid, non-weather conditions. The employee may be exposed to infectious or contagious diseases, and allergenic substances. Minimal exposure to bodily fluids and/or blood may occur. The typical noise level for this job is moderate (e.g., business office with computers, printers, light traffic). Depending on the assignment, they may be exposed to outdoor weather conditions. Due to the nature of the job, must be flexible with schedule and work hours and may be required to work evenings, weekends and/or holidays.

The Orange County Sheriff's Office is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the Orange County Sheriff's Office may provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

Employer

Orange County Sheriff's Office

Address

2500 West Colonial Drive

Orlando, Florida, 32804

Phone

(407) 254-7490

Website

<http://OCSO.COM>

Deputy Sheriff - Court Security Deputy (CSD) Supplemental Questionnaire

***QUESTION 1**

You must be at least 21 years of age to work as a Law Enforcement Officer. If applying for a law enforcement position, are you at least 21 years of age?

- ☐ Yes
☐ No

***QUESTION 2**

Are you a United States citizen?

- ☐ Yes
☐ No

***QUESTION 3**

Do you have any tattoos or body ornamentation on the hands, head, neck, or face?

- ☐ Yes
☐ No



Florida Department of
Law Enforcement

**REGISTRATION FOR EMPLOYMENT
AFFIDAVIT OF COMPLIANCE**

Incorporated by Reference in Rule 11B-27.002, F.A.C.



**CJSTC
60**

Please type or print in black or blue ink and use capital and small letters to write names, addresses, and titles

1. Social Security Number: _____
2. Officer's Name: _____
Last
First MI
3. Date of birth: _____
4. Ethnic group or race:
☐ Hispanic ☐ White ☐ Asian ☐ Other ☐ Black
☐ American Indian/Native Alaskan
5. Sex: ☐ Male ☐ Female
6. Education (Check highest diploma or degree):
☐ EQ/AA/AS ☐ BA/BS ☐ MA/MS ☐ JD/PHD/EDD
Note: To receive educational salary incentive, complete the Higher Education Report Form CJSTC-63.
7. Agency ORI: FL _____
8. Agency Name: _____
9. Employment Date: _____
10. Is this officer employed under a Temporary Employment Authorization? If yes, complete the Temporary Authorization form CJSTC-65.
☐ Yes ☐ No
11.

Employment Class	Employment Type
<input type="checkbox"/> Law Enforcement	<input type="checkbox"/> Full-time
<input type="checkbox"/> Correctional	<input type="checkbox"/> Part-time
<input type="checkbox"/> Correctional Probation	<input type="checkbox"/> Auxiliary
<input type="checkbox"/> Concurrent	
<input type="checkbox"/> Special Elected or Appointed	

Railroad Police
☐ Full-time ☐ Part-time
12. If officer completed auxiliary training, does agency have proof of required high liability training on file?
☐ Yes Date: _____ ☐ No
13. Is this officer requesting an equivalency-of-training? If yes, maintain on file the following forms: Equivalency-of-Training form CJSTC-76 for out-of-state or Federal Officers and the Equivalency-of-Training Proficiency Demonstration form CJSTC-76A.
☐ Yes ☐ No
14. Does the agency have the results of the officer's processed fingerprints on file? If yes, please indicate the date you received the fingerprint results from the Florida Department of Law Enforcement or the FBI.
☐ Yes Date: _____ ☐ No
15. Does the agency have on file the seven-panel controlled substance screening results as required in Rule 11B-27.00225?
☐ Yes ☐ No
16. Has the agency completed a background investigation and have on file all documents required in Chapter 27, F.A.C.?
☐ Yes ☐ No

I hereby certify that I have collected, verified, and am maintaining on file evidence that the applicant has met the provisions of Section 943.13(1)-(8) and 943.131, F.S., or any rule adopted pursuant thereto. I fully understand that this affidavit constitutes an official statement under the purview of Section 837.06, F.S., is subject to verification by the Criminal Justice Standards and Training Commission, and any intentional false execution of this affidavit constitutes a misdemeanor of the second degree.

17. _____
Agency Administrator or Designee's Signature
18. _____
Date
19. _____
Agency Administrator or Designee's Printed Name and Title

20. OATH

Pursuant to Section 117.05(13)(a), Florida Statutes

STATE OF _____ COUNTY OF _____

Sworn to (or affirmed) and subscribed before me by means of ☐ Physical Presence ☐ OR ☐ Online Notarization ☐ this _____

day of _____, year _____, By _____

Signature of Notary Public – State of Florida

Print, Type, or Stamp Commissioned name of Notary Public

Personally Known ☐ OR Produced Identification ☐

Type of Identification Produced _____

An officer shall not be employed in a sworn status until all requirements of Section 943.13, F.S. have been met.

INSTRUCTIONS FOR COMPLETING FORM CJSTC-60

Use this form to register officers with the Criminal Justice Standards and Training Commission.

USE THIS FORM WHEN:

1. An officer is initially employed.
2. Employment status is changed to full-time, part-time, or auxiliary.
3. An officer changes discipline. Disciplines are law enforcement, correctional, or correctional probation. Concurrent is when an officer has more than one certification.
4. An officer is reinstated because of a court order.
5. An officer transfers from one correctional institution to another with the Florida Department of Corrections.
6. An officer returns to the agency after a leave of absence.
7. The agency merges with another criminal justice agency.
8. An officer is terminated for not having fingerprints for a period not to exceed one calendar year from the date the officer was employed or appointed pursuant to Section 943.13(5), F.S.

HOW TO COMPLETE THIS FORM

1. **Social Security Number.** Enter the officer's social security number as in this example: 000-00-0000.
2. **Name.** Enter the officer's legal last and first name. If the officer has a middle initial, enter it above (MI).
3. **Date of Birth.** Enter the officer's date of birth as in this example: 06-29-41.
4. **Ethnic group or race.** Enter X in the box beside the officer's ethnic group or race. Ethnic groups and races are defined as follows:
 - a. **Hispanic:** all persons of Mexican, Puerto Rican, Central, or South American, or other Spanish culture or origin, regardless of race. May be either white or black.
 - b. **Asian:** Persons originated from any original peoples of Far East, southeast Asia, Indian Subcontinent, or Pacific Islands. Examples are : China, Japan, Korea, Philippine Islands and Samoa.
 - c. **American Indian or Native Alaskan:** Persons originated from any original peoples of North America and maintain cultural identification through tribal affiliation or community recognition.
 - d. **Black:** Persons originated from any Black racial groups of Africa, but not of Hispanic origin or culture.
 - e. **White:** Originated from any original peoples of Europe, North Africa, or Middle East, but not of Hispanic origin or culture.
 - f. **Other:** Persons originated from the combination of peoples or any peoples who are not Hispanic, Asian, Pacific Islander, American Indian, Native Alaskan, Black, or White.
5. **Sex.** Enter X in the box beside the officer's sex.
6. **Education.** Enter X in the box for the highest certificate, diploma, or degree that the officer holds.
 - a. **EQ/AA/AS:** Equivalency, Associate of Arts, Associate of Science
 - b. **BA/BS:** Bachelor of Arts, Bachelor of Science
 - c. **MA/MS:** Master of Arts, Master of Science
 - d. **JD/PHD/EDD:** Jurist Doctorate (Doctorate of Law), Doctorate (Science Arts or Education), Doctorate of Education.
7. **Agency ORI.** Enter the last seven digits of the agency's originating agency identifier number. There are nine digits in agency ORI codes and each ORI code begins with FL. Enter as in this example: FL 0370000.
8. **Agency Name.** Enter the agency's name.
9. **Employment date.** Enter the date the officer began working in a certified position, after successful completion of basic recruit training, unless he or she is employed under a temporary employment authorization (TEA). The employment date for the TEA shall be the initial date of employment. Enter as in this example: 05-28-1991.
10. **Temporary Employment Authorization.** Enter X in the box beside "Yes" if the agency hired an officer using a temporary employment authorization (TEA). Enter X in the box beside "No" if the officer was not hired using a TEA.

11. **Employment Class.** Enter X in the box beside the officer's employment type for the applicable discipline. **Note:** The "Special Elected or Appointed" box should only be checked if the person is an elected or appointed official affiliated with the agency for the purposes of maintaining the continued education requirement pursuant to Section 943.135(4), F.S.

Employment type. Enter X in the box for the type of employment.

- a. **Example:** If the Flamingo County Sheriff's Office employs John Mason as a **FULL-TIME** law enforcement officer, enter X in the box beside full-time.
 - b. **Example:** If the Flamingo County Sheriff's Office employs John Mason, who is certified as a part-time law enforcement officer, enter X in the box beside **PART-TIME**.
 - c. **Example:** If the Flamingo County Sheriff's Office employs John Mason, who is certified as an auxiliary law enforcement or correctional officer, enter X box beside **AUXILIARY**.
12. **High-Liability Training for Certified Auxiliary Officers.** Only correctional or law enforcement officers may serve as a certified auxiliary officer. Enter X in the box beside "Yes" if proof of required high-liability training is in the officer's file. If "Yes" is marked, indicate the date the high-liability training was completed. Enter X in the box beside "No" if proof of high-liability training is not in the officer's file.
 13. **Equivalency-of-Training.** Enter X in the box beside "Yes" if the agency is requesting an equivalency-of-training. Enter X in the box beside "No" if the agency is not requesting an equivalency-of-training. **Example:** Jim Doss is employed by the Flamingo County Sheriff's Office and was previously certified out-of-state. Mr. Doss wants to become a Florida certified officer. Enter X in the box beside "Yes."
 14. **Results of Processed Fingerprints.** Enter X in the box beside "Yes" if the agency has on file the results of the officer's processed fingerprints by FDLE and the FBI, and enter the date the results were received. Enter X in the box beside "No" if the agency does not have on file the fingerprint results.
 15. **Controlled Substance Screening.** Enter X in the box beside "Yes" if the agency has completed the seven-panel controlled substance test requirement for the officer. Enter X in the box beside "No" if the agency has not completed the seven-panel controlled substance test requirement for the officer.
 16. **Background Investigation.** Enter X in the box beside "Yes" if the agency has completed the required background investigation and has on file the required documents. Enter X in the box beside "no" if the agency has not completed the background investigation. **Note:** Officers should not be employed in a sworn status until all requirements of Section 943.13, F.S. have been met.

AFFIDAVIT OF COMPLIANCE

The agency administrator or designee shall complete the remainder of this affidavit in the presence of a notary public.

17. **Agency administrator's signature.** The agency administrator or designee shall their name attesting that the information on the form is true and correct.
18. **Date signed.** The agency administrator or designee shall enter the date the affidavit was signed.
19. **Agency administrator's title.** Type or print the agency administrator or designee's title and date in black or blue ink.
20. The notary shall complete all blank spaces of this section.

AGENCY REQUIREMENTS

- If the agency is entering the information on-line through the Commission's Automated Management Training System (ATMS), please print this form and maintain the original on file at the agency.
- If the agency is unable to enter the information on-line through ATMS, please contact the Florida Department of Law Enforcement, Criminal Justice Professionalism Program, Records Section, at 850-410-8600 for assistance.



AFFIDAVIT OF SEPARATION

Incorporated by Reference in
Rules 11B-20.001 and 11B-27.002, F.A.C.



**CJSTC
61**

<p>1. Last Four Digits of Social Security Number: _____</p> <p>2. Name: _____ Last First MI</p> <p>3. Agency Name: _____</p> <p>4. Agency ORI: FL _____</p> <p>5. Date Employed: _____ 6. Separation Date: _____</p>	<p>Employment Class</p> <p><input type="checkbox"/> Law Enforcement</p> <p><input type="checkbox"/> Correctional</p> <p><input type="checkbox"/> Correctional Probation</p> <p><input type="checkbox"/> Concurrent</p> <p><input type="checkbox"/> Special Elected or Appointed</p> <p><input type="checkbox"/> Instructor</p> <p>Employment Type</p> <p><input type="checkbox"/> Full time</p> <p><input type="checkbox"/> Part time</p> <p><input type="checkbox"/> Auxiliary</p>
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7. Separation Reasons

<p>7A. ADMINISTRATIVE – ROUTINE</p> <p><input type="checkbox"/> Voluntary separation not involving misconduct</p> <p><input type="checkbox"/> Transfer within agency. No break in service</p> <p><input type="checkbox"/> Retired. Not involving misconduct</p> <p><input type="checkbox"/> Deceased</p> <p><input type="checkbox"/> Line of Duty Death</p> <p><input type="checkbox"/> Budgetary constraints. Local and Federal grants not renewed</p> <p><input type="checkbox"/> Extended leave of absence</p> <p>Type: _____</p> <p>Periods of Time: _____</p> <p><input type="checkbox"/> Military leave of absence</p> <p>Periods of Time: _____</p> <p>NOTE: See Instructions on Page 2.</p> <p><input type="checkbox"/> Suspension</p> <p>Periods of Time: _____</p> <p><input type="checkbox"/> Administrative separation not involving misconduct</p> <p><input type="checkbox"/> Special elected or appointed</p> <p>Position: _____</p> <p>Anticipated term: _____</p> <p><input type="checkbox"/> Instructor request for change of affiliation</p> <p>7B. ADMINISTRATIVE – NON-ROUTINE</p> <p><input type="checkbox"/> Failure to complete basic recruit training</p> <p><input type="checkbox"/> Failure to pass the State Officer Certification Examination</p>	<p>7C. ADMINISTRATIVE – SUBSTANDARD PERFORMANCE</p> <p><input type="checkbox"/> Failure to satisfactorily complete the agency field-training program (training performance issues).</p> <p><input type="checkbox"/> Failure to perform assigned tasks satisfactorily.</p> <p>7D. OTHER – EXAMPLE</p> <p><input type="checkbox"/> Excessive absenteeism; failure to report for duty, sleeping on duty, etc.</p> <p>7E. UNFAVORABLE – MISCONDUCT</p> <p><input type="checkbox"/> Voluntary separation or retirement while being investigated for violation of agency or training school policy not involving a moral character violation defined in Rule 11B-27.0011, F.A.C.</p> <p><input type="checkbox"/> Voluntary separation or retirement in lieu of termination for violation of agency or training school policy not involving a moral character violation defined in Rule 11B-27.0011, F.A.C.</p> <p><input type="checkbox"/> Terminated for violation of agency or training school policy not involving a moral character violation defined in Rule 11B-27.0011, F.A.C.</p> <p>NOTE: The agency administrator or designee shall provide written documentation of the internal or criminal investigation upon request by Commission staff.</p>	<p>7F. Pursuant to Section 943.1395(5), F.S., an employing agency must conduct an internal investigation when having cause to suspect that an officer or instructor it employs or employed at the time of the alleged violation, or employed on a Temporary Employment Authorization is not in compliance with Section 943.13(4) or (7), F.S., or Rule 11B-27.0011, F.A.C.</p> <p><input type="checkbox"/> Voluntary separation or retirement while being investigated for violation of Section 943.13(4), F.S., or violation of moral character standards defined in Rule 11B-27.0011, F.A.C.</p> <p><input type="checkbox"/> Voluntary separation or retirement in lieu of termination for violation of Section 943.13(4), F.S., or violation of moral character standards as defined in Rule 11B-27.0011, F.A.C.</p> <p><input type="checkbox"/> Terminated for violation of Section 943.13(4), F.S., or violation of moral character standards as defined in Rule 11B-27.0011, F.A.C.</p> <p>NOTE: The agency administrator or designee shall provide written documentation of the internal or criminal investigation upon request by Commission staff.</p>
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NOTICE: Section 943.139(2), F.S., requires the execution of an Affidavit of Separation by the employing agency in a case of officer separation. **WARNING:** Intentional false execution of this Affidavit of Separation constitutes a misdemeanor of the second degree.

8. Agency Administrator or Designee's Signature _____ 9. Agency Administrator or Designee's Printed Name _____ 10. Date _____

11. Agency Administrator or Designee's Title _____

12. OATH
Pursuant to Section 117.05(13)(a), Florida Statutes

STATE OF _____ COUNTY OF _____

Sworn to (or affirmed) and subscribed before me by means of Physical Presence ☐ OR Online Notarization ☐ this _____

day of _____, year _____, By _____

Signature of Notary Public – State of Florida

Print, Type, or Stamp Commissioned name of Notary Public _____ Personally Known ☐ OR Produced Identification ☐

Type of Identification Produced _____

INSTRUCTIONS FOR COMPLETING FORM CJSTC-61

**USE THIS FORM TO SEPARATE
AN OFFICER FROM AN AGENCY**

USE THIS FORM WHEN:

1. An officer or instructor separates from an agency when he or she voluntarily separates, retires, or dies.
2. An officer transfers within the agency.
3. Budgetary constraints (local or federal grants not renewed) are experienced by an agency.
4. An officer has an extended leave of absence or suspension.
5. An agency terminates an officer for administrative reasons.
6. An officer has a leave of absence for active duty military service.
7. An officer fails to complete a basic recruit training program.
8. An officer fails to pass the State Officer Certification Examination.
9. An officer fails to satisfactorily complete the agency's field training program.
10. An officer or instructor fails to perform assigned tasks satisfactorily.
11. An officer or instructor has excessive absenteeism, fails to report for duty, etc.
12. An officer or instructor voluntarily separates, retires, or is terminated while being investigated for a violation of agency policy.

The Internal Investigation Report, form CJSTC-78, shall accompany form CJSTC-61 if any of the following reasons for separation of employment or appointment are applicable to the officer or instructor:

1. An officer or instructor voluntarily separates or retires while being investigated for a violation of Section 943.13(4), F.S., or for a violation of moral character standards as defined by Rule 11B-27.0011, F.A.C.
2. An officer or instructor is terminated for a violation of Section 943.13 (4), F.S., or for a violation of moral character standards as defined by Rule 11B-27.0011, F.A.C.
3. An officer or instructor voluntarily separates or retires in lieu of termination for a violation of Section 943.13(4), F.S., or for violation of moral character standards as defined in Rule 11B-27.0011, F.A.C.

NOTE: The Special Elected or Appointed box should only be checked if an individual is an elected or appointed official affiliated with an agency to maintain his or her continuing education requirement. Please indicate the individual's position and anticipated term of office.

Steps to document separations and subsequent re-employments of active-duty military personnel:

1. Enter the date the officer enters active duty military service as the separation date and select "Military leave of absence" as the separation reason.
2. When the officer is released from active duty military service, contact your assigned Criminal Justice Customer Service Specialist in the Officer Records Section at (850) 410-8600 for assistance with removing the separation and updating the officer's ATMS records as needed. Be prepared to provide the officer's DD214 form or other military documentation which reflect the active duty time frame.
3. Enter the officer's dates of active duty military service in the Comments field for the employment.

HOW TO COMPLETE EACH ITEM

1. **Social Security Number.** Enter the last four digits of the officer's social security number as in this example: 000-00-1234.
2. **Name.** Enter the officer's legal last and first name. Enter the officer's middle initial if applicable.
3. **Agency Name.** Enter the agency's name.
4. **Agency ORI:** Enter the last seven digits of the agency's originating identifier number as in this example: FL0370000.
5. **Date Employed.** Enter the officer's employment date as a sworn officer as in this example: (MM/DD/YYYY).
6. **Date Separated.** Enter the last date the officer was employed as in this example: (MM/DD/YYYY).

The agency administrator or designee shall complete the remainder of this affidavit in the presence of a notary public.

7. **Separation Reasons.** Place a check mark in the applicable box(es):
 - 7a. Administrative-Routine
 - 7b. Administrative - No Routine
 - 7c. Administrative - Substandard Performance
 - 7d. Other Example(s)
 - 7e. Unfavorable Misconduct. **NOTE:** The agency administrator or designee shall provide proof of the internal or criminal investigation upon request by Commission staff.
8. **Administrator or Designee's Signature.** The agency administrator or designee shall sign his or her name.
9. **Agency Administrator or Designee's Name.** The agency administrator or designee shall print his or her name.
10. **Date Signed.** The agency administrator or designee shall enter the date the affidavit is signed.
11. **Agency Administrator or Designee's Title.** The agency administrator or designee shall print his or her title.
12. **Completion of Affidavit Section.** The notary public shall complete all blank lines in the Affidavit Section.

AGENCY REQUIREMENTS

- If the agency is entering the information on-line through the Commission's Automated Management Training System (ATMS), please print this form and maintain the original on file at the agency.
- If the agency is unable to enter the information on-line into ATMS, please contact the Florida Department of Law Enforcement, Criminal Justice Professionalism Program, Records Section, at 850-410-8600 for assistance.

ADMINISTRATIVE RULE 11B-27.002 (SEE HIGHLIGHTED SECTIONS)

11B-27.002 Certification, Employment or Appointment, Reactivation, and Terminating Employment or Appointment of Officers.

(1) Certification or Reactivation of Certification. Prior to submitting an application for certification or reactivation of certification for a law enforcement, correctional, or correctional probation officer, the employing agency shall collect and verify documents establishing that an applicant has complied with the requirements of Section 943.13, F.S. Verified documents shall be maintained in the officer's training file at the employing agency. The following documents are required for verification of an applicant's compliance with this rule section.

(a) Evidence of the applicant's age and citizenship verified by any of the following documents:

1. Copy of birth certificate; or
2. Copy of court documentation that attests to birth; or
3. Current and valid U.S. passport that indicates U.S. citizenship and birth date; or
4. Report of Birth Abroad of a Citizen of the United States, issued by a U.S. Consular Office; or
5. Certificate of Naturalization from the United States Department of Immigration and Naturalization.

(b) Evidence that the applicant is a high school graduate or its equivalent pursuant to Rule 11B-27.0021, F.A.C.

(c) Evidence that an applicant's fingerprints have been processed by the Federal Bureau of Investigation or the Florida Department of Law Enforcement, if identified as a single state offender or multi-state offender, pursuant to Rule 11B-27.00211, F.A.C.

(d) A Physician's Assessment, form CJSTC-75, revised August 13, 2020, effective 5/2021, hereby incorporated by reference <https://www.flrules.org/Gateway/reference.asp?No=Ref-14221>, or an equivalent form signed by a physician, certified advanced registered nurse practitioner, or physician assistant licensed in the United States or its territories, verifying the applicant's fitness to perform the duties of an officer pursuant to Section 943.13(6), F.S. Form CJSTC-75 can be obtained at the following FDLE Internet address: <http://www.fdle.state.fl.us/CJSTC/Publications/Forms.aspx>, or by contacting Commission staff at (850)410-8615. A copy of the officer's position description shall be reviewed by the physician to ensure that the applicant can meet the physical standards required of the position. A Patient Information, form CJSTC-75A, revised November 8, 2007, hereby incorporated by reference, may also be provided to the examining physician, certified advanced registered nurse practitioner, or physician assistant for reference. Form CJSTC-75A can be obtained at the following FDLE Internet address: <http://www.fdle.state.fl.us/CJSTC/Publications/Forms.aspx>, or by contacting Commission staff at (850)410-8615. The CJSTC-75 form or equivalent, shall be completed with each new employment or appointment of an officer, and shall not be completed more than one year prior to an officer's employment or appointment. A CJSTC-75 form prepared for a specific employing agency shall not be used by any other employing agency.

(e) Evidence, by verification of military records, that the individual has not received a dishonorable discharge from any of the Armed Forces of the United States, pursuant to paragraph 11B-27.0022(2)(c), F.A.C.

(f) An Affidavit of Applicant, form CJSTC-68, revised August 15, 2024, effective 3/2025, hereby incorporated by reference <https://www.flrules.org/Gateway/reference.asp?No=Ref-17852>, executed by the applicant attesting that the applicant complies with the employment or appointment qualifications pursuant to Sections 943.13(1)-(10), F.S. Form CJSTC-68 can be obtained at the following FDLE Internet address: <http://www.fdle.state.fl.us/CJSTC/Publications/Forms.aspx>, or by contacting Commission staff at (850)410-8615.

(g) Evidence that a thorough background investigation was conducted not more than one year prior to the date of employment or appointment as an officer or civilian officer trainee, pursuant to Rule 11B-27.0022, F.A.C. A thorough background investigation shall be conducted in conjunction with an officer's employment or appointment, regardless of existing evidence that a thorough background investigation of the officer was conducted for a previous employment or appointment.

(h) Evidence that the applicant has successfully completed a Commission-approved Basic Recruit Training Program, pursuant to Rules 11B-35.002 and 11B-35.003, F.A.C., or is exempt, pursuant to Rule 11B-35.009, F.A.C., and has achieved a passing score on the State Officer Certification Examination for the discipline for which certification is being sought pursuant to Section 943.13(10), F.S.

(2) The employing agency administrator is required, within 30 days of hire, to submit to Commission staff or electronically transmit through the Commission's Automated Training Management System (ATMS), and maintain on file a Registration of Employment Affidavit of Compliance, form CJSTC-60, revised August 15, 2024, effective 3/2025, hereby incorporated by reference <https://www.flrules.org/Gateway/reference.asp?No=Ref-17853>, attesting to compliance by the employing agency with the following requirements. Form CJSTC-60 can be obtained at the following FDLE Internet address: <http://www.fdle.state.fl.us/CJSTC/Publications/Forms.aspx>, or by contacting Commission staff at (850)410-8615.

(a) For law enforcement, correctional, and correctional probation officer applicants who have not been previously certified and who have complied with the certification requirements pursuant to Sections 943.13(1)-(10), F.S., the employing agency shall certify to the Commission that the applicant is eligible for certification by submitting to Commission staff or electronically transmitting through the Commission's Automated Training Management System (ATMS), a completed Officer Certification Application, form CJSTC-59, revised August 15, 2024, effective 3/2025, hereby incorporated by reference <https://www.flrules.org/Gateway/reference.asp?No=Ref-17854>, within 30 days of the applicant's compliance with the certification requirements, notwithstanding whether the applicant is separated from employment. Upon receipt of an Officer Certification Application Deficiency Notification, form CJSTC-259, revised August 13, 2020, effective 5/2021, hereby incorporated by reference <http://www.flrules.org/Gateway/reference.asp?No=Ref-13132>, the employing agency shall maintain on file, a copy of form CJSTC-59 and any other employment documentation. Forms CJSTC-59 and CJSTC-259 can be obtained at the following FDLE Internet address: <http://www.fdle.state.fl.us/CJSTC/Publications/Forms.aspx>, or by contacting Commission staff at (850)410-8615. The employing agency shall submit a copy of form CJSTC-259 and the missing or deficient documentation to Commission staff within 90 days of the date the form was signed and issued to the agency. Failure by the employing agency to submit missing or deficient documentation within the required 90 days may result in denial of an applicant's request for certification. An officer applicant shall not work as a sworn officer prior to meeting the requirements of Section 943.13, F.S., except as authorized pursuant to Section 943.131, F.S.

(b) Name changes shall be verified by the employing agency through verification of information on legal documents such as a marriage license or official name change documents. To document an officer's name change, a completed Name Change Application, form CJSTC-79, revised November 8, 2007, hereby incorporated by reference, and a copy of supporting documentation shall be submitted to Commission staff. Form CJSTC-79 can be obtained at the following FDLE Internet address: <http://www.fdle.state.fl.us/CJSTC/Publications/Forms.aspx>, or by contacting Commission staff at (850)410-8615.

(3) Employment requirements pursuant to Section 943.13, F.S., shall be documented on an Agency New Hire Report, form CJSTC-207, revised August 12, 2021, effective 6/2022, hereby incorporated by reference <https://www.flrules.org/Gateway/reference.asp?No=Ref-14226>. Form CJSTC-207 can be obtained at the following FDLE Internet address: <http://www.fdle.state.fl.us/CJSTC/Publications/Forms.aspx>, or by contacting Commission staff at (850)410-8615.

(a) The files of newly hired officers are subject to an on-site inspection by Commission staff to ensure compliance with the requirements of Chapter 943, F.S., and Chapter 11B-27, F.A.C. All documents collected in conjunction with the background investigation shall be available for review. The following documents shall be reviewed for completeness:

1. A Registration of Employment Affidavit of Compliance form CJSTC-60.

2. An Employment Background Investigative Report, form CJSTC-77, revised August 15, 2024, effective 3/2025, hereby incorporated by reference <https://www.flrules.org/Gateway/reference.asp?No=Ref-17855>. Form CJSTC-77 can be obtained at the following FDLE Internet address: <http://www.fdle.state.fl.us/CJSTC/Publications/Forms.aspx>, or by contacting Commission staff at (850)410-8615.

3. An Affidavit of Applicant form CJSTC-68.

4. A Temporary Employment Authorization Statement, form CJSTC-65, revised August 15, 2024, effective 3/2025, hereby incorporated by reference <http://www.flrules.org/Gateway/reference.asp?No=Ref-17856>. Form CJSTC-65 can be obtained at the following FDLE Internet address: <http://www.fdle.state.fl.us/CJSTC/Publications/Forms.aspx>, or by contacting Commission staff at (850)410-8615.

5. Proof of age documentation.

6. Proof of citizenship documentation.

7. Legal document(s) for name change.

8. High School Diploma, GED, and Equivalency of Foreign and Non-Public High School Curriculum pursuant to subsection 11B-27.0021(1), F.A.C.

9. A copy of the most recently issued DD 214, or other official documents from the United States Military denoting the discharge status or copy of the officer's current military identification. Wording on the documentation shall indicate the discharge was any discharge other than dishonorable.

10. An FBI Civil Applicant Response provided from a Live Scan device by the Florida Department of Law Enforcement (FDLE) Certified Mail Application, with the National Crime Information Center (NCIC) criminal history record attached, and an FDLE Customer Summary Report and Transaction Listing with the Florida Criminal Information Center (FCIC) criminal history record attached. If a Civil Applicant Response is not received by the agency, the FCIC Criminal History indicating no single state or multi-state offender criminal history record exists shall be proof the applicant's fingerprints have been processed.

11. An Exemption-From-Training, form CJSTC-76, revised August 15, 2024, effective 3/2025, hereby incorporated by reference <http://www.flrules.org/Gateway/reference.asp?No=Ref-17857>, and an Exemption-From-Training Proficiency Demonstration, form CJSTC-76A, revised August 15, 2024, effective 3/2025, hereby incorporated by reference <http://www.flrules.org/Gateway/reference.asp?No=Ref-17858>, for previous Florida and out-of-state, federal, military officers, or special operations forces as defined in Section 943.10(22), F.S., if the officer used this training option. Forms CJSTC-76 and CJSTC-76A can be obtained at the following FDLE Internet address: <http://www.fdle.state.fl.us/CJSTC/Publications/Forms.aspx>, or by contacting Commission staff at (850)410-8615.

12. Results of the State Officer Certification Examination for training completed after June 30, 1993.

13. A Physician's Assessment form CJSTC-75 or equivalent.

14. Drug screen results of at least a 7-panel test pursuant to paragraph 11B-27.00225(2)(d), F.A.C.

15. An Affidavit of Separation, form CJSTC-61, revised August 15, 2024, effective 3/2025, incorporated by reference <https://www.flrules.org/Gateway/reference.asp?No=Ref-17861>, if the officer has separated

employment with the agency. Form CJSTC-61 can be obtained at the following FDLE Internet address: <http://www.fdle.state.fl.us/CJSTC/Publications/Forms.aspx>, or by contacting Commission staff at (850)410-8615.

(b) Commission staff shall conduct a re-inspection of the noted deficiencies, which shall be recorded on the Agency New Hire Report form CJSTC-207, within 90 days of the initial inspection.

1. If the deficiency(s) has been resolved prior to the re-inspection, Commission staff shall record the correction on form CJSTC-207.

2. If the deficiency(s) has not been resolved on or before the re-inspection date, the agency administrator shall provide Commission staff with a timeline for resolution of the noted deficiency(s) in the officer's file.

3. If the deficiency(s) noted in the officer's file remains unresolved, the Criminal Justice Standards and Training Commission Chairman shall notify the agency administrator, in writing, that the Registration of Employment Affidavit of Compliance form CJSTC-60, that has been signed by the agency administrator or its designee, confirming agency compliance with Section 943.133(2), F.S., is in fact not in compliance, and as such, is in violation of subparagraph 11B-27.0011(4)(c)12., F.A.C., and Section 837.06, F.S.

4. If the deficiency(s) noted in the officer's file remains uncorrected, the name of the agency and the deficiency(s) noted shall be included in the Commission's quarterly report for further action.

(4)(a) Within four years of the beginning date of a Commission-approved Basic Recruit Training Program, an individual shall successfully complete the program, achieve a passing score on the applicable State Officer Certification Examination, and gain employment, and certification as an officer.

(b) An individual who fails to comply with the requirements in paragraph (4)(a) of this rule section, for the discipline in which the training was completed, within four years of the date of beginning such training, shall as a condition for obtaining employment, comply with the following:

1. Successfully complete a Commission-approved Basic Recruit Training Program pursuant to Rule 11B-35.002, F.A.C., or qualify for an exemption from a Commission-approved Basic Recruit Training Program, pursuant to Section 943.131(2), F.S., to include demonstration of proficiency in the High-Liability Basic Recruit Training Courses pursuant to Rule 11B-35.0024, F.A.C.; and, if applicable, completion of the Special Operations Forces Training Program, pursuant to Rule 11B-35.009, F.A.C., and

2. Achieve a passing score on the State Officer Certification Examination.

(5) Officer Separation from Employment or Appointment. An Affidavit of Separation form CJSTC-61, shall be completed by the employing agency and immediately transmitted via the Commission's ATMS or submitted to Commission staff. If the officer has met the requirements for certification, mandatory training, or firearms qualification at the time of separation the agency shall update the Commission's ATMS prior to separation. The certification of an officer shall become inactive upon separation from employment or appointment and will remain inactive until such time as the officer is employed or appointed by a criminal justice employing agency, provided the officer remains eligible for employment or appointment.

Rulemaking Authority 943.03(4), 943.12(1) FS. Law Implemented 943.12(3), 943.13, 943.133, 943.139, 943.1395 FS. History--New 10-6-82, Amended 4-26-84, 1-7-85, Formerly 11B-27.02, Amended 9-3-87, 3-29-89, 5-14-92, 12-13-92, 9-5-93, 1-19-94, 1-2-97, 7-7-99, 8-22-00, 7-29-01, 11-5-02, 11-30-04, 3-27-06, 3-21-07, 6-9-08, 6-3-10, 5-21-12, 3-13-13, 5-29-14, 7-29-15, 9-4-16, 9-14-17, 8-15-18, 7-9-19, 5-5-20, 5-20-21, 6-26-22, 8-30-23, 4-9-25.

RESULTS FROM INTERNAL SURVEY DELIVERED BY SHERIFF MINA VIA EMAIL

From: Mina, John <John.Mina@ocsofl.com>
Sent: Wednesday, April 30, 2025 9:30:49 AM
To: Sheriff's Office <SheriffsOffice@ocsofl.com>
Subject: Agency Feedback Survey

Good Morning,

I want to take a moment to thank each of you who participated in the recent Agency Feedback Survey. We received 1,045 responses—an outstanding level of engagement that speaks volumes about your commitment to shaping the future of the Orange County Sheriff's Office.

Your feedback provides valuable insight into how we're doing and where we need to grow and improve. Here's a brief summary:

- **Job Satisfaction:** A majority of respondents (70%) reported being extremely to slightly satisfied with their roles, while 7% were neutral, and 22% expressed varying levels of dissatisfaction.

Overall, how satisfied are you working for the Orange County Sheriff's Office?	Percentage	Count
Extremely satisfied	17%	157
Moderately satisfied	36%	326
Slightly satisfied	17%	153
Neither satisfied nor dissatisfied	7%	67
Slightly dissatisfied	9%	83
Moderately dissatisfied	9%	86
Extremely dissatisfied	4%	39

RESULTS FROM INTERNAL SURVEY DELIVERED BY SHERIFF MINA VIA EMAIL

- **Recommending OCSO:** This area shows room for improvement, with 47% indicating they would not recommend OCSO as a good place to work, 28% remaining neutral, and 25% responding positively.

To what extent do you agree with the following statement: I would recommend OCSO as a good place to work. - Group	Percentage	Count
Detractor	47%	402
Passive	28%	239
Promoter	25%	215

- **Overall Experience:** 60% of respondents feel more positive about their experiences at the agency over time, while 40% feel more negative.

As a result of your experiences, do you feel more positive or more negative about OCSO?	Percentage	Count
Much more positive	22%	187
Somewhat more positive	38%	319
Somewhat more negative	29%	243
Much more negative	11%	97

- **Years of Service:** The largest group of respondents (23%) were employees who have been with OCSO for 6–10 years, followed closely by those with 1–5 years (21%). The rest of the feedback was well-distributed across all experience levels, from those new to the agency to our most veteran members.

Beyond the metrics, many of you provided thoughtful and constructive open-ended responses. I am actively reviewing those now, and I want to acknowledge and thank you for the candid feedback. With the tremendous response, it will take some time to work through all of the feedback and I appreciate

RESULTS FROM INTERNAL SURVEY DELIVERED BY SHERIFF MINA VIA EMAIL

~~I acknowledge and thank you for the candid feedback.~~

With the tremendous response, it will take some time to work through all of the feedback and I appreciate your patience during the review process.

A few examples already under review or in development include:

- Exploring incentives for safe drivers
- Evaluation of the Drive-Cam point system
- Consideration of incentives for Field Training Officers

As I have always said, the good ideas come from you, not me. This is a continuous process, and your voice is instrumental in moving the agency forward.

Thank you again for your response, your service, and your dedication to the Orange County Sheriff's Office.

ORANGE COUNTY CHARTER SECTION 207

- C. *Filling vacancies when permissible under Florida law.* If and to the extent that it should become lawful under the Constitution and laws of the State of Florida for this charter to prescribe a method for filling vacancies in the office of county commissioner, this subsection shall immediately become effective.

If a vacancy occurs in the office of county commissioner and the remainder of the term of office is one year or less, then such vacancy shall be filled for the remainder of the term by appointment by a majority vote of the board of county commissioners.

If a vacancy occurs in the office of county commissioner and the remainder of the term of office exceeds one year, then such vacancy shall be filled by appointment by a majority vote of the board of county commissioners, until the date set for the commencement of the term of office for county commissioners following the next general election pursuant to Section 204 of this charter. The board of county commissioners shall call a special election, to be held concurrent with the next county election cycle, to fill the vacancy for the remainder of the term of office.

(Amended November 1988; November 2004; November 2012)

State law reference(s)—Filling of vacancies, Fla. Const. art. IV, § 1; Fla. Const. art. VI, § 5; F.S. §§ 100.111, 114.04.

Sec. 207. Powers and duties.

The board shall have the power and duty to originate, terminate and regulate legislative and policy matters, including but not limited to:

1. Adopting or enacting, in accordance with the procedures provided by general law, ordinances and resolutions it deems necessary and proper for the good governance of the county;
2. Approving the annual operating and capital budgets and any long term capital or financial program;
3. Considering conducting continuing studies in the operation of county programs and services and take action on programs for improvement of the county and the welfare of its residents;
4. Adopting, and amending as necessary, a county administrative code to govern the operation of the county;
5. Adopting, pursuant to the provisions of this Charter, such ordinances of countywide force and effect as are necessary for the health, safety and welfare of the residents.

The commissioners shall only devote such time as is necessary to perform the legislative responsibilities of their office.

(Amended November 1988; November 2004)

Sec. 208. Organization.

The board shall annually elect from among its members a vice mayor. Except as provided otherwise in section 302, in the absence of the county mayor, the vice mayor shall serve as the official representative and ceremonial dignitary for the board; shall preside during the board of county commissioners' meetings and may execute documents approved by the board. The vice mayor shall be elected by majority vote during the month of December of each calendar year.

(Amended November 1988; November 1992; November 2004)

OCSO 2024 POWERPOINT PRESENTATION – RELEVANT SLIDES

Current Authorized Staffing

Sworn Positions – 1,885

Civilian Positions – 785

Authorized Positions – 2,670



I have 181 vacancies for
deputies. That's less than 10%.

Current Authorized Staffing

Sworn Positions – 1,885

Civilian Positions – 785

Authorized Positions – 2,670



And if you compare that
nationwide law enforcement,

OCSO 2024 POWERPOINT PRESENTATION – RELEVANT SLIDES

Current Authorized Staffing

Sworn Positions – 1,885

Civilian Positions – 785

Authorized Positions – 2,670



that's actually pretty good.

Requested Positions

Sworn:

- 25 Uniform Patrol

Civilian:

- | | |
|---------------------------------|---------------------------------------|
| • 3 Traffic Infraction Officers | • 1 Asst. Squad Leader – Mobile Video |
| • 2 Automotive Technicians | • 1 Senior Accountant – Finance |
| • 2 Records Technicians | • 1 Purchasing Bid Analyst |
| • 1 Wellness Specialist | • 1 R&D Project Manager |
| • 1 HRD Recruiting Analyst | |

the request of positions for
this year's budget. 25 uniform

OCSO 2024 POWERPOINT PRESENTATION – RELEVANT SLIDES

Sworn Recruiting Events

North Carolina Recruitment Trip

- July 11 – 13
- Recruiters will travel to Jacksonville, NC seeking qualified sworn and civilian candidates



OCSO 2023 POWERPOINT PRESENTATION – RELEVANT SLIDES

Current Authorized Staffing

Sworn Positions – 1,846

Civilian Positions – 765

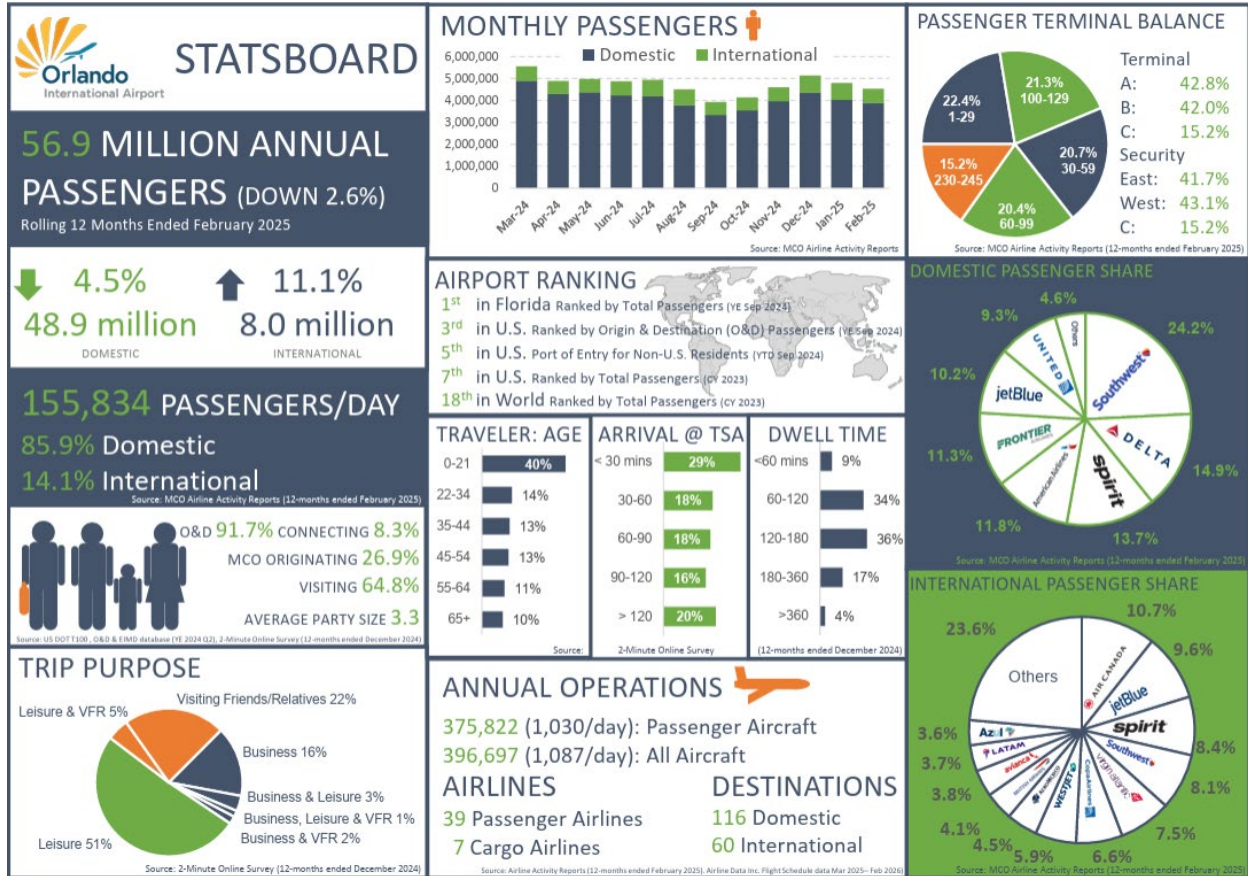
Authorized Positions – 2,611

Requested Sworn Positions

Total: 34

- 1 Behavioral Response Unit
- 1 School Resource Officer
- 2 HRIC/SWAT Operator
- 1 FTEP Training Coordinator
- 2 Enforceable Writs
- 2 Police Athletic League (PAL)
- 25 Uniform Patrol

GREATER ORLANDO AVIATION AUTHORITY (GOAA) STATSBOARD APRIL 2025



Updated: 4/2/2025

More info at flymco.com/airport-business/traffic-statistics/

Next Update: March