

# 2024 ANNUAL REPORT

## Leesburg Police Department

*“To Protect and Serve with Integrity, Courage, Compassion and Intelligence”*



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**Office of the Chief of Police**  
**Chief Joseph A. Iozzi**  
**“COMMENTS FROM THE CHIEF”**  
**2024**



As your new Chief of Police in 2024, I am pleased to present you the *2024 Annual Report* for the Leesburg Police Department. The primary purpose of this report is to provide the community with transparency in government and to show how we meet the challenges facing our community. This report offers a glimpse of the Police Department’s operations and presents a detailed summary of police programs implemented, calls for service, and arrest data.

As of January 1, 2021, the FBI’s National Incident-Based Reporting System (NIBRS) became the national standard for law enforcement crime data reporting in the United States. The transition to NIBRS represents a significant shift and improvement in how we report crime.

NIBRS data will more accurately reflect the types of crime addressed by police agencies, like simple assault, animal cruelty, destruction of property, intimidation, and identity theft. The broad scope of the information collected in NIBRS will broaden and enhance our understanding of crime and public safety for our community.

With the introduction of NIBRS, we are going to need a few reporting cycles to truly understand the impact of crime within our community. Based on the same formulas used in the UCR reporting process and comparing it to the NIBRS report data, we still see a decrease in overall crime. Year-over-year crime/arrest data in 2024 displayed a small reduction in overall crime (-8 crimes), and an increase in criminal arrests (+5). We continue to digest the microdata provided by NIBRS and find new and innovative ways to combat crime and enhance safety within our community.

In addition to normal policing duties like patrol, traffic enforcement, and investigations, our staff further expanded the Intelligence-Led Policing model (ILP), allowing thorough analysis of crime data, community demographics, and data from surrounding law enforcement agencies and criminal justice entities. Analysis of the available information afforded staff a better understanding of new crime trends and provided a focused effort in areas of concern throughout the city. This model incorporates all community stakeholders and furthers our partnership with the community members we rely upon to make Leesburg a better place to live, work, and play.

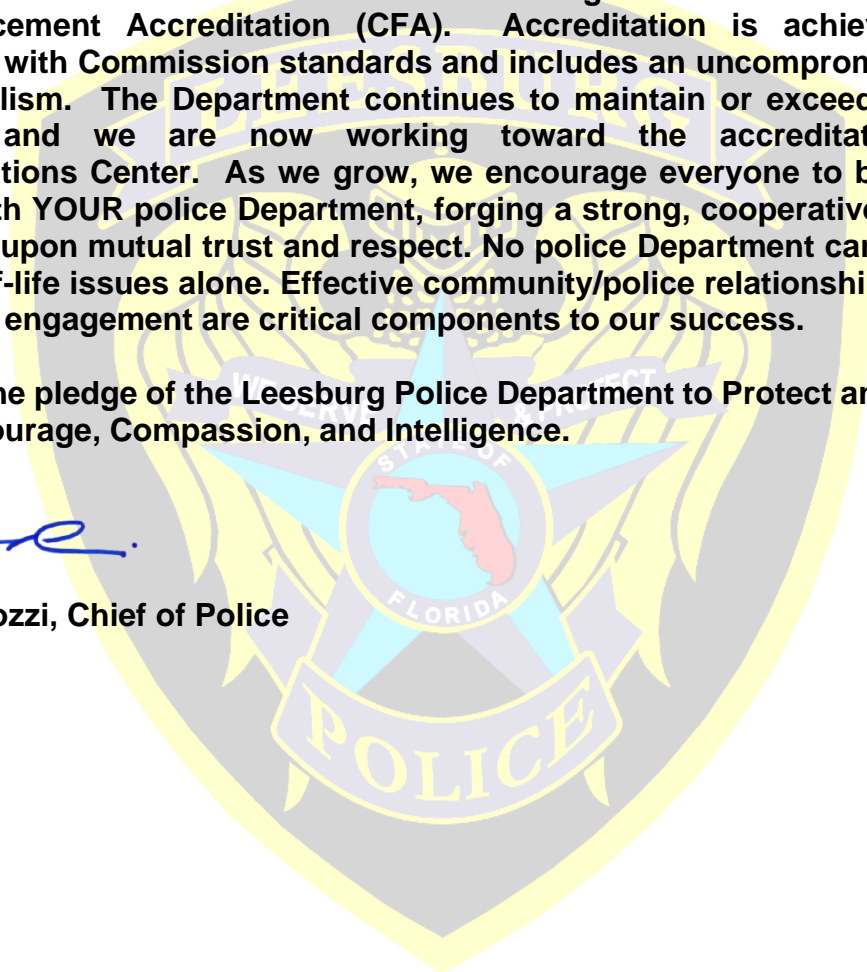
As previously mentioned, community involvement has been, and continues to be, a cornerstone of the policing model in the City of Leesburg. As we recovered from the pandemic years, our Department made a community outreach effort. We provided staff to participate in community events during the year, including the *Junior Athletic Games (JAG)*, *Shop with a Cop*, *National Night Out*, and various other community outreach initiatives. Our mission is to build bridges to our community and maintain lasting relationships, instilling community trust.

In building community trust, providing transparency and accountability, and maintaining the highest levels of professionalism, the Department continues to meet or exceed all accreditation standards through the Commission for Florida Law Enforcement Accreditation (CFA). Accreditation is achieved through compliance with Commission standards and includes an uncompromised level of professionalism. The Department continues to maintain or exceed compliance standards and we are now working toward the accreditation of our Communications Center. As we grow, we encourage everyone to become more involved with YOUR police Department, forging a strong, cooperative partnership that is built upon mutual trust and respect. No police Department can solve crime or quality-of-life issues alone. Effective community/police relationships, communication, and engagement are critical components to our success.

It remains the pledge of the Leesburg Police Department to Protect and Serve with Integrity, Courage, Compassion, and Intelligence.



Joseph A. Iozzi, Chief of Police



# ORGANIZATIONAL CHART – 2024



## MISSION STATEMENT

The Leesburg Police Department exists to protect and serve its citizens. The Department is committed to work in partnership with all citizens for the mutual purpose of promoting safe streets and neighborhoods, reducing the fear of crime, and improving the overall quality of life within the community.

## DEPARTMENT VALUES

- \* We will display honesty, integrity, and sincerity in personal conduct and interpersonal interactions.
- \* We will obey, honor, and defend the laws of the State of Florida and the United States Constitution.
- \* We will accept full responsibility and accountability for our actions.
- \* We will do our best, no matter the complexity or simplicity of the task.
- \* We will treat people with mutual respect and dignity.
- \* We will have empathy and compassion for others.
- \* We will use sound, innovative problem-solving techniques. We will both educate and learn from our community, working together to accomplish common goals.

## VISION STATEMENT

The Leesburg Police Department strives to serve and protect our diverse and dynamic community with fairness, integrity, and respect for the rights of the individual. We resolve to develop a creative, forward-thinking workforce, dedicated to raising our level of excellence to meet the challenges of tomorrow.

## DEPARTMENT MOTTO

*“To protect and serve with Integrity, Courage, Compassion, and Intelligence.”*

# Budget and Personnel - 2024

## Budget 2023/24

Personnel Services:	\$11,140,536.00
Operating Expenses:	\$ 1,494,256.00
<b>Total Budget:</b>	<b>\$12,634,792.00</b>

## Personnel 2023/24

### Non-Sworn Personnel # Authorized

Accountant I	1
Administrative Assistant	1
Code Enforcement Officer	3
Code Enforcement Supervisor	1
Crime Analyst	1
Crime Scene Investigators	2
Emergency Services Dispatcher I	7
Emergency Services Dispatcher II	3
Emergency Services Dispatcher III	4
Emergency Services Dispatcher Manager	1
Evidence Technician	1
Executive Administrative Aide I	1
Forensic Digital evidence Specialist	1
Police Service Aide	2
Records Section Supervisor	1
Records Technician I	4
Civilian Investigator (Part-Time)	1
<b>Total Non-Sworn Personnel:</b>	<b>35</b>

### Sworn Personnel

Police Captain	2
Police Chief	1
Police Corporal/Detective Corporal	6
Police Lieutenant	3
Police Major	1
Police Office/Detective	33
Police Senior Officer/Senior Detective	20
Police Sergeant	7
<b>Total Sworn Personnel:</b>	<b>73</b>

# **Officer of the Year – 2024**

*Sergeant Eric Lamoreaux*



The Leesburg Police Department proudly recognizes Sergeant Eric Lamoreaux as the 2024 Officer of the Year for his exceptional leadership, professionalism, and dedication to the Department’s mission.

As a first-line supervisor, Sergeant Lamoreaux leads by example, earning the trust of his officers through his hands-on approach and commitment to their growth. He excels in fostering teamwork, maintaining strong communication with command staff, and ensuring Department goals are met. His intelligence, work ethic, and proactive approach set him apart as a leader ready for greater responsibility.

Beyond his supervisory role, Sergeant Lamoreaux serves as the FTO Coordinator, overseeing the onboarding of new officers to ensure they are well-prepared for the challenges of the job. He also served as a Mid-Florida SWAT element leader during multiple missions throughout 2024, demonstrating exceptional tactical leadership and composure under pressure. His direct actions led to the safe detention of a murder suspect, highlighting his ability to manage high-risk operations with precision and professionalism.

Sergeant Lamoreaux upholds the highest standards of professionalism, remains dedicated to the Department’s vision, and ensures officers provide top-tier service to the community. His leadership, dedication, and ability to develop those around him make it clear that he is the future of this agency, with a strong foundation to launch from as he continues his career within the Department.

For his outstanding contributions, the Leesburg Police Department proudly names Sergeant Eric Lamoreaux as the 2024 Officer of the Year.

# Supervisor of the Year – 2024

*Sergeant John Hollowell*



It is with great pride and appreciation that we recognize Sergeant John Hollowell as the 2024 Leesburg Police Department Police Supervisor of the Year. Over the past year, Sergeant Hollowell has exemplified the qualities of a dedicated leader, mentor, and team builder. His proactive approach to supervision has not only improved the effectiveness of our officers, but has also fostered a culture of teamwork, accountability, and professional growth.

Sergeant Hollowell takes the time to teach and guide officers, ensuring they are well-prepared for the challenges they face in the field. He does not simply direct from a distance, he leads by example, working alongside his team to reinforce a strong work ethic and a commitment to excellence. His boots-on-the-ground leadership style has strengthened unit cohesion and built a sense of trust and camaraderie within the Department in a remarkably short period.

What makes Sergeant Hollowell's achievements even more commendable is the personal and professional growth he has demonstrated. He has evolved significantly, refining his leadership style in a way that is not only effective but also highly beneficial to the agency as a whole. His ability to balance firm decision-making with mentorship has made a lasting impact on both new and experienced officers, setting a standard that reflects positively on himself and the Department.

Sergeant Hollowell's dedication, adaptability, and commitment to teamwork make him more than deserving of this recognition. His leadership continues to elevate our agency, and we are grateful for his service. Congratulations, Sergeant Hollowell, on this well-earned honor.

# **Outstanding Supervisor of the Year – 2024**

*Sergeant Ryan Abston*



**Sergeant Abston is a vital leader within our agency, demonstrating professionalism, dedication, and a commitment to excellence. He stays current with industry trends, ensuring his team evolves with best practices. By prioritizing the needs of his officers and the community, he fosters growth, accountability, and effective communication.**

**As a patrol supervisor and Team Leader for Mid-Florida SWAT, Sergeant Abston's leadership and tactical expertise have been essential in executing high-risk operations. His sound decision-making has contributed to zero injuries or fatalities during critical missions, showcasing his exceptional leadership under pressure.**

**On behalf of the Leesburg Police Department, we extend our gratitude for Sergeant Abston's outstanding service. Congratulations on this well-deserved honor!**

# Outstanding Officer of the Year – 2024

*Corporal Stefano D'Agostino*



During 2024, Corporal D'Agostino has consistently taken on additional responsibilities, leading by example and maintaining composure in critical situations. His attention to detail, fairness, and commitment to continuous learning have positively impacted both his colleagues and the agency.

Notably, Corporal D'Agostino played a key role in launching the License Plate Reader (LPR) Program and became a certified drone operator to enhance operational capabilities. He also volunteered for the on-call roster during a surge in Traffic Homicide Investigations, showcasing his willingness to tackle difficult tasks.

His dedication, leadership, and perseverance make him a strong candidate for future advancement. On behalf of the agency, I extend our sincere gratitude for his outstanding service and look forward to his continued success. Congratulations on this well-deserved recognition!

# Outstanding Officer of the Year – 2024

*Senior Officer Joseph Heuser*



Officer Heuser is a motivated self-starter who continually seeks to expand his expertise in K9 operations. This year, he completed multiple advanced training courses, including the SKIDDS SWAT Integration Course, which enhanced his effectiveness in high-risk situations. His proactive mindset has had a significant impact in the field, leading his peers in unit apprehensions and K9 deployments.

In 2024, Officer Heuser and K9 Nick achieved exceptional results, securing 59 apprehensions, seizing 54 grams of methamphetamine, 17 grams of powder cocaine, and 97 grams of crack cocaine. Additionally, his efforts led to the recovery of six firearms, preventing dangerous weapons from being used by criminals. His skills were also demonstrated during K9 competitions, where he placed fourth in the Space Coast Competition and third in the K9 United event.

Officer Heuser's dedication to his role and his relentless drive make him a valuable asset to the Department. His outstanding performance was recognized by his peers, and he continues to embody the commitment to excellence that defines the Leesburg Police Department.

Congratulations, Senior K9 Officer Heuser, on this well-deserved honor. Your hard work, professionalism, and commitment to public safety are greatly appreciated by the entire Department.

# **Rookie of the Year – 2024**

*Officer Dylin Pascual*



**It is with great honor that we recognize Officer Dylin Pascual as the 2024 Rookie of the Year for the Leesburg Police Department. From day one, Officer Pascual has exemplified what it means to be a professional law enforcement officer, making a seamless transition from his service in the United States Air Force to his role as a guardian of our community.**

**Officer Pascual is a smart, self-motivated, and driven individual who does not hesitate to take initiative. His eagerness to learn and grow as an officer is unmatched, and he approaches every challenge with a level-headed determination that sets him apart. He is not only proactive but also humble, always willing to listen, ask questions, and refine his skills to better serve both the Department and the community.**

**Beyond his work ethic, Officer Pascual demonstrates sound judgment and decision-making in the field, ensuring that his actions uphold the highest standards of law enforcement. His presence on the team strengthens the Department as a whole, and his commitment to excellence reflects the positive vision that the Leesburg Police Department is known for.**

**We are incredibly proud to have Officer Pascual as part of our agency. He represents the very best in what it means to wear the badge and serves as a reminder of why we are proud to be the “Best in Blue”. Congratulations, Officer Pascual, on this well-earned recognition!**

# Officers of the Quarters – 2024

1<sup>st</sup> Quarter

*Corporal Alex Nell*



2<sup>nd</sup> Quarter

*Officer Stephanie Pastrana and Officer Christopher Moering*



3<sup>rd</sup> Quarter

*Officer Miranda Large*



4<sup>th</sup> Quarter

*Senior Officer Dalton Buxton*



# **Civilian Employee of the Year – 2024**

*Police Service Aide Hailey Schultz*



It is with great pride that we honor Hailey Schultz as our Civilian of the Year 2024. Since joining the Leesburg Police Department in October 2023 as a Public Service Aide, Hailey has proven to be an invaluable team member. In her role, she handles traffic crashes and issues citations with professionalism and kindness, earning praise from those involved in incidents for her calm and respectful demeanor.

Hailey's contributions go beyond her core duties. During the hurricanes, she was entrusted with detailed documentation for every officer, which she completed with great care. She also volunteered to take crime reports and stepped into leadership roles for community events, such as coordinating parades with crossing guards. Hailey consistently goes above and beyond, often adjusting her schedule to meet the Department's needs.

Hailey, thank you for your dedication, hard work, and positive attitude. We are proud to recognize you as our Civilian of the Year 2024 for your unwavering commitment to our agency and community.

# **Communications Officer of the Year – 2024**

*Emergency Services Telecommunicator Haven Parker*



The Leesburg Police Department recognizes Senior Communications Officer (SCO) Parker as the Communications Officer of the Year. This honor is a testament to her dedication, loyalty, and unwavering commitment to the agency and the community we serve.

SCO Parker's willingness to adapt to changing schedules and cover odd hours demonstrates a true team-first mentality. SCO Parker's reliability and flexibility ensure that our communications center remains fully operational and efficient, even in challenging circumstances.

Beyond her dedication to the daily demands of the job, she has distinguished herself through exceptional investigative skills, earning recognition from detectives for her role in helping locate individuals and assisting in ongoing investigations.

SCO Parker's efforts in maintaining the warrant list provide officers with up-to-date and accurate information, ensuring enhanced officer safety and operational effectiveness.

SCO Parker's dedication and commitment have rightfully earned her the admiration of her peers and the respect of the entire Department. SCO Parker is well deserving of the Communications Officer of the Year. Congratulations on this well-earned honor!

# Outstanding Communications Officer of the Year – 2024

*Emergency Services Telecommunicator Shyann Hubbard*



Senior Communications Officer (SCO) Hubbard has been selected for recognition as Outstanding Communications Officer of the Year. Her exemplary performance, unwavering dedication, and outstanding service to the Leesburg Police Department and the City of Leesburg make her an exceptional award recipient.

SCO Hubbard is a skilled, dependable, and loyal communications team member. She consistently demonstrates professionalism, technical expertise, and a strong commitment to providing excellent service to the citizens we serve, as well as the officers who rely on her daily. Her ability to remain calm under pressure, accurately process critical information, and adapt to emergency communications is commendable.

SCO Hubbard is a team player who fosters strong working relationships with her peers. She willingly steps up when needed, is highly reliable, and rarely misses work, demonstrating a commitment to both her team and our mission. She actively seeks opportunities to expand her skill set and stay current with industry best practices, ensuring that she meets and exceeds the professional standards expected in our field.

Her peers have recognized her outstanding contributions, which is a testament to the respect and admiration she has earned within our Department. Her dedication to excellence, work ethic, and commitment to public safety make her more than deserving of this recognition of Outstanding Communications Officer.

Congratulations on this well-earned honor!

# Outstanding Civilian Employee of the Year – 2024

*Forensic Digital Evidence Technician Elizabeth “Libby” Lassiter*



Few persons possess excellent job knowledge in combination with outstanding people and conceptual skills. Thankfully for us, Libby is such an individual. Even as Libby’s workload increases steadily, redacting and fulfilling video requests, she maintains a calm, approachable demeanor. Officers frequently approach her with evidentiary concerns and she always makes the time to assist them properly. Libby’s peer interactions are regarded highly by supervisors, officers and civilians alike. The fusion of job knowledge, productivity, technical skill, and outstanding interpersonal abilities makes Libby a truly outstanding employee and a valuable asset to our agency.

It is for these reasons, and more, that Elizabeth “Libby” Lassiter was chosen by the members of the Leesburg Police Department as the 2024 Outstanding Civilian Employee of the Year.

**Congratulations and keep up the great work!**

# Civilian Employees of the Quarters – 2024

1<sup>st</sup> Quarter

*Citizen on Patrol Volunteer Larry Dove*



2<sup>nd</sup> Quarter

*Crime Scene Investigator Tanya Boyer*



3<sup>rd</sup> Quarter

*Code Enforcement Administrative Assistant Susan Baker*



4<sup>th</sup> Quarter

*Emergency Services Telecommunicator Greg Homrich*



## ***Computer Aided Dispatch and Calls for Service – 2024***

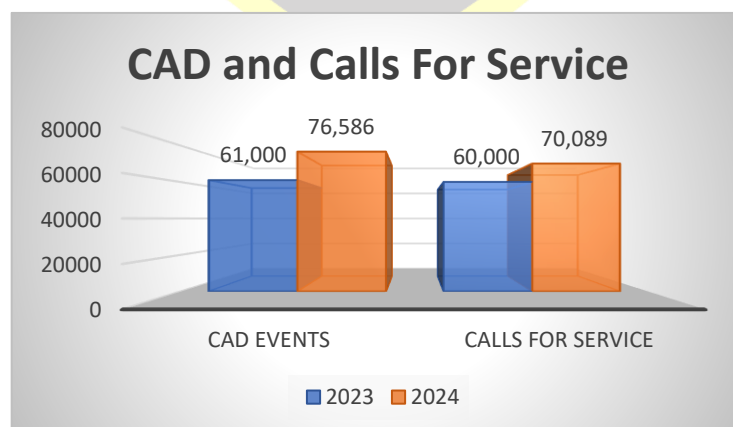


Computer Aided Dispatch (CAD) Events are all activities with the agency. Events may include routine administrative activity, as well as actual police responses to public requests or service.

Calls for Service are actual police activities involving sworn members and non-sworn members of the Department performing law enforcement and law enforcement-related duties, which includes responding to assist members of the public, conducting investigations of reported crimes, performing arrests, investigating traffic crashes and traffic-related issues, and handling other non-crime related complaints.

By comparison, CAD Events represent a total of activity during a specified time frame, where Calls for Service represent a total of law enforcement-related activities only. Therefore, the Calls for Service is a more accurate account of sworn members and non-sworn members police-related activities.

In 2024, members of the Leesburg Police Department logged 76,586 CAD Events, with 70,089 being actual Calls for Service.



## *Crime Statistics – 2024*

Previously, the Department’s annual report included crime statistics based upon the Uniform Crime Report (UCR). Due to the law enforcement community’s desire to have more accurate and detailed crime reporting, the Federal Bureau of Investigation (FBI) adopted the National Incident-Based Reporting System (NIBRS). NIBRS provides more information about crimes, including when and where they occur, and the characteristics of victims and perpetrators. By comparison:

	<u>NIBRS</u>	<u>UCR</u>
Data:	Provides detailed incident-level data	Provided an aggregated monthly tally of crimes
Offenses:	Includes all offenses reported in a particular incident	Reported only the most serious offenses in an incident
Crime Categories:	Includes crimes against society, such as drug offenses and gambling	Only included crimes against persons (Part I) and crimes against property (Part II)

The benefits of NIBRS include: More accurate and insightful crime analysis; improved reliability, accuracy, accessibility and timeliness of national crime data; helping law enforcement fight crime more effectively; and identifying patterns in crimes in a timely manner.

When used to its full potential, NIBRS identifies, with precision, when and where crime takes place, what form it takes, and the characteristics of its victims and perpetrators. Armed with such information, the Department can better define the resources it needs to fight crime, as well as use those resources in the most efficient and effective manner. NIBRS:

- Provides greater specificity in reporting offenses. Not only does NIBRS look at all of the offenses within an incident, it looks at many more offenses than the traditional UCR system did. NIBRS collects data for fifty-two (52) offenses, plus ten (10) additional offenses for which only arrests are reported. UCR counts limited data for ten (10) offenses and twenty (20) additional crimes for which only arrests are reported.
- Collects more detailed information, including incident date and time, whether reported offenses were attempted or completed, expanded victim types, relationships of victims to offenders and offenses, demographic details, location data, property descriptions, drug types and quantities, the

offender's suspected use of drugs or alcohol, the involvement in gang activity and whether a computer was used in the commission of the crime.

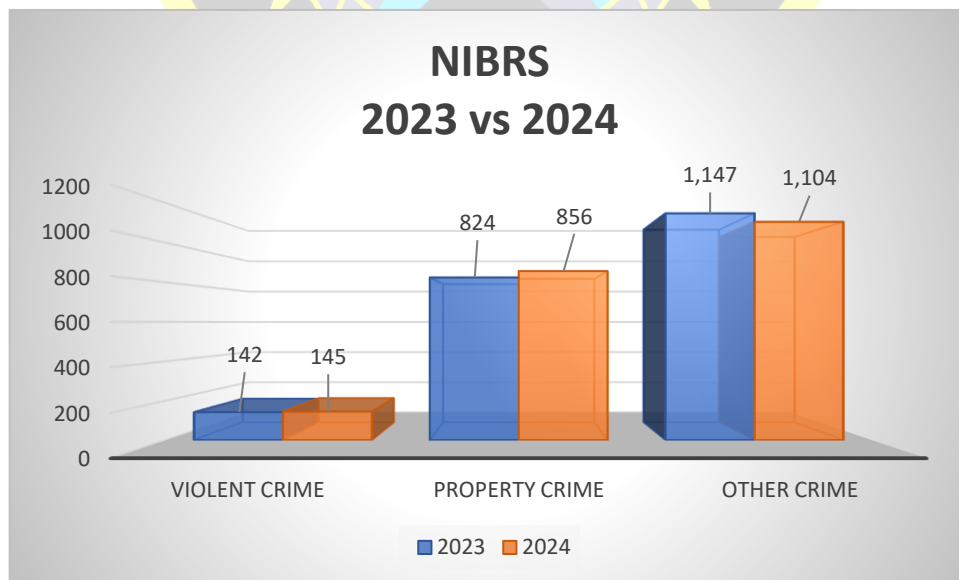
- Helps give context to specific crime problems such as drugs/narcotics and sex offenses, as well as issues like animal cruelty, identity theft and computer hacking.
- Provides greater analytic flexibility. Through NIBRS, data users can see many more facets of crime, as well as relationships and connections among these facets over the previous UCR system which provided limited data.

Categories under the NIBRS system include:

**Violent Crimes:** Murder and Non-Negligent Manslaughter; Forcible Sex offenses; Robbery; and Aggravated Assault.

**Property Crimes:** Burglary; Larceny-Pocket Picking; Larceny-Purse Snatching; Larceny-Shoplifting; Larceny-From Motor Vehicle; Larceny-Motor Vehicle Parts; Larceny-From Building; Larceny-Coin Operated Machine; Larceny-All Other; and Motor Vehicle Thefts.

**Other Crimes:** Negligent Manslaughter; Arson; Simple Assault; Stalking; Intimidation; Kidnapping; Drug Offenses; Bribery; Embezzlement; Fraud; Counterfeit/Forgery; Extortion; Prostitution; Non-Forcible Sex Offenses; Stolen Property Offenses; Vandalism; Gambling; Weapons Offenses; Identity Theft; Computer Invasion; Human Trafficking-Commercial Sex Acts; Human Trafficking-Involuntary Servitude; and Animal Cruelty.



## *Criminal Arrests - 2024*

Criminal arrests are the number of physical arrests made by sworn members of the Department for crimes reported during the year. During 2024, members of the Department arrested 1,343 persons, which represents an 0.004% increase over 2023, during which there were 1,338 persons arrested. The number of persons arrested represents arrests for the primary offense only and not all offenses committed by the person.

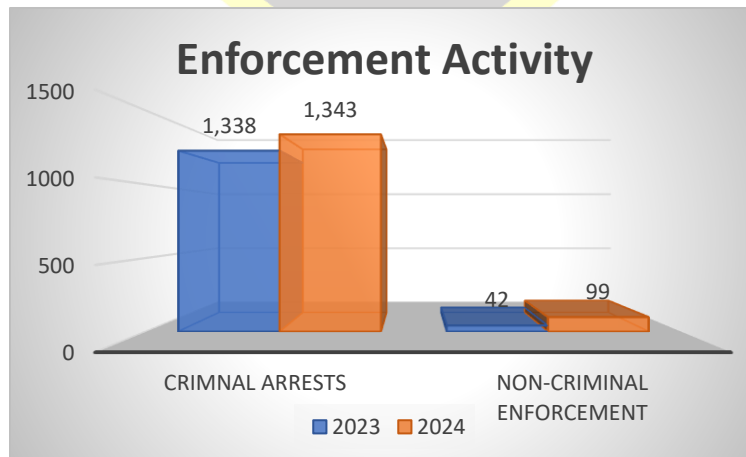
## *Non-Criminal Enforcement – 2024*

The specific cases indicated below are tracked in response to citizen complaints expressed to Department personnel in combination with proactive policing strategies in known problem locations. Specific non-criminal enforcement involves status offenders who have not committed a crime per say. Nevertheless, by focusing on youthful offenders and others who commit infractions, police officers become an important part of the early intervention process and a factor for behavior modification that helps minimize the possibility of status offenders becoming a larger social problem.

Enforcing non-criminal ordinances is only a small part of the Community-Oriented Policing model, whose ultimate goals are to discourage, interrupt and redirect destructive behavior that often leads to larger problems.

Other activities involve events such as Junior Athletic Games, Shop with a Cop and National Night Out, which will be addressed later. These activities do more than just give our youth something to do; they provide opportunities to interact with the expanded community in a way that may not otherwise occur.

During 2024, members of the Department conducted 99 non-criminal enforcement activities with members of the community, which represents an 135.71% increase over 2023, during which there were 42 non-criminal enforcement activities.



## *Uniform Patrol Bureau*



The Uniform Patrol Bureau is the largest bureau of the Leesburg Police Department, with a Captain as the Bureau Commander, supported by two Lieutenants who provide oversight and other administrative assistance as needed. The Bureau is comprised of four patrol squads and multiple specialized units, including Special Weapons and Tactics (SWAT), Crisis Negotiations, Traffic Unit, Canine (K9) Unit, VICE Unit, Community Services and Crime Prevention Unit, School Resources Unit, Honor Guard and Police Service Aides. Each patrol squad is made up of a team of uniformed officers who are led by a Sergeant, with the support of a Corporal. The officers within this Bureau are the first responders in most police-related activity occurring within the City and they are assigned to geographical patrol sectors, having the primary responsibility for police activity in those sectors during their tours of duty. These uniformed officers respond to a

multitude of calls for service, including traffic crashes, general traffic complaints, business checks, and neighborhood patrols, in addition to any criminal activity and other non-criminal-related complaints that may occur within the City. Additionally, Patrol Sergeants may assign officers special duties to focus attention in areas of concern and crime trends identified through the Intelligence-Led Policing model.

During 2024, the Uniform Patrol Bureau continued to work toward enhancing its Intelligence-Led Policing methods through training and information sharing efforts. Officers are encouraged to use their training and experience to identify problem areas, develop plans to address identified concerns, implement the plan and evaluate their effectiveness. These efforts provide officers the confidence, understanding, and opportunity to address identifiable crime trends, through smart and effective deployment of personnel and resources. Combined with strong community partnerships, the Bureau is able to use these methods to address and prevent crime, including quality of life issues within the City.



During 2024, the Patrol Bureau responded to 70,089 calls for service, which included proactive activity such as property checks and suspicious persons or vehicles. The Bureau has many moving parts, working in concert to effectively and efficiently Protect and Serve our community with Integrity, Courage, Compassion, and Intelligence.

## ***SPECIAL WEAPONS AND TACTICS UNIT***



The Department's Special Weapons and Tactics (SWAT) Team is a group of highly motivated and trained individuals, tasked with resolving life-threatening and high-risk situations within the City, that fall outside the scope of our general patrol officers' duties and training. The SWAT Team is utilized primarily to serve high-risk search/arrest warrants for all divisions/units within the Department and less frequent incidents, including barricaded subjects, sniper situations, dignitary protection and other specialized assignments. Each

SWAT Team member is fully equipped and capable to respond to any critical incident within the City. Upon request, team members may also assist other agencies in the local area. When necessary, SWAT works hand-in-hand with the Department's Crisis Negotiations Team (CNT) to safely resolve the most volatile and dangerous situations officers may face.

The SWAT team is comprised of Department members who train on a monthly basis to sharpen their skills and hone their tradecraft. Members train a minimum of six hours a month during SWAT in-service training and attend advanced and specialized training courses during the year, specific to tactical operations. SWAT training topics include, but are not limited to, combat firearms proficiency, building entry and search, search warrant operations, rural operations, rappelling, vehicle assaults, hostage rescue, linear rescue, combat medicine, less-lethal force options, violent crime mitigation, various instructor-based courses and integrated K9 operations.



SWAT Team members may be called upon to serve as instructors within the Department and community, including Active Shooter Response for officers and citizens at locations such as schools, churches, and other venues where people may gather.



When openings occur on the SWAT Team, officers may voluntarily participate in a rigorous selection process. A SWAT team candidate must possess many traits and

attributes to serve on the team, requiring a great deal of personal motivation, dedication and sacrifice. Upon selection, candidates must successfully complete a basic SWAT Operator training course and serve on the team in a probationary status for one year prior to permanent assignment.

The Leesburg Police Department SWAT team is an invaluable asset to the citizens of Leesburg and surrounding law enforcement agencies and communities. The availability of these highly trained individuals has proven to reduce the risk of injury and loss of life to citizens, police officers and suspects alike.

## Traffic Unit

The Traffic Unit is comprised of a Sergeant and officers who specialize in traffic crash investigation, traffic homicide investigation, traffic enforcement, traffic escorts, and special event planning. Members of this unit receive advanced specialized training related to motor vehicle traffic, the most important being traffic homicide investigation and advanced investigative techniques, which qualifies them to investigate all traffic-related deaths.

One of the riskiest undertakings of daily life is driving on America's roads. Thousands perish every year behind the wheel of an automobile. According to the most recent data published by the National Highway Traffic Safety Administration (NHTSA), 29,135 people died in traffic crashes during the first nine months of 2024.

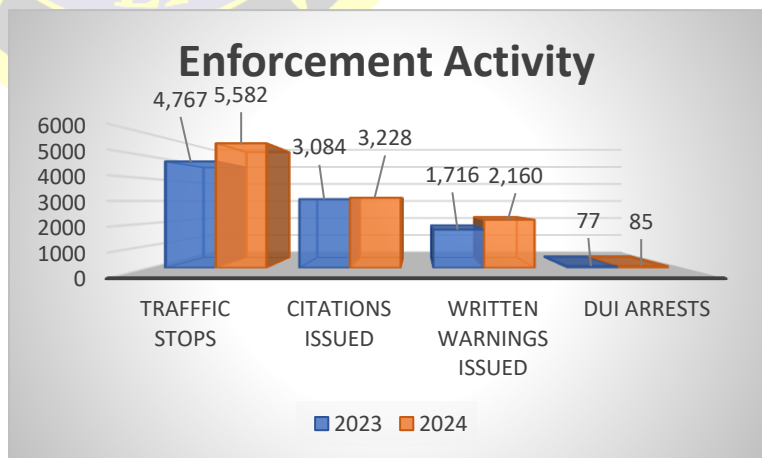


The Traffic Unit utilizes both marked and unmarked vehicles, as well as police motorcycles to accomplish its mission, which is to promote traffic safety in and around the City of Leesburg. Traffic enforcement continues to be one method the Department uses to achieve traffic safety and provide high visibility in areas of concern.

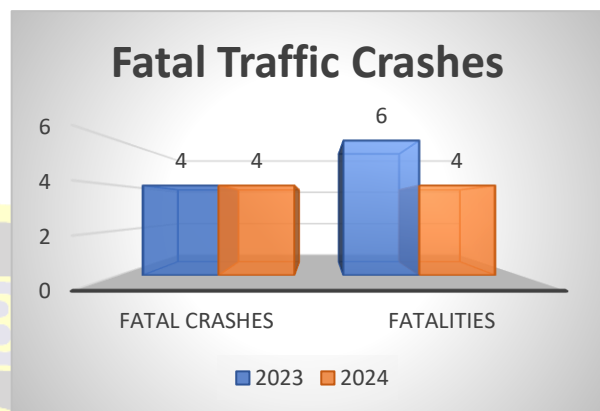
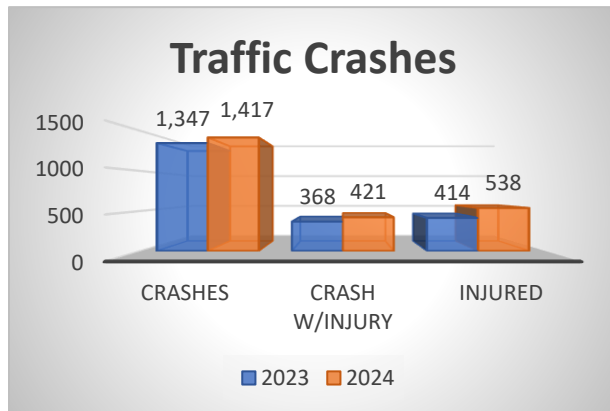


In order to identify streets with high traffic volumes and/or speed violators, the unit uses state-of-the-art traffic data collectors. This equipment compiles data to aid the Traffic Unit when assessing traffic problems and finding solutions by identifying locations for selective traffic monitoring and proactive enforcement. The Traffic Unit also has a speed measurement trailer which provides drivers with a visual indication of their speed in an effort to gain voluntary compliance.

The Traffic Unit participates in numerous traffic safety events throughout the year such as Click it or Ticket, Law Enforcement Challenge, and DUI Challenge, which are all statewide events funded by Florida Department of Transportation (FDOT). During 2024, there were 85 DUI arrests made, which was an increase over the 77 DUI arrests made occurring in 2023. Of the 85 DUI arrests made, 22 were the result of traffic crash investigations.



During 2024, Officers conducted 5,582 traffic stops, issued 3,228 traffic citations and 2,160 written traffic warnings Department-wide. The Department responded to 1,417 traffic crash investigations with 421 of the crashes with reported injuries, resulting in 538 people being injured. Furthermore, the Traffic Unit investigated 4 crashes resulting in 4 fatalities in 2024.



## Canine (K-9) Unit



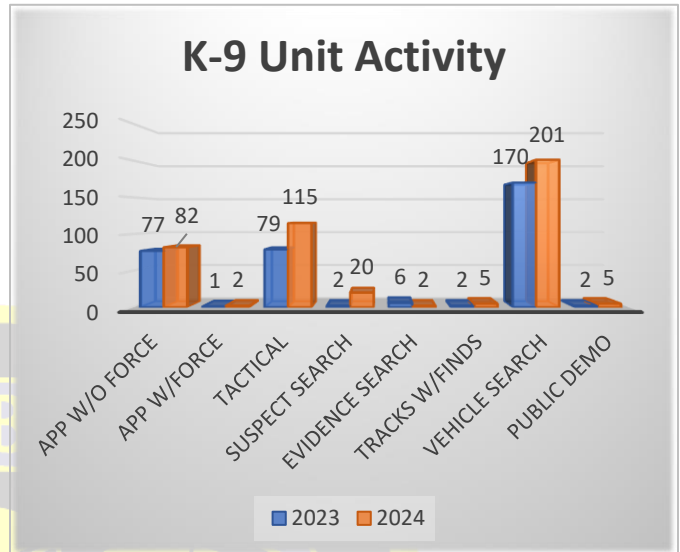
The police canine, often referred to as a "K-9", is a dog specially trained to assist police officers and other law enforcement personnel in their work. Common uses of police canines include narcotics detection, tracking, article searches, and suspect apprehension. The most commonly used breed is the German Shepherd, but several other breeds are also used dependent upon the specific purpose of the canine team and their work environment. Law enforcement personnel recognize the value of K-9s to such an extent that there are thousands utilized in various police agencies throughout the United States and around the world.

The Leesburg Police Department Canine (K-9) Unit consists of one supervisor and three K-9 handlers. The K-9 Unit works both independently and as a direct support unit of the Uniform Patrol Division. The unit consists of four K-9 teams, each team comprised of a certified handler and K-9. The dual-purpose canine teams are trained and certified for narcotics detection, tracking, article/evidence recovery and suspect apprehension. The dual-purpose canine teams are continually available to enhance the capability of the Uniform Patrol Division and the Department as a whole.



During 2024, the K-9 unit collectively conducted:

- 82 Apprehensions without Force
- 2 Apprehensions with Force
- 115 Tactical Applications
- 20 Searches for Suspects
- 2 Evidence Searches
- 5 Tracks with Suspect/Evidence Finds
- 201 Vehicle Searches
- 5 Public Demonstrations
- 1,960 Hours of Canine Training



The unit also discovered and recovered Methamphetamine, Cocaine Powder, Crack Cocaine, Heroin and MDMA.

During 2024, the K-9 unit's efforts resulted in:

- 139 Arrests
- 54 Traffic citations being issued
- 7 Firearms being seized

### Vice Unit



The Leesburg Police Department VICE Unit is a highly specialized investigative unit of the Department responsible for long-term, more complex investigations related to the distribution of controlled substances, illegal gambling, prostitution and illegal weapons offenses. The unit works hand-in-hand with all bureaus, divisions, units and sections of the Department, relying on intelligence gathered from various sources to identify offenders within the community. Members of the unit also work

closely with members of the County Community Investigative Unit (CCIU), which includes members from surrounding law enforcement agencies, working collectively to resolve crime issues that may cross jurisdictional lines of the individual law enforcement agencies. This unit is vital to improving the quality of life for members of our community.



## *Community Services / Crime Prevention Unit*

The Community Services/Crime Prevention Unit is part of the Uniform Patrol Bureau, with a Lieutenant overseeing the operations of the unit. The mission of the unit is to foster community relationships and partnerships that create a safe and desirable place to live. This principle not only adds purpose to the unit, but it also is a driving force for strategic development and serves as a tool for measuring progress. The mission promotes collaborative working relationships between the police and all others who have a personal or professional interest in the welfare and betterment of the community. By jointly working on community issues, we all become resources for each other, providing for a better city through problem identification, ownership and resolution.



The Community Services Unit normally conducts and participates in numerous presentations and activities for local businesses, schools, churches, civic groups, and community action teams in and around the Leesburg area. The presentations and activities included, but were not limited to, impromptu neighborhood cookouts, Community Safety Fairs, Back-to-School Bashes, Back Pack/School Supply Drive, Crime Prevention Symposiums, Facility Security Assessments, Neighborhood Watch Meetings, Career Days, Bikefest Fundraiser, Dine and Donate Fundraiser, Mardi Gras Festivities, reading to

Elementary School Classes, Day Care Meet & Greets, Blood Drives, Senior Safety Presentations, Youth Mentor Programs, Story Time at the Library, Church Safety and Security Seminars, Junior Athletic Games, National Night Out, Community Helper Day, Chili Cook Off, Special Olympic Torch Run, Coffee Talk Events, Bike Helmet Giveaway, Facility Tours, Halloween Festivities, Christmas Parade, Christmas Bike and Gift Give-a-way, Shop With A Cop, Citizens Academy, Citizens On Patrol Academy, and Local, State & Federal Victims' Rights Events.



By networking with a variety of community groups, the unit continues to support established programs, such as Neighborhood Watch Programs, within the community and fosters a cooperative effort between those programs, allowing for pooling of community resources toward common objectives.

## *School Resource Unit*

The School Resource Unit is a sub-unit of the Community Service / Crime Prevention Unit comprised of trained School Resource Officers (SRO), serving as a uniformed officer presence at our community schools. Through specialized training, the SROs have the knowledge and skills to implement crime prevention programming in a school setting.



The SRO program encompasses three major components: law enforcement, education and counseling. These components provide a pro-active approach to law enforcement, through positive role modeling. The three components allow the SRO to promote positive relations between youth and law enforcement, which encourages school safety and deters juvenile delinquency.

The SROs are more than just protectors. SROs are mentors, counselors, defenders and positive role models for students. They are an essential figure in school safety, working every day to create a secure, nurturing environment where students can learn and thrive. Presently, members of the Leesburg Police Department serve as SROs at Leesburg Elementary School, Beverly Shores Elementary School and Leesburg High School. These officers are trained, motivated and ready to respond to the unique situations that may occur on our school campuses.



## *Honor Guard*



An Honor Guard is a ceremonial unit with the primary role to provide honors for fallen comrades who made the ultimate sacrifice in their service to others. Members of the Honor Guard provide services as guardians of the fallen comrade during funeral services, escorts to the final resting place

and during interment. While paying respects and honoring the fallen comrade, the Honor Guard folds the flag, which is presented to the Chief of Police, for presentation to the fallen comrade's survivors. This responsibility may be one of the most challenging duties any officer may be called upon to perform during their career.

Honor Guards also serve as "Guardians of the Colors" or Color Guard during ceremonies in which the national, state or local flag, also referred to as colors, is present or presented. In this capacity, the Honor Guard may serve in parades, open ceremonies, and other public functions as designated by the Chief of Police.

In 2017, the Leesburg Police Department re-established the Honor Guard for the Department. The unit is comprised of police officers who volunteer for the duty and service as a member of the unit. They believe being a member of the Honor Guard unit is both an honor and a privilege.



In 2024, members of the Honor Guard represented the Leesburg Police Department by attending funerals of fallen officers in the State of Florida. Members of the Honor Guard also participated in city-sponsored events to include leading the annual Christmas Parade and the presentation of colors at other events.

## *Police Service Aides*



In 2024, the Department implemented a new program, Police Service Aides (PSA), to assist uniformed officers with the performance of their daily duties. Currently, there are two PSAs in the Department. PSAs are non-sworn members of the Department, tasked with duties and responsibilities that do not require the presence of a sworn law enforcement officer. PSAs receive specialized training and certification to perform their assigned duties.

PSAs are commonly tasked with responding to non-criminal incidents, such as lost, damaged and found property, and minor theft incidents where the suspect is no longer present or incidents which do not involve the theft of a weapon. PSAs respond to and investigate traffic crashes, disabled vehicles, animal complaints, faulty equipment checks

and other non-emergency calls for service as designated by the shift supervisor. PSAs also assist with the safe movement of both vehicular and pedestrian traffic by directing traffic at crash scenes and at fixed intersections with non-functioning traffic control devices. They also assist with funeral escorts and with numerous community events to include parades and downtown events requiring traffic control duties.

The PSA program has proven to be a vital part of the Department, allowing for professional services to continue to be provided to our citizens, while permitting sworn members of the Department to concentrate on criminal activity and crime prevention efforts.

## *Investigative and Special Services Bureau*

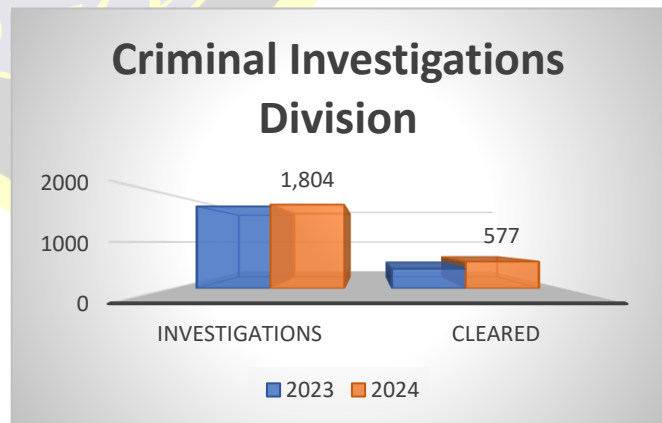
The Investigative and Special Services Bureau is responsible providing support to all law enforcement functions of the Department, through various services, other than uniformed patrol operations. The investigative and special services are provided by the Criminal Investigations Division, Professional Standards Division, Intelligence Section, Crime Scene Unit and Code Enforcement. The bureau is led by a Captain, who is supported by other commanders and managers of the investigative and specialized services divisions, sections and units.

### *Criminal Investigations Division*

The Criminal Investigation Division (CID) is responsible for all felony investigations and criminal intelligence information for the Department. In addition to felony investigations, division members investigate missing person, domestic violence, and child/elder abuse cases. The division is led by a Lieutenant, who manages the division. They are supported by a Detective Sergeant, who assists with overseeing the daily operations of the division and supervises the remaining Detectives. Members of this division receive advanced specialized training, such as fraud and economic crime investigations, evidence processing, interview and interrogation and homicide investigations to assist them in carrying out their mission and conducting various types of investigations using a variety of investigative techniques.



In 2024, the Criminal investigations Division was assigned and investigated 1,804 investigations, resulting in 577 investigations being cleared. Some of the investigations conducted by CID were investigations carried over from previous years.



## *Intelligence Section*



The Intelligence Section is a vital part of the investigative capabilities of the Department. The section is staffed by a Crime Analyst who is responsible for the collection, analysis and dissemination of intelligence information for the Department. The Analyst collects and reviews large amounts of data from various sources and identifies crime trends. The Analyst also maps incidents and projects where criminal activity may occur in the future. The intelligence is provided to detectives to assist with their investigations and patrol supervisors to assist them with identifying crime trends or areas of concern within the city so they can deploy the appropriate resources

needed. The Analyst is a crucial part of the Department's strategy of Intelligence-Led Policing, which is the model currently employed by the Department, thus maximizing the use of available resources. The overall goal is to reduce crime, the fear of crime and to help make the City of Leesburg a better place to live, work, raise a family and retire.

## *Crime Scene Unit*



The Crime Scene Unit is comprised of non-sworn members of the Department, who are responsible for the processing of crime scenes, collecting and preserving evidence discovered during the course of their scene examinations and processing and analyzing evidence received during the course of criminal investigations. The unit is currently staffed with two (2) trained and certified Crime Scene Investigators, who report to the CID Lieutenant.

Since its inception in 2024, the unit has proven to be a

valuable asset to the Department with the services they provide for crime scene examinations and search warrant execution, reliably processing these scenes with professionalism.



## *Professional Standards Division*

The Professional Standards Division is responsible for management of the Department's Law Enforcement Accreditation, grants, accounting, Department property and assets and investigation of reported police misconduct. The division is led by a Lieutenant, supported by a Corporal and civilian personnel.

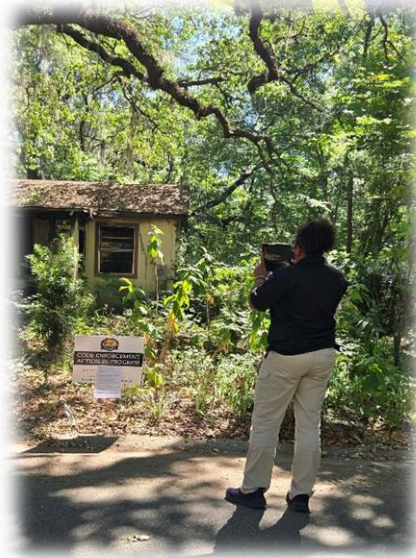
### *Accreditation*

An accreditation program has long been recognized as a means of maintaining the highest standards of professionalism. Accreditation is the certification by an independent reviewing authority that an entity has met specific requirements and prescribed standards. Schools, universities, and hospitals are some of the most well-known organizations that are required to maintain accreditation. Law enforcement agencies in Florida can attain accredited status through the Commission for Florida Law Enforcement Accreditation, Inc. (CFA). Accreditation is a coveted award that symbolizes professionalism, excellence, and competence, allowing employees to take pride in their agency, knowing that it represents the very best in law enforcement. The Department received its initial law enforcement accreditation through CFA in February 2018. Since then, the Department has been re-accredited in February 2021 and February 2024. The Department has completed its first year of the three-year re-accreditation cycle, with the next accreditation on-site visit being in December 2026.



## ***Code Enforcement***

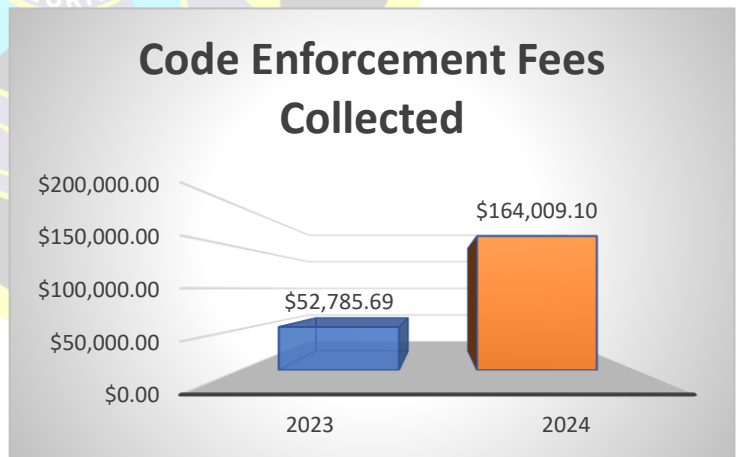
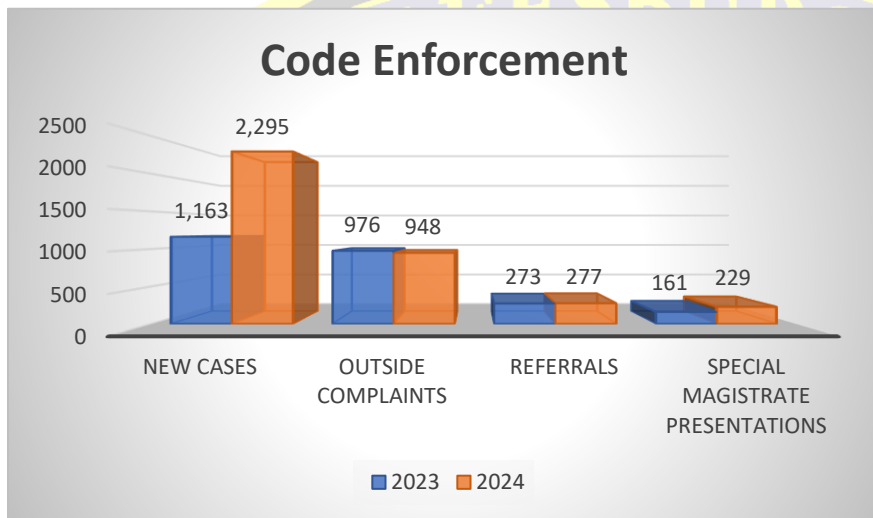
The appearance of any property affects the overall image of the community. As a means of ensuring property owners maintain their property in good condition, the City of Leesburg Code of Ordinances specify minimum standards for housing, yards, parking, etc. These standards benefit the community by requiring the upkeep of real estate, which also minimizes the potential for property degradation and devaluation, which is an unfortunate event that benefits no one.



The Code Enforcement Section currently consists of one (1) Code Enforcement Supervisor, three (3) Officers and one (1) Administrative Assistant. Code Enforcement Officers respond to citizen complaints, provide a comprehensive inspection of properties, and investigate a wide variety of citizen concerns.

- Complaints may involve:
- Minimal housing standards;
- Grass and weeds;
- Parking of recreational vehicles, boats, trucks and trailers;
- The accumulation of garbage, trash and debris;
- Abandoned property (including vehicles, furniture, machinery, etc.);
- Business' licenses/Tax Receipts, and
- Zoning approvals for both commercial and home occupancy.

In 2024, Code Enforcement Officers opened 2,295 new cases, some of which were repeat offenders. In addition to proactively seeking code violations within the City, the Code Enforcement Section investigated 948 outside complaints, 277 of which they referred to other agencies. There were 229 cases presented before the Special Magistrate. After presentation, Code Enforcement worked with the property owners to achieve compliance with the City's Code of Ordinances. A total of approximately \$164,009 was collected as a result of the work done by Code Enforcement during 2024.



## *Support Services Bureau*

The Support Services Bureau assist other Bureaus and the public by providing a variety of support services. The Bureau is comprised of the Communications Division, Records Section and Evidence and Property Section. The Bureau is led by a Major who is responsible for the leadership, supervision and direction of the bureau. The commander's other duties include the training of their immediate subordinates to be able to assume the duties and responsibilities of their office on a temporary or emergency basis. The Support Services Bureau Commander reports directly to the Chief of Police.

### *Communications Division*



Always heard and rarely seen, the Communications Division personnel are the Department's first line of defense against criminal activity, the life-line for officers in the field and often the first contact with law enforcement by citizens of the community.

The communications staff fields numerous telephone calls, requests for law enforcement assistance by citizens and requests for information by officers in the field. In 2024, approximately 96,919 telephone calls came into the communications center. These calls consisted of 911 emergency requests for help, Telecommunication Device for the Deaf (TDD) calls/test calls, and administrative calls. Additionally, the section handled 76,586 Computer-Aided Dispatch (CAD) events, which resulted in 70,039 calls for police services. Communication by radio resulted in 1,019,494 radio transmissions during the year.

There were approximately 593 hours of training completed during the year by the Communications Division staff members. Some of the training topics included: Call Handling Skills, Active Shooter, Hostage and Barricaded Persons, Tactical Dispatch, Violence Against Police, Fielding Calls from Children, and Handling Suicide Calls.



## *Records Section*

The Records Section consists of one (1) supervisor, three (3) full-time clerical assistants, and one (1) full-time office specialist. The section provides a host of records management services ranging from data entry of uniform traffic citations and traffic warnings to quality control and processing of police incident reports. The section processes approximately 50 requests for public records from the State Attorney's Office, Public Defender's Office, private attorneys, insurance companies, and individuals each week.



In 2024, the section processed 3,586 incident reports, 1,343 criminal arrest reports, 2,306 investigative supplements, 3,228 traffic citations, and 2,160 written traffic warnings. The section also served 3,454 citizen walk-ins and accepted 3,783 subpoenas for court appearances. Additionally, the records section conducted 3,544 local records checks, processed 1,926 State Attorney and Public Defender requests and 600 Insurance requests related to traffic crashes. Staff members attended over 120 hours of in-house and continuing educational training in 2024. Training included a variety of topics including NIBR Reporting, report review and processing, public records, and mandatory city training.

## *Evidence and Property Section*



The Evidence and Property Section is responsible for all evidence and property taken into the care, custody and control of Department members during the course of their duties. The preservation of evidence is vital to the prosecution of criminal cases in court. Once collected by Department members, the evidence must be properly documented and preserved for presentation in court. One of the most important processes in the preservation of evidence is the chain of custody record, which is maintained by this section. The same importance is placed on property received by the section. This section works to maintain the condition of the property received, keeping it safe until the property can be returned to the rightful owner. This section also handles the preservation

of digital evidence, which includes Body Worn Camera (BWC) videos, in-car videos and security system videos. The section is staffed by an Evidence and Property Technician and a Forensic Digital Evidence Technician.

In 2024, the Evidence and Property Section processed 6,020 items of evidence and property that came into the care, custody, and control of the Department. The section also processed 2,264 items of digital evidence and responded to 180 public records requests for digital evidence.



## *Training and Education*

In the law enforcement profession, training and education are a vital aspect for continued growth of the Department, its members and for the Department to better serve the needs of the community. Each year, Department members must attend various types of training to maintain proficiency and further develop their skills and abilities. This training allows members to maintain certain certifications they hold, such as sworn member certifications, 911 Telecommunicator certifications and instructor certifications. Additional training courses are focused on improving effectiveness and efficiency, as well as keeping current with changes in laws and current trends.



In 2024, members of the Department attended a total of 11,414 hours of training to enhance and improve their skills to better meet the needs of the community.



Sworn Member Training:	10,701 hours
Non-Sworn Member Training:	713 hours
Total Training 2024:	11,414 hours

Currently, there are several Department members with college degrees.

Associate Degree:	13 Employees
Bachelor Degree:	19 Employees
Master Degree:	6 Employees
Doctorate Degree:	2 Employee

## ***New Hires***

**Sworn Law Enforcement Personnel:** During 2024, the Leesburg Police welcomed nine new sworn members to the Department family. The officers were hired to fill existing vacant positions within the Department. Each new member must successfully complete the Field Training Program, administered by trained Field Training Officers within the Department. Each new officer receives on-the-job training that expands upon the basic law enforcement curriculum covered in the academy and acclimates them to the City of Leesburg Community, the Police Department, and the City of Leesburg Government Services available.

The new officers for 2024 are:

**Officer Keenan Brackins  
Officer Charles Felix  
Officer Kassandra Grimmett  
Officer Timothy Lynch  
Officer Dylin Pascual**

**Officer Codie Cromwell  
Officer Isaac Gonzalez-Mercado  
Officer Raymond Knowles  
Officer Zachary McMullen**

**Non-Sworn Personnel (Civilian):** During 2024, the Leesburg Police Department welcomed four new non-sworn members to the Department family. Non-sworn members serve the Department in numerous positions, performing duties ranging from administrative duties to direct support of sworn member operations. Non-sworn personnel receive training specific to their areas of responsibility within the Department.

The new non-sworn members for 2024 are:

**Susan Baker – Code Enforcement Administrative Assistant  
Tanya Boyer – Crime Scene Investigator  
Catherine Bursley – Emergency Services Dispatcher  
Maegan Sanders – Accountant**

## Disclaimer

This report enables the user to obtain information on crime statistics, work productivity, and services available at the Leesburg Police Department. Information contained in it is intended for general information purposes only. It should not be used to predict long-term stability for a neighborhood, nor to determine the level of safety of the City.

If you have any questions about the information contained in this report, please, contact the Leesburg Police Department.

