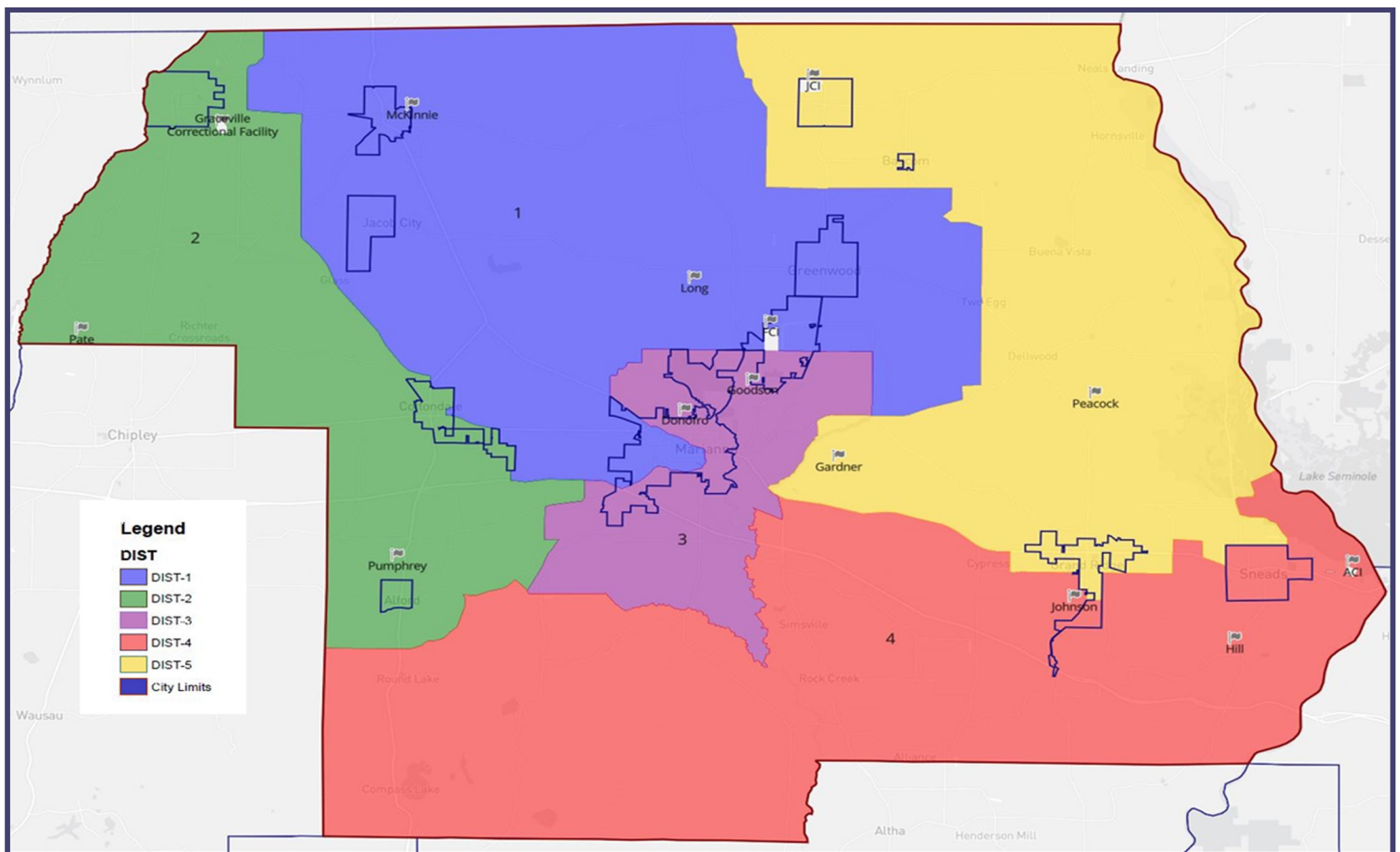




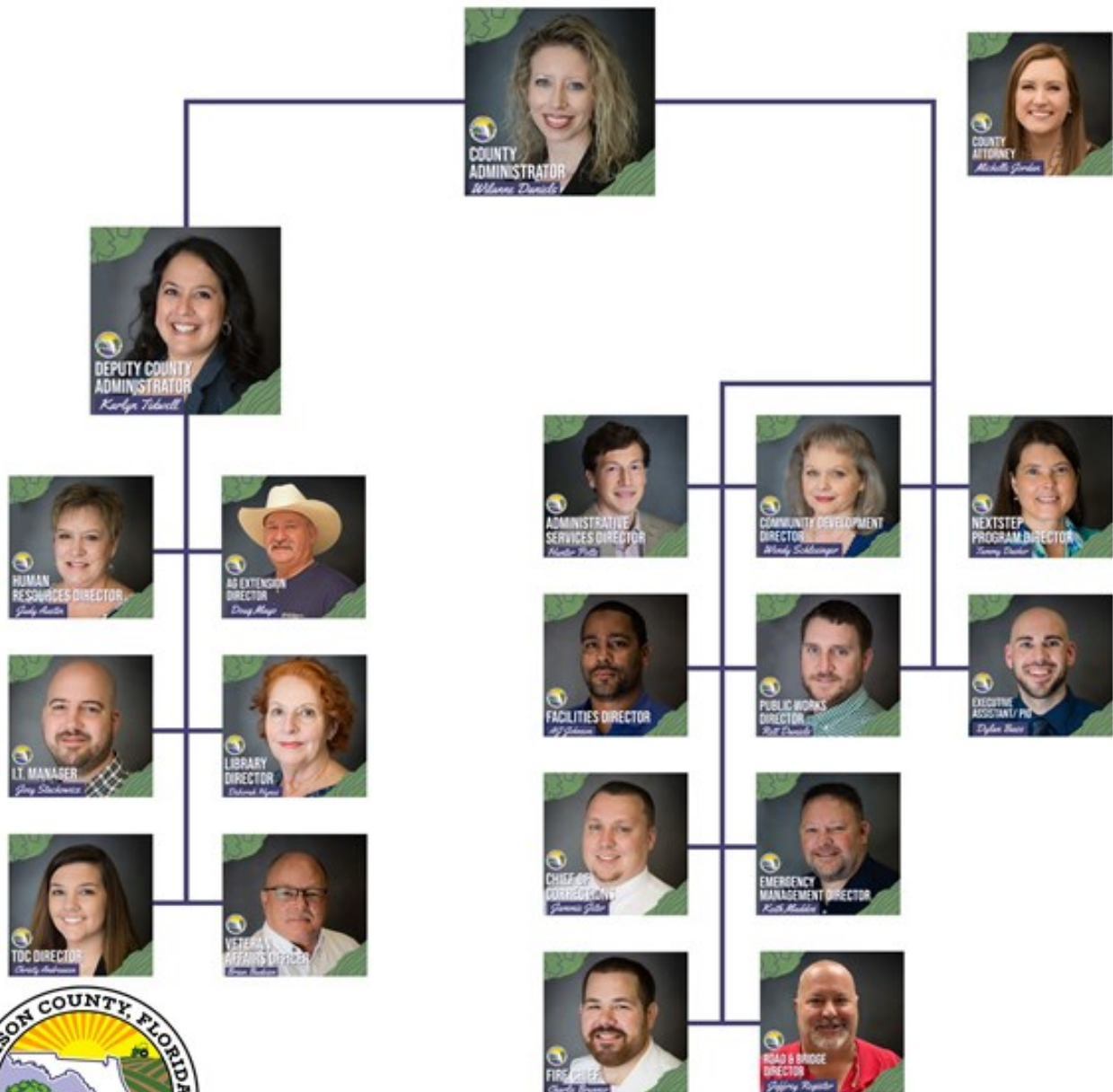
ANNUAL REPORT 2021

DISTRICTING: 5 SINGLE DISTRICTS



ORGANIZATIONAL CHART

Jackson County Board of County Commissioners



BOARD OF COUNTY COMMISSIONERS



The Jackson County Board of County Commissioners continues to make significant steps in pushing the County towards the implementation of the necessary goals to foster growth and economic development.

- ◆ Equitably dispersing CARES funding benefiting the County and municipalities .
- ◆ Approved Road & Bridge Director and Assistant Director—strengthening the management structure.
- ◆ Approval of an agreement with the P3 group to roll-out a plan for the implementation of fiber throughout the County for Broadband .
- ◆ Authorizing the TDC to apply for a Cultural Facility Grant—of 28 submissions the JBOCC Project for the Jackson Endeavor Museum—Phase I was ranked #3.
- ◆ Approval of a refinance of existing loans at a much lower interest rate saving the County money that will be reinvested into road infrastructure.
- ◆ Approval of a Pay Study to be conducted by Evergreen Solutions. This effort will allow us to fairly and adequately evaluate current positions in preparation of Minimum Wage increase.
- ◆ Approval of the final Year of the 2% COLA and Longevity Pay for all staff.
- ◆ Redistricting - came into compliance with statute.
- ◆ Completed Endeavor Demo and Debris Removal.
- ◆ Applied for CBDG-DR for Endeavor Gym.
- ◆ Held Vaccination Event with DOH and other volunteers.

AWARDS AND RECOGNITION



On October 2, 2020 the US Secretary of Commerce—Wilbur Ross traveled to Marianna to present Jackson County with \$2.6M in grant funding through the Commerce Department’s Economic Development Administration (EDA) to be used in the construction of a new 50,000 sq ft. building on the 1,280 acre future Jackson County Industrial Park. The EDA Grant will be matched by \$2M from the Florida Department of Economic Opportunity’s Small Cities Community Development Block Grant Program. During his presentation Secretary Ross stated “Together with the public and private sectors, your work creating an economic development roadmap that strengthens the regional economy, supports private capital investment, and creates new jobs, is very impressive.” This effort will create 200 new jobs, retain another 200 existing jobs, and generate \$2M in private investments, to which Secretary Ross added “As your community continues its recovery from Hurricane Michael’s disruption in 2018 along with this year’s pandemic and hurricane season, I am grateful to the Jackson County Board of County Commissioners for recognizing the opportunities manufacturing offers workers who want to develop and use the latest technology to build lasting, meaningful careers. “



In July the JBOCC Commissioners and County Administrator attended the annual Florida Association of Counties Conference. During this conference Commissioner Clint Pate was awarded the Certified County Commissioner (CCC) designation from the Florida Institute for County Government. The CCC designation is not required in order to serve as a county commissioner in Florida. However, county commissioners may voluntarily enroll in the program to learn additional information and foster skills relevant to their duties and responsibilities as an elected official. Clint Pate stated “Its an honor to achieve this, my dad was a Certified County Commissioner and to be the first father/son recipient of this designation means so much.”



NEW BEGINNINGS

This year the JBOCC was able to expand and strengthen their Fire Rescue station locations throughout the County. The Campbellton Station was moved to a larger building in the City of Graceville. An additional station was added for the Town of Malone. And the new Main Station for Marianna was finally finished and opened for Operations. This is a huge step forward for those neighborhoods that are in areas that potentially lacked fire protection, both business and homeowners, may now be located within five miles of a station and could potentially save on their insurance rates. This will also speed up response times and serve to protect more people throughout the County.



At left: Grand Opening of the Graceville Fire Station located at 5422 Cliff Street in Graceville, Florida—this building will also house the Tax Collectors Office in one Building allowing for ease of access and improved space for all.

At right: Opening of the Malone Fire Station located at 5484 11th Street in Malone, Florida.



At left: Grand Opening of the Alford Station located at 1768 Georgia Street Alford, Florida.

SWEARING IN



Swearing in of Commissioner Alex B. McKinnie



Swearing in of Commissioner Paul Donofro, Jr.



Swearing in of Commissioner James Peacock

At right: Commissioner Alex B. McKinnie—D1, Eric Hill—D4, Clint Pate—D2, James Peacock—D5, and Paul Donofro, Jr.—D3

On November 17, 2021 the JBOCC swore in two new County Commissioners—Alex B. McKinnie for District 1 and Paul Donofro, Jr. for District 3, as well as reconfirmed James Peacock for District 5. Each Commissioner was sworn in by our Clerk of Court, Clayton O. Rooks, as family and loved ones looked on.

This was a huge change for the County with the previous Commissioners for District 1—Dr. Willie Spires and District 3—Chuck Lockey having served for 28 years each. With the addition of two new Commissioners, the Board has grown and implemented several new initiatives on behalf of the County.



RETIREMENTS

Fiscal Year 2020-2021 saw many changes, including the retirement of two County Commissioners, our Facilities Director and our Lieutenant for the Jail.



COMMISSIONERS CHUCK LOCKEY (D3) AND DR. WILLIE SPIRES (D1) PICTURED WITH KEN MONAHAN DURING THEIR "DRIVE-BY" RETIREMENT PARADE.

Chuck Lockey

District 3

Dr. Willie Spires

District 1



JAMES WATKINS DURING HIS RETIREMENT PARTY WITH HIS RETIREMENT PLAQUE.

James Watkins

Facilities Director

9 Years



BRIAN MERRITT'S RETIREMENT PARTY.

Brian Merritt

Lieutenant

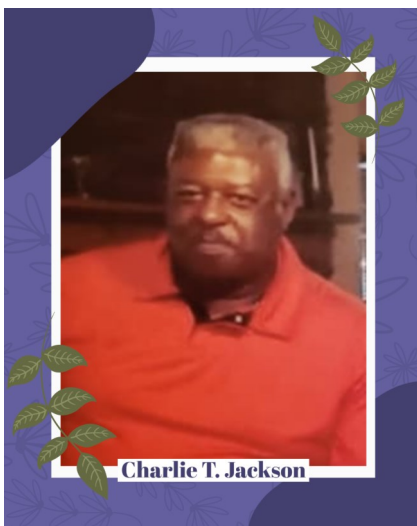
26 Years

IN MEMORY OF

As we reflect on the year and it's successes, it's easy to get lost in the reports, data, tasks, and accomplishments. We can easily forget that there are people behind all of those things. Jackson County's greatest commodity is community. Jackson County is rich in culture, heritage, and family.

This is reflected within our County staff. We are a family.

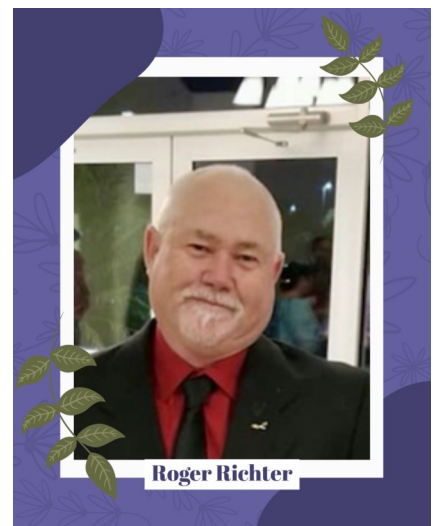
Unfortunately, this last year we lost three members of that family. Their losses are felt by all who knew and cared for them.



May 11, 1954—February 20, 2021



June 21, 1972—March 11, 2021



September 23, 1959—September 9,

EXECUTIVE SUMMARY



Wilanne Daniels began with the JBOCC in 2006 as a Planner for the Community Development Department. In March 2018 when she was appointed as Interim County Administrator being selected for the position of County Administrator in November 2018.

Mrs. Daniels received a Bachelor of Science in Business Administration from Florida State University in 2006 and her Master of Arts in Professional Counseling from Liberty University in 2014.

In her capacity as Administrator, Mrs. Daniels is responsible for implementing the policy and directives as set forth by the Board of County Commissioners. She is responsible for the leadership of senior county staff.

Resilient. Going through Hurricane Michael in 2018 and then COVID-19 for the last couple of years, resilient is the only fitting word to describe our community. I am thankful that we have a community that rises to the challenge when difficult circumstances arise. I am also particularly grateful for the ongoing support of the Board as we have had to pivot to respond to the ongoing circumstances that the last several years have presented.

Despite the challenges, we have had an exciting year with a lot of wins. A few of those include the following:

- Long-Term Recovery
 - We are very close to completing long-term recovery efforts regarding buildings and parks
- Endeavor
 - Debris removal completed
 - Demolition under Job Growth Grant completed
 - CDBG-DR applied for gym, stormwater, and further demolition
 - Museum Grant applied for and ranked number three in the State
 - NextStep Academy at Endeavor Park
 - Hired Tammy Dasher, NextStep Program Director
 - Construction commenced on the NextStep Academy at Endeavor Park
 - Received grant funding from EDA for \$2,600,000 for Project Blue Sky
- Expanded Fire Rescue
 - Opened new station in Malone
 - Relocation from Campbellton to Graceville
 - Opened new station at Commercial Park
- Public Relations
 - Operation Egg Drop
 - Employee Appreciation
 - Keep JCO Beautiful
 - COVID vaccine event
 - Established quarterly constitutional meeting
 - Continued quarterly municipality meetings

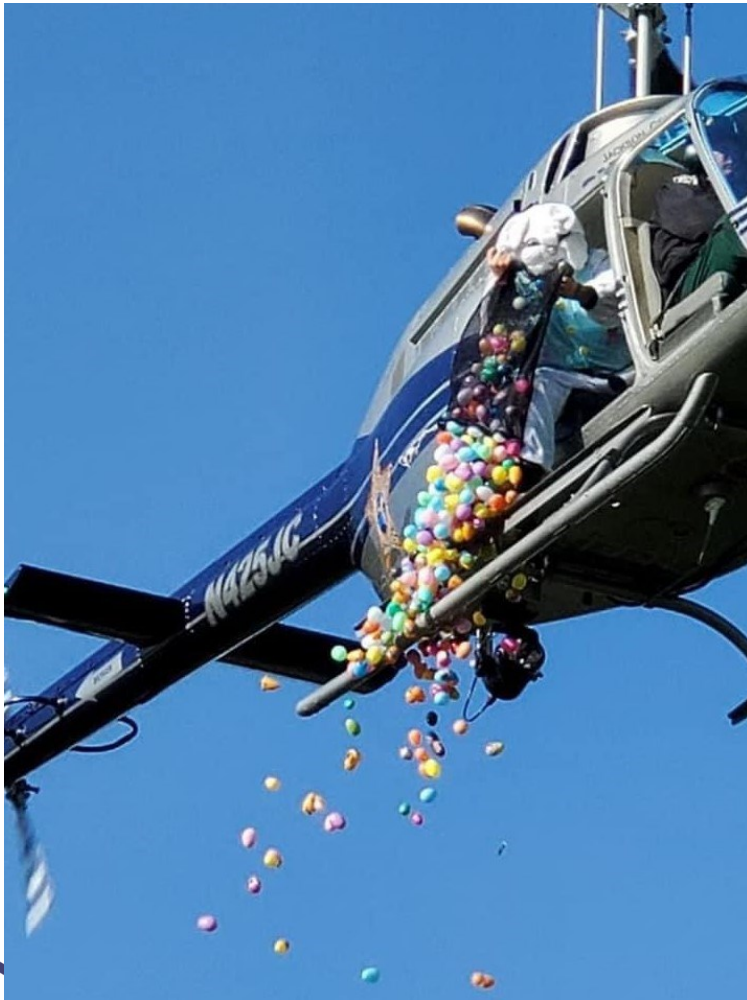
It has been a busy year and this list is not comprehensive! We have taken advantage of less in person meetings to tackle some of the goals the Board established. We have had more time to focus on details and to dream big for our community. We have challenges ahead of us, but with the team we have in place, we will continue to push Jackson County forward.

A handwritten signature in blue ink that reads 'Wilanne Daniels'.



OPERATION EGG DROP

In April 2021 the Jackson County Board of County Commissioners along with the Jackson County Sheriff's Department and the Jackson County School Board partnered for what became Operation Egg Drop. Thousands of easter eggs were “dropped” at Marianna K8, Sneads Elementary, Grand Ridge Elementary, Graceville Elementary, Cottondale Elementary, Jackson Alternative School, Hope School, and the Early Childhood Center. This was as much fun for staff as it was for the students! Schools later sent in hundreds of “Thank You” cards, letters, and pictures—we read each and every one! This is something that the Board hopes will continue in the years to come. A special thanks to Tammy Mathis, former Executive Assistant, for the vision and implementation.



ENDEAVOR - ACCOMPLISHMENTS



On Tuesday, April 13th, 2021, the Jackson County Board of County Commissioners assembled for a Special Meeting. At 8:00AM sharp, in the early morning sunshine, the commissioners along with County staff and the local news media, met in the parking lot of the abandoned gym on the Endeavor Property to commemorate an important milestone on the journey to see the site, formerly Dozier School for Boys, turn into a beacon of light and hope for Jackson County.

The Commissioners eagerly watched as the 8 feet tall chain-link fence along Penn Avenue was taken down by an excavator. The fence coming down is a momentous step towards the County's plan to see the Endeavor property be a hub for economic development. Additionally, this event marks the substantial completion of the improvements associated with the Endeavor Project Land Redevelopment Phase 1. Phase 1 focused primarily on building demolition, stump removal, asbestos abatement, and general site beautification. The land redevelopment project is being funded by grant funds from the Governor's Job Growth Grant provided by the Florida Department of Economic Opportunity.

With the site now cleared of the excess debris and many of the dilapidated buildings, the County now looks towards making the necessary infrastructure improvements to allow for further economic development. The County is diligently working to see the startup and success of the Autism Transition Academy, various historical markers, as well as a Cultural Heritage Museum. Other potential developments include government office buildings, restaurants, and affordable housing developments.

LEADERSHIP

Leadership is defined as the ability of an individual or a group of individuals to influence and guide followers or other members of an organization. An important initiative for the County Administrator has been to have the Management Team strive towards Excellence. The best way to achieve this is to constantly build and bolster the Management Team's leadership skills. To really achieve this goal, there had to be an "outside of the box" approach.

These efforts include monthly Director Leadership Team Building initiatives that pair two directors together to lead an exercise that requires the managers to work together to accomplish a goal—anything from communication to identifying strengths and weaknesses. Each team building experience took place in a different venue around the County from Blue Springs in Marianna to the Cottondale City Hall—this allowed for the team to get out of their comfort zone and visit places around the County that they might not have ever been to or seen. This really has created a comradery and level of trust that has been paramount to bolstering the foundation and paved the way for a more cohesive approach to how the management team can continue to grow and build the County together. There have also been speakers to come to speak at the directors meetings, books, Global Leadership Training, and an all day Leadership Training put on by Florida State University.



What's Your Color? Team Blue—Leadership Training at Blue Springs Park



What are common issues that arise and how do you handle? Leadership Training at Chipola River



"Bridging" the Gaps in Teamwork—Leadership Training at Sneads Park



Vacationing Across the County—Leadership Training at Cottondale City Hall



Building Towers of Success—Leadership Training at Citizens Lodge



TEAMWORK



Part of the foundation of the Jackson County Board of County Commissioners is the strong partnership with the Constitutional Officers for the County. Pictured at left, the first quarterly breakfast hosted at the Supervisor of Elections Office with the Property Appraiser—Rebecca Morris-Haid, Tax Collector—Mary Carol Murdock, Clerk of Court—Clay Rooks, Judge Wade Mercer, County Administrator—Wilanne Daniels, Sheriff—Donnie Edenfield, Supervisor of Elections—Carol Dunaway and Deputy County Administrator—Karlyn Tidwell

Partnerships with Chipola Career Source, Jackson County Economic Development, Chipola College, and Florida Representatives ensure that we are actively working to grow and strengthen the County—moving forward with every opportunity for success!

Pictured at right: Roy Baker—Career Source Chipola and Opportunity Florida, Zack Gilmore—Jackson County Economic Development, Jamal Sowell—Florida Secretary of Commerce, Tiffany Garling—Jackson County Economic Development, Jennifer Conoley—Florida's Great Northwest President & CEO, and Darwin Gilmore, Chipola College



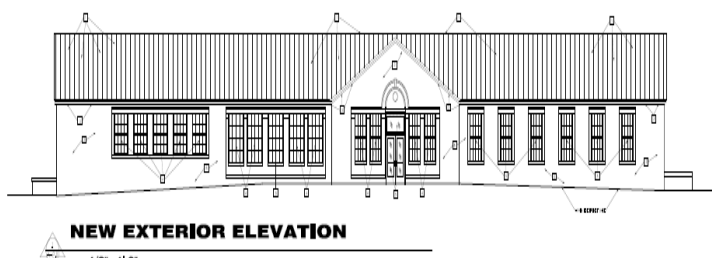
Throughout the Community working side-by-side with partners like AirHeart who partnered with our Fire Rescue department for a food drive benefiting the local children with items like Ramen (a favorite) and other non-perishable items. Pictured a left: FF/Paramedic—Nick Sellers, Flight Paramedic—Jules Webster, Fire Chief—Charles Brunner, Flight Nurse—Katie Johnston, and FF/EMT—Brian Grinde

JACKSON ENDEAVOR MUSEUM

In May 2021 members of the Tourism Development Council, Advisory Board for Endeavor Museum, the Economic Development Council, and the Jackson County Board of County Commissioners traveled to Hattiesburg, Mississippi for a Fact Finding Case Study Trip. This trip helped to shape a plan for how we could forward with the renovation of the old cafeteria located on the Endeavor Property into the Jackson Endeavor Museum (JEM). We met with Rick Taylor, Executive Director for the Hattiesburg Commission who leads all efforts for tourism and revitalization.

During the trip we discussed funding mechanisms, as well as various possible sources for grants. Additionally, the importance of pricing, including civic vs for profit pricing perspectives. The key ideal we learned was the importance of telling our story (frequently) and how to do it and some basic guidelines for success in media and public communications, while there, we attended.

- Grand Opening of the Pocket Theater Grand Opening
- Toured African American Military History Museum
- Toured Historic Eureka School Museum
- Toured Historic Site Developments
- Toured Hattiesburg Zoo
- Toured Hattiesburg Convention Center



EMPLOYEE APPRECIATION DAY

On Saturday July 17, 2021 the Jackson County Board of County Commissioners held an Employee Appreciation Day for staff and families at Blue Springs Park. Food, games, and awards were provided to staff.



BEST DRESSED AWARD
BEST SENSE OF HUMOR AWARD
MOST OUTSPOKEN AWARD
HELPING HAND AWARD
MOST ADVENTUROUS AWARD
BEST TEAM SPIRIT AWARD
BEST PROBLEM SOLVER AWARD
BEST ATTITUDE
KINDEST EMPLOY EE



WILANNE DANIELS
JOEY STACKOWICZ/ CHARLIE BRUNNER
ANTHONY SPEERS
KIM WILLIAMS
HUNTER POTTS
WENDY SCHLESINGER
RETT DANIELS
A.J. JOHNSON
TIMOTHY PERRY



KEEP JCO BEAUTIFUL

At the Jackson County Board of County Commissioners, we take pride in improving and serving our community and as part of this endeavor, the Keep Jackson County Beautiful movement (#KeepJCOBeautiful) was founded in 2021 with the purpose of inspiring and encouraging citizens to take personal responsibility for enhancing their community environment.

To accomplish this goal the County participates in a wide range of beautifying projects, campaigns, and events to help make our County a better place to live, work and play. One of these events was held to beautify Citizens Lodge in partnership with several partners including Rivertown Community Church who provided their FOR volunteers. By promoting litter prevention, recycling, and seeking out alternative solutions Jackson County is doing its part to help #KeepJCOBeautiful. One such effort was to work with the local schools—creating a PSA and inspiring driving age youth to install trash receptacles in their cars with bright trash bags marked with the KJB logo!

To ensure that Keep Jackson County Beautiful is successful we encourage JCO residents to post empowering images, videos, or quotes on social media and by sharing it with the hashtag #KeepJCOBeautiful!



COVID VACCINE EVENT

On January 13, 2021, the JCBOCC teamed up with Florida Health Department for a joint vaccination effort for those individuals that were 65 or older. Traffic was wrapped for miles for those in wait to get the first dose —in total almost 1,800 were able to be vaccinated during this event.



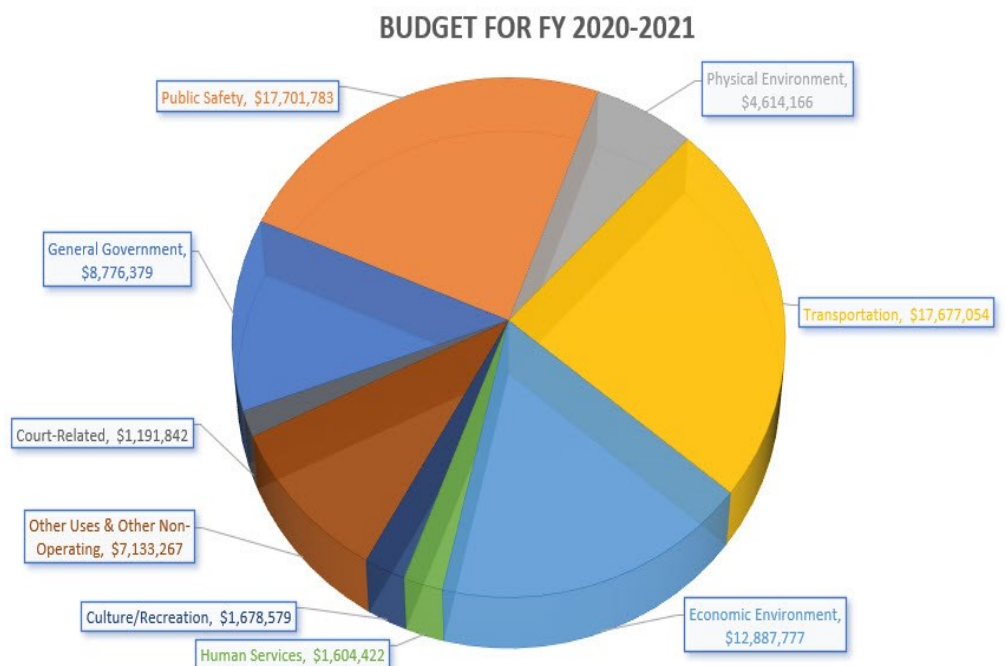
BUDGET



Karlyn Tidwell began working with the JCBOCC in January of 2019 as the Assistant HR Director until she was promoted to Deputy County Administrator. Before coming to the County she worked for 17 1/2 years for the State of Florida. She has a background in the management of HR, Budget, Operations, Procurement, and IT. She is particularly experienced in the areas of policy development and implementation, relationship management, and strategic planning. This multifaceted expertise serves her well in her role supporting and strengthening current functionality of the County.

The Annual Budget Process for the County falls under Administration. Each year it is the goal to make the process better, even by making small adjustments and tweaks to ensure the best, most transparent, and accountable product is produced. It is important to continue our journey towards excellence by bolstering a strong foundation to ensure that everything built for the County is resting on a strong, solid base.

Fiscal Year 20-21 brought the first balanced operational budget to the Commissioners for review. It also saw the presentation of a project book, which served to breakout all capital requests above and beyond the operational costs needed to run the County annually. This put more responsibility on the Departments to vet and evaluate their asks, which strengthened their priority items and gave the Commissioners a much clearer view of true needs vs. wants. Additionally the budget funded Year 2 of 3 of the 2% Cost of Living Increase and Longevity Pay JBOCC employees!



ADMINISTRATIVE SERVICES



Hunter Potts Graduated valedictorian from Graceville High School then going to Chipola College to earn a Bachelors Degree in Business Management. He worked summers at Blue Springs, later moving into a full-time Recycling position, promoted to Housing Grants Coordinator, and finally landed his current role as the Administrative Services Director, in 2021. His get it done attitude has ensured that projects that have been in various stages of submission have been completed and closed out, making huge strides forward for the County's growth. In Administrative Services he likes to say, "we are the People helping the People who are helping the People".

WHAT DO WE DO? Funneling information and requests requiring Administrative authorization and review. Preparation of analytical reports, research studies, and special project assignments. Lead Capital Planning initiative and tracking. Provides guidance and oversight to the Procurement Officer, Contracts and Grants Coordinator and coordinates all ongoing long-term recovery (LTR) efforts.

Administrative Services are focused on fostering relationships and finding solutions for some of the major challenges the County is facing, such as housing needs, rebuilding the local economy, and preserving the communities' heritage and traditions. Additionally, Department focuses on potential impacts on county facilities, coordinating actions and policies of departments within the county to promote the development of resilient infrastructure and facility standards.

2021 IN SUMMARY: Our mission is to make the lives of County employees easier so that they can more effectively help the citizens of Jackson County. We do this primarily by decreasing their administrative burden, developing practical rules and procedures, and offering grant management and tracking assistance. This year our department has made great strides towards accomplishing this mission.

Looking ahead, the Administrative Services department will continue to focus on goals that make the lives of County departments easier. Some top priorities for the upcoming year are to implement the County Purchasing Card Policy, finalize the County's contract to receive high-speed reliable internet service Countywide, and close out the last of the County's Hurricane Michael Projects.

ACCOMPLISHMENTS:

Long Term Recovery	<p>This department is responsible for managing the Jackson County Long Term Recovery (LTR) plans for rebuilding, repairing, and mitigating for future disasters. This entails recovery from Federally designated disasters 4177, 4399 (Michael), and 4564 (Sally). Recovery efforts involve all departments. The Administrative Services Director serves as the coordinator with FEMA, FDEM, our Grant Consultant and County employees to ensure projects are completed on time and in line with current guidelines.</p> <p>Administrative Services has completed several LTR projects this year such as the repairs to the FR, Blue Springs Park, and the DOH that will allow these departments to get back to pre-storm levels of service and continue to grow. Additionally, in LTR is overseeing the transition of the Sheriff's Office back to its previous Hwy 90 location as well as the construction of a new Road and Bridge Office Building.</p>
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ACCOMPLISHMENTS (CON'T):

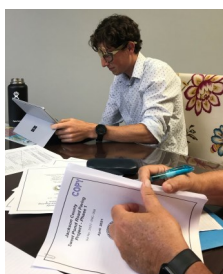
Special Projects	<p>Varying from small purchases such as the procurement of vehicles/equipment to county wide endeavors such as County wide broadband infrastructure. The Special Projects division is reserved for projects that don't clearly fall under a specific department and usually serve to benefit the County as a whole. Additionally, Capital Improvement Planning, County wide inventorying of assets, the passing of local ordinances & resolutions, Employee tracking/monitoring and review of current county policies.</p> <p>Special projects for the Administrative Services department include overseeing several large projects that will bring lasting impacts to Jackson County such as a New Markets Tax Credit transaction that will provide funding for the Jackson County Autism Transition Academy and the development of the Jackson County American Rescue Plan Act Spending Plan that will guide the use of the County's roughly \$9 million allocation from the Federal Government.</p>
Grants/Contracts	<p>Department manages all contracts and grants tracking for the County. Responsibilities include overseeing all aspects of grant tracking, to include funding, planning, and organizing all grant-funded initiatives. Identifies and develops viable proposals for external funding/funding aids by utilizing programs which can address County priorities and goals. Consistently manages ongoing grants and contracts, negotiates, and maintains leases, – tracking fiscal year requirements (financial, backup information, etc.), deadlines, renewals, action items, and timelines.</p>
Purchasing/Procurement	<p>The role of the Purchasing/Procurement Office is to assist County departments and divisions in acquiring goods, services, or construction. The office is generally the initial contact for agencies and contractors to acquire goods or services. The Purchasing/Procurement Office oversees a purchasing process that assures impartial and equitable evaluation of bids and proposals from vendors and helps agencies to establish fair and reasonable contracts.</p> <p>The purchasing department, in addition to soliciting contracts for 14 road construction projects, procured several continuing service contracts in the fields of; generator maintenance, county uniforms, facility cleaning, land surveying, and EMS debt collection services. These continuing service contracts allow departments to go directly to one vendor rather than searching around and gathering quotes for each service or item needed saving the County time and resources.</p>

"The County Administration department is the hub of Jackson County. We get a little bit of everything here from the thoughts and concerns of the public to addressing the needs and wants of the various County departments. Each day brings on a new set of opportunities making our work challenging, invigorating, and exciting! In Administration, we call ourselves the Admin Family as the work that we do is made all the more valuable by working together as a close knit team and sharing the same vision to make Jackson County a great place to live, work, and play for generations to come. Each day I step into the office, I strive to get the best out of myself and others and that same approach is reciprocated by the rest of the team."

Hunter Potts - Administrative Services Director

Total # Contracts Processed	
Road Construction	14
Building Construction	14
Service Contracts	6

Total # Grant Projects Completed	
HMGP Grant - CR 162	
DEO Grant - Pooser Road Design	
FEMA Closeout - DR-4337 (IRMA)	



# Spay/Neuter Vouchers Processed*	358
*estimated at over \$14K annually	



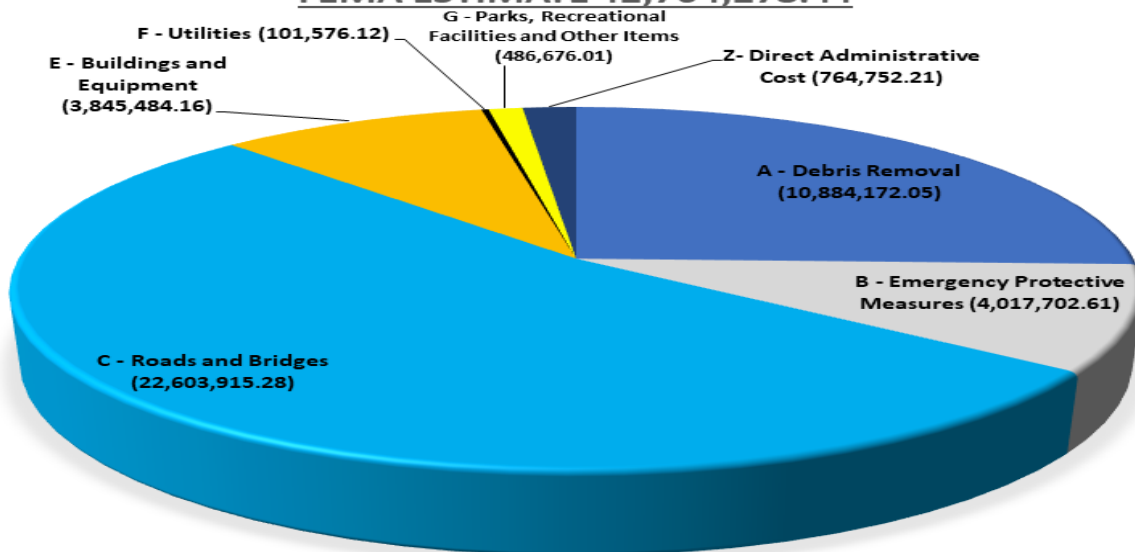
LONG TERM RECOVERY UPDATE

Huge steps have been taken to recuperate from Hurricane Michael which made landfall on October 10, 2018 as an unprecedented Category 5 Hurricane. The storm caused catastrophic damage forever changing the landscape of Jackson County. Over the last two years our efforts have been to either make the necessary repairs or move forward with a complete replacement on some projects. See below for a list of completed projects:

- ♦ Installed new Fire Rescue Pole Barn
- ♦ Repaired Ag. Center Main Show Arena
- ♦ Replaced Blue Springs Storage Shed and Equipment
- ♦ Installed new Pole Barn at the Ag. Center
- ♦ Installed new floating dock at Blue Springs
- ♦ Installed new roof at Driver License Building
- ♦ Repaired Russ House roof and windows
- ♦ Installed new Health Department Pole Barn
- ♦ Secured contract to construct a new road and bridge office building
- ♦ Secured contract for a new roof and interior repairs to the Sheriff's office
- ♦ Installed new perimeter fencing at the Ag. Center
- ♦ Installed new roofs on Blue Springs Pavilions

FEMA PROJECT WORKSHEET DEVELOPMENT TOTAL CURRENT

FEMA ESTIMATE 42,704,278.44



NEXTSTEP AT ENDEAVOR ACADEMY



The Jackson County Board of County Commissioners confirmed Tammy Dasher as the first director of the new NextStep at Endeavor Academy. Dasher brings 29 years of special education experience in Florida, beginning with a teaching career that spanned two decades in the classroom setting. She most recently served as an autism consultant for Florida State University's Center for Autism and Related Disabilities (CARD) Program.



Above: Architect Paul Donofro, Jr., Engineer David Melvin, and Director Tammy Dasher reviewing plans for renovations to the building that will house the NextStep Program, with estimated completion in January of 2022.

NestStep at Endeavor Academy will provide adults with Autism independent living and career-readiness skills in a classroom setting and through community experiences. This joint effort with the Jackson County Board of County Commissioners and Endeavor Forward, Inc. will be a part of the 1,200+ acre development at the site of the former Dozier School for Boys in Marianna, Florida.

The program will prepare individuals with autism for transition beyond secondary school by providing training in vocational and independent living skills. Skills taught will also include financial, safety, nutrition, community, health, etiquette, relationships, transportation and problem-solving.

"I am passionate and dedicated to serving people with special needs. I have been fortunate to forge a career that has never felt like 'work' to me. NextStep's bold vision holds many opportunities for individuals with autism. I'm truly honored to take the helm of this important organization."

Tammy Dasher - NextStep Program Director



At left: Members of the Endeavor Forward Board do a walk-through of the campus. Pictured L to R— Jim King, Kathy Donofro, Chris Franklin, David Melvin, Syntha Alvarez.

At right: In September 2021 County Administrator Wilanne Daniels and Director Tammy Dasher took a trip to Phoenix, AZ to visit with FirstPlace who serves as a Consultant and Curriculum Creator for the Program for a hands on experience for how they have made their program successful.



HUMAN RESOURCES



Judy Austin began working with the JCBOCC in August of 2014 as the Procurement Officer until October 2019 when she was promoted to Assistant HR Director. In February of 2020 Mrs. Austin took over the role as HR Director after the retirement of Lennetta Loman-Greene who held the position for 22 years. Huge strides have been made in her current position bringing HR to a more streamlined and process driven department. Mrs. Austin has over 20 years prior experience working as an HR Director for a Fortune 500 company and then as the HR Director at the Campbellton-Graceville Hospital where she served for 14 years.

WHAT DO WE DO? The mission of the Human Resource Department is to assist the County Commission and Administration through the development, implementation and facilitation of cost effective and efficient programs for managing employees, employee benefits and loss control programs. Human Resources provide leadership and management of Human Resource functions to attract and retain a quality workforce. The three major program areas are Operations, Compensation & Benefits, Employee Relations and Performance.

The Office of Human Resources is responsible for all HR and Risk Management activities for the Board of County Commissioners, which includes the following:

- Assuring Jackson County's compliance with applicable employment law.
- Recommending and administering employment policies and procedures.
- Providing guidance to County departments and their employees.
- Interacting with individuals seeking employment with the County.
- Developing and administering employee benefits, workers' compensation, property and liability, and other loss prevention and loss control programs.
- Public Records Requests

2021 IN SUMMARY: This year has been a roller coaster for Human Resources, watching Jackson County finally get under the "curve" only to have a resurgence of COVID-19 cases. The focus stayed on implementing safety measures and tracking employee cases/exposures, which was 145 related requests since October 2020. Each case monitored ensured compliance with the Families First Coronavirus Response Act (FFRCRA) and any recommendations/mandates from the State level.

ACCOMPLISHMENTS:

Benefits	Employee Navigator – interfaces with group insurance carriers to provide for online enrollment resulting in more accurate and timely enrollments. Also, ensures compliance with federal COBRA requirements.
Performance	Performance Evaluations- developed a new format (same content) for which is much easier for supervisors to complete and track.
New Hire/ On-Boarding	Hirebridge – online employment application that interfaces with the County website and Indeed (one of the largest employment websites) this has created a much more efficient means of posting and tracking job openings. We have seen a marked increase in the amount of applications received since implementation.



Personnel Action Forms Processed for FY 2020-2021	
New Hires	103
Resignations*	186
Raises/Longevity	221

*includes Election Workers

Pictured at left: HR Specialist Jennifer Ham consulting with a new hire employee.

"The COVID-19 Pandemic began at approximately the same time I took over the role as HR Director for the BOCC. It has been very challenging but rewarding time. I also feel very blessed to be part of a team that works tirelessly to meet the needs of the citizens of this great County"

-Judy Austin, HR Director



Personnel Statistics for Services Processed for FY 2020-2021	
FMLA Tracking/Initiation	11
Job Posting/Advertisements	49
Property/Liability Claims Processed	10
Public Records Requests Processed	110
Retirements Processed	12
Workers Comp Claims Processed	19

Pictured at left: Judy Austin recognizing Benet Johnson of the Building Department as Employee of the Month. Employees are recognized by a proclamation to the Board, a paid day off, and a \$50 check for being recognized for their service.

INFORMATION TECHNOLOGY



Joey Stackowicz is a life-long resident of Jackson County and began his employment with the JCBOCC in 2011. He previously held the roles of IT Technician and Interim Assistant to the Administrator before transitioning to Deputy Clerk/Network Administrator for the Finance Office of the Jackson County Clerk of Courts. In 2017, he returned to the IT Department of the JCBOCC and was promoted to the role of IT Manager in 2019. Mr. Stackowicz has over 10 years of experience in the information technology field and remains committed to his role in local government.

WHAT DO WE DO? The Jackson County Information Technology Department is responsible for the installation and maintenance of all County computer, network, information, and telecommunication systems. The IT Department strives to provide the highest quality technology-based services, in the most cost-effective manner, to facilitate County services.

Services Provided:

- Promote and facilitate the effective integration of technology.
- Develop, enhance, and manage the County's enterprise networks to provide high speed, transparent, and highly functional connectivity among all information resources.
- Develop and maintain highly effective, reliable, secure, and innovative information systems to support all County functions.
- Facilitate the collection, storage, security, and integrity of electronic data while ensuring appropriate access.
- Promote new uses of information technology within the County.
- Provide leadership for effective strategic and tactical planning in the use of technology
- Provide fast & reliable access to all information systems.

2021 IN SUMMARY: The COVID19 Pandemic created a need for IT to provide alternative methods for County Departments to continue to provide services to the community in a safe manner. We utilized multiple technologies, including Zoom and our Office 365 suite, to offer users the ability to communicate and work remotely, where necessary, to avoid interruptions in service. The pandemic did create opportunities through CARES funding for us to purchase Surface Tablets, laptops, and software suites to aid users in providing services and enabling the public to obtain county services autonomously.

ACCOMPLISHMENTS:

CARES Funding	We took advantage of CARES funding to provide our employees the tools necessary to continue to provide the same level of service to citizens through the pandemic. We also utilized the funds to improve our video and production capabilities
iWorq	The County purchased and is currently working through the implementation of iWorq, a county-wide request and workflow application suite that will make a large amount of county services available online to provide further convenience to citi-

ACCOLMPISHMENTS (CON'T):

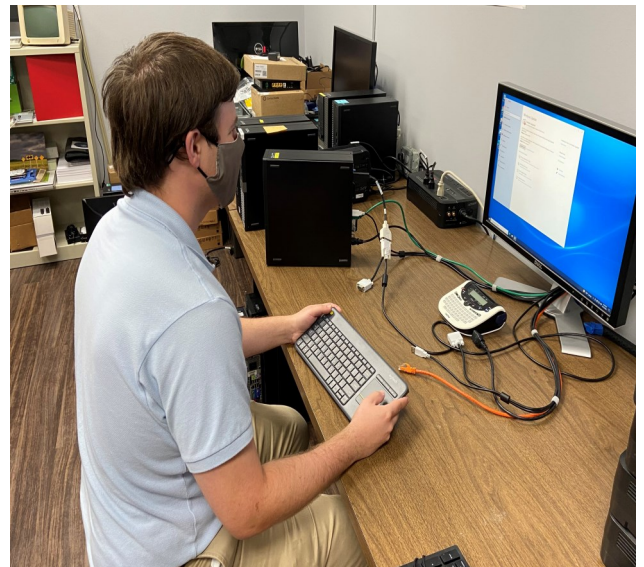
Telecom Audit	We also conducted an extensive internal audit of telecommunications services enabling us to identify a list of unused or un-needed telephone lines. We cancelled these lines realizing an annual savings of approximately \$12,000.
Network Upgrades	The Information Technology department continued it's network and computer upgrades in the past year. Workstations, back-end networking equipment, and wireless access point upgrades took place in a multitude of county departments. We also upgraded internet connection speeds at our Administration and EOC buildings, two of our anchor locations, to enhance our ability to provide services and to provide redundancy in the event of disasters.

I've been extremely fortunate to have a part in the significant improvements Jackson County has made to it's information technology infrastructure in the last couple of years. Thought the pandemic has presented some challenges in the ways we provide technology services, we look forward to continuing to upgrade and enhance our information systems to best serve our employees and, most importantly, the public."

Joey Stackowicz - IT Manager



At left: IT Tech, Fred Andreasen works hard to rewire the Board Room with purchases made using CARES funding—allowing the streaming and ZOOM access for Board Meetings.



FY 2020-2021

Tickets Processed	230
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At right: IT Tech, Lee Treadwell troubleshoots a computer issue—the adding of his position has helped to ensure the expedited resolution for IT issues.

AG EXTENSION



Doug Mayo is the County Extension Director and manages the cattle rancher education program in Jackson County. As a graduate of the University of Florida he believes in the services that IFAS provides to the farmers and Ag programs available. He works to ensure that continuous communication and training of local citizens is vitally important to meet the Agriculture needs of Jackson County, but what matters most is that these interactions make a difference in their lives and businesses.

WHAT DO WE DO? Jackson County Extension provides science-based information and expertise to help citizens of Jackson County make informed decisions. Extension is a partnership between:

STATE – University of Florida’s Institute of Food and Agricultural Sciences

COUNTY – Jackson County Board of County Commission

FEDERAL – United States Department of Agriculture

Operating as part of the University’s Institute of Food and Agricultural Sciences, Extension serves each of the state’s sixty-seven counties by providing information and conducting educational programs on issues such as sustainable agriculture, competitiveness in world markets, natural resource conservation, energy conservation, food safety, child and family development, consumer credit counseling, and youth development. The Jackson County Extension Service is a public partnership between USDA, the University of Florida, and the JBOCC. In Jackson County there are five county extension agents who provide educational training in the areas of livestock and forages, row crop farming, specialty crops, landscaping and home gardening, 4-H youth development, and family and consumer science.

2021 IN SUMMARY: The COVID19 Pandemic created real challenges for all parts of the local community. Many annual banquets, family celebrations, and in-person educational trainings were postponed until it was safe to meet again. The Extension Service had to rely on other tools to stay connected with local citizens. Fortunately, there were tools already in place to allow continuous educational information and regular communication. Extension Agents utilized webinars through the Zoom platform in place of in-person trainings, and relied on email newsletters, blog sites, social media, and short YouTube videos to provide updates and educational information to local citizens. As a result, 40 webinar sessions were offered on a variety of topics that 1,128 local citizens participated in. The various social media channels had a powerful outreach to 969K clientele who follow our services. Starting this summer, we were able to start holding in-person trainings again, with 52 educational events that were attended by 1,144 citizens. There were also a wide-range of educational programs held off-site that reached 1,076 residents. In addition, 4,106 individual consultations were provided through field visits, office visits, phone calls, and emails. The preceding infographic provides a summary of the joint efforts of our 10-member team of agents and support staff.

ACCOMPLISHMENTS:

Livestock and Forage	<p>Cattle Rancher Education Program Impacts - If the 46 ranchers implemented this management better practices, there could be a potential cost savings of \$238,418. If every cattle producer in Jackson County (366) implemented this practice, it could provide \$1.9 million in annual cost savings. Based on survey results, the Florida Bull Test Sale has had an estimated overall impact on the South-eastern Cattle Industry of \$5.6 million, due to the increased value of calves born from bulls sold through the sale for the 20-year life of this program.</p> <p>Forage Impacts - Survey responses from the Forage Legume Webinar Series discussed practices that over the coming decade the economic impact would be \$177,290 for the ranchers who participated in this extension program.</p>
Regional Crops	<p>Insect Management - Knowledge gained saved growers the \$83/application, as well as the additional crop loss from pest damage. That is an individual economic benefit of \$15,189 to Jackson County producers for each application saved. With 190 peanut producers in Jackson County, the total county impact was \$2,885,910 during the 2021 season.</p> <p>Disease Management - An economic benefit of \$47.37/Ac increase is shown, resulting in an individual economic benefit potential of \$26,006 for Jackson County growers using 3 different fungicide modes of action within the 5 to 7 sprays. There are 190 peanut producers in Jackson County, so the total county impact would be \$4,941,140 if every grower utilized fungicides with at least 3 modes of action.</p> <p>Soil Health Irrigation Management - The Panhandle has roughly 700 center irrigation pivots, with over 500 in Jackson County. If an average sized farm (183 acres in Jackson County) irrigates 10 inches a year on their crop, that expense totals \$16,470 or \$1,647/inch. An economic benefit of \$1,647/inch is saved for every grower who uses soil moisture sensors to optimize irrigation scheduling and precision. With 177 irrigated farms, that is \$291,519 saved, if every farm avoids just one unnecessary irrigation application during the season.</p>
4-H	The ultimate impact of 4-H programs on youth is dependent on the volunteer management skills of the 4-H educator. Jackson County 4-H administers a strategic volunteer screening process that ensures volunteers are placed in a setting where they will effectively implement positive youth development programming. As a direct result of providing quality volunteer recruitment, screening, training, and recognition, Jackson County 4-H has developed a strong and sustainable positive youth development program with five community clubs in 2020. By introducing youth to 4-H programming in Jackson County, youth are more likely to become engaged and join 4-H clubs which are designed to intentionally expose youth to four essential elements that research shows youth need to thrive as human beings: belonging, independence, generosity, and mastery. Youth who participate in the 4-H Youth Development Program have greater levels of contribution to their communities; school engagement; participation and interest in science, engineering, and technology; and healthier habits than youth involved in any other extracurricular activities or none at all.
Family and Consumer Sciences	In 2021, more than 80 participants completed the first-time home buyer's education class. This class was a requirement for many participants applying for SHIP funding for down payment and closing cost assistance. In completing the class, they were a step closer to reaching their goal of purchasing their own home. As part of the first-time home buyer's class, participants are offered the option of one-on-one credit counseling. One participant who came in for credit counseling, reported back that after working through the steps we discussed, she was able to raise her credit score bringing her closer to being able to apply for a mortgage to purchase her own home. In 2021, 61 participants attended food safety classes to learn how to properly preserve food at home using either pressure or water bath canning to decrease the risk of foodborne illnesses. Many participants reported learning things they had been doing incorrectly and felt more confident to safely can food for their family after attending the class.
Horticulture	The Horticulture Agent and Master Gardener Volunteers hosted a container gardening workshop. After participating, 93 % of participants said they want to grow a new vegetable that they have not grown before, 71% said they will be more consciousness of soil choices, and 50% want to use raised beds or containers to grow vegetables. The Horticulture Agent quickly diagnosed Exobasidium leaf and fruit spot in its early stages for a local blueberry farmer. Small changes in cultural controls, including reducing areas of poor drainage, eliminating overhead irrigation, increased air circulation, and hands-on monitoring will prevent major crop loss. Four Cottondale Elementary 3rd grade teachers have adopted the Learn, Grow, Eat & Go! curriculum to create a Junior Master Gardener program. They have received a \$1,500 Jackson County Foundations Grant, with the help of the Horticulture Agent, to aid in the future of the program.

Social Media Presence				
Platform	Posts/Videos	Reach	Engaged Users	Viewing Hours
Facebook	642	121,434	7,288	-
Twitter	559	200,202	6,742	-
You Tube	68	44,960	-	2,113

Rentals	
Meeting Room Use - Rentals	15
Total Income from Rentals	\$ 4,246.00

Internal Statistics	Total
Office Visits	624
Phone Calls	1,950
Emails	1,291
Field Visits	241
Email SMS Newsletters	51
Emails Opened	91,005
Web Page Views	511,404

Description	Total # of Events	Total Attendees
Onsite Trainings	52	1,144
Offsite Trainings	57	1076
Pesticide Safety	17	278
Webinars	40	1128
Totals	166	3,626

LIBRARY



The Library Director Deborah Hynes has been with the County since 2014. She has a Master's Degree in Library Science. She calls Dothan home and makes the drive to Marianna everyday. The library serves the community through entertainment, education, and enrichment by providing items for checkout as well as digital resources and programs that fulfill these aims. During the 2020-2021 fiscal year, a big challenge was providing services to patrons who were uncomfortable entering the library. With lots of outside the box thinking the Library continues to streamline and increase the availability of online and no-cost resources to the constituents of Jackson County.

WHAT DO WE DO? The mission of the Jackson County Public Library is to educate, entertain, and enrich the lives of Jackson County citizens. The library's two locations offer a variety of popular reading materials from bestselling authors, DVDs for the whole family, as well as video games for both children and adults. Additionally, the library offers learning tablets preloaded with educational games and videos for children.

The library also provides free access to online resources for homework help, job search assistance, veteran's assistance, kindergarten readiness, continued learning, as well as eBooks, audiobooks, movies, television series, music, and comics. Library staff assist patrons with resumes and job applications and help them file or reapply for food stamps, unemployment, Medicare, and other government benefits.

2021 IN SUMMARY: The COVID-19 Pandemic brought about challenges for the entire community. One effort for contactless programs began to offer Story Time on Facebook Live. We were able to reach 392 families through the live Story Time videos. This summer, we began offering limited in-person programs for children during the Summer Reading Program. We had a total of 90 children register and participate in this year's program. We also offered an online component for those who were unable to attend in-person.

Additionally, we began offering new online resources such as Hoopla, Miss Humblebee's Academy, Udemy, and Brainfuse. The library saw a drastic increase in website traffic this year, which corresponded to newsletters and email blasts being sent out on a regular basis, as well as to the online resource booklets that we began handing out to new and existing patrons. This year, we began offering personal assistance with completing online applications such as food stamps, unemployment, and Medicare, and have seen an increase in patrons requesting such assistance. We saw an increase in new patrons this year, issuing 701 library cards from October 2020-August 2021. Each new library cardholder also receives a welcome packet detailing library hours, policies, and resources available.

ACCOMPLISHMENTS:

Category	Statistic Tracked	Total # Logged	Description
Children's	Families reached through Story Time on Facebook Live	392	Reactions/Likes during October 2020-May 2021.
	Children completing 600 minutes of reading during SRP 2021	28	The library awarded 28 children prizes for meeting goal.
	Children participating in SRP 2021	90	# of children who registered/participated.
	Launchpad tablets checked out	204	# of Launchpads (tablets) October 2020-August 2021.
	1000 Books Before Kindergarten Program Completion	4	# of children who completed, October 2020-August 2021.

ACCOMPLISHMENTS (CON'T):

Category	Statistic Tracked	Total # Logged	Description
Children's	1000 Books Before Kindergarten Program	31	# of children registered October 2020- August 24, 2021.
Visits	Patron Visits to Library Branches	22,841	# visits to Marianna & Graceville Branch October 2020-August 2021
	Unique Visits to Library Website	49,110	# of unique visits October 2020-August 2021
Assistance	Computer Assistance Provided	1,396	# of people library staff assisted on the computer with tasks such as food stamp applications, resumes, job applications, and taxes, October 2020-August 2021.
	Printer Assistance Provided	1,327	# of people library staff assisted October 2020-August 2021.
	Reference Questions Answered	2,987	# of reference questions October 2020-July 2021.
Computers	Computer Users	4,552	# used October 2020-August 2021.
	Computer Time Used	117	# of minutes October 2020-August 2021.
Library Cards	Library Cards Issued	701	# New cards issued, October 2020-August 2021.
	Library Cardholders	10,758	# of library cardholders, as of 8/17/2021.
Programs	In-person programs	18	# of in-person programs held, October 2020-July 2021.
	In-person program attendance	102	# of attendees October 2020-July 2021.
	Online programs and videos	51	# of online programs/videos October 2020-July 2021.
	Online program/video engagements	2,230	# of engagements October 2020-July 2021.
Circulation	Circulation of Library Materials	17,523	# of checkouts October 2020-July 2021.
	Video games circulated	122	# of video games checked out April 2021-August 2021.
	Wonderbooks circulated	232	# children's audiobook checked out May 2021-August 2021.
Databases	Databases provided for patrons	13	The library's mission is to entertain, educate, and enrich the lives of Jackson County citizens. To that end, we provide the following online resources free to our patrons: Udemy, Learning Express Library, Universal Class, Tech-Talk, Driving-Tests.org, Help Now, JobNow, VetNow, NoveList, Hoopla, OverDrive, Miss Humblebee's Academy, and TumbleBooks. We also provide access to the Florida Electronic Library, which includes many research databases for all ages.



Pictured above: Children who completed the 1000 Books Before Kindergarten Program through the Library. Each of these children were recognized at the October 14, Jackson County School Board for completing the program prior to the start of the school year this year.

Pictured below: Storytime with local children.



TOURIST DEVELOPMENT COUNCIL



TDC DIRECTOR
Christy Andreasen

Christy Andreasen began her career at the JBOCC in 2016. Her position oversees the strategic direction of Visit Jackson County through print and digital media, while also representing Visit Jackson County on a regional, state, and national level. Ms. Andreasen is a 2014 graduate of Florida State University with a Bachelor of Science degree in Business Administration and a minor in Recreation, Tourism, and Special Events. Her passion for sharing the beauty of her home combined with nearly a decade of experience in the hospitality and tourism industry allows her to understand the role tourism plays in Jackson County on a larger scale.

WHAT DO WE DO? The Jackson County Tourist Development Council manages all advertising and promotions for tourism to the county and works diligently to promote events, businesses, and attractions to bring visitors to our communities. We offer marketing co-ops to tourism stakeholders, grants and sponsorships to qualified events, and resources for residents and locals. Visitor guides, brochures, maps, and other information on the county can be found at the Jackson County Visitors Center, located in the Russ House in Marianna.

Our funding comes from a 4% tourist development tax collected on transient rentals in Jackson County and must abide by the guidelines set forth in Florida Statute 125.014. The Tourist Development Council is the only county department that is self-funded, allowing general revenue funds to be spent on improving Jackson County for our residents.

2021 IN SUMMARY: The Jackson County TDC is very fortunate to have the support of the Board of County Commissioners in all of our endeavors. Despite a challenging year due to COVID-19, travel changes, and our industry being in constant limbo due to restrictions, traveler sentiment, and consumer trends, Jackson County has seen yet another year of record tourism, with a nearly 14% increase in bed tax revenues expected for FY 20-21 and a forecast for an additional 14-20% increase in FY 21-22. This continued growth positions us to continue developing programs and marketing initiatives that will benefit not only visitors to our County, but enhance the quality of life for our locals and neighbors. While you may not see tourism at work on the front lines in Jackson County, we are behind the scenes creating experiences that will be treasured for a lifetime. We are truly JCO Proud and are excited for the future of Jackson County!

ACCOMPLISHMENTS:

	Hosted writers from Laurie Rowe Communications to build out Jackson County's Travel Media Press Room page in October 2020. This project resulted in various areas of media coverage, including a feature on SouthernLiving.com regarding AgriTourism in Jackson County.
AgriTourism	The third edition of the Jackson County AgriTourism Guide – Farm Fresh – was released in February 2021. The new guide transitioned from the previous editions' map style to a magazine format with over 40 farms listed. This guide received perfect marks when reviewed by Judy Randall of Randall Travel Marketing, a highly regarded expert in tourism marketing.

ACCOMPLISHMENTS (CON'T):

<p>Tourism</p>	<p>Following the creation of the Endeavor Museum Steering Committee in September 2020, staff would with committee members, Administration, and contractors to build out a Business Plan for the museum. The name Jackson Endeavor Museum was officially decided on in May 2021 and a \$500,000 Cultural Facilities Grant was applied for.</p> <p>In March 2021, Jackson County TDC worked with Explore Northwest Florida to host Paddle Florida on the Chipola River for a week. Paddlers began their trip at Florida Caverns State Park and ended the journey at Dead Lakes Recreation Area in Wewahitchka thanks to a collaborative effort between Jackson, Calhoun, and Gulf Counties. An extra thanks goes out to Jackson County School Board for providing a school bus and driver to help transport participants between each location at the last minute – the event would have not been as big of a success without their help. Paddle Florida intends to return to Jackson County Spring 2022 for a second time.</p> <p>May 2021 brought the long-anticipated top-side filming for SCUBA Nation. Staff toured Jackson County attractions and amenities with the film crew as they developed content for the Jackson County episode, slated to air Summer 2022. Film crews will return in Fall 2021 to film the diving portions.</p> <p>A new visitors guide was released in January 2021 – A Local's Guide to Visiting Jackson County. This was the first update in five years and has been well-received by readers. Funding from the CARES Act provided JCTDC and JBOCC staff a chance to request 25 newspaper stands for placement of the guides around the county. Stands were received in February/March 2021 and placed in March and April at high-tourist impact sites. JCTDC plans to update the Visitor Guide on an annual or bi-annual basis, as seen fit.</p> <p>The Tourist Development Plan was updated to reflect planned uses of the funds for the next 24 months. Changes to the plan included representation of use for Endeavor as well as use of funds for other applicable projects as defined by F.S. 125.0104.</p>
<p>Partnerships</p>	<p>A new social media campaign was launched in January 2021 encouraging users to utilize the hashtag #LoveJCOFL on Jackson County photos. Staff worked with a third-party vendor for rights requesting, enabling the TDC to gain access to new photos and videos for marketing and advertising initiatives.</p> <p>Over \$40,000 in Grants and Sponsorship funding was awarded to organizations looking to host their tourist-driven events in Jackson County. These events brought thousands of individuals to Jackson County and created an economic impact by increasing spending for visiting patrons.</p> <p>Staff continued working with neighboring counties and Two Egg TV for development of the Historic 90 Corridor.</p>



Pictured above: TDC Director speaking at the grand re-opening of the Caverns Camp Grounds.

Pictured below: TDC participating in the Explore Northwest Florida Board Meeting held at the newly renovated Bascom School.



VETERANS SERVICES



Brian Budzien is the Veteran Services Officer. He is a Jackson County resident, a US Army retiree, and a disabled veteran who has brought with him a wealth of first hand knowledge and experience. Brian has been serving in his current position for 7 plus years. The Jackson County Veteran Services office is the only fulltime office in a five county area. The mission of Veterans Services is to enhance the quality of life for veterans, dependents, and survivors. Assist/Educate qualified claimants to navigate the application/appeal process for earned benefits from federal, state, and local levels of government.

WHAT DO WE DO? Primarily, we help veterans to apply for VA Compensation (service-connected/military-related disability) and VA Pension (low income financial assistance for non-service connected honorably discharged wartime veterans). We also help widows and dependents apply for any survivor benefits.

One thing we do that is unique in helping veterans, is to help them obtain, review, and organize their military medical and personnel records. Experience has taught us that attaching these documents directly to the claim and labeling them for ease of review, greatly increases the odds of filing a successful initial claim.

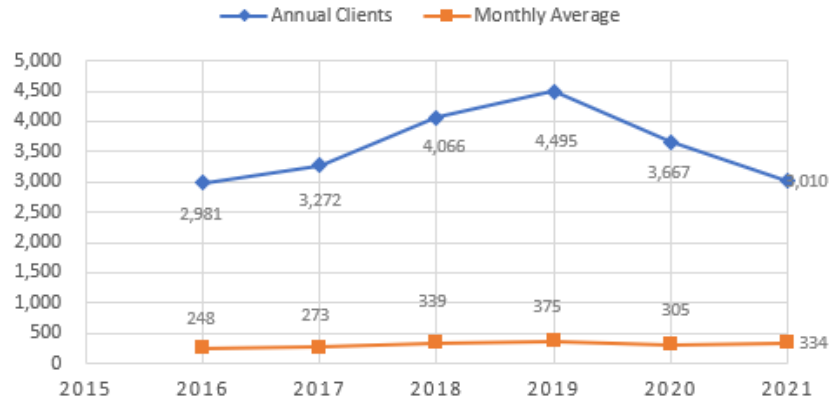
Common claims we assist with:

- Compensation/Disability
- Veteran's Pension
- Survivor's Pension
- Death Indemnity Compensation
- Burial Benefits
- Headstone/Markers/Medallions
- Approval of School Attendance (dependent children age 18 -23) Vocational Rehabilitation
- VA Life Insurance
- CHAMPVA Health Insurance (for dependents of 100% permanently and totally disabled veterans) Individual Unemployability
- Aid & Attendance/Housebound
- Appeals Notices of Disagreements Request for Rapid Appeals Management Reviews
- Appeals to the Federal Veterans Board of Appeals

2021 IN SUMMARY: COVID-19 has been challenging for everyone. The Veteran Service Office has continued to operate through the use of old systems and modern tools. We continue to support our clients however we can. Through all of that, we were still able to see an increase in trackable VA expenditures in Jackson County.

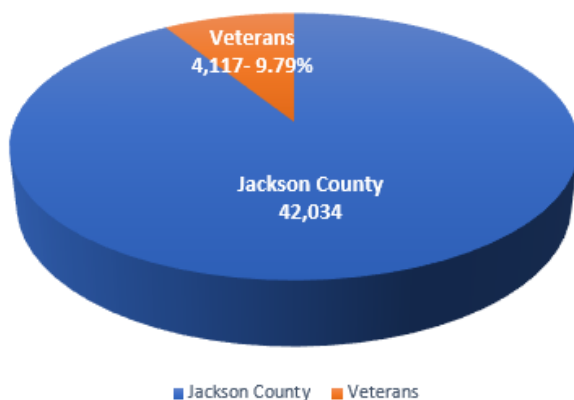
ACCOMPLISHMENTS:

ACTIVE CLIENTS BY MONTH/YEAR

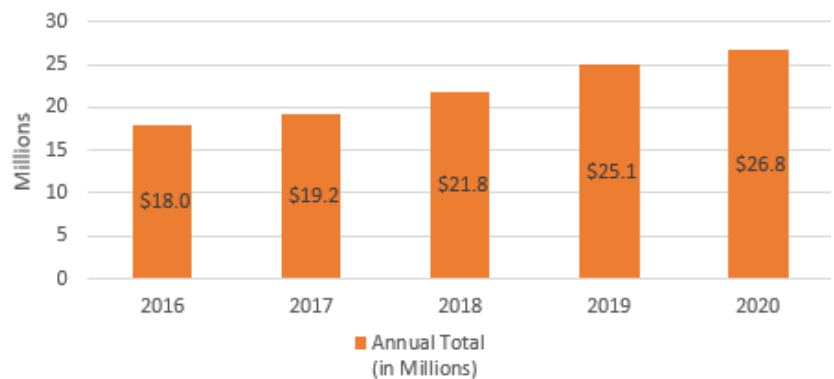


Pictured above: Veterans Services Officer took monthly Leadership Meetings very seriously—contributing his knowledge and leadership skills gained in the military—BUT he never missed an opportunity to cast his reel when we had an outside event!

Population - Jackson County



Veteran Non-Taxable Income Benefits (Disability Compensation & Pension)



FACILITIES



The Facilities Director is Abraham Johnson who took the reigns after James Watkins retired. Mr. Johnson came to the County in the Road and Bridge Department and was quickly recognized for his can do attitude and willingness to do what is needed to get the job done. He moved over to Maintenance where he later promoted to Director. He is known for his smile and calm demeanor. He leads his team by example and is the first person to take on a challenge. The County benefits from his leadership and guidance when it comes to maintaining and repairing County buildings.

WHAT DO WE DO? The mission of the Facilities Department is to serve the citizens of Jackson County and occupants of County facilities; we do this through professional operations and repair and maintenance services. Our goal is to provide clean, safe, and fully-functional County facilities. The Facilities department is responsible for providing maintenance of the County's 36 buildings.

2021 IN SUMMARY: As with all departments, the past two years has been compounded by COVID-19. Sanitizing, moving buildings, putting in safe guards for various departments, and normal tickets for basic repairs have kept the department busy! We are looking forward to what the next year will bring!

ACCOMPLISHMENTS:

Building Repairs	This year there were significant repairs that were initiated or assisted for: <ul style="list-style-type: none">-Corrections-Health Department-Courthouse-Sheriff's Department
Building Moves	This year there were several building moves, such as: <ul style="list-style-type: none">-Administration Building-New Fire Station - Graceville-New Fire Station - Malone-New Fire Station - Main
Grounds Keeping	Every year helping to maintain the many properties and grounds is of utmost importance. Keeping everything, trimmed, painted, lawns maintained, and everything in tip top shape is paramount.
Miscellaneous	Aside from the basic duties/ calls the department is also called on to build custom wood and metal work. They are also heavily relied on for projects that are sometimes outside of the normal - but they are always done with a smile and great attitude.



Pictured above: James Watkins locks the gate for the last time before retiring.

"As 2021 was a very trying year, our department steadied the course in keeping the County's building operating clean, safe, and efficient..."

-AJ Johnson, Director



COMMUNITY DEVELOPMENT



The Director of Community Development is Wendy Schlesinger. She serves with more than 20 years of experience in the federal, state and local governments. She served as the Housing Grants Coordinator, worked in Community Development for over three years, and was Secretary for the Planning Commission and the Affordable Housing Advisory Committee. As the Disaster Relief Individual Assistance Liaison for the County she works with the local recovery group, non-profit organizations and agencies to provide disaster recovery assistance for storm survivors. In addition, having served in government administration, code enforcement and legal offices she has the expertise to guide the department to assist the County in the development of the community.

WHAT DO WE DO? The Community Development Department is responsible for promoting the orderly growth and environment of the County through planning, building, affordable housing, and enforcement of codes. The office provides the citizens and developers accurate information and courteous assistance.

Community Development consists of five divisions: Building Services, Code Enforcement, GIS, Housing, and Planning. The mission of Community Development is to encourage economic development, efficient and orderly growth management, building strong neighborhoods, to promote and protect agriculture, and preserve the area's unique natural resources. The Comprehensive Plan, codes and ordinances are adopted to promote the health, safety and welfare of the residents and visitors of Jackson County.

2021 IN SUMMARY: A Community Planning Technical Assistance grant was applied for through the Department of Economic Opportunity and was awarded effective July 1, 2021. The grant deliverables include 1) acquiring technical consultant services for the County's participation in the Community Rating System (CRS) which provides discounted flood insurance; 2) staff training and travel for CRS and floodplain management; and 3) codification of the county code of ordinances. The director monitored legislative statute changes and worked with Legal to implement revisions of County Ordinances as well as other request for ordinance changes. The divisions are in the process of reviewing outdated language and continues to review to bring up to date.

The department continues to enhance processes and customer service. The Board recommended and approved a concierge service to assist the public. To guide individuals through the development and building processes steps were taken to provide helpful service. The Administrative Support III continues to expand her knowledge of the building codes and processes for approving residential and general development orders to provide more detailed information to the public. The Planner wrote and designed a guidebook to assist customers with detailed information and checklists; self-help videos are in the process of production. Building staff were relocated in the office to provide friendlier office space to better serve the public. Staff continue to make improvements to the on-line public portal of the iWorq database for improved accessibility and use. Customers are assisted in every stage of the application and permitting processes.

ACCOMPLISHMENTS:

Building Services	The Building Services Division continues to update and improve their knowledge and capabilities regarding permitting and inspections. They implemented Florida Building Code 7th Edition 2020 and NEC 2017. In June 2021, the Building Official and Executive Secretary hosted and co-sponsored a 14-hour CEU Class for Contractors at the Agriculture Complex. Building staff implemented procedures to monitor and provide good customer service to support the Board's decision to exempt residential building permit fees implemented on January 27, 2021. The total amount of fees exempted through September 30, 2021, was in the amount of \$146,891.65.
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ACCOMPLISHMENTS (CON'T):

GIS	The GIS Technician participated in a 2-day training with GIS Pro and the 2020 SHRUG Virtual Workshop; assisted E911 Office in getting online with the new NENA NG911 requirements currently through DataMark; and assisted Road and Bridge to enhance Public Works GIS information. Assisted E911 Office in getting online with the new NENA NG911 requirements; currently through DataMark. GIS Technician participated in 2 day training with GIS Pro and the 2020 SHRUG Virtual Workshop. GIS Technician provided assistance to Road and Bridge to enhance Public Works.
Housing	The Housing Grants Division worked with Emerald Coast Regional Council on the distribution of Coronavirus Relief Funds and the closeout of the program by 12/31/2020 in addition to the SHIP and Hurricane Housing Recovery Programs. The Florida Housing Finance Corporation completed a compliance monitoring which resulted in satisfactory results as well as improvements to the management procedures. Staff provided a report and recommendations from the Affordable Housing Advisory Committee for the Local Housing Assistance Plan (LHAP) to the BOCC and the Florida Housing Finance Corporation for approval and improvements. The addition of the purchasing new manufactured homes provides another option that produces quick, safe, affordable housing verses construction of single-family residence. In July 2021 the Board approved the transfer of the SHIP Program to Apalachee Regional Planning Council. The division worked with Emerald Coast Regional Planning Council on a smooth transition. The director continues to work with ARPC to provide assistance in Jackson County's program requirements.
Planning	The Planning Division implemented process improvements for Pre-application Meetings and Planning Commission Meetings. With on-line technology such as Zoom or Teams, staff provided a productive engagement between all players and stakeholders for the pre-ap meetings. The Planner developed an easy-to-read process guide for developers to receive during pre-application meetings in order to create a smoother process. The Senior Planning began the process for approval by the Board and the Department of Economic Opportunity for changes to the Comprehensive Plan a text amendment for landscaping to be highly recommended rather than required and a map amendment to change the land use for property designated for housing at the Endeavor site.



Pictured above: Building Department staff pictured for Building Appreciation Day.



Pictured above: Wendy Schlesinger pictured at the Apalachee Regional Planning Council Economic Workshop.

CORRECTIONS



Jammie is a 2000 graduate of Marianna High School. He graduated the law enforcement program at Chipola. In 2001, he moved to the Jackson County Jail and has been there since that time. From running a Correctional Facility after Hurricane Michael to bringing the facility through COVID-19 it's been a rough couple of years. Jeter says "I would like to thank the Board of County Commissioners and Administration staff on all the encouragement and support with providing the tools employees needed to accomplish task and goals since Hurricane Michael and through out the COVID pandemic. ."

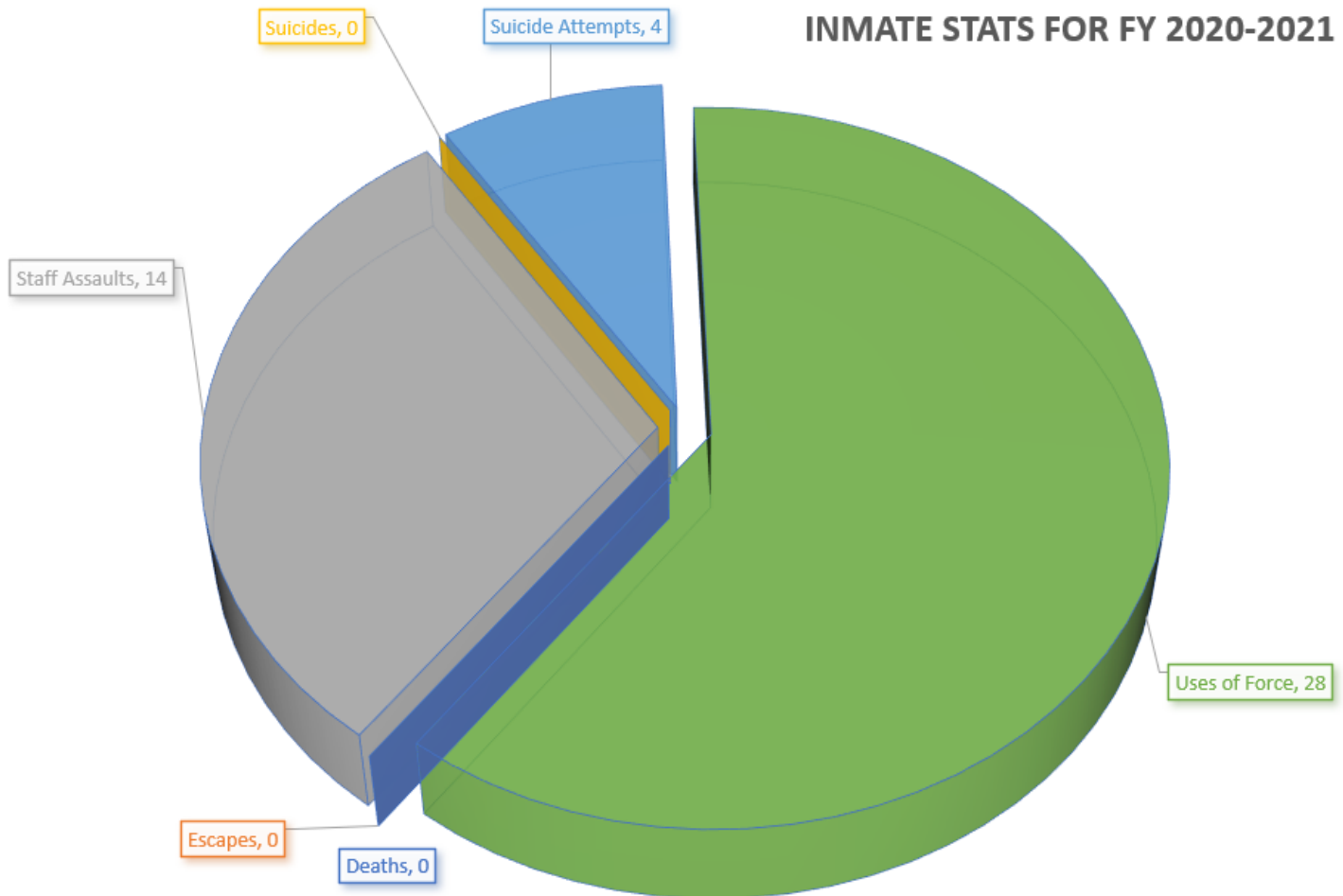
WHAT DO WE DO? The Jackson County Correctional Facility (JCCF) is located in Marianna, Florida, and is operated by the Jackson County Board of County Commissioners. JCCF is a county jail which houses pre-trial, pre-sentenced, county and state sentenced males and females, as well as juvenile offenders who have been adjudicated as adults. The facility's objective is the care, custody, and control of the inmates incarcerated and insuring the safety of the public.

JCCF is a 327-bed facility which is comprised of twelve pods designated as follows: one trustee pod, one juvenile pod, two female pods, three maximum security pods, one misdemeanor pod, four general population felony pods, three medical cells and four administrative cells. The facility employs 41 full time Correctional Officer's positions with 3 Correctional Officers on the auxiliary list.

2021 IN SUMMARY: During this time I have seen staff and other departments go above and beyond to help each other. Employees at Jackson County Correctional Facility have went far beyond what the normal job duties are with being required to work mandatory overtime, being short staffed, and filling in for those out due to COVID. The employees have continued to show their commitment to the county and public by fighting through the mental anguish and fear by coming to work not knowing if they will contract the virus or take something home to their family. It has been a trying time for sure, but we have rallied together and have come out on the side—stronger!

ACCOMPLISHMENTS:

INMATE STATS FOR FY 2020-2021



Departmental Statistics - Inmates Received/Released	
	Total
Inmates Received - FY 19-20	1,873
Inmates Released - FY 19-20	1,688
Inmates Received - FY 20-21	1,819
Inmates Released - FY 20-21	1,633

Departmental Statistics - HOLDS	
	Total
US Marshal Holds - FY 19-20	5
BOP Holds - FY 19-20	1
Other County Holds - FY 19-20	3
US Marshal Holds - FY 20-21	2
BOP Holds - FY 20-21	0
Other County Holds - FY 20-21	3



Departmental Statistics - Disciplinary Reports	
	Total
Disciplinary Reports - FY 19-20	180
Disciplinary Reports - FY 20-21	195

EMERGENCY MANAGEMENT SERVICES



Keith Maddox is new to his role as Emergency Management Director, but not to the field of emergency rescue—his resume boasts experience as a paramedic firefighter, lieutenant, chief, EMS educator, flight medic, director of operations, and more. In his role his experience gives him a special ability to prepare for the unplanned. This is highly valued when considering events like Hurricane Michael in 2018 and the COVID-19 pandemic. Already Mr. Maddox is blazing a trail adding his services to Fire Rescue and serving as the Operations Chief and bolstering Fire Chief Charlie Brunner.

WHAT DO WE DO? Our goal is to provide a highly trained and capable emergency management operation focused on the safety and welfare of the community through the preservation of life, health, property, and the environment. The program stands ready to PREVENT incidents through comprehensive programs, RESPOND to incidences when they occur, PREPARE for future threats that may develop, direct RECOVERY programs to save life and property and reduce local threats through MITIGATION programs.

To be recognized statewide as a model emergency management program, providing comprehensive whole community approach to protection, prevention, response, recovery, and mitigation activities. The organization will represent the future through an environment of coordination, cohesion and inclusion of all agencies in support of the emergency management program.

2021 IN SUMMARY: During 2021, Jackson County Emergency Management has continued fulfilling its mission to plan, prepare, respond, and recover from disasters and emergencies. In addition, the agency has initiated plans to be more involved with smaller scale events, increase proactive involvement with communities within the County and deploy software to assist in pre and post event damage assessment documentation.

The agency successfully completed its five-year revision and update of the Jackson County Comprehensive Emergency Management Plan and Local Mitigation Strategy Plan. These plans provide the strategic framework for the County to meet the mission areas of the national preparedness goals defined by FEMA.

Emergency Management worked with the Florida Department of Emergency Management and Florida Department of Health to respond to the COVID Pandemic. The agency assisted in deployment of vaccination sites, launched mission requests for critical supplies such as PPE and utilized grant funds to purchase equipment that will facilitate shelter management and improve safety should the County be required to operate a shelter during a contagion outbreak.

ACCOMPLISHMENTS:

Training	The agency has completed local hazardous materials site inspections and hosted HAZMAT related classes such as response to tanker emergencies sponsored by the local emergency planning committee.
Grants	<p>The department has utilized the following grants to assist in providing effective emergency management services to the community:</p> <ul style="list-style-type: none">-EM Performance Grant \$ 49,778-EMPreparedness and Assistance Grant \$105,806-EMPG Supplemental \$ 9,320-ARPA COVID \$ 13,926-HAZMAT Grant \$ 3,597

Statistic Tracked	Data/Detail Tracked (to be used for non-statistical tracking)	Total # Logged	Description
Planning/Information	Developed Plans for EOC Workers & Public Shelter	2	Developed ESF Training Plan and a Non-Congregate Shelter Plan at the Risk Shelter for COVID19 Pandemic.
Meetings/Stakeholders	Meetings with Stakeholders	17	ERTF Meetings with Stakeholders and LMS Meetings for revised 5 year LMS Plan and to rank HMGP (Hurricane Michael) projects.
Emergency Response Equipment	Upgrade EOC Equipment	50	Replaced Televisions, projectors, added redundant communications (Satellite, cell phone and Southern Linc phones).
Training	EM Coordinator is required to participate in training and exercises for the EMPG Grant	13	10 on-line classes; 1 in person class; 2 exercises.
Emergency Response/Warning	Systems for Emergency Response/Warning	2	Installed the Weather STEM Station at the Communications Tower and participated in reassessment of river flood levels (actions/flood levels).
Incidents	Emergency Response/Information	30+	HAZMAT incidents, Tropical Storm, Sinkholes, River Flooding Forest Fire, COVID19 Pandemic (many weather alerts/watches/warnings).
Planning/Information	COVID 19 Response	106	Developed Situation Reports for COVID19 Pandemic.
Planning/Information	COVID 19 Response	72+	Participated in statewide/regional planning calls.
Alerting	Weather/Related Hazards	125+	Provided hazard related warning/advisory for weather/informational. advisory threat information
Response	COVID 19 Response	270	Assisted/provided 270 requested missions for COVID 19 response for local agencies.
Planning/Response	Hurricane Sally Response	8	Put in 8 mission requests for Hurricane Sally.

“Jackson County Emergency Management will continue to focus on service to the community and embrace novel, innovative ideas to foster perpetual improvement of the system.”

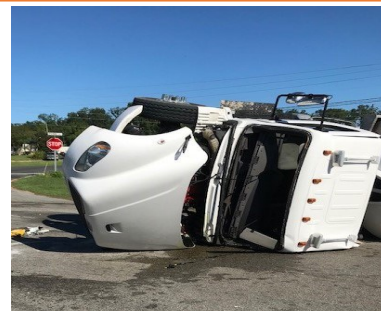
Keith Maddox - Emergency Services Manager



Pictured above: Argon Tank Fire



Pictured above: Browntown Semitruck Overturn



Pictured above: South Street Septic Truck Overturn

FIRE RESCUE



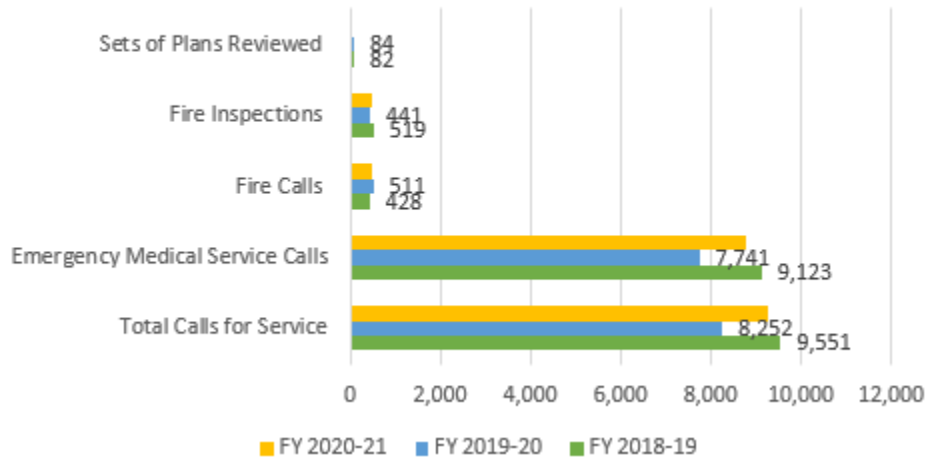
Chief Charlie Brunner is a native of Marianna, who attended Chipola College before working for Jackson County Fire Rescue and Bay County Emergency Services as a Paramedic/Firefighter. He went on to receive his Bachelors Degree in Business Administration prior to being hired as the Jackson County Fire Chief. In the three years that he has served as Chief he has brought in over \$1.5M in Grants, enhanced equipment and PPE with CARES funding, and became fully staffed (even if only for a short period of time). His main goal is to make Jackson County Fire Rescue a place that people want to come and work!

WHAT DO WE DO? Jackson County Fire Rescue is a career Fire Rescue Department that provides both fire protection and advanced life support emergency medical services transport to all the municipalities and unincorporated areas of Jackson County. Our department has 40 career full time employees including a Fire Chief, Fire Marshal, Business Office Manager, and Administrative Assistant along with 36 combat firefighters. Jackson County Fire Rescue currently has 5 stations with a 6th opening in Fall 2020. The mission of Jackson County Fire Rescue is to protect life and property from fire and other emergencies through incident response, public education, and code enforcement. It's the departments endeavor to deliver the highest level of care, including Advanced Life Support, to our residents. As a customer driven organization, it is our mission and number one priority to deliver the best possible service to our customers.

2021 IN SUMMARY: The COVID19 Pandemic created a need for IT to provide alternative methods for County Departments to continue to provide services to the community in a safe manner. We utilized multiple technologies, including Zoom and our Office 365 suite, to offer users the ability to communicate and work remotely, where necessary, to avoid interruptions in service. The pandemic did create opportunities through CARES funding for us to purchase Surface Tablets, laptops, and software suites to aid users in providing services and enabling the public to obtain county services autonomously.

ACCOMPLISHMENTS: This past fiscal year, Jackson County Fire Rescue received a FEMA AFG matching grant in the amount of \$196,712.00 for 7 Stryker Power Loads to be installed in all the ambulances in the fleet. This equipment is aimed at reducing employee injuries when moving, loading, and transporting patients. The budget allowed for the replacement of one complete set of extrication tools. We also remounted two of the highest mileage ambulances in the fleet. Jackson County Fire Rescue also received a \$500,000 appropriation from Governor Ron DeSantis to purchase (2) new ambulances to help transport the disadvantaged. Lastly, Jackson County Fire Rescue received a \$700,000 FEMA AFG grant for self contained breathing apparatus's and a \$400,000 FEMA AFG grant for a new Fire Engine. These items will be purchased in FY 21-22.

Fire Rescue Stats



ROAD AND BRIDGE



Jeffery Register comes to the Director of Road & Bridge position from the District Supervisor for District 2. His past experience working the District combined with his experience working for Anderson Columbia made him a valuable resource. Mr. Register demonstrated his ability and has gained trust in a short period of time with Commissioners, Administration, staff, and the public. Mr. Register is always willing to lend a helping hand or a listening ear. We are so happy to have him on the Jackson County team.

WHAT DO WE DO? The function of the Jackson County Road and Bridge Department is to repair and maintain the existing county roads and rights-of-ways promptly, efficiently, and economically to all citizens of our County and other County Departments.

Within this mission, the department is responsible for, but not limited to:

- Grading of County Owned Dirt Roads;
- Maintenance and Repair of County Owned Wooden and Concrete Bridges;
- Maintenance and Repair of Asphalt Roadways;
- Right of way mowing and brush cutting;
- Shoulder construction and repair;
- Tree trimming and removal within the County Right of Way;
- Responding to service requests from Citizens within the County; and
- Assist other county departments as needed.

2021 IN SUMMARY: Road and Bridge continues facing the challenges of the COVID-19 Pandemic, from staffing issues to procuring supplies which, in some cases, have become increasingly more difficult to obtain and to do so at a reasonable cost. We have experienced an unusually difficult time keeping some of our equipment operating, but are excited about the new equipment on order to help get our projects completed. Additionally, we have had turn-over in leadership that created delays in some areas but are quickly getting back on track with new leadership in the interim and long-term.

Our County has seen a lot of rain this year keeping our department extra busy. Road crews did their best to perform at least emergency repairs in between storms until conditions allowed for more time and attention to be given to well over 800 miles of dirt, rocked and recycled roads. Some of the more severe damage is still pending. Repair projects related to previous FEMA declared storms are in various stages but remain on-going. In spite of the challenges this past year we remain vigilant in our duties to our County. We continue looking for ways to improve and streamline various elements of our operations in order to be more effective in our work.

ACCOMPLISHMENTS:

Resurfacing Projects	Resurfaced: Dowling Road, Hwy 162, Old US 90 Lane, Southern Boulevard, Valley Oaks Drive
Paving Projects	Under contract to be chip sealed, paved or resurfaced: Bumpnose Road - portion, Christy Lane, Cliff Road - portion, Collins Road, Dillmore Road - portion, Longview Road, Mockingbird Road, New Salem Road, Shiloh Church Loop, Sloan Road - portion, Sweet Pond Road - portion, Syfrett Road

ACCOMPLISHMENTS (CON'T):

Emergency	River Road - emergency repairs from beaver damage
Contracts	Contracts obtained for litter removal and striping.



Waterberry Ln – April storm damage repairs



Kirkland Rd – road improvements



River Rd—Road damaged by beaver activities requiring emergency repairs. The shovel is used as reference to show the depth of the hole.



Crow Road—April storms brought on more water than the drainage systems could manage turning roads streams and lakes.

PUBLIC WORKS



**PUBLIC WORKS
DIRECTOR**
Rett Daniels

Rett Daniels is a Dellwood native and 2010 graduate of Malone High School. He received an AA Degree from Chipola College and a Bachelor's degree in Natural Resource Conservation from the University of Florida. Mr. Daniels first stepped in to take the position of interim Parks and Recycling Director that later became the Public Works Director position adding Animal Control and Utilities.

Daniels remains grateful to have been given the chance to run Public Services for the County. Though many improvements have been made he is looking forward to continuing to implement best practices and cost saving initiatives.

WHAT DO WE DO? During the inception of the Public Services Division, the goal was to streamline many different services provided by the Board of County Commissioners to produce a higher quality of servitude to the citizens of Jackson County. The division is made up of 4 different departments including Animal Control, Parks, Recycling and Utilities. The main goal of adding all these departments was to allow more continuity between these county departments so that employees could work on like projects together and lend additional help when needed.

2021 IN SUMMARY: The department is dedicated to maintain the facilities in Jackson County. The department works well with each division to provide accurate and expediated services to the citizens of Jackson County. There have been several improvements in each department with the promoting and hiring of employees to work towards being fully staffed.

ACCOMPLISHMENTS:

Animal Control	Animal Control is made up of two full time employees that answer calls from the public as well as assist the Jackson County Sheriff's Department to answer calls and ensure public safety and animal well being. The Animal Control department is guided by county ordinance as well as state statute to ensure pet owners are abiding by these rules and regulations. Animal Control answers a plethora of calls ranging from nuisance animals, missing pets, dog bites even animal neglect and abuse. It is the goal of the department to work with all citizens to ensure their concerns are addressed in a professional and timely manner at all times. Total Call Answered FY 20-21 - Over 2,250
Parks	The Parks department is made up of three full time employees that are tasked with maintaining safe and sustainable public spaces for the use of all Jackson County citizens and tourists alike. Some main attractions we under the supervision of the Parks department are Citizens Lodge, Blue Springs, Spring Creek many boat ramps on Lake Seminole, Chipola River and Compass lake. In addition to that they are tasked with the grounds maintenance of several county buildings such as the Health Department, Emergency Operations Complex, County Administration building, Supervisor of Elections and the Probation office. It is a true privilege to be responsible for the landscape that makes up Jackson County. Total Visitors to Blue Springs Park FY 20-21 - Over 18,000

ACCOMPLISHMENTS (CON'T):

Recycling	<p>The Recycling Department primary function is to facilitate the collection and processing of recyclable materials generated in Jackson County. With this goal in mind we have shifted our focus to primarily a commercial cardboard operation with the availability for citizens to bring household recyclables as well as some hazardous waste. All recycling handled for Jackson County is the result of two full time employees that go out into the county to collect materials and one in the warehouse to process and sell.</p> <p>Total Tons Recycled FY 20-21 - Over 1,800 Tons</p>
Utilities	<p>The Utilities Department is made up of five full time employees that oversee the production and distribution of water as well as the collection and transportation of wastewater for our customers. Water distribution includes pumping the water from the aquifer, pumping it through a series of filters, storing it and treating it with chlorine before it goes into the distribution lines. All water is tested regularly per state requirements and monitored for contaminants. The wastewater system is made up of a mixture of gravity sewer lines and sewer force mains that run between lift stations before coming to a central point where is pumped to a wastewater treatment facility.</p> <p>Total Gallons Sold FY 20-21 - Over 275 Million Gallons</p>

"Jackson County Public Works strives each day to ensure the best balance between natural resource conservation and public use. This is accomplished through the hard work of our dedicated employees and the support of the citizens that support what we all hold dear."

Rett Daniels - Public Works Director

