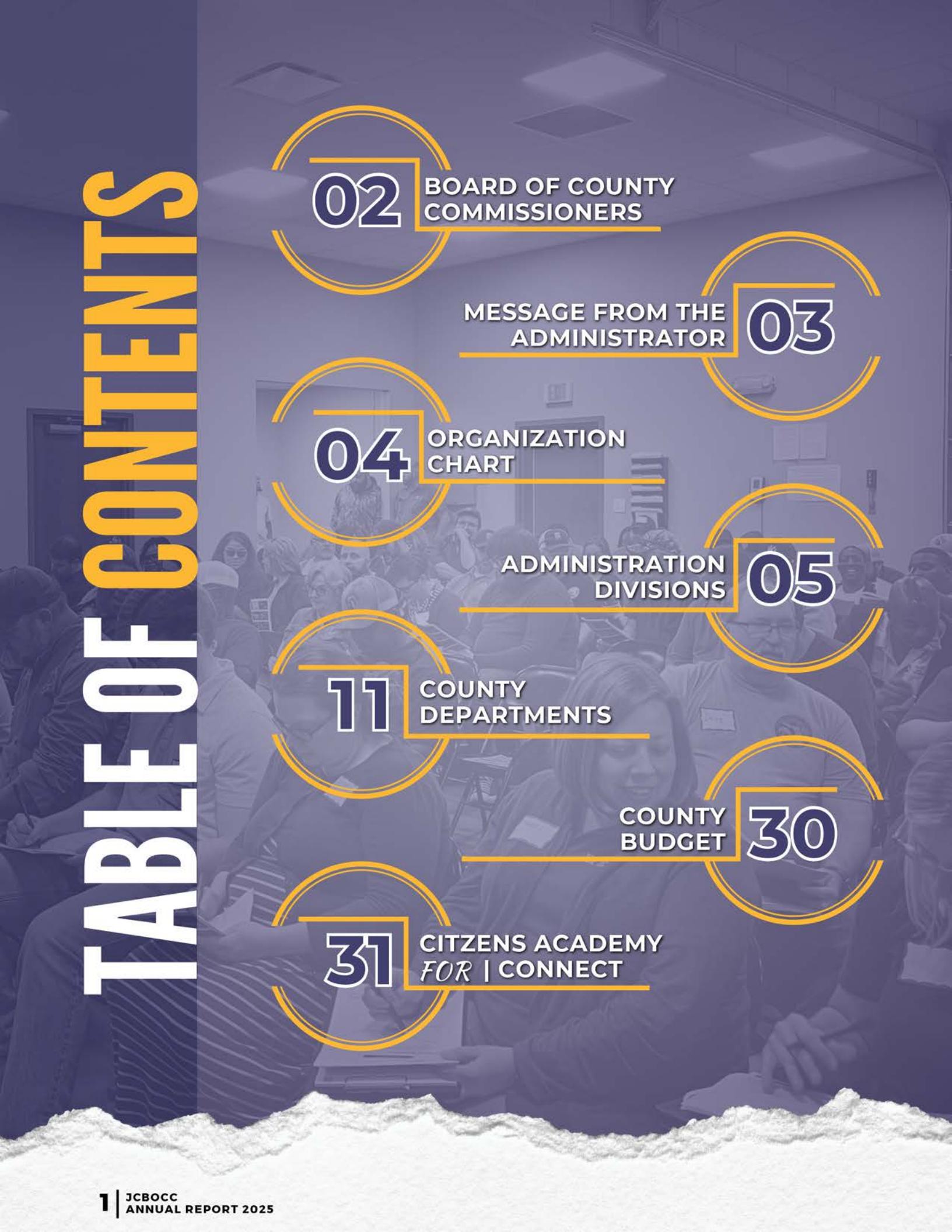


2025



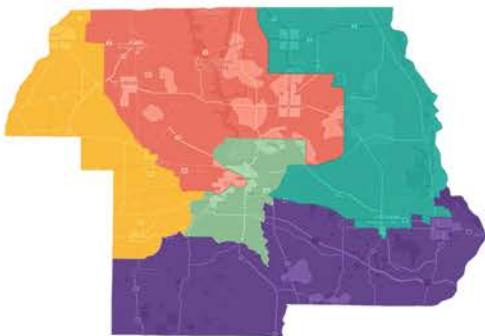
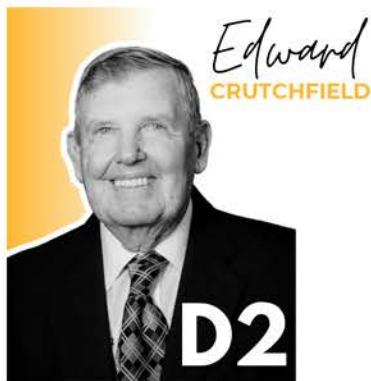
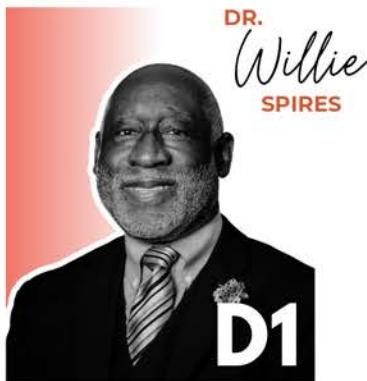
Jackson County, Fl.  
BOARD OF COUNTY COMMISSIONERS

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# MEET THE Commissioners



Jackson County is governed by five elected Commissioners, each representing one of five geographic county districts, balanced by number of residents.

## BOARD MEETINGS

ARE ADVERTISED, OPEN  
TO THE PUBLIC, AND  
STREAMED LIVE.

Jackson County's government is designed to be *accessible* and *responsive*. The Board serves as the legislative and policy-making body, overseeing budget decisions for county departments and some constitutional officers. Every two years, the Board selects a chairman to preside over meetings, sign legal documents, and appoint commissioners to committees.



2864 MADISON ST.  
MARIANNA, FL. 32446

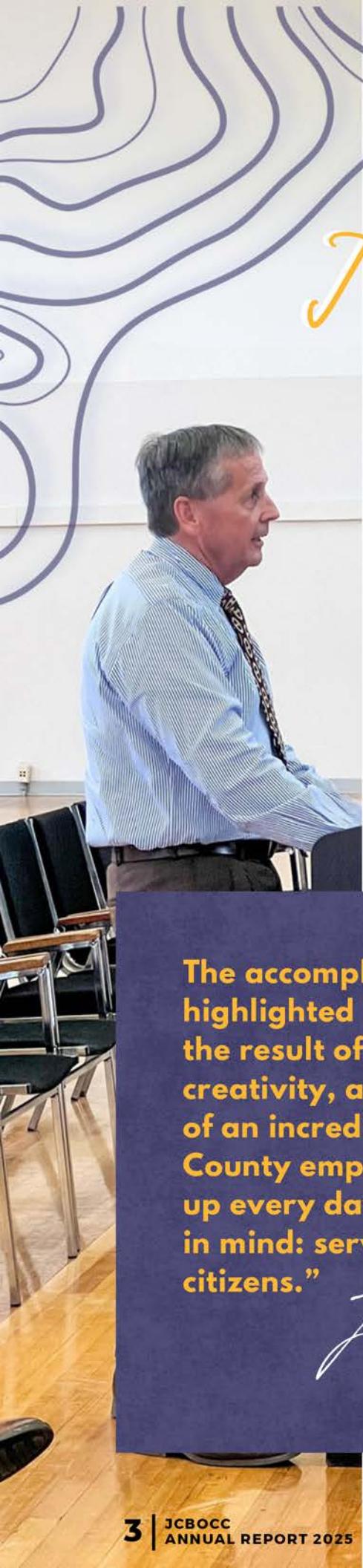


JACKSON COUNTY BOARD  
OF COUNTY COMMISSIONERS



JACKSONCOUNTYFL.GOV





# MESSAGE FROM THE *Administrator*

As required by the Jackson County Code of Ordinances, I am honored to present the 2025 Annual Report on behalf of the Board of County Commissioners.

When I began my role as County Administrator on June 18, 2025, I was both humbled and grateful for the opportunity to serve the citizens of Jackson County. In these first months, I've been continually impressed by the quality of our staff, the dedication of our Board, and the strong leadership shown by our Constitutional Officers. Together, they reflect the very best of public service.

The accomplishments highlighted in this report are the result of the hard work, creativity, and commitment of an incredible team of County employees who show up every day with one goal in mind: serving our citizens. Whether maintaining our roads, providing vital public safety, supporting families, or planning for future growth, their dedication is what makes progress possible.

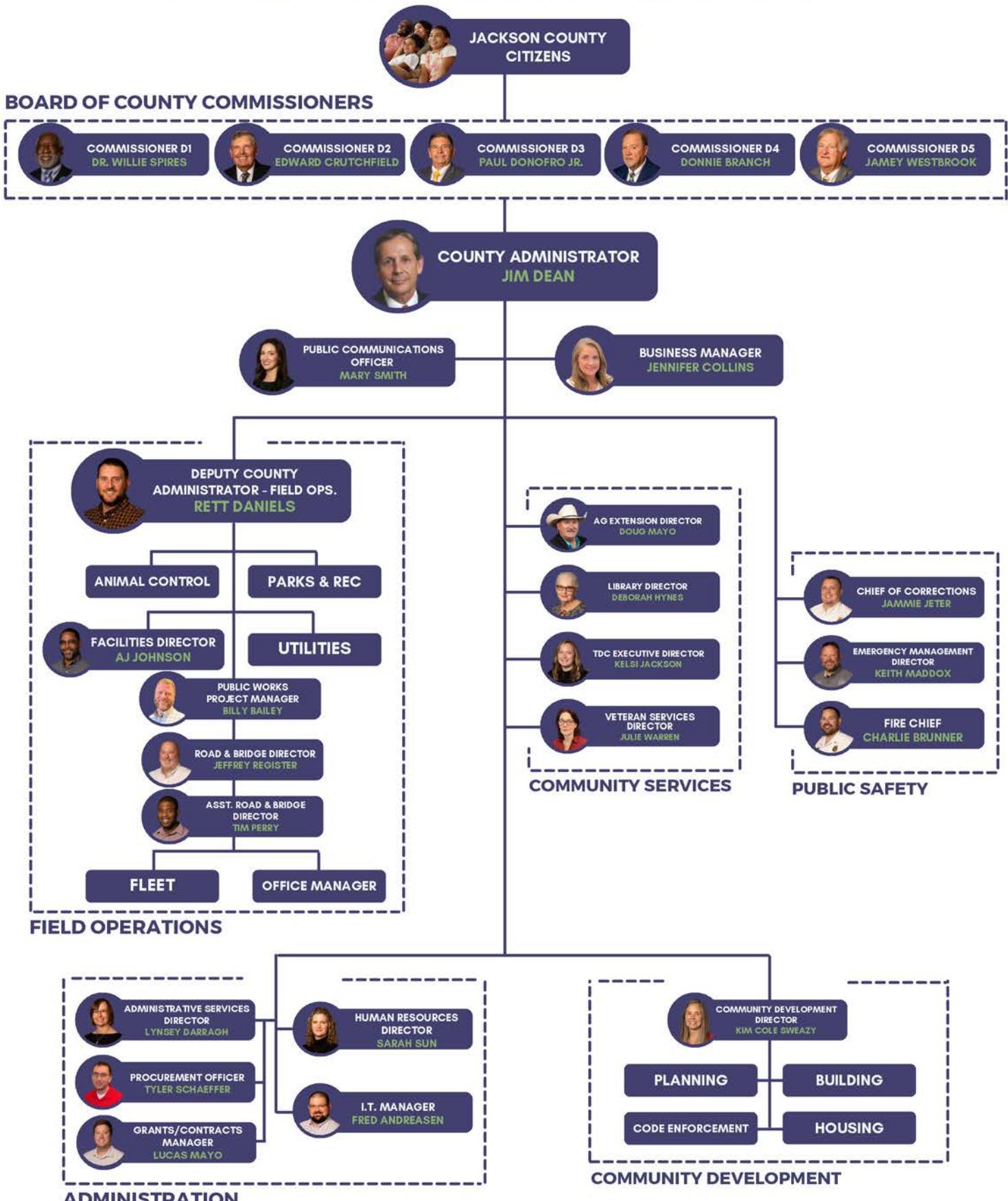
**The accomplishments highlighted in this report are the result of the hard work, creativity, and commitment of an incredible team of County employees who show up every day with one goal in mind: serving our citizens.”**



Jackson County is more than a place on a map, it's a community where people care for one another, where businesses can grow, and where families can thrive. I look forward to building on the momentum already underway and working side by side with our team and our citizens to continue making Jackson County a place we can all be proud to call home.



# Jackson County ORGANIZATION CHART





# ADMINISTRATIVE Services

Administrative services drive performance in Jackson County by managing **RESOURCES**, streamlining processes, and supporting the delivery of **HIGH-QUALITY** public services.

## Lynsey Darragh ADMINISTRATIVE SERVICES DIRECTOR

**EFFICIENCY** Strengthened collaboration across BOCC departments, worked to streamline county projects and processes for greater efficiency.

**CONSOLIDATION** Purchased a move-in-ready facility for the Tax Collector to meet citizen's needs. This consolidated three offices into one location, allowing citizens and staff to handle business efficiently.

**ENRICHMENT** Facilitated the construction of the Endeavor Convention Center, which opened to the public in 2025. This facility will bring enriching events and tourism dollars to our County.

**RESTORATION** Renovated and restored Great Oaks, in Greenwood, FL, a Historic Registry building. It is now open as an event space for rentals and tourism for our County.

## ACHIEVEMENTS



**2025 Goals**

WE COMMIT TO MODERNIZING OUR PROCESSES, STRENGTHENING INTERDEPARTMENTAL COLLABORATION, AND DRIVING INNOVATION, ENSURING ADMINISTRATIVE SERVICES IS A CATALYST FOR EFFICIENCY & EXCELLENCE ACROSS JACKSON COUNTY.

## CHALLENGES // SOLUTIONS

One of the biggest challenges that Administrative Services faced this year was in identifying and allocating funding to complete and open the Endeavor Convention Center. Through hard work and value engineering, our team made it happen **FOR** our community!



# GRANTS

The Administrative Services Team is responsible for managing approximately \$43 million dollars in grant funds. Below are currently active grants we are managing.



**Lucas Mayo**  
GRANTS/CONTRACTS  
MANAGER

DEPT	PROJECT TITLE	GRANT AGENCY	TOTAL AWARD
ADMIN	JCSO Safe Room	Florida Commerce	\$4,795,365.18
ADMIN	CDBG - Blue Sky	Florida Commerce	\$2,000,000.00
ADMIN	EDA - Blue Sky	EDA	\$3,022,870.00
ADMIN	Hospital HVAC/Air Purification	Florida Commerce	\$5,419,777.00
ADMIN	Jail Roof and HVAC	Florida Commerce	\$1,379,372.00
ADMIN	Old Madisons Roof	Florida Commerce	\$415,688.00
ADMIN	Endeavor Museum	DOS	\$500,000.00
P&R	Shangri La	FDEP	\$1,028,116.00
P&R	Cypress Park	FDEP	\$200,000.00
R&B	Reddick Mill Road	FDOT	\$312,981.00
R&B	Holley Timber Road	FDOT	\$3,742,493.00
R&B	Ulyss Road	FDOT	\$172,516.00
R&B	Kynesville Road	FDOT	\$756,506.00
R&B	CR 167 (Old US Road)	FDOT	\$342,046.00
ADMIN	Job Growth - Pooser road	Florida Commerce	\$4,680,059.00
ADMIN	HMGP - Pooser Road Drainage	FEMA	\$775,804.75
ADMIN	Match - Pooser Road Drainage	Florida Commerce	\$244,768.25
ADMIN	HMGP - Critical Facilities Generators	FEMA	\$1,799,284.50
ADMIN	Match - Critical Facilities Generators	Florida Commerce	\$367,364.00
ADMIN	HMGP - Lift Stations Generators	FEMA	\$249,021.55
ADMIN	Match - Lift Stations Generators	Florida Commerce	\$89,319.00
ADMIN	Project Jaws	Florida Commerce	\$3,375,600.00
JCCF	Correctional Facility Salary Assistance	FDLE	\$884,243.00
R&B	CR 280 (Corbin Road)	FDOT	\$232,474.00
R&B	CR 278 (Alliance Road)	FDOT	\$3,702,548.00
ADMIN	Barber Road Lift Station	Florida Commerce	\$1,665,000.00
EM	Emergency Mgmt. Preparedness & Assistance	FDEM	\$105,806.00
EM	HAZMAT Grant	FDEM	\$2,856.53
ADMIN	Comprehensive VA and Adaptation Plan	FDEP	\$570,400.00
P&R	Magnolia Landing Feasibility Study and Design	FWC	\$170,000.00
P&R	Howells Landing Dock Expansion	FWC	\$68,416.27
RECYCLING	Small County Solid Waste	FDEP	\$93,750.00

TOTAL: \$43,164,445.03

# PROCUREMENT Office



**Tyler Schaeffer**

PROCUREMENT  
OFFICER



**34** PROCUREMENT PROJECTS    **4** ROAD PROJECTS

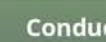
**METRICS**  
**3,000**  
PURCHASES = **\$936K**

*Challenge*  
Inflationary costs of vehicles, equipment, and their repairs. Many of our newer vehicles are leased, with expensive rates and buyout options.

## ACHIEVEMENTS



Updated the county's purchasing policy to raise thresholds in line with inflation, reducing administrative overhead and speeding up small purchase processing.



Conducted outreach meetings with department leadership to gain a detailed understanding of their operations, helping ensure the Procurement Office can align its support and services more effectively with each department's goals.



The county secured new contract services for Waste Disposal, Lobbying, Debris Removal, Debris Monitoring, and Jail Medical Director. Processed emergency transaction for Courthouse plumbing repairs.

*Solution*  
Create plan to procure vehicles with County ownership and better finance rates to own vehicles we can regularly surplus for better value.



In 2026, the Procurement Office will focus on enhancing efficiency, consistency, and collaboration across county operations. Key goals include developing a **comprehensive vehicle procurement and life-cycle management plan**, securing a dedicated **Fire Rescue supply vendor**, and continuing to revamp **procurement training**. The office will also **partner with the Finance Clerk's Office** to implement electronic requisitions to improve accuracy and workflow.

Additionally, Procurement will **support capital projects** such as Shangri La Phases 2 and 3, enhancing the boardwalk and pavilion area at Blue Springs Park, and will **engage with other small-county procurement teams** to build relationships, exchange best practices, and strengthen shared processes and research.



# BUSINESS Manager

The Business Administration office is committed to promoting transparency, accountability, and service excellence within the public sector and continuously improving administrative systems to better serve residents and support county-wide goals.

## KEY ACHIEVEMENTS

**ISSUED 42 BOOT VOUCHES TO ELIGIBLE EMPLOYEES**, ensuring staff had the **proper safety equipment** needed to perform their duties effectively and in compliance with workplace standards.

**COORDINATED THE COUNTY'S SPAY & NEUTER VOUCHER PROGRAM** successfully issuing **516 vouchers** this fiscal year—supporting efforts to reduce pet overpopulation and expanding access to affordable veterinary care for residents.



**RECOGNIZED ADMINISTRATIVE ASSISTANT, Jaliyah Godwin-Williams** as **January's Employee of the Month**, highlighting her exceptional service and the positive impact of strong administrative support within county operations.

*"People are more understanding when they feel heard and respected. Empowered communities begin with engaged leadership — county government is the bridge between vision and action."*



## 20 GOALS 26

- Maintain a strong commitment to public service and community well-being while balancing operational efficiency across county functions.
- Advance professional development through leadership training and mentorship and strengthen cross-department collaboration to deliver more unified, responsive services.
- Improve public access to essential county programs—including spay and neuter vouchers—through better outreach, expanded partnerships, and strategic use of digital tools.
- Enhance transparency and communication with residents to ensure services remain accessible, clear, and community-focused.
- Adopt data-driven practices to streamline administrative processes, reduce costs, and elevate service delivery across all departments.



**Jennifer Collins**

BUSINESS  
MANAGER

## CHALLENGE

IN 2025, THE BUSINESS MANAGER'S OFFICE FACED THREE PRIMARY CHALLENGES: LIMITED BUDGETS AND RESOURCE CONSTRAINTS, THE NEED FOR STRONGER COORDINATION ACROSS DEPARTMENTS, AND RISING PUBLIC EXPECTATIONS FOR CLEAR COMMUNICATION, PREDICTABLE TIMELINES, AND CONSISTENT SERVICE DELIVERY.

PRIORITIZED SPENDING THROUGH DATA AND COMMUNITY NEEDS, STREAMLINED OPERATIONS, AND PARTNERED WITH NONPROFITS AND PRIVATE ENTITIES TO EXTEND RESOURCES. STRENGTHENED CROSS-DEPARTMENT COORDINATION THROUGH REGULAR MEETINGS, DESIGNATED COLLABORATION LEADS, AND SHARED PROJECT-MANAGEMENT TOOLS. IMPROVED PUBLIC COMMUNICATION BY BEING TRANSPARENT ABOUT TIMELINES, GATHERING COMMUNITY FEEDBACK, AND NOTIFYING RESIDENTS EARLY ABOUT CHANGES WHILE OFFERING ALTERNATIVES WHEN POSSIBLE.

## SOLUTION



## Sarah Sun

HUMAN RESOURCES  
DIRECTOR

### STATISTICS



### 2026 Goals

# HUMAN Resources

Employees are the **GREATEST ASSET** an Organization has. Jackson County takes pride in hiring the best people and retaining them through fostering an employee focused atmosphere that helps ensure the **SUCCESS** of each employee.



## KEY ACHIEVEMENTS



Human Resources completed a dependent eligibility audit for health insurance during Open Enrollment for the 2025-26 fiscal year. This involved an in-depth review of each covered member and dependent for 127 covered members! This was time-consuming but doing so ensures compliance and will make for more streamlined open enrollments in the future.



PERSONNEL SPECIALIST  
*Jennifer Ham*

Celebrated 5 Years in  
HR in 2025!



## CHALLENGE

The County has faced high turnover rates, especially in the Road and Bridge Department. The Board took steps to retain employees by increasing field operations salaries by \$2.00 per hour- \$4,160 per year! This move has helped significantly for retention and recruitment.

In 2026, HR will focus on strengthening policies and safety culture. A key priority is updating the Personnel Policy to reflect current laws, best practices, and the evolving needs of employees. We will also work to reduce workers' compensation claims through proactive education and targeted training, creating a safer, healthier workplace for all.

# INFORMATION Technology

The Jackson County BOCC IT Department continues to **SUPPORT** an increasingly varied and complex number of systems and technologies with the goal of **PROVIDING BETTER SERVICES** to staff and the public alike.



**Fred Andreasen**

INFORMATION TECHNOLOGY DIRECTOR



*Strengthening*

## TECHNOLOGY + CYBERSECURITY RESILIENCY



This year the IT department continued to strengthen county-wide IT infrastructure and cybersecurity readiness. The IT department worked with Emergency Management to host cybersecurity resiliency training provided by the Texas A&M Engineering Extension (TEEX) for county staff and community stakeholders. The Endeavor Convention Center also saw its completion and the IT Department coordinated new internet service for the facility as well as working with other staff and contractors to setup and configure the lighting and sound systems for the facility.



LEE TREADWELL



## CHALLENGE

GROWING TECHNOLOGY AND CYBERSECURITY DEMANDS WHILE OPERATING WITH A TWO-PERSON TEAM, BALANCING ESSENTIAL EQUIPMENT AND SOFTWARE NEEDS WITHIN BUDGET CONSTRAINTS, WHILE KEEPING MORE THAN 200 EMPLOYEES INFORMED ABOUT EVOLVING CYBER THREATS, REMAINED AN ONGOING CHALLENGE

PRIORITIZED STRATEGIC INVESTMENTS & EXPANDED CYBERSECURITY AWARENESS THROUGH TARGETED TRAINING. THROUGH COLLABORATION & SMART PLANNING, THE DEPARTMENT CONTINUED TO SUPPORT COUNTY OPERATIONS AND PROTECT CRITICAL SYSTEMS DESPITE LIMITED STAFFING.

## SOLUTION

 **287 TICKETS PROCESSED**

 **24 WORKSTATIONS REPLACED**



## GOALS 2026

Continue to **strengthen cybersecurity readiness, modernize technology and communication systems** county wide, and continue to **train** and help staff offer the best available service to the county population.

# COMMUNITY

# Development

Jackson County is constantly changing; our function is to help direct the changes in a manner that **BENEFITS** the county and brings all our citizens **PRIDE** in being Jackson Countians.

## Kim Cole Sweazy

COMMUNITY DEVELOPMENT  
DIRECTOR

## KEY ACHIEVEMENTS



### BUILDING SERVICES

The Building Division hosted a day-long continuing education training for local contractors and builders. 27 attendees from pool contractors to home builders attended.



### PLANNING DIVISION

The 5-year Comprehensive Plan Update was passed and submitted to Florida Department of Commerce.



### HOUSING DIVISION

The final funding disbursement for HHRP was completely expended for the allocation Closeout.



### CODE ENFORCEMENT DIVISION

Both Officers gained certification making this the first time in Jackson County history the Board has employed multiple certified Code Enforcement staff members!

#### PLANNING

1  
Small Scale  
Amendment

3  
Temp. Use  
Permits

4  
Alc. Beverage  
Licenses

6  
Home  
Businesses

6  
Subdivisions

7  
Variances  
Requests

12  
Signs

19  
GDOs

421  
RDOs

58  
Complaints

108  
New Cases

124  
Assistance  
Referrals

204  
Resolved Cases

239  
Lien Searches

#### CODE ENFORCEMENT

351  
Site Visits

#### BUILDING SERVICES

1632  
Inspections

2565  
Permits

\$5.34k  
in  
Permit Fees



1  
SHIP  
Replacement  
Housing

2  
Units @ NextStep's  
Endeavor Forward  
Cottage

4  
SHIP  
Rehab  
Assistance

7  
HHRP  
Replacement  
Housing

10  
SHIP  
Purchase  
Assistance

22  
Families assisted through  
SHIP/HHRP

#### HOUSING

# Our Team, Our Challenges, Our Goals

## EMPLOYEE *Spotlight*

Community Development proudly recognized two outstanding individuals this year whose contributions embody the County's FOR Jackson initiative. In April, the department surprised Steve Hall, Fire Marshal, as their selected employee who exemplifies a true FOR attitude—his dedication, positivity, and willingness to support both the Community Development team and our citizens made a meaningful impact across departments. In July, Breanna Booker, Permit Technician, was honored as the Employee of the Month, celebrating her exceptional performance and commitment to excellent service.



BREANNA  
Booker

20 YEARS

## Celebrating Longevity

Kim Cole-Sweazy  
DIRECTOR



18 YEARS

Benet Johnson  
PERMIT COORDINATOR

Amber Barnes  
SENIOR PLANNER

Allen Biggs  
BUILDING OFFICIAL

## Challenge Solution

BACKLOG OF  
HOUSING  
APPLICANTS

streamlined  
screening &  
preapplication  
process

LEGISLATIVE  
CHANGES TO  
DEVELOPMENT  
PROCESS

implemented  
ordinances &  
procedures that  
streamlined  
development requests  
& met statutes

UNFULFILLED  
& EXPIRED  
PERMITS

created tracking  
process involving  
building, planning,  
code enforcement

# 2026

IN 2026, THE COMMUNITY DEVELOPMENT DEPARTMENT WILL FOCUS ON STRENGTHENING SAFETY, COMPLIANCE, AND OPERATIONAL CLARITY ACROSS ALL SERVICES. KEY INITIATIVES INCLUDE ENHANCING BUILDING AND EMPLOYEE SAFETY MEASURES, UPDATING THE COUNTY CODE TO ENSURE FULL COMPLIANCE WITH LIVE LOCAL ACT REQUIREMENTS, AND ADDRESSING OPERATIONAL BACKLOGS BY CLEANING UP THE LIST OF UNFULFILLED PERMITS. THE DEPARTMENT WILL ALSO ESTABLISH A FORMAL FOLLOW-UP PROCEDURE TO BETTER MONITOR TEMPORARY RV SITUATIONS, ENSURING CONSISTENT OVERSIGHT AND IMPROVED SERVICE TO RESIDENTS.

*Goals*

# VETERAN Services

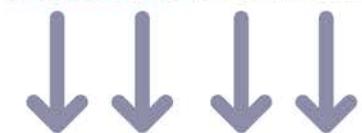
A veteran's **SACRIFICE** doesn't end on the battlefield – and neither should our **SUPPORT**

**Julie Warren**

VETERAN SERVICES  
DIRECTOR

## CHALLENGE

18% INFLUX OF MONTHLY INTERACTIONS



## SOLUTION

STREAMLINED  
CLAIMS/APEALS

IMPROVING  
EFFICIENCY

## 2026 goals

In 2026, Veteran Services will focus on onboarding our new Veteran Service Officer and expanding public outreach to ensure more veterans and families are connected to the support they deserve.

## RISING SERVICE GROWING SUPPORT

18% increase in our monthly interactions during the 2025 Fiscal year. 27% more claims than during the 2024 Fiscal Year.



**8,691 INTERACTONS**



**724 MONTHLY AVERAGE**



**861 CLAIMS FILED**



**1,039 MILITARY RECORDS  
REVIEWED**

## VETERAN NON-TAXABLE INCOME BENEFITS (DISABILITY COMPENSATION & PENSION)



# STORIES

## GULF COAST BLIZZARD

2025 was such a uniquely special year with Jackson County's BIG snow! Many of our veterans shared their delight.



U.S. Army veteran  
AJ Marlow with Deer



Built by U.S. Army veteran,  
Marcus L. Warren

## Farewell, Melissa

DEAR JULIE WARREN AND FELLOW VETERANS,

As I am preparing to retire, I want to take a moment to express my deepest gratitude to each of you. Serving alongside Julie Warren and my fellow veterans has been a great honor.



*To Julie*, thank you for your guidance, trust, and the opportunities you've given me to grow, serve, and contribute to the veterans of Jackson County. *Thank you for allowing me to hold the Veteran Service Officer (VSO) position and to smoothly transition from the military.* Being VSO has made me feel still a part of the Army while learning to navigate the civilian world. I feel that we have been placed in positions that not only help ourselves but others.



*To my fellow veterans*, it's been a privilege to stand shoulder to shoulder with individuals who embody the values of duty, honor, and sacrifice. The bond we share is one few truly understand, and one I will always hold dear.

Though I'm closing this chapter of my career, I leave with a full heart and deep respect for all of you. I look forward to what lies ahead, and I remain committed to supporting our veteran community in any way I can. *Thank you for your service, your camaraderie, and your unwavering dedication.*



*Melissa Roddenberry*  
U.S. ARMY RETIRED  
VETERAN SERVICE OFFICER



## Deborah Hynes

PUBLIC LIBRARY  
DIRECTOR

# STATISTICS

40,839  
VISITORS

38,659  
WEBSITE  
VISITS

26,507  
ITEMS  
CHECKED OUT

6,339  
PUBLIC  
COMPUTER  
USES

4,140  
REFERENCE  
TRANSACTIONS

4,020  
PROGRAM  
ATTENDANCE

1,373  
NEW  
ITEMS

LIBRARY  
CARDS

1,166  
ISSUED

197  
PROGRAMS

# 2026 Goals



# Jackson County Public Library

Your Lifelong Resource

WHATEVER THE COST of our libraries, the price is cheap compared to that of an ignorant nation

~ Walter Cronkite

## KEY ACHIEVEMENTS

### DISTRIBUTED EARLY LITERACY KITS

to families through a grant partnership with the Early Learning Coalition of Northwest Florida, expanding access to early learning materials.



### EXPANDED CHILDREN'S PROGRAMMING

with three weekly story times serving toddlers, preschoolers, and homeschoolers across Jackson County.



### LAUNCHED POPULAR COMMUNITY PROGRAMS

including a twice-monthly book club and the new Craft Quest arts-and-crafts group, both drawing strong participation.



### INTRODUCED BASIC COMPUTER CLASSES

providing essential digital skills training to residents.



### STRENGTHENED STAFF DEVELOPMENT

with 100% of employees completing online training and administrative staff attending state and regional professional meetings to stay current with industry trends.

## Meeting Challenges with Creativity

The Library has faced the rising cost of providing the materials our patrons want, especially as prices for online products continue to climb. This required a careful review of usage data and, in some cases, difficult decisions to discontinue underused services. However, the library turned this challenge into an opportunity by expanding in-person programming, offering more activities and events that have been enthusiastically received and continue to grow—strengthening community engagement despite resource limitations.

Grow both adult-focused programs and computer class opportunities

Increase in-person activities for children, tweens, and teens.

Expand our collection of books on CD to meet demand.

Offer continued training to help staff handle difficult interactions.

# CORRECTIONAL Facility



We specialize in the **CARE**, **CUSTODY**, and **CONTROL** of inmates to keep the public safe.

Celebrating  
LONGEVITY +  
EXCELLENCE IN  
PUBLIC SAFETY

5 years PRECIOUS MCGRIFF  
BEVERLY WASHINGTON

10 years WILLIAM HAMILTON  
JAMES KENT

15 years OLIVER  
MORGAN

EMPLOYEE OF THE month LADEXTER SIMS



## CHALLENGE

STAFFING LEVELS, FACILITY DEMANDS, & THE NEED TO MAINTAIN SAFE OPERATIONS WHILE MANAGING DAILY INMATE POPULATIONS & SUPPORTING TIMELY CASE PROCESSING.

STAFF TRAINING/PROFESSIONAL DEVELOPMENT. ONGOING COORDINATION WITH PARTNERS & COUNTY LEADERSHIP HELPED IMPROVE EFFICIENCY WHILE MAINTAINING SAFETY & COMPLIANCE.

## SOLUTION

- Continue enhancing staff training to support safety, professionalism, and effective inmate management.
- Pursue grant opportunities to assist with facility improvements, equipment needs, and operational costs.
- Complete and maintain critical facility upgrades, including ongoing attention to roofing, HVAC, and building systems.
- Improve operational efficiency/coordination to support timely case processing and reduce backlogs.
- Strengthen staff retention and recruitment efforts to maintain adequate staffing levels and continuity of operations.



**Jammie Jeter**

CHIEF OF  
CORRECTIONS

## Statistics

INMATES RECEIVED	1,504
INMATES RELEASED	1,275
DISCIPLINE REPORTS	196
STAFF ASSAULTS	15

20  
GOALS  
26



# EMERGENCY MANAGEMENT

The key to leadership is knowing the strengths of those around you, **EMPOWERING** them to recognize and embrace those strengths, having the **COURAGE** to trust in your team and accept **RESPONSIBILITY** should the outcome not be what was desired.

## Keith Maddox

EMERGENCY MANAGEMENT  
DIRECTOR / DEPUTY CHIEF

## A YEAR OF READINESS, IN ACTION

Recertification of  
Storm Ready



JAN 21-22  
2025

NOV 19  
2024



Snow Storm  
EOC Modified  
Activation +  
Response over 6" of  
snowfall

Annual State-Wide  
Exercise  
(over 21 participants)



JULY 9  
2025

MAY 20  
2025



Renewal of CEMP

JULY 23  
2025



Full-Scale Active Shooter  
Exercise  
(over 20 agencies)

## METRICS THAT DRIVE PREPAREDNESS

4 Integrated Preparedness  
Planning Working Group  
Meetings

7 hazardous material  
facility visits

10 Approved disaster plans  
for Nursing  
Homes/Group Homes

5 Regional EM Director  
Meetings

8 Trainings/Certifications attended by EM Director +  
Deputy Director

6 State DEM  
Webinars

8 Stakeholder meetings hosted to discuss Local  
Mitigation Strategy + Emergency Response Tasks



# SOLUTIONS + GOALS

## CHALLENGE



With a two-person staff, Emergency Management faced the challenge of **maintaining countywide preparedness** while coordinating **training, exercises, planning**, and real-world **response across dozens of partner agencies**. This included meeting extensive planning and certification requirements, sustaining interagency readiness, and responding to unexpected events—such as the January 2025 snowstorm—with **without additional staffing resources**.

## SOLUTION

Emergency Management addressed this challenge by leveraging **strong partnerships**, planning **discipline**, and continuous **training**. The team focused on collaboration through Integrated Preparedness Planning Working Group meetings, stakeholder engagement, and regional and state coordination. By prioritizing **exercises, certifications**, and **joint training**—including full-scale and statewide exercises—the department maximized its impact, maintained key certifications, and successfully supported both planned preparedness activities and real-world emergency response with limited staffing.



**GOALS**  
**2026**

Expand interlocal mutual aid agreements with surrounding counties to strengthen partnerships and support emergency response for incidents that do not meet state or federal thresholds.

Build stronger partnerships with local faith-based organizations to enhance grassroots response, resiliency, and recovery efforts in a fiscally responsible manner.





**FIRE** *Rescue*

INTEGRITY, COMPASSION, and EXCELLENT  
CUSTOMER SERVICE  
**EVERY CALL, EVERY TIME**

## Charlie Brunner

JCFR  
FIRE CHIEF

## STATISTICS

TOTAL CALLS	11,071
EMS CALLS	10,096
FIRE CALLS	975
PRE-PLAN MEETINGS	42
PLAN REVIEWS	10
TOTAL INSPECTIONS	475
COMM. PARAMEDIC PATIENT CONTACTS	222

*Celebrating*

## LONGEVITY + SERVICE



QUINTON YOUNG  
FIREFIGHTER/EMT  
**5 YEARS**



LYNN PRICE  
ADMIN SUPPORT II  
APR 2025 EMPLOYEE OF THE MONTH



KENNY DEESE  
BATTALION CHIEF  
**20 YEARS**

## KEY ACHIEVEMENTS IN CARE AND OPERATIONAL GROWTH



### DECEMBER 2024 GRADUATIONS

3 EMTs graduated Firefighter Academy at Chipola College and all passed their State exams.

**JANUARY 13, 2025**  
ESTABLISHED BLOOD ADMINISTRATION PROGRAM across all ambulances in the County



**MARCH 2025**  
PARTNERSHIP IN TRAINING with Enviva Bio Mass Pellet Plant to send 8 Firefighters to Confined Space & Rope Rescue Training along with Plant Employees.

### AUGUST 2025 COMMUNITY PARAMEDIC PROGRAM EXPANSION

Expanded Community Paramedic - Mobile Integrated Health Program with 3 Year Grant from FDOH and NWF Health Network to provide inductions for patients suffering from Opioid Use Disorder.



# SOLUTIONS + GOALS

Our employees have worked tirelessly in the field this year, *delivering the best service possible to our citizens*. This year alone, they have endured the hottest days on record and powered through snow and ice to ensure uninterrupted care. *Our team has engaged in numerous trainings and participated in a wide variety of community events. I am especially proud of our expansion of service through the administration of*

*blood in the field to both trauma and medical patients, an advancement that is already *decreasing mortality and morbidity across our service area*.*



## CHIEF BRUNNER // FIRE RESCUE

### CHALLENGE

**JANUARY SNOWSTORM:** An uncommon winter snow and ice event challenged mobility, response times, and equipment reliability—yet emergency calls continued at full demand.

**JUNE HAZARDOUS CHEMICAL LEAK:** At the TA Truck Stop in Marianna, a commercial driver discovered a leaking container of highly corrosive industrial emulsifier reacting with rainwater—creating an immediate environmental and public safety threat.

### SOLUTIONS

**MAINTAINED FULL OPERATIONS IN SEVERE WEATHER:** Despite snow and ice, Fire Rescue continued uninterrupted emergency service—proving once again that we deliver in rain, sleet, snow, and ice.

**COORDINATED MULTI-AGENCY HAZMAT RESPONSE:** Partnered with Bay County Fire's Regional Haz-Mat Team and Jackson County Road & Bridge to dam a drain leading to a holding pond and cover the area with dirt, preventing contamination, while a private hazmat crew completed overnight remediation.

## 2026 GOALS

- Place our next new Fire Engine into service at Station #1.
- Place our new Fire Tanker into service at Station #5.
- Increase training for our employees for the growing number of call volume.
- Share our Blood Program with other Rural County EMS Agencies so that they can also establish their own program.
- Host a quarterly blood drive to increase donations to blood bank.
- Become a State Recognized Pediatric Gold Champion in the Florida EMS System.

# EXTENSION Services

TO TEACH all of those things that are necessary for fuller and richer family living on the farm, in the home, and in the community - THAT IS EXTENSION.

~ Author Unknown



**Doug Mayo**

EXTENSION  
DIRECTOR

## AWARDS + RECOGNITIONS



Terri Keith and Abbey Smith won the Florida Program of Excellence Award for their Garden to Table Workshops.

Abbey Smith and Danielle Williams (Gadsden County) won the Florida Search for Excellence in Commercial Horticulture Award, for their Cold Hardy Citrus Extension Program.

Michael Young, Chris Lauen (Holmes County), and Claire Davis (Calhoun County) won the Program of Excellence Award for their 4-H Conservation Camp.

Doug Mayo was recognized for 25 years of service. Terri Hardin was Jackson County's Employee of the Month in September.

## MASTER GARDNER VOLUNTEERS



Nine volunteers were successfully trained and added to the Jackson County Master Gardener Volunteer Program in the spring of 2025. We now have 30 total active volunteers in our group.

## 40TH ANNUAL NW FL BEEF CATTLE CONFERENCE

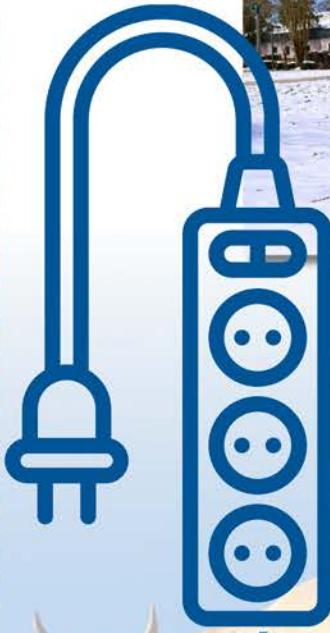


We hosted the 40th Annual Northwest Florida Beef Cattle Conference. The conference that started in 1985 has provided practical, research-based information to help cattle ranchers make informed decisions and remain viable for the last four decades.



The Jackson County Peanut Butter Challenge in October 2024 was the best one yet. There were 1,365 jars of peanut butter that was collected from public schools, county departments, and community organizations that was donated to Innovative Charities for distribution to local families in need.

# SOLUTIONS + STATS + GOALS



20  
26  
GOALS

One of the department's greatest challenges is ensuring local citizens are aware of upcoming educational events. With so many communication platforms available, reaching residents consistently has become more complex as people rely on a wide range of information sources. A key goal for the upcoming year is to work as a team to promote all educational opportunities for the month ahead, while also highlighting individual events with more detailed information.

Sharing information has been central to Extension Services since work began in Jackson County 116 years ago in 1909, and it is even more vital today. Across the Panhandle, agents from 16 counties collaborate on regular email newsletters that share timely, research-based information. In 2026, the Jackson County team aims to grow local subscriptions to these newsletters and strengthen ongoing connections with residents.

## EDUCATIONAL & COMMUNITY EVENTS

EXTENSION EVENTS	TOTAL ATTENDANCE	TOTAL EVENTS	ESTIMATED ATTENDANCE	RENTAL INCOME
178	6,456	355	11,110	\$13,757



## INDIVIDUAL CONSULTATIONS WITH CITIZENS

FIELD VISITS	OFFICE VISITS	PHONE CALLS	EMAILS	TOTAL CONTACTS
161	459	1,376	520	2,516

## DIGITAL EDUCATIONAL CONTACTS

E-NEWS	ISSUES	44	EMAILS OPENED	149,690	WEB VIEWS	415,567
FACEBOOK	POSTS	659	ENGAGED USERS	4,422	REACH	159,688
X (TWITTER)	TWEETS	322	ENGAGED USERS	470	POST VIEWS	28,298
YOUTUBE	NEW VIDS	10	CHANNEL VIEWS	27,521	HOUR VIEWED	1,650

TOTAL DIGITAL CONTACTS 780,764

## CHALLENGE

IN 2025, FARMERS, RANCHERS, BUSINESS OWNERS, AND CONSUMERS IN JACKSON COUNTY FACED RISING COSTS AND INCREASING FINANCIAL PRESSURE. THESE CHALLENGES WERE INTENSIFIED BY SEVERE DROUGHT CONDITIONS AT THE END OF THE GROWING SEASON. BY SEPTEMBER, RAINFALL WAS 4.6 INCHES BELOW AVERAGE, INCLUDING A CRITICAL 33-DAY STRETCH WITHOUT SIGNIFICANT RAIN THAT OCCURRED AS PEANUT, COTTON, HAY, AND OTHER CROPS WERE MATURING FOR HARVEST.

## SOLUTION

WE RESPONDED WITH TARGETED, RESEARCH-BASED EDUCATION TO HELP RESIDENTS MANAGE COSTS MORE EFFICIENTLY. AGENTS WORKED CLOSELY WITH FARMERS DURING THE DROUGHT, OFFERING GUIDANCE ON HARVEST TIMING AND CROP MANAGEMENT. THESE EFFORTS SUPPORTED INFORMED DECISION-MAKING DURING A DIFFICULT GROWING SEASON AND REINFORCED EXTENSION'S ROLE AS A TRUSTED RESOURCE FOR THE AGRICULTURAL COMMUNITY.



# TOURIST Development

Jackson County Tourist Development Council is dedicated to being recognized as a **PREMIER DESTINATION** that embraces **NATURE**, celebrates **HERITAGE**, and fosters memorable **EXPERIENCES** for visitors and locals alike. We ensure sustainable development and high quality of life through destination management, effective marketing, and collaborative partnerships.

## Kelsi Jackson

TDC  
EXECUTIVE DIRECTOR



### LAUNCHED A TARGETED FOODIE CAMPAIGN

highlighting 12 locally owned restaurants, attracting new visitors from across the Wiregrass region of Alabama, Georgia, and Florida while **strengthening Jackson County's culinary identity** and local economy.



### PILOTED INNOVATIVE BUSINESS-DEVELOPMENT INITIATIVES

including *Blind Date for the Potential Business Owner*, the county's first matchmaking event connecting entrepreneurs with available properties—resulting in two new restaurants already open and 3-4 additional businesses projected to launch in 2026.



### ADVANCED LEADERSHIP, PARTNERSHIPS, AND WORKFORCE DEVELOPMENT



as the Executive Director earned the Travel Marketing Professional certification, **community partnerships were expanded**, and a University of Florida intern gained hands-on experience supporting visitor services, content creation, and events.



### SECURED THE REOPENING OF THE U.S. 231 WELCOME CENTER

by advocating at the January 2025 local delegation meeting, leading Visit Florida to **restore this critical tourism gateway** and reestablish a major entry point for Northwest Florida travelers.



Opened the **Endeavor Convention Center**, bringing a 30-year vision to life and significantly expanding Jackson County's capacity to host meetings and events.



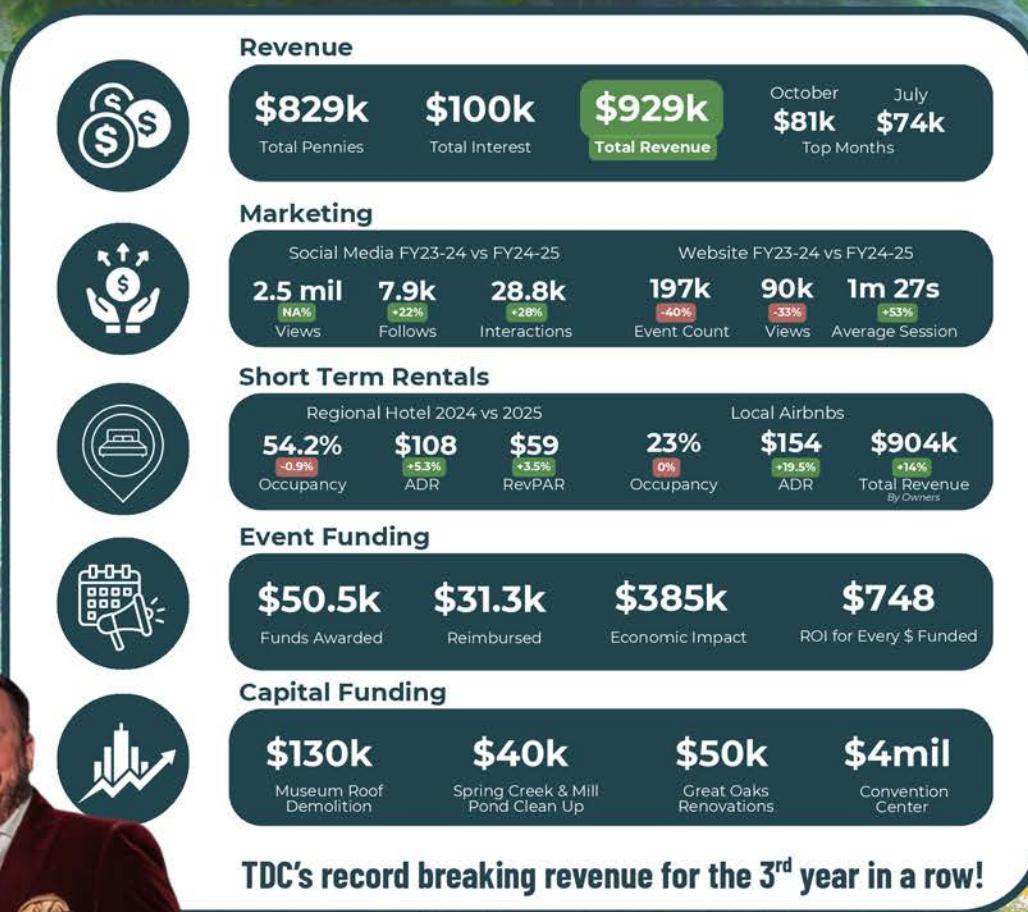
Advanced Phase One of the **Jackson County Museum**, completing roof demolition and awarding the shell stabilization contract to CGM Construction to move the project forward.



Completed the **Five-Year Strategic Tourism Plan**, establishing a clear roadmap for marketing, development, and sustainable tourism growth through 2030.

**A YEAR OF IMPACT**

# SOLUTIONS + STATS + GOALS



**TDC's record breaking revenue for the 3<sup>rd</sup> year in a row!**

## CHALLENGE SOLUTION

**PROPOSED LEGISLATION THREATENING TDC FUNDING** – LEGISLATION WAS INTRODUCED THAT WOULD DISSOLVE TDC'S STATEWIDE AND REDIRECT TOURISM TAX REVENUE TO GENERAL FUNDS, POSING SIGNIFICANT ECONOMIC RISK FOR JACKSON COUNTY.

**PROACTIVE ADVOCACY THROUGH MEETINGS** WITH REPRESENTATIVE ABBOTT AND SENATOR TRUMBULL, ALONG WITH COORDINATED EFFORTS WITH THE COUNTY'S LOBBYIST, HELPED PROTECT LOCAL TOURISM FUNDING.

**CONVENTION CENTER CONSTRUCTION DELAYS** – DELAYS IN OBTAINING THE CERTIFICATE OF OCCUPANCY LED TO THE LOSS OF THE CHAMBER'S MANAGEMENT CONTRACT AND THE CANCELLATION OF THREE EVENTS

**WORKED CLOSELY WITH CONTRACTORS, VENDORS, AND THE CITY OF MARIANNA** TO EXPEDITE APPROVALS, WHILE PROPOSING A DEDICATED COUNTY POSITION TO OVERSEE THE CONVENTION CENTER AND OTHER RENTAL FACILITIES.



**LAUNCH THE NEW VISIT JACKSON COUNTY WEBSITE** TO ENHANCE USER EXPERIENCE, DIGITAL STORYTELLING, AND SEO REACH.

**TRAIN AND ONBOARD A FACILITY RENTALS & EVENTS COORDINATOR** TO MANAGE THE CONVENTION CENTER, RUSS HOUSE, AND OTHER RENTAL FACILITIES.

**COMPLETE THE JACKSON COUNTY MUSEUM BUSINESS PLAN** FOLLOWING COMMUNITY ENGAGEMENT WORKSHOPS TO PREPARE FOR FUTURE FUNDING AND DEVELOPMENT.

**FULLY LAUNCH GREAT OAKS AND THE CONVENTION CENTER** TO EXPAND PROGRAMMING, RENTALS, AND EVENTS AND DRIVE COMMUNITY AND ECONOMIC IMPACT.

**UPDATE AND RELEASE THE VISITOR GUIDE** WITH REFRESHED CONTENT, ALONGSIDE THE TOURISM AMBASSADOR PROGRAM TO STRENGTHEN FRONTLINE HOSPITALITY.



# NextStep

at Endeavor Academy

This past year has ushered in the residential phase of NextStep's two-year Transition Academy. Since our inception in 2022, our wide vision has been to prepare autistic adults for lifelong independence. With the opening of the NextStep Apartments at Endeavor Park, this vision has turned into reality! Our pilot group of residents moved in last October, and the gains they have made since then continue to inspire us. It is such an honor to be part of Jackson County's plan to reimagine and reclaim this piece of our county's history.

## Tammy Dasher

NEXTSTEP  
PROGRAM DIRECTOR



# ACHIEVEMENTS

### NEW APARTMENTS



NextStep Apartments at Endeavor Park opened in October 2025. Six residents are in the pilot program.

### COMPETITIVE EMPLOYMENT



NextStep participants are assets at work--with an average 98% attendance rate. Our participants show up and work hard!

### OPPORTUNITIES



NextStep participants give back to their community--completing at least one volunteer project each month.



STEP RIGHT UP  
WITH  
NEXTSTEP  
CARNIVAL

### NEXTSTEP PICKLEBALL SMASH



APARTMENTS  
GRAND  
OPENING

Events

# CHALLENGE SOLUTION

One of the challenges at NextStep is raising awareness among employers of what we call the “neurodivergent advantage.” The advantage of hiring neurodivergent individuals is gaining loyal, dependable, hard-working employees who WANT to work. With support and instruction provided by highly qualified NextStep coaches, our participants take job opportunities and turn them into meaningful work—the first step on the road to independence.

To address this challenge, we've actively engaged our current employer partners with an annual Employer Appreciation Lunch, social media shout-outs, invitations to NextStep social events, and support to supervisors working directly with our participants. Our staff works diligently to develop new job sites and provide training for new employers and their staff. We are often approached by potential employment partners when we are coaching at job sites—and as ambassadors of NextStep, we love the opportunity to discuss expanding the workforce to include those with neurodiversities.

## Statistics



100% of NextStep's graduates remain competitively employed over a year after graduation.



100% of NextStep's current Transition Academy (Class of 2026) are competitively employed.



Over 150 individuals with autism or other neurodiversities have enrolled in NextStep courses in the past year.

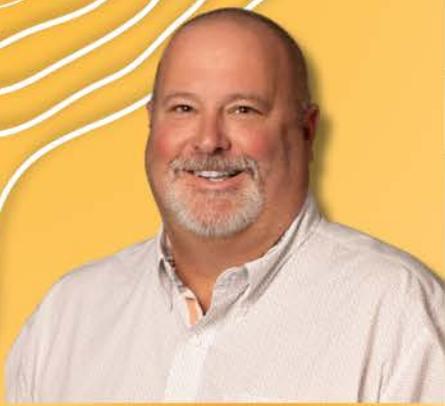


## 2026 goals

SUCCESSFULLY COMPLETE THE PILOT RESIDENT PROGRAM AT NEXTSTEP APARTMENTS AT ENDEAVOR PARK.

ENROLL TEN NEW TRANSITION ACADEMY STUDENTS FOR THE CLASS OF 2028.

OPEN NEXTSTEP'S BUSINESS INCUBATOR/ TRAINING HUB IN THE SUMMER OF 2026.



## Jeffrey Register

ROAD & BRIDGE  
DIRECTOR

## Statistics

ROW CONNECT + USE PERMITS  
**193+**

SERVICE REQUESTS  
**1.6K**

FIELD WORK ORDERS  
**21.5K**

EMPLOYEE COUNT  
**63 OF 79**

GRADING HOURS  
**13,709**

SHOP WORK ORDERS  
**1,833**

35  
YEARS OF  
SERVICE  
**ROBERT COOK**

# ROAD AND Bridge

We've successfully completed another year of work across an **EXTENSIVE** road system, and even with the scale of the task ahead, our team continues to move **FORWARD** together to serve the citizens of Jackson County.

**14** | **LARGE MILLING PROJECTS**



Baker Creek Rd | Bradley Rd | Bright Prospect Rd | Butler Rd  
Christiansted Dr | Columbus Rd | Hare Rd | Hartsfield Rd, Hwy 71 to Poplar Springs Rd | Martin Rd | McKeown Mill Rd | Ontario Rd | Padgett Rd | Sexton Rd | Strickland Rd

**3** | **RESURFACING PROJECTS**

4th Street | Alliance Rd  
Holley Timber Rd

**1** | **BRIDGE REPLACEMENT**

Spruce Rd

**UPGRADED FUEL SYSTEM**



**NEALS LANDING CLEANUP + EXPANSION**



**ENDEAVOR**  
Cleanup + Convention Center  
Parking Lot Prep



**BRUSH CUTTING**

Mass Brush Cutting on Paved Roads

## GOALS FOR 2026

ALIGN STAFF  
SKILLS TO  
**BUILD A  
STRONGER  
TEAM**

**DEVELOP  
TRAINING  
PATHWAYS  
FOR GROWTH &  
ADVANCEMENT**

# FACILITIES

The Facilities Department is always working behind the scenes, ensuring that every county building runs **SMOOTHLY**, **EFFICIENTLY**, and **SAFELY** —so that the work inside them can thrive.

## KEY ACHIEVEMENTS



This year, the Facilities team delivered major renovations and infrastructure improvements across county properties. Projects included significant renovations at **Great Oaks** and **Citizens Lodge**, electrical improvements at the **AG Center**, elevator renovations at the **Green Street facility**, and the successful completion of the **Convention Center**.

INCREASED SECURITY MEASURES AT ROAD AND BRIDGE FACILITY

DE-ICED COUNTY BUILDINGS AFTER WINTER STORM ENZO



WILLIAM MCRONE &  
HOWARD PAYNE  
(MAINTENANCE  
TECHNICIANS)  
RECOGNIZED FOR 5  
YEARS OF SERVICE WITH  
JACKSON COUNTY



### Abraham Johnson

FACILITIES  
DIRECTOR

## Statistics



Custodial crew settled in  
the department as a new  
addition



## CHALLENGE

## SOLUTION

MANPOWER  
SHORTAGES

DELEGATING TASKS  
BASED ON PRIORITY  
+ SAFETY LEVEL

SOFTWARE  
USAGE  
ISSUES

PARTICIPATING  
IN ADDITIONAL  
TRAINING

20  
GOALS  
26

Improve communication regarding  
different projects and tasks

Manage spending more efficiently to align  
with our budget

Improve operational efficiency

Continue to ensure safe, compliant, and  
healthy facilities

# PUBLIC Works

Having the opportunity to provide **VITAL** services to our citizens is a privilege. We are continuously looking for opportunities to make improvements or lower costs to ensure **SAFE** and **SUSTAINABLE** services to our citizens.

## Rett Daniels

DEPUTY COUNTY  
ADMINISTRATOR

CITIZENS LODGE  
WILDFLOWER  
BEAUTIFICATION  
PROJECT



REPLACED KIOSK AT  
BELLAMY BRIDGE  
HERITAGE TRAIL

REPLACED PLANT 1  
MUNICIPAL WATER  
FILTRATION SYSTEM

PHASE 1 OF BOAT  
LANDING SIGNAGE  
INSTALLATION

INSTALLED POWER AT  
NEAL'S LANDING - PHASE 1  
CAMPGROUND REBUILD

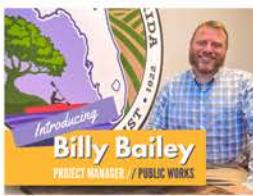


SHANGRI LA  
BOARDWALK &  
OVERLOOK  
PROJECT

EXPANDED ANIMAL  
CONTROL TO A  
2-PERSON FULL-TIME  
OPERATION



HIRED A PROJECT  
MANAGER FOR  
PUBLIC WORKS



## CHALLENGE

MAINTAINING 23  
RECREATIONAL AREAS  
WITH LIMITED STAFFING

GROWING NUMBER OF  
STRAY CATS & DOGS

INCREASED DEVELOPMENT  
& POPULATION GROWTH  
WITH AGING  
INFRASTRUCTURE

## SOLUTION

PRIORITIZED  
MAINTENANCE & CROSS-  
TRAINED STAFF

PARTNERED WITH ANIMAL  
SERVICES, NONPROFITS, &  
COMMUNITY PROGRAMS

DATA-DRIVEN PLANNING &  
INTERDEPARTMENTAL  
COORDINATION

## STATISTICS

CARDBOARD COLLECTED		335	TONS
RECYCLED STEEL		5	TONS
PAPER COLLECTED		5	TONS
STRAY ANIMALS		1,090	
FERAL HOGS		147	
PARK VISITORS		320K+	

## 2026 GOALS

COMPLETE PHASE 2  
OF  
NEALS  
LANDING  
AND  
SHANGRI LA RESTORATION  
(COMMUNITY PAVILION)

COMPLETE  
RENOVATIONS TO  
CITIZENS LODGE

UPDATE THE  
ANIMAL CONTROL  
ORDINANCE TO STRENGTHEN  
ENFORCEMENT & REDUCE STRAY  
ANIMALS COUNTYWIDE.



# BUDGET

Budgeting is more than numbers—it's the strategic compass of county government, guiding decisions, aligning resources, and ensuring every dollar works *FOR* the people we serve.



**Lynsey Darragh**  
ADMINISTRATIVE SERVICES  
DIRECTOR



## **\$33.5M - TRANSPORTATION**

## **\$34.8M - PUBLIC SAFETY**

## **\$19.8M - PHYSICAL ENVIRONMENT**

## **\$16.8M - ECONOMIC ENVIRONMENT**

## **\$11.6M - GENERAL GOVERNMENT**

## **\$2.4M - DEBT SERVICES**

## **\$2.4M - HUMAN SERVICES**

## **\$1.8M - COURT RELATED**

## **\$1.5M - CULTURE/RECREATION**

The Board kept the millage rate the same as the 2024-2025 fiscal year - 7.9450. While the millage rate stayed the same, the value of assessed properties increased, so there will be more ad valorem tax revenue received to fund County operations.

The Board once again approved the adoption of a \$1,650 across-the-board raise for all County employees, to continue to meet minimum wage mandates and address compression.

While we had a successful budget session this year, the budget remains tight. The Board carefully considered each special project request submitted and prioritized needs accordingly. The Board was able to approve necessary projects, while still budgeting a reserve for future needs and emergencies that may arise.

**GOALS** // / / /  
/ / / / / **2026**

THIS YEAR, WE AIM TO STRENGTHEN THE COUNTY'S FINANCIAL SUSTAINABILITY BY ENHANCING LONG-TERM PLANNING, LEVERAGING DATA TO GUIDE BUDGET DECISIONS, AND ALIGNING RESOURCES WITH STRATEGIC PRIORITIES THAT SERVE OUR COMMUNITY.



# CITIZENS ACADEMY



Jackson County proudly celebrates the continued success of its **CITIZENS ACADEMY** program, having completed our **fourth year**. Over the course of several months, these dedicated residents have gone behind the scenes of local government, learning how each department works *FOR Jackson, FOR Future, FOR You*.

The **Citizens Academy Class of 2025** represented a record level of engagement, and we couldn't be more proud of their curiosity, commitment, and community spirit. From road projects to public safety, utilities to community services, these citizens invested their time to understand how their local government serves every corner of Jackson County. We even wrapped up the year with a community service project, packing 600 bags for the Backpack for KIDS program.



*We thank all of our participants for their dedication to learning and their desire to help move Jackson County forward. Together, we can foster a community that is stronger and more connected!*

## 2025 GRADUATES:

Victoria Albritton, Beau Alday, Timothy Bennett, Susan Blount, James Gibson, Vickie Godwin, Terri Hardin, Gail Hill, Brenda Hoagland, James Kirkland, Jet Kirkland, Keith Koppelman, Susan Koppelman, Jesse Lusk, Shannon Lusk, Willie Mack, Ashley Merrill, Shayna Murphy, Rana Oliver, Darvin Owens, Lisa Owens, Rebecca Robinson, James Sallas, Tyler Schaeffer, Paul Smith, Randy Smith, Sylvia Stephens, Deanna Strickland, Charlene Trickey-Durham, Thomas Wood, and Tresa Wood.

# A LEGACY OF BEING **FOR**



During the first half of the 2025 year, outgoing County Administrator Wilanne Daniels continued to leave a lasting mark on Jackson County through her servant leadership and unwavering commitment to being **FOR** others. With 18 years of service with JCBOCC, including seven years as County Administrator, Wilanne helped guide the organization through challenges, strengthen long-term initiatives, and, in January/February 2025, lead the County's first organization-wide training on our **vision**, uniting employees around the shared **values** of **FOR** Jackson, **FOR** Future, **FOR** You. While Wilanne stepped away from her role on June 3, 2025, her influence remains deeply embedded in the organization's culture. The baton was passed to County Administrator Jim Dean, who has continued to lead the County forward, building on this strong foundation and carrying the **FOR** mission through the remainder of the year and beyond.



# CONNECT *with us*



FOLLOW  
US ON  
SOCIALS



FOR

JACKSON  
FUTURE  
YOU

ANNUAL

20  
25

REPORT



*Jackson County, Fl.*

BOARD OF COUNTY COMMISSIONERS

2864 Madison Street

Marianna, Florida 32448

[www.jacksoncountyfl.gov](http://www.jacksoncountyfl.gov)