

FLORIDA DEPUTY SHERIFFS ASSOCIATION

2025 ANNUAL REPORT

Sheriff Gator DeLoach, Board President
Keith Dean, Executive Director



HONORING THE FALLEN



DEPUTY DEVIN JARAMILLO
Miami-Dade County



SGT. TERRI SWEETING-MASHKOW
Indian River County



DEPUTY WILLIAM MAY
Walton County



DEPUTY ANDRES "ANDY" LAHERA
Citrus County



DETECTIVE CORPORAL CHRISTOPHER DALE MOCK
St. Lucie County



SGT. ALTON DALE BERRIAN
Santa Rosa County



DEPUTY SHERIFF JEREMY H. CASSADY
Escambia County



LT. WILLIAM GARLICK
Charlotte County



CPL. MARCIAL RODRIGUEZ
Citrus County

FDSA BOARD



SHERIFF GATOR DELOACH
Board President



LIEUTENANT ERIC BURKE
Treasurer



SHERIFF PEYTON GRINNELL
Vice President



SHERIFF MIKE ADKINSON



SHERIFF BOBBY SCHULTZ



CHIEF BOBBY GREEN



COLONEL BRAD SMITH



MAJOR WES BURCH



SHERIFF BILLY WOODS



SHERIFF RICK STALY



SHERIFF AJ SMITH



SHERIFF GORDON SMITH

FDSA STAFF



KEITH DEAN, CPA
Executive Director



JOHN CREAMER
Deputy Executive Director



KAY ROWE
Accounting and Claims Director



BARB SIPPERLY
Membership Director



WAYNE RAMBO
Director of Deputy
Relations/Engagement

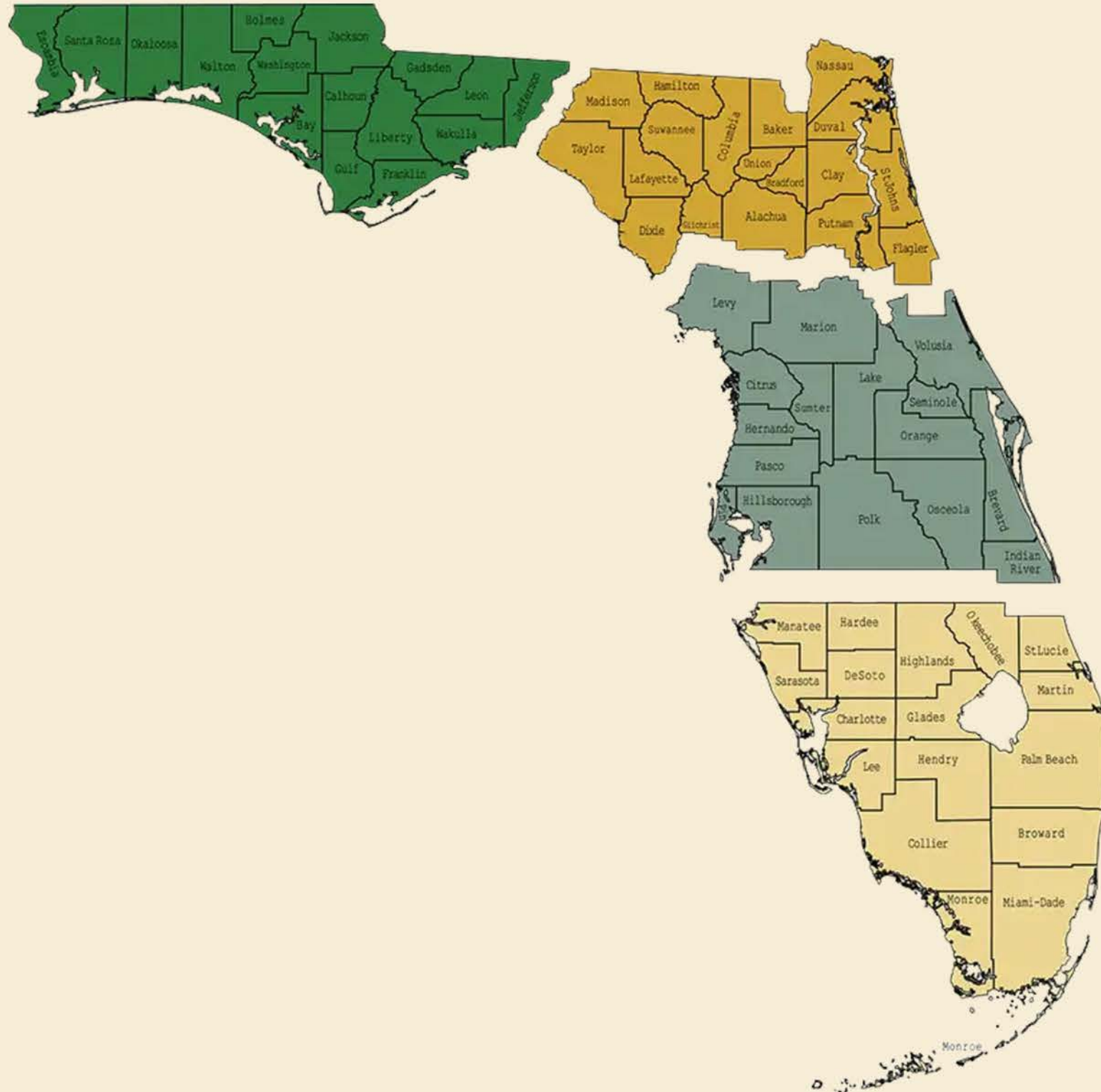


DAISY GRAY
Director of Apprenticeship
and Member Programs



DAVID RAMBA
Legislative Counsel

FDSA MEMBER REPRESENTATIVES



CHIEF BOBBY GREEN
District 1
Leon County



COLONEL BRAD SMITH
District 2
Bradford County



VACANT
District 3



LIEUTENANT ERIC BURKE
District 4
Charlotte County



2025 YEAR IN REVIEW

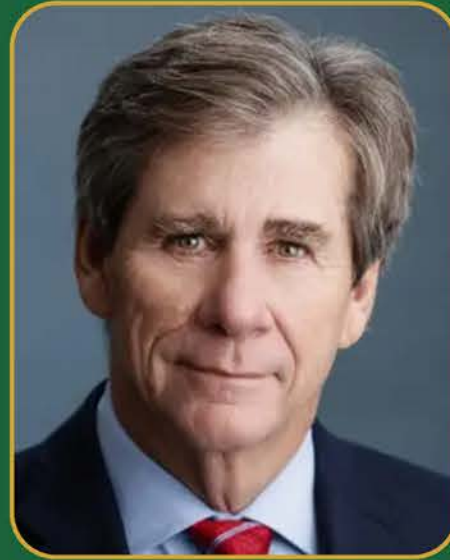


FDSA LEGAL TEAM



JOHN WHITAKER
Attorney

Avera & Smith Attorneys at Law



ROD W. SMITH
Partner

Avera & Smith Attorneys at Law



GABRIELLE RADCLIFFE
Attorney

Gabrielle Radcliffe Law Office, P.A.



ETHAN ANDREW WAY
Attorney

Way Law Firm



AARON D. DELGADO
Partner

Aaron Delgado & Associates



IGNACIO M. ALVAREZ, ESQ.
Managing Partner

ALGO Law Firm



ISRAEL REYES
Managing Partner

The Reyes Law Firm



MICHAEL FLOWERS
Partner

Anchors Smith Grimsley, PLC

OUR LEGAL TEAM IN ACTION

**Dan Abrams Live coverage of
the Florida deputy who fatally
shot Senior Airman Roger
Fortson in May 2025**

TRAINING & EDUCATION

Delivered **21 in-person training classes** statewide

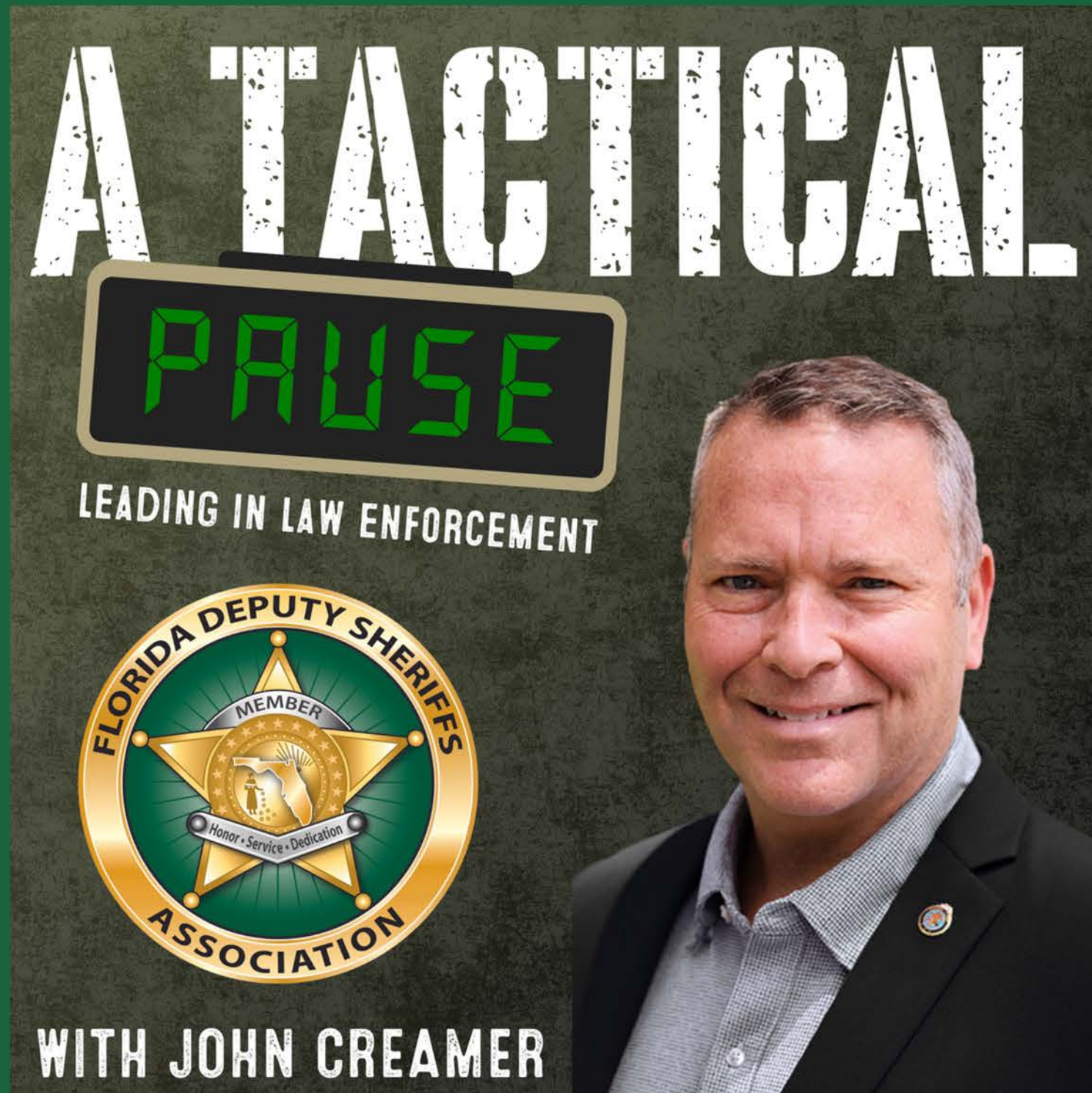
Hosted **TAC OPS Training Conference** in Jacksonville

Reached an estimated **950+ attendees** through in-person training

Training topics included leadership, wellness, resilience, legal updates, financial wellness, technology and culture



PODCAST & ONGOING ENGAGEMENT



Launched "A Tactical Pause" in 2025

Produced 22 EPISODES
With more than
2,000 LISTENS

Extended wellness, leadership and culture conversations beyond the classroom.

DIGITAL & MARKETING REACH

80,000

website visits
(+700% from 2024)

33,032

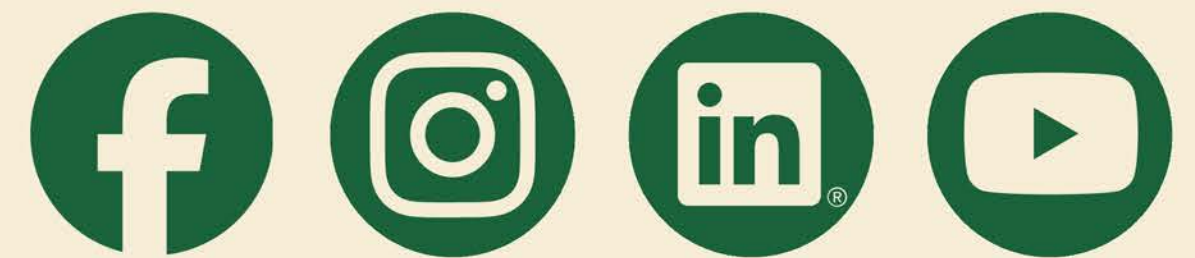
total followers on
social media

4.5 MILLION

impressions on social
media platforms

Launched TikTok and YouTube channels

70,000 emails opened



DEPUTY WELLNESS & SUPPORT



Expanded wellness-focused training aligned with emerging suicide-risk research

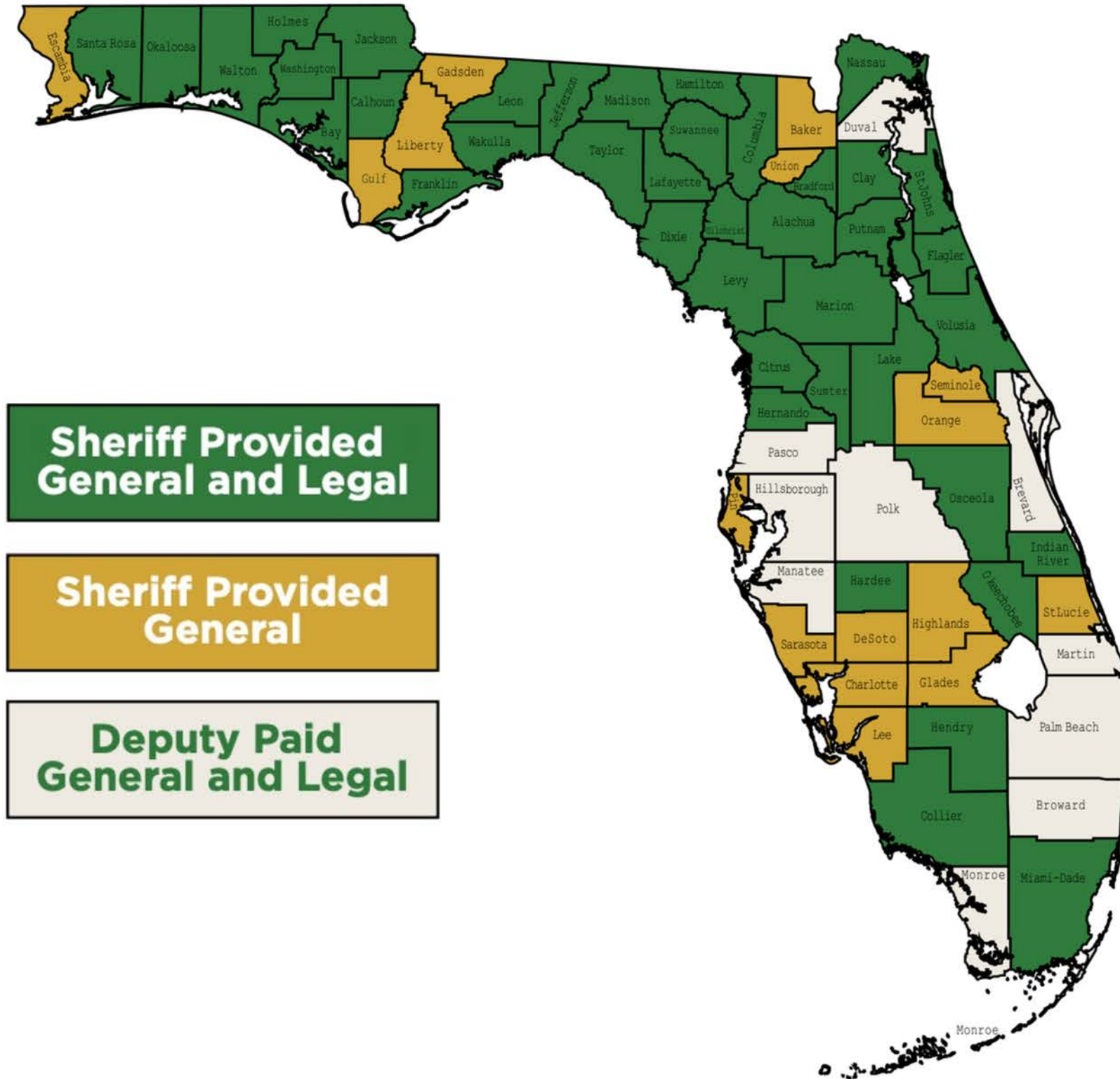
Launched and maintained a comprehensive trauma resources webpage

Delivered **\$368,325** in Lend A Hand assistance to deputies and families

Actively supported statewide fundraisers for deputies killed or wounded in the line of duty



FDSA MEMBERSHIP



MEMBERSHIP GROWTH

Assisted in growing FDSA membership to **30,000+ members**

Membership dues revenue increased **11%**

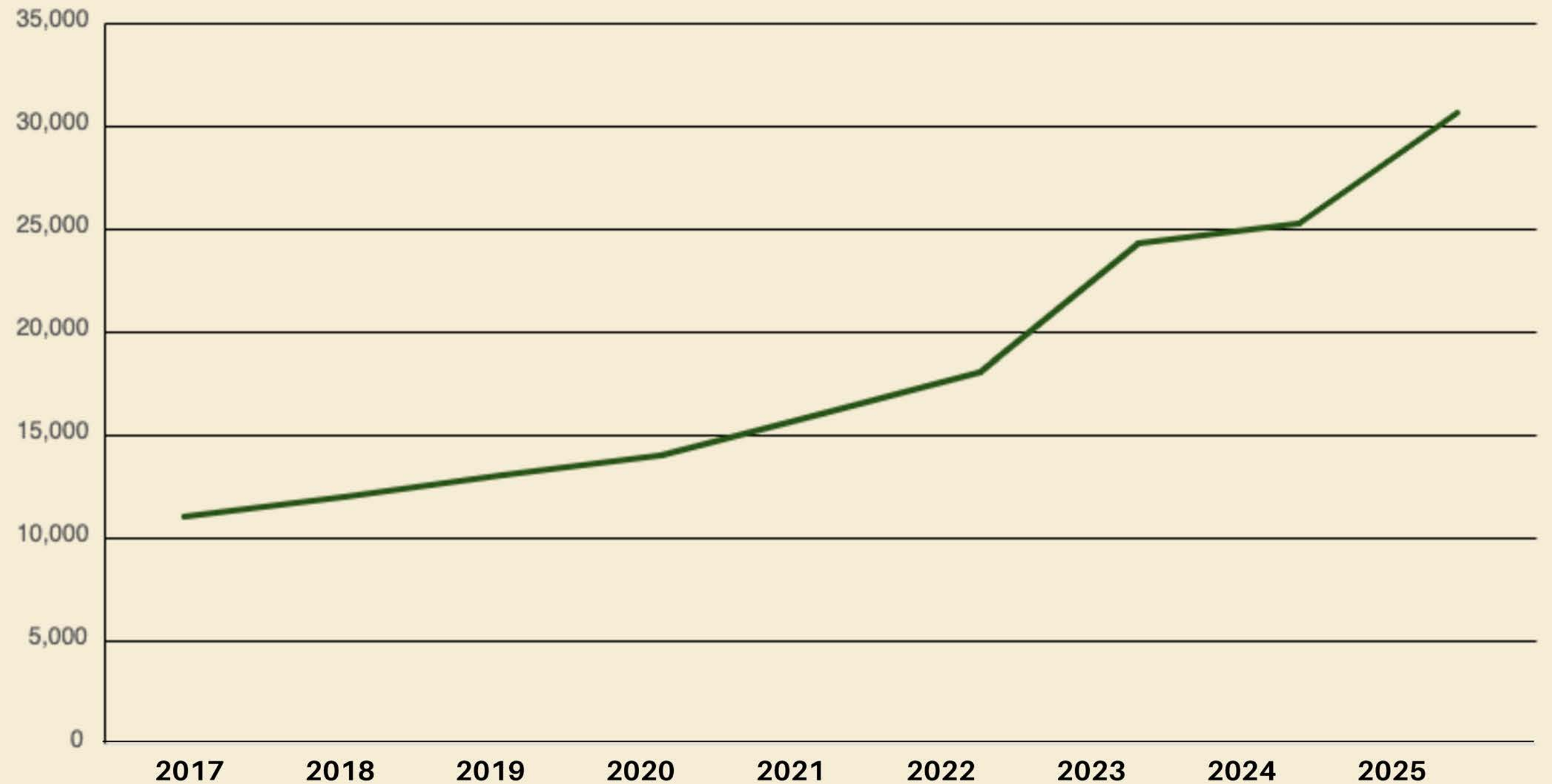
Added **Miami-Dade County and Sarasota County**

Transitioned **Gulf County** to legal benefit coverage

Initiated campaigns to move additional counties toward legal benefits

MEMBERSHIP GROWTH

**2025
GROWTH:
30,595
MEMBERS**



MEMBERSHIP GROWTH

Miami-Dade County:
+ 5,000 members

Sarasota County:
+ 1,100 members



PARTNERSHIPS & REPRESENTATION

Represented FDSA at major statewide and national conferences

Strengthened partnerships with Survive First, After Action, and FDLE

John appointed to the FDLE Post Critical Incident Seminar (PCIS) training cadre



SPONSORSHIPS

SECURED \$86,000+

in sponsorship support and in-kind donations in 2025

Sponsors supported training, wellness, conferences and digital engagement



SAFERWATCH



LAW ENFORCEMENT APPRENTICESHIP PROGRAM (LEAP)

2025: 74 APPRENTICES supported across 16 Sheriff's offices;
\$2.5M allocated by Q2.

To date: **117 APPRENTICES** supported; **\$3.25M** in state funding;
25 participating Sheriff's offices.

Demand: 53 registered apprentices across 8 Sheriff's offices unfunded due to limited appropriations.

2026: Planned expansion to 10-20 additional Sheriff's offices and 250-350 law enforcement professionals, subject to funding.

FDSA CREDIT UNION INITIATIVE

Goal: Make life easier, safer and more financially stable for the men and women who serve our communities.

Hundreds of Deputies Served Statewide

- **New accounts opened for deputies and staff, including those previously denied by banks**
-

High-Interest Debt Reduced or Eliminated

- **Payday lending cycles refinanced into responsible loans**
 - **Monthly payments lowered, restoring disposable income**
-

Real Dollars Back in Family Budgets

- **Vehicle loans refinanced at lower rates**
- **Access to top-tier money market and savings rates**

REAL IMPACT. REAL RESULTS.

FDSA CREDIT UNION INITIATIVE

Scalable Benefits with Long-Term Value

Up to 6% Checking + One of the Nation's Top Money Market Rates

- Competitive returns without added risk
-

\$1,000,000 in Deposit Insurance

- 4× the standard bank coverage for deputies' savings
-

5,000+ Branches + On-Site Financial Support

- Mobile banking with nationwide in-person access
 - Confidential, one-on-one assistance brought directly to Sheriff's offices
-

Lifetime Membership for Law Enforcement Families

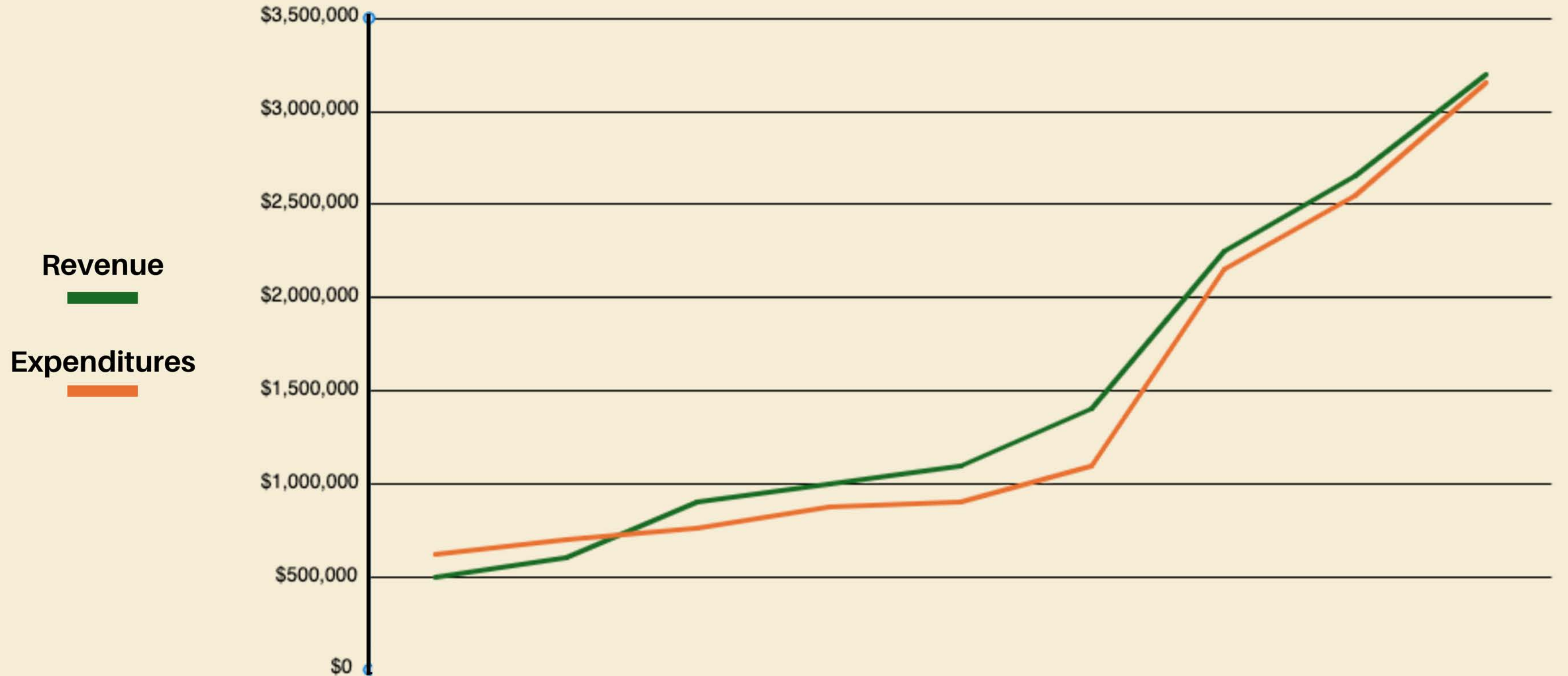
- Extendable to children, parents, and siblings
- Long-term financial stability beyond active service

REAL IMPACT. REAL RESULTS.

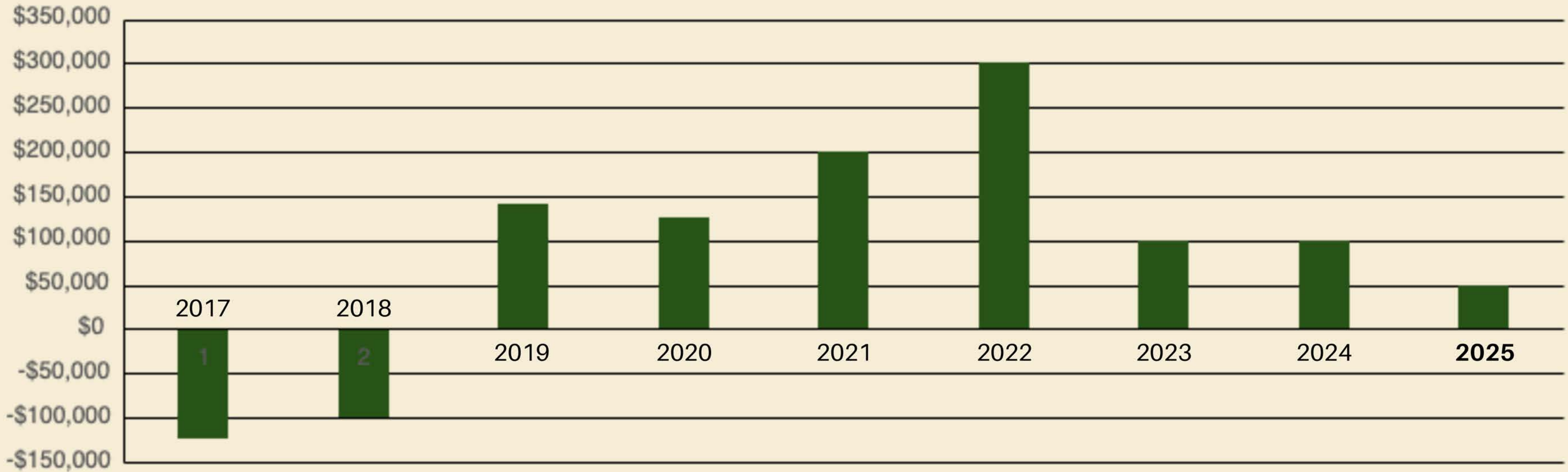
BUDGET REVIEW



REVENUE & EXPENDITURES 2017-2025



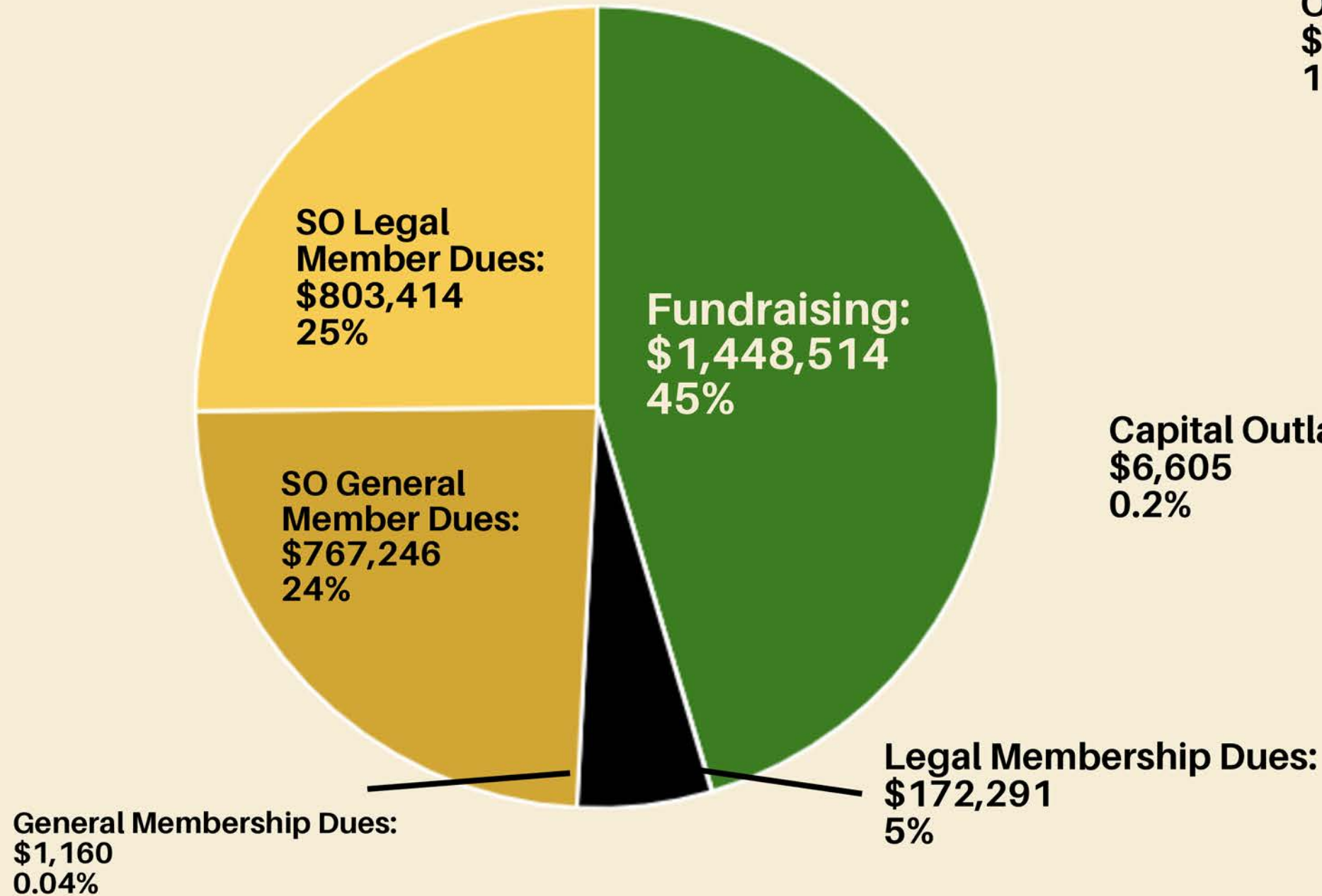
NET INCOME 2017-2025



2025 Net income: \$50,000

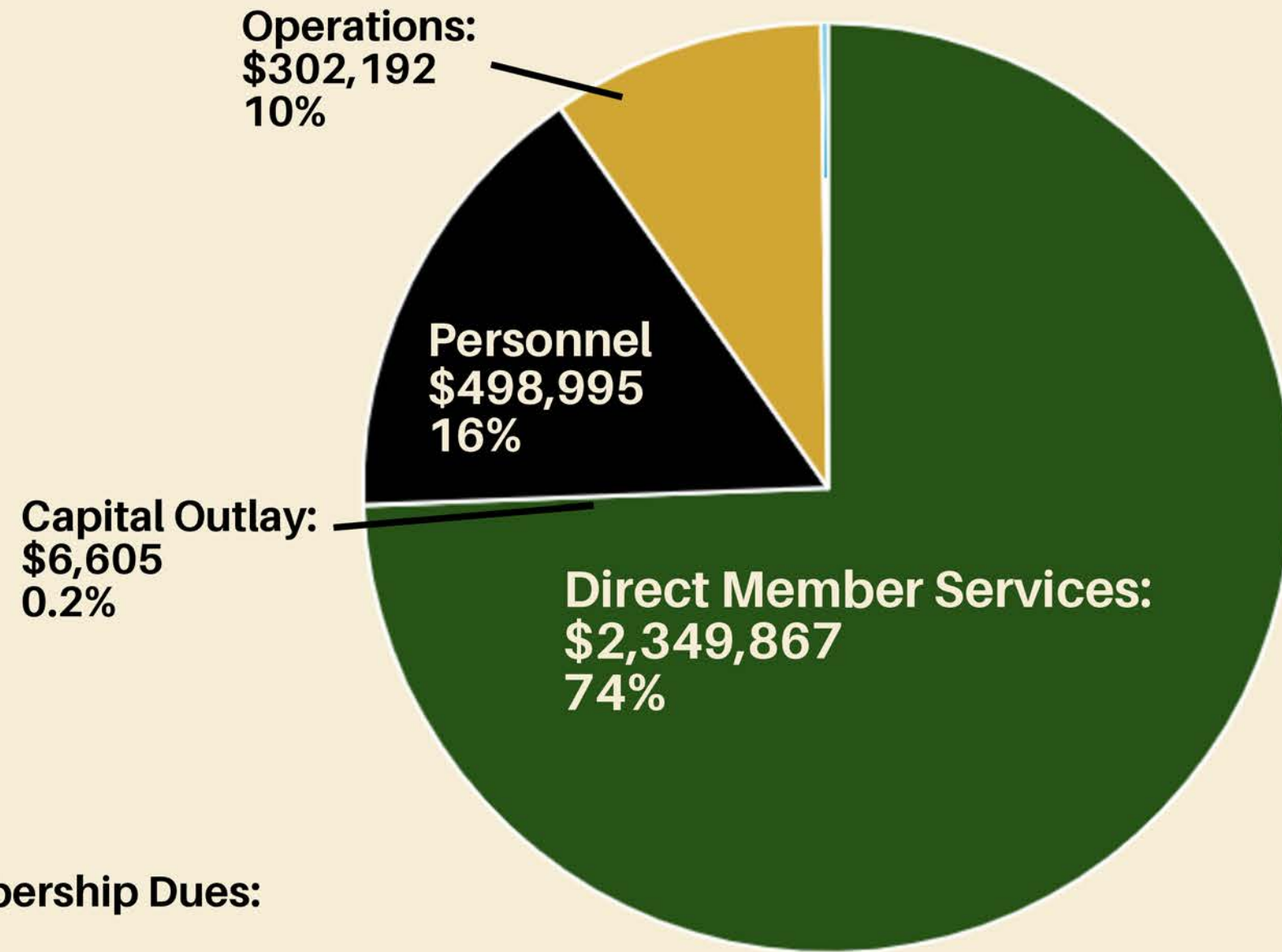
2025 REVENUE & EXPENDITURE BREAKDOWN

REVENUE



TOTAL: \$3,192,626

EXPENDITURE



TOTAL: \$3,157,659

2025 DIRECT MEMBER BENEFITS PAYMENTS

FDSCU	\$25,000
Apprentice Program Payroll	\$59,595
Apprentice Program Admin Expenses	\$6,000
SO Funding - Apprentice Program	\$664,632
Sponsorships & Marketing	\$4,700
24/7 Call Center	\$2,045
Training & Seminar Expenses	\$27,998
Membership Processing	\$21,978
AD&D Member Premium	\$416,479
ID Theft Protection Plan	\$12,858
On Duty Illness Benefit	\$171,475
Legal Benefit Expense	\$568,782
Lend A Hand Disbursements	\$368,325

TOTAL:
\$2,349,867

INSURANCE BACKED BENEFITS

\$305,726 PAID
7 claims



LEGISLATIVE AGENDA



LEGISLATIVE INITIATIVES

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2026 GOALS



EXPANDING OPPORTUNITY, TRAINING & WELLNESS

Supporting the Whole Deputy — On Duty and at Home

20 projected in-person training events statewide

Expanded focus on:

- Leadership and supervision
 - Wellness and resilience
 - Career-long and post-career support
-

Wellness initiatives informed by Florida law enforcement suicide research

Continued production of “A Tactical Pause” to extend training and wellness conversations statewide

Increased leadership development for deputies and supervisors

Expanded family-focused support programs

Our Focus: Helping Florida’s deputies thrive — professionally and personally.

PARTNERSHIPS & PROFESSIONAL REPRESENTATION

FDLE Post Critical Incident Seminar (PCIS)

- Support all five sessions as part of the training cadre

Continued collaboration with statewide partners

Strengthening deputy-focused training and support networks



FUNDING & SUSTAINABILITY GOALS - INVESTING IN ACCESS AND IMPACT

\$50,000 sponsorship goal in 2026

Active research and pursuit of:

- Wellness grants
 - Leadership development grants
 - Training access grants
-



Focus on sustainability without increasing member burden

LEGISLATIVE PRIORITIES FOR 2026

Advocating for Deputies' Futures

Pursue tuition reimbursement legislation

- Supporting deputies like those with FHP

Continue collaborative legislative efforts with FDLE and partners

Focus on policies that strengthen recruitment, retention, and long-term wellness



CLOSING: THE ROAD AHEAD

FDSA will continue to:

- Train with purpose
- Advocate with strength
- Support deputies and families with compassion

**THE MOMENTUM IS
REAL**

**THE MISSION IS
CLEAR**

**THE WORK
CONTINUES**

FLORIDA DEPUTY SHERIFFS ASSOCIATION

2025 ANNUAL REPORT PRESENTATION

THANK YOU

