



SEMINOLE COUNTY
FLORIDA'S NATURAL CHOICE

20
23

COUNTY
MANAGER'S
REPORT

New Horizons



TABLE OF CONTENTS

2 Message from the County Manager	14 Environmental Services
3 Organizational Chart	15 Utilities
4 Public Works	16 Innovation and Strategic Initiatives
6 Parks and Recreation	18 Human Resources
8 Fire Department	19 Are You A Seminole Ambassador?
10 Emergency Management	20 Seminole By The Numbers
11 Development Services	22 Budget
12 Community Services	23 Connect
13 Fleet and Facilities	

MESSAGE FROM THE COUNTY MANAGER



Residents and Businesses of Seminole County,

On behalf of the County Manager's Office and all County staff, we are pleased to present Seminole County's 2023 Annual Report.

Your safety—whether you are a Seminole County resident, business owner, or visitor—is the top priority of every County employee. This report illustrates the work of our dedicated Seminole County Ambassadors, who fulfill the County's mission of serving our community and supporting its well-being.

Our Ambassadors are committed to the services they provide to the public. Seminole County is a special place filled with natural wonders, an unmatched quality of life, and business corridors teeming with opportunities. It is our responsibility to protect it, and we do so with great pride.

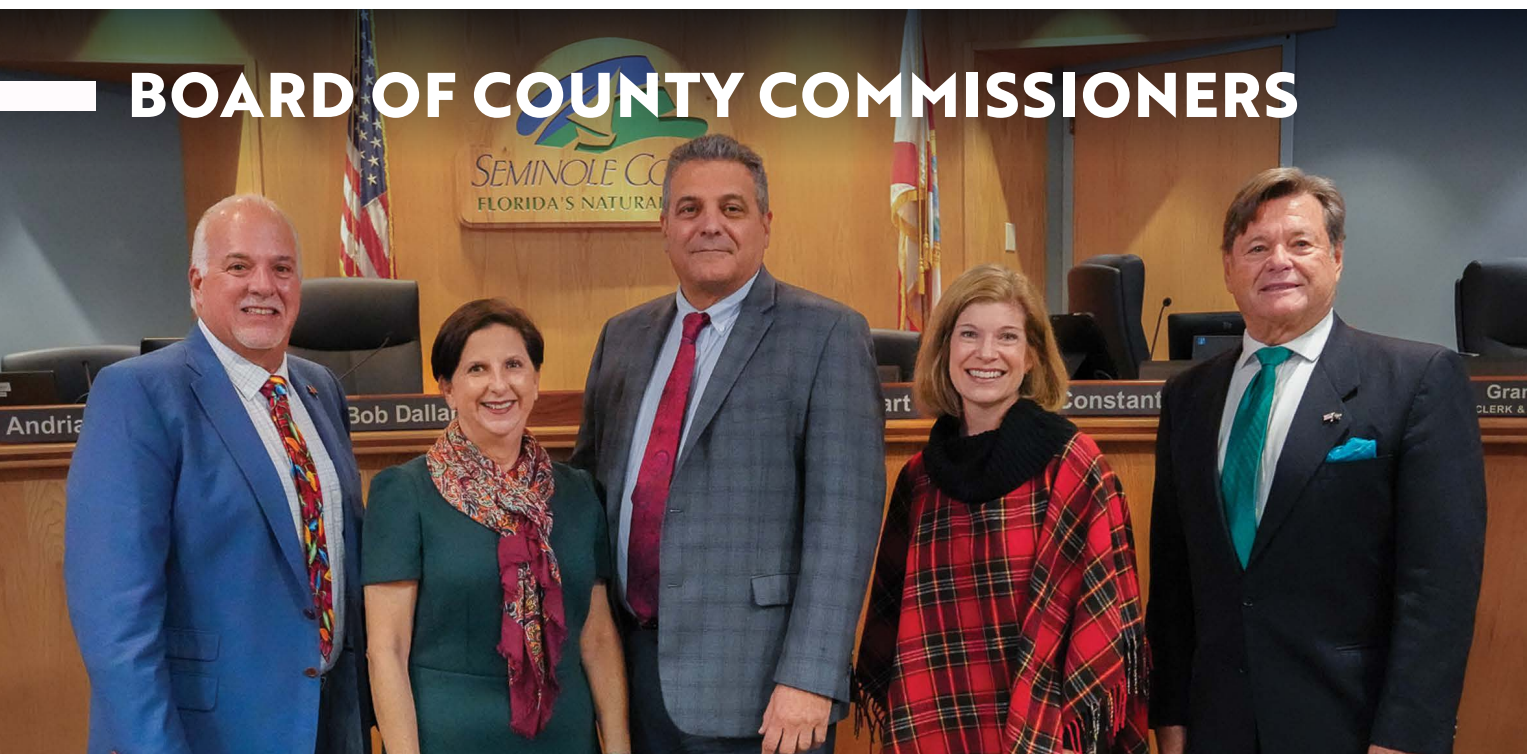
Investments in capital infrastructure continue to yield immediate dividends for residents and businesses. From the opening of a new state-of-the-art fire station to the design and construction of stormwater systems, these improvements safeguard our community. Other key investments funded by Seminole County's Infrastructure Sales Tax contribute to the County's unparalleled access to recreational activities, outdoor experiences, and some of Florida's most stunning natural vistas.

County government, our cities, community groups, and organizations are partnering to better serve you. The relationships formed through our work in 2023 have provided a strong foundation. Seminole County is filled with progress and flush with potential. Our thriving economic sectors, strategic location in Central Florida, and a growing population that applauds innovative and quality business development foster an environment for sustained growth and prosperity.

We are proud of the hard work that contributed to this year's success and will continue that momentum as we head into the new year. By exploring new horizons with technology, innovation, and collaboration, we are redefining the future of Seminole County.

Darren S. Gray
County Manager

BOARD OF COUNTY COMMISSIONERS



JAY ZEMBOWER CHAIRMAN DISTRICT 2 COMMISSIONER	ANDRIA HERR VICE CHAIR DISTRICT 5 COMMISSIONER	BOB DALLARI DISTRICT 1 COMMISSIONER	AMY LOCKHART DISTRICT 4 COMMISSIONER	LEE CONSTANTINE DISTRICT 3 COMMISSIONER
---	--	--	---	--

ORGANIZATIONAL CHANGES BRING FRESH PERSPECTIVES

The reorganization of County departments optimizes resources and improves collaboration. It also aligns administrative structures with the contemporary demands of a growing and diverse population.

The most significant change to the County's organizational structure was the creation of the **Innovation and Strategic Initiatives Department**. Charged with fostering innovation and driving positive change within the organization and the community, the new department combines forces from various services, including Information Technology, Resource Management, Economic Development and Tourism, and Strategic Initiatives.

The new Department of **Fleet and Facilities** combines the ever-growing specialty services of maintenance and development. The new team is more flexible, allowing it to adapt quickly to emerging trends, leverage advancements in technology, and implement best practices.

Another major change to the organizational structure was the split of the Environmental Services Department. The **Utilities Department** was created to focus on Water Utility Operations and Water Utility Engineering. **Environmental Services** narrowed its focus to Solid Waste, Watershed Management, Water Quality, and Water Policy.

Seminole County's commitment to transparency and accountability is evident in this reorganization effort. The County aims to enhance communication both internally among departments and externally with the creation of the **Office of Communications**, which encompasses the County's public and media information services, graphic design, social media, website content management, and public access television channel, SGTv.

Finally, the creation of the new **Chief Administrator of Development Review** role provides a critical link to our development community, helping to coordinate the development review process. This strategic realignment ensures Seminole County's residents and businesses receive the highest quality of services in an ever-changing landscape.



INNOVATION AND STRATEGIC INITIATIVES



FLEET AND FACILITIES



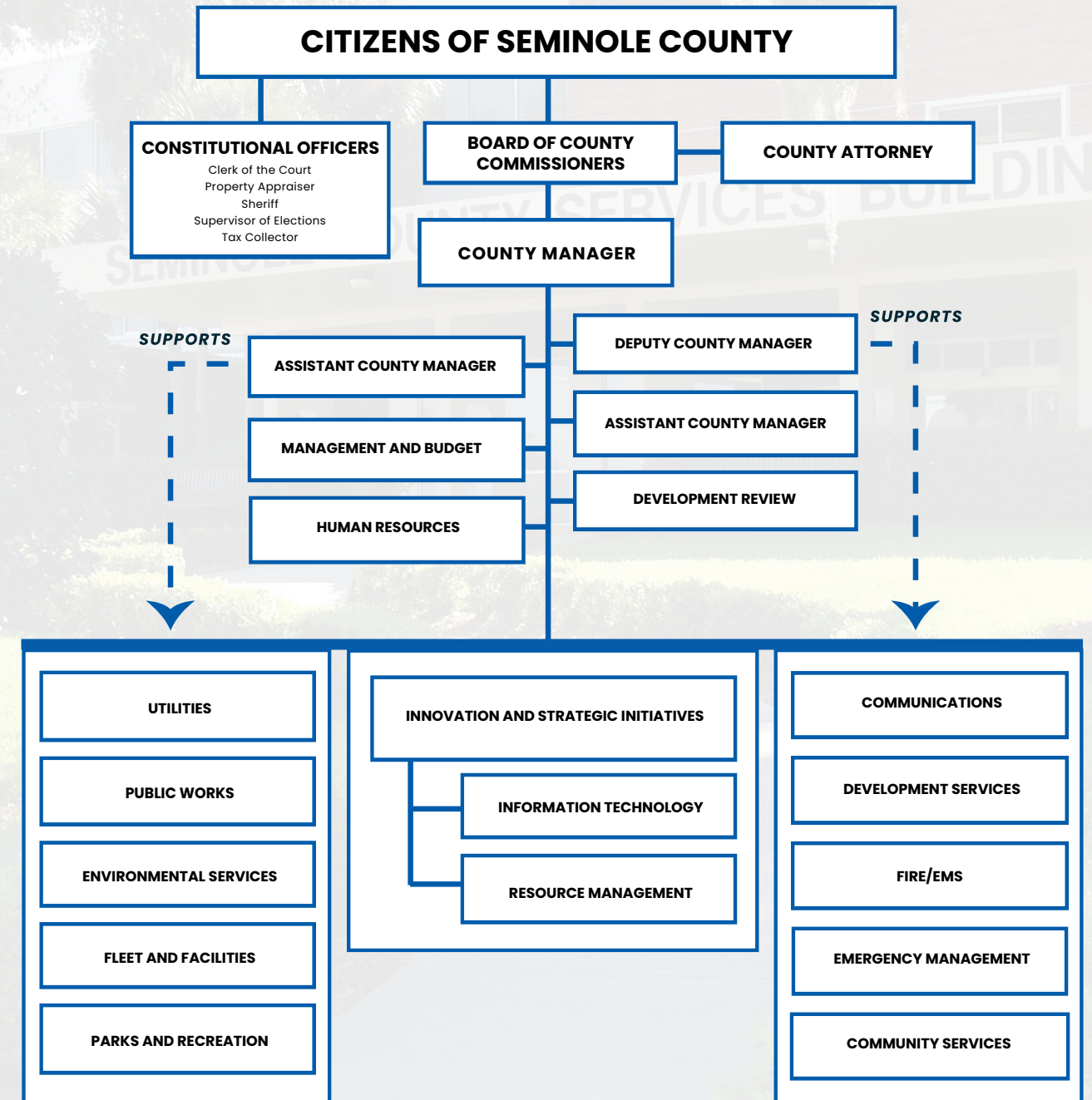
UTILITIES



OFFICE OF COMMUNICATIONS



DEVELOPMENT REVIEW



PUBLIC WORKS



CROSS SEMINOLE TRAIL I-4 OVERPASS

The Public Works Department deploys innovative designs and meticulous planning to ensure the effective and sustainable development, maintenance, and improvement of crucial infrastructure. This includes comprehensive strategies for road construction and stormwater systems, primarily funded by the One Cent Infrastructure Sales Tax, commonly referred to as the Penny Sales Tax.



SUNRAIL TRAVELING BY LAKE MONROE WAYSIDE PARK



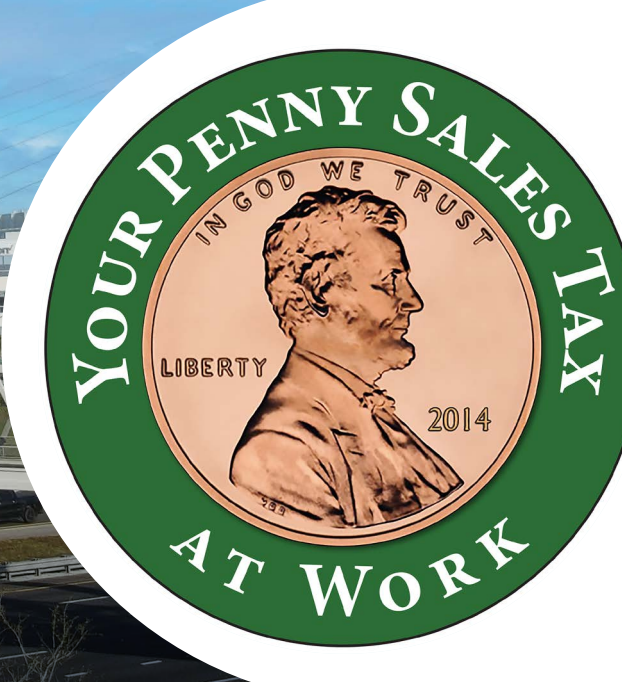
RETREAT ROAD

SPOTLIGHT ON MULTI-MODAL TRAVEL

Seminole County's 20-year plan for infrastructure upgrades, the **2045 Transportation Mobility Plan (TMP)**, is nearing completion. This blueprint guides decisions on future infrastructure improvements. The 2045 TMP places a strong emphasis on multi-modal investments, recognizing that people throughout Seminole County rely on bus and rail transit, carpools, walking, biking, and other modes of transportation.

PROJECTS CROSS THE FINISH LINE

Many key improvement projects with construction timelines stretching over several years were completed in 2023. The **Hattaway Drive Drainage Improvements** included the installation of new piping, a cross drain, and the replacement of the existing baffle box and outfall pipe into Lake Orienta. The **E.E. Williamson Road Trail Connector** provides new access to the Seminole Wekiva Trail, designated as one of Seminole County's Showcase Trails due to its length, beauty, and accommodation of various users. Additionally, a new pond and improved ditches were constructed to enhance drainage at **Mullet Lake Park Road (Retreat Road)**.



PENNY SALES TAX PROJECTS CURRENTLY IN DESIGN/STUDY PHASE










Wekiva Basin TMDL • Lake Brantley Nutrient Study
 Lake Seminary Nutrient Study • Little Wekiva River Restoration • Lake Mills & Surrounding Nutrient Study
 Lake Jesup Shoreline Restoration • New Oxford Road Widening • Slavia Road Capacity Improvements
 2045 Transportation Mobility Plan • Sanford Avenue Intermodal • Fire Station #39 Access Road • Kentucky Street Additional Lanes • Lake Mary Boulevard at Country Club Road • Lake of the Woods Crosswalk and Sidewalk Gap • McCulloch Road Median Modifications
 Oranole Road and Linneal Beach Drive Sidewalks
 Red Bug Lake Road and Mikler Road Intersection Improvements • Woodland II Subdivision Outfall Replacement • 5-Points Central Boulevard • Econ Basin-Lake Crescent • Old Lake Mary Road Sidewalks
 Riverview Avenue Sidewalks • Sanford Avenue and Rose Hill Trail • Whitcomb Drive Drainage Improvements
 Basin Studies/East County Basins • Lake Harney Circle Drainage Improvements (HMGP) • Nebraska Avenue Bridge Drainage Improvements (HMGP) • Old Mims Road and South Jungle Road (HMGP) • SR 434 Widening Roundabouts • Seminole Wekiva Trail Tunnels at SR 434 and SR 436 • Econ Basin Study
 Markham Road and Lake Markham Road Drainage Improvements • Midway Drainage Improvements
 Orange Boulevard (CR 431) Safety • Smith Canal and Monroe Basin Study Stormwater Master Plan
 Willow Avenue and Alhambra Avenue Drainage (HMGP)
 Celery/Mellonville Trail (Lake Monroe Loop) • East SR 434 at Ronald Reagan Boulevard (CR 427) • North Street Corridor Improvements Phase 1 • Oxford Road Drainage and Sidewalks • US 17/92 Pedestrian Ramps
 Wekiva Springs Road Intersection Improvements
 Tucker Drive Sidewalks • Michigan Avenue (Drainage Improvements)

PENNY SALES TAX PROJECTS CURRENTLY IN CONSTRUCTION PHASE

Airport Boulevard Intersection Improvements • SR 426/CR 419 Widening Phase 2 • Crane Strand Canal Culvert Replacement • Hattaway Drive Drainage Improvements Phase 2 • Hillview Drive Drainage Improvements (HMGP)
 SR 434/Sand Lake Road Intersection Improvements
 E.E. Williamson Road Trail Connector • Wymore Road Improvements • CR 419 at Snow Hill Road Sidewalk
 Narcissus Avenue Roadway Improvements
 Miller Road Culvert Drainage (HMGP)

ONE CENT SUCCESS

Heading into the final year of the voter-approved, third-generation Penny Sales Tax, the Department of Public Works expended more than \$46 million on transportation infrastructure. The tally includes:

-  **Design/Study Projects Started: 20**
-  **Design/Study Projects Completed: 17**
-  **Construction Projects Started: 14**
-  **Construction Projects Completed: 33***
-  **Sidewalk Projects Completed: 5**
-  **Linear Feet of Sidewalks Constructed: 34,662**
-  **Bridges Constructed: 2**
-  **Roadway and Bridge Projects Completed: 24**
-  **Miles of Roadway Resurfaced: 59**

* Many Public Works projects stretch over several years

PARKS AND RECREATION

WE ♥ OUR PARKS!



PLAYGROUND POP UP PARTY AT MIDWAY PARK



SEMINOLECOUNTYLEISURE

Formerly known as Leisure Services, the Parks and Recreation Department provides recreational, cultural, educational, and environmental services that enrich the lives of Seminole County residents. Teams from Parks and Recreation, Greenways and Natural Lands, Library Services, and UF/IFAS Extension Services are dedicated to offering resources and programs that build community and promote health and wellness.

EVENTFUL SUCCESSES

Parks and Recreation events unite residents and visitors, fostering play, learning, and community spirit. Collectively, the four Parks and Recreation divisions organized thousands of free and affordable programs and events annually. Additionally, Library Services expanded its Youth Program offerings by 46% and Adult Program offerings by 25%, delivering almost 3,000 programs and engaging participants across all age groups, from infants to seniors.



5 LIBRARY BRANCHES



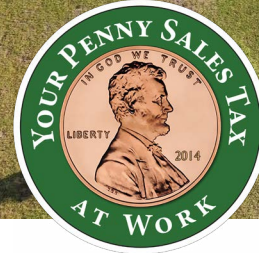
11 NATURAL LANDS AREAS



31 PARKS & TRAILHEADS



136 MILES OF TRAILS



SUNLAND PARK



LAKE MONROE WAYSIDE PARK

PARKS POWERED BY THE PENNY

Funds from the **One Cent Infrastructure Sales Tax**, or Penny Sales Tax, fueled a number of park enhancement projects in 2023. Destinations like **Lake Mills Park** and **Lake Monroe Wayside Park** underwent major renovations, including new trails and boat ramps, while neighborhood favorites like **Midway Park**, **Sunland Park**, and **Lake Dot Park** received upgrades ranging from new playgrounds to accessibility improvements.

PLANNING TOMORROW'S PARKS, TODAY

Seminole Forever

To preserve green spaces for future generations, Seminole County established the **Seminole Forever Land Acquisition Program**. This allows the County to acquire environmentally significant lands that add to its inventory of parks, all without an additional tax on residents. Mirroring the State's Florida Forever Program, Seminole Forever prioritizes protecting green space in both urban and rural areas.

Master Plan

Seminole County initiated the **2023 Parks and Recreation System Master Plan**, a 10-year, holistic roadmap for the entire park system. Residents were surveyed on their current feedback and unmet wants and needs. Along with survey results, the Master Plan will contemplate projected population needs and recreation trends for the next decade.

GOLF GREENS TO GREEN SPACES



ROLLING HILLS

Rolling Hills

The Parks and Public Works Departments completed plans for **Rolling Hills Community Park** in Longwood and its accompanying roadway changes. The park, a former golf course, will feature a fishing pier, an adaptive-friendly playground, and other amenities, surrounded by safer streets and stormwater improvements. Construction will begin in 2024.



DEER RUN CLUBHOUSE

Deer Run

Seminole County is also teeing up the **Deer Run Golf Course** property in Casselberry for its conversion to a community park by preparing its conceptual master plan for review in 2024. Over the next several years, neighbors will witness the transformation of the former fairways and clubhouse into passive recreation facilities and a bustling community center.

FIRE DEPARTMENT



STATION 39 GROUNDBREAKING

Since 1974, the Seminole County Fire Department (SCFD) has been committed to preserving life and property through high-quality emergency services, community partnerships, and prevention practices. With a top ISO Class 1 rating by the National Insurance Services Office, SCFD is proud to deliver capabilities of a world-class metropolitan fire department while maintaining a hometown culture and community focus. The highly trained Fire Prevention, Operations, Administration, and Emergency Communications teams are driven by a mission to help Seminole County residents stay safe.

NEW STATIONS ADDRESS COMMUNITY NEEDS

Fire Station 39

As Seminole County's population grows, so does the demand for emergency services. In 2023, SCFD broke ground on the new **Fire Station 39**, which will serve the Heathrow/Paola area. Currently in progress, the Department's twenty-first station will improve response times and alleviate call volume by two minutes in large sections in the northwest area of the County.

Fire Station 11

SCFD partnered with the City of Altamonte Springs to finalize, relocate, and open **Fire Station 11** for service in December 2023. Originally located in the City's municipal complex for more than 40 years, the new 10,300 square foot station is designed to accommodate modern safety features and design elements.



HIGH-WATER MULTI-USE VEHICLES

NEW VEHICLES AND CUTTING-EDGE TECHNOLOGY

Following Hurricane Ian in 2022, it was clear that the Department needed to upgrade its fleet to rescue residents from floods and other natural disasters. Using American Rescue Plan Act (ARPA) funds, the County purchased two new high-water vehicles. These multi-purpose vehicles allow Seminole County to remain prepared for storms, wildfires, and other emergencies.

Seminole County also installed a collision prevention service into all its fire apparatus to protect first responders and roadside workers. This **digital alert system** notifies drivers of nearby emergency vehicles via navigation apps or integrated car dashboard systems so they can slow down and steer clear of accident scenes.

EDUCATING AND EMPOWERING RESIDENTS

SCFD's community education and outreach efforts equip County residents with the knowledge and resources to keep themselves and their families safe. To **prevent pediatric drownings**, SCFD teamed up with the Gunner Martin Foundation to distribute education materials and hundreds of free door alarms at Seminole County Library branches. The alarms alert parents if a child accesses a door to a pool while unattended.

The **community paramedicine** program continued to make strides in its second year. SCFD paramedics made thousands of home visits to patients, providing them with essential preventative healthcare while decreasing calls and costs to the emergency system.



TOWER 12 TRAINING



SEMINOLE COUNTY EMERGENCY OPERATIONS CENTER

The Emergency Management Department serves as a vital safeguard for our residents. Overseeing the critical divisions of Emergency Management, E-911, Addressing, Emergency Telecommunications, and Animal Services, the Department handles many diverse aspects of public safety.

PROTECTING OUR PETS

Seminole County Animal Services had one of the most challenging years in the history of the agency. Four different cruelty cases brought over 120 animals to the shelter for medical treatment and placement into loving and caring homes. To prevent these horrendous incidents from happening in the future, the Board of County Commissioners authorized the creation of an Animal Cruelty Registry and a preventive Animal Hoarding Ordinance.

The shelter also handled an uptick in owner surrenders in 2023, which led the team to create new avenues to move pets into homes. This included foster programs, reduced adoption fees, media spotlights, and an inaugural holiday adoption event, **Paws & Claus**, held in December at Greenwood Lakes Park.



PAWS & CLAUS

READY AND RESILIENT

Even during “blue skies”, dedicated **Emergency Management** staff remain vigilant, implementing strategic planning and outreach to keep residents well-equipped to navigate through times of crisis. Technology upgrades to **911 and Telecommunications** databases ensure first responders are ready to react to incidents accurately and quickly.

Proactive planning allows Seminole County to understand and mitigate potential risks and provide a coordinated response during a disaster. The Department’s successful recovery efforts following Hurricanes Ian and Nicole illustrate these effective strategies.

Emergency Management hosted several trainings and exercises last year. These programs prepared staff, partners, and community members for the unthinkable – storms, active shooters, or even a mass casualty event.



HURRICANE JOE EXERCISE

DEVELOPMENT SERVICES

The Development Services Department oversees land use planning, zoning, building permitting, and environmental protection. They work collaboratively with residents, businesses, and local agencies to accommodate sustainable growth. From conducting comprehensive development reviews to administering building codes, Development Services is dedicated to maintaining the highest standards in construction and land use.

PROUD PLANNING

Seminole County’s comprehensive planning initiative, **Envision 2045**, was completed in December 2022. With a horizon set for the year 2045, the plan focused on creating a sustainable, vibrant, and resilient community. It incorporated input from residents, businesses, and stakeholders to address key issues such as land use, transportation, environmental conservation, and economic development. By outlining a strategic vision that balances Seminole County’s natural beauty and future population growth, the plan will help guide policy decisions and investments for decades. The outcomes of Envision 2045 were integrated into the 2023 updates to the Comprehensive Plan and Land Development Code.

COMPREHENSIVE CHEERS

The Planning and Development Division completed updates to the County’s **Comprehensive Plan** through the state’s process of evaluation and appraisal review based amendments. Major updates to the plan included aligning future land use with Envision 2045 and updating policies to meet state statutes, such as the recent state septic tank regulations. One of the more notable additions to the plan was the recognition of rural enclaves, an innovative planning tool that can help preserve suburban communities. The updated Land Development Code helps the County plan for future development and growth by incorporating the latest state and federal directives and promoting Seminole County’s Florida-friendly outlook for development, recreation, and livability within Seminole County.



SMART PLANNING LAYS THE GROUNDWORK FOR FLOURISHING COMMUNITIES

INNOVATION AND STRATEGIC INITIATIVES

Seminole County is blessed with some of the Sunshine State's most outstanding natural, cultural, and economic resources. The recently established Office of Innovation and Strategic Initiatives takes a proactive stance in safeguarding these resources by tackling challenges directly. Its mission is to pursue diverse funding and innovative resources to enable the County's future-ready effort, particularly in sustainability, resiliency, economic well-being, and digital equity. The Office oversees various County functions, including Strategic Initiatives, Economic Development, Tourism, Information Technology, and Resource Management, encompassing Financial Management, Grants, Purchasing, and Contracts.

GAME ON

Last year, Seminole County Sports Tourism recruited 94 sporting events, bringing in more than 200,000 visitors and producing an economic impact exceeding \$64 million. Facilities like the Boombah Sports Complex and Boombah Soldiers Creek Park have been game changers, providing the opportunity to host large-scale youth sporting events. Sports tourism led the way to Seminole County history. This past year, the County set records for its largest annual visitor count (over 2.2 million), economic impact (over \$1.2 billion), and Tourist Development Tax collection (over \$6.8 million) from Leisure and Sports Tourism team efforts.



ELITE CLUBS NATIONAL LEAGUE TOURNAMENT AT SYLVAN LAKE PARK



IT ELEVATES CYBERSECURITY

Local governments have been the recent target of cyber-criminal organizations. Seminole County has been proactive in training staff and making **cybersecurity** a daily focus. When a new state law passed requiring local municipalities to adopt cybersecurity best practices, Seminole County was already well on its way to compliance. The multi-departmental effort, led by the offices of Information Technology (IT) and Resource Management, included developing a cyber awareness training program, adopting a cybersecurity best practice framework, and implementing tools and technologies to reduce the chance of intruders accessing the County's information systems.



CUSTOMER SERVICE CENTRIC

At the heart of Seminole County's new horizons is a renewed emphasis on customer service. The Seminole County Ambassadors who staff IT's Citizen Engagement Center are driven by a mission to offer information quickly and efficiently to those calling 3-1-1. In 2023, the top citizen requests were for building services and utilities. During times of emergency, the Citizen Engagement Center transitions to a 24-hour information hotline, providing friendly, timely, and accurate information.



SMALL BUSINESS, LARGE SUCCESS

The Economic Development team has fostered a business-friendly environment, achieving the region's lowest unemployment rate. Seminole County has the fifth-lowest unemployment rate out of Florida's 67 counties, underscoring its economic strength and successful job creation strategies. Moreover, Seminole County's business incubators are flourishing, operating at 100% occupancy. This demonstrates a strong demand for such nurturing environments, which are vital for the growth of startups and entrepreneurs. New partnerships this year with the National Entrepreneur Center and Prospera lead the way for continued growth in the small business sector.



COMMUNITY SERVICES

COMMUNITY SERVICES COMPUTER LAB

The Seminole County Community Services Department aims to enhance equality within our community, working with children, veterans, people with disability, and those experiencing social and economic disadvantages. Community Services strives to create a safe and fair community where Seminole residents feel they can reach their full potential and lead fulfilling lives.



ARPA HOME GROUNDBREAKING

HOMETOWN HELPERS

Community Services received \$2 million of American Rescue Plan Act (ARPA) funds dedicated for the creation, diversification, and preservation of attainable housing. The Community Development Division continues to work with nonprofit partners, Florida SPECS and Habitat for Humanity, on its **innovative line of credit program**. Each organization received \$1 million to construct six single-family homes each for first-time home buyers. These partners will sell and then reimburse the County for the actual cost of construction. Up to 20% of the first-time home buyer's down payment, along with all closing costs, will be awarded and paid from the recouped construction cost. These 12 homes are anticipated to be completed and sold in 2024.



VETERANS' SERVICES

NEW BEGINNINGS

A partnership between Community Services and Disabled American Veterans (DAV) Chapter 30 in Sanford created a unique opportunity to strengthen DAV's **Veteran Self-Empowerment Program**. Last year, the Board of County Commissioners unanimously passed a resolution to allow a previously purchased single-family home in Sanford to be used for affordable housing for veterans. With the addition of the property, the DAV program is now providing eligible low-income veterans up to one year of affordable residency while setting and achieving attainable life goals.

FLEET AND FACILITIES

The Seminole County Fleet and Facilities Department is one of the County's newest departments. Formerly a part of Public Works, their services are a vital component of the County's infrastructure. With a commitment to efficiency, safety, and sustainability, the Department ensures the operational readiness of County vehicles and the functionality of public facilities.

COURTHOUSE IMPROVEMENTS TURN THE CORNER

The construction of the **Justice James E.C. Perry Annex** is progressing on schedule. The future home to the State Attorney, Public Defender, Seminole County Clerk of Court, and various administrative offices, occupants of the 104,000-square foot facility began moving into their new home in early 2024. This new Annex is part of the larger Five Points Master Plan.

FIVE ALIVE

Located near the intersection of Eslinger Way and U.S. 17-92 in Sanford, the Five Points Operations Complex currently houses the Sheriff, State Attorney, Public Defender, John E. Polk Correctional Facility, Juvenile Justice Center, and County operated offices. To enhance operational efficiency and the effectiveness of County government services and operations, the **Five Points Master Plan** outlines a strategy to migrate County services and buildings onto one centralized campus. The recently completed parking garage, central chiller plant, and utility upgrades lay the groundwork for future improvements at Five Points.



SEMINOLE COUNTY COURTHOUSE ANNEX

ENVIRONMENTAL SERVICES

As responsible stewards of Seminole County's natural resources, the Department of Environmental Services provides expertise that we all rely on every day including solid waste management, watershed management, and recycling.

WASTE-LESS INNOVATIONS

The Solid Waste Division has a vision of achieving zero waste of resources and enhancing the environment through innovation and sustainable practices. By exploring the latest achievements in recycling technologies, Solid Waste is bringing value to its Seminole County customers.

Landfill Gas Purchase Agreement Amendment

Last year, the Board of County Commissioners approved a new leachate evaporator plant and an improved cost-share agreement, allowing for long-term operational stability.

Landfill Leachate Collection System Upgrade

Solid Waste completed rehabilitation of the landfill's four lift stations and launched an automated telemetry upgrade project. In addition, the team repaired and upgraded the system to allow automation of leachate lift stations and the leachate tank farm.

PLANTING FOR THE FUTURE

The Watershed Management Division is responsible for protecting, maintaining, enhancing, and restoring the quality of Seminole County's surface water resources. The Division planted approximately 23,000 native, beneficial aquatic plants in a 400-acre section along the north shore of Lake Jesup.



LITTLE WEKIVA RIVER

Little Wekiva River Restoration Project

Watershed Management is removing accumulated sediment and vegetation from the river to restore its historic flow patterns and riverine habitat.



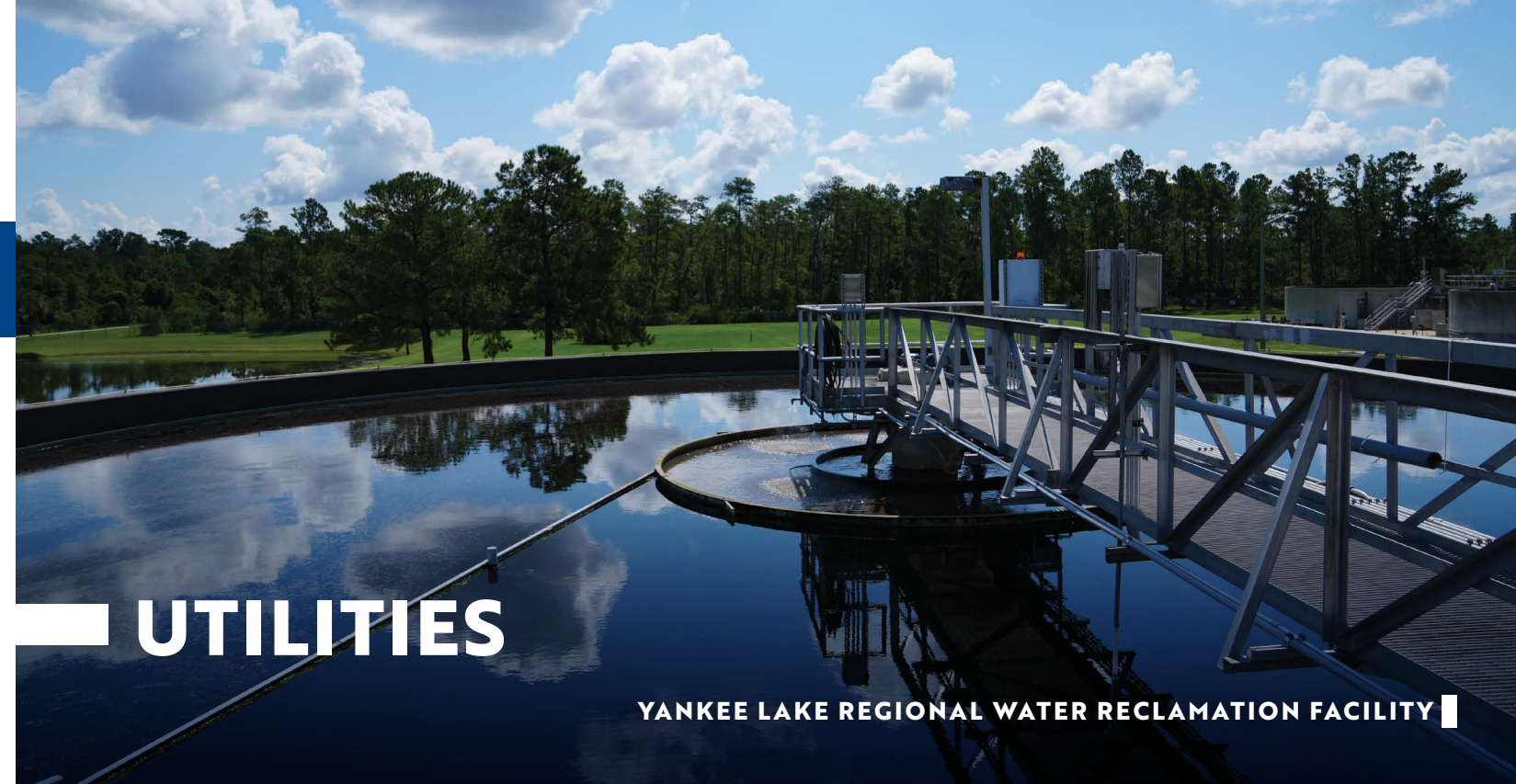
SERV CLEANUP AT WILSON'S LANDING

SERV Program

Seminole Education, Restoration, and Volunteer Program participants planted 12,750 native shoreline plants along Seminole County's lakes.



SEMINOLE COUNTY LANDFILL



UTILITIES

YANKEE LAKE REGIONAL WATER RECLAMATION FACILITY

The newly formed Utilities Department was designed to strengthen the County's mission of providing drinking water, wastewater, and reclaimed water services that are safe for the community and the environment.



LOCKWOOD BLVD CONSTRUCTION

REPAIR AND RESTORE

An unplanned repair and replace project impacting more than 320 feet of sanitary sewer line underneath **Lockwood Boulevard** near Oviedo became the Utilities Department's largest project of the year. Teams constructed a temporary bypass to prevent sanitary sewer overflow. The collapsed pipe was buried 30 feet deep, which created many challenges with dewatering efforts and backfill operations. Completed in early 2024, Lockwood Boulevard has been repaired and restored.



MARKHAM WATER TREATMENT PLANT

SMART CONNECTIONS

The Utilities Department began conducting a pilot program that tests cellular-based water meters, known as "smart water metering," testing the technology's potential to improve service time and billing efficiencies. One of the greatest benefits of the program to customers would be the ability to monitor and adjust their water use during a billing period and identify potential problems, like a sudden increase in water use which could indicate a leak.

HUMAN RESOURCES

Human Resources is the backbone of Seminole County's workforce. With responsibilities that extend from recruitment and benefits to employee training and development, the office plays a pivotal role in ensuring the successful delivery of County services by way of its skilled staff.



RECRUITMENT AND RETENTION

Seminole County's new organizational structure brought a need for new talent. Human Resources used **recruitment strategies** such as on-site job fairs and social media to attract more applicants. More than 250 new hires joined the County in 2023.

Retention is just as important as recruitment. Thanks to the County's competitive benefits, positive workplace culture, and professional development opportunities, 171 existing employees received promotions.



TRAINING AND EMPLOYEE DEVELOPMENT

Ongoing training programs equip employees with the skills they need to provide superior County services. In 2023, Human Resources hosted a variety of online and in-person training courses, which featured topics such as policies, procedures, and compliance, and professional development. More than 200 employees also self-reported completion of their own independent professional learning.



EMPLOYEE WELLNESS

The updated countywide **HR newsletter** features monthly health and wellness education sessions and activities, curated in partnership with the County's new health insurance carrier. These programs focus on physical health, nutrition, stress reduction, and more, encouraging healthy habits and cultivating a nurturing work environment.

BECOME A SEMINOLE COUNTY AMBASSADOR

JOIN US

We're hiring. If you have the qualities described below, visit seminolecountyfl.gov/jobs.

Eager to make a difference for Seminole County residents and businesses.


Ready to take charge of your future.

Open to experiencing new opportunities with an awesome team.



Opportunities available in all operations, including Fleet and Facilities, Parks and Recreation, Roads, and Utilities. Sponsorship offered for candidates seeking certifications in HVAC, Automotive Technician, Water Treatment Plant Operator, Collections and Distribution Technician, and Equipment Operator.

SEMINOLE COUNTY BY THE NUMBERS

 **POPULATION**
471,826

 **MEDIAN AGE**
39.5

 **LABOR FORCE**
275,774

 **SEMINOLE COUNTY RANKINGS**

 **MEDIAN HOUSEHOLD INCOME**
\$70,297

 **MEDIAN HOME VALUE**
\$357K

 **IN FLORIDA**

 **IN AMERICA**

#1 FOR FAMILIES

#32 FOR FAMILIES

#1 TO LIVE

#46 TO LIVE

#2 FOR YOUNG PROFESSIONALS

#46 BEST PUBLIC SCHOOLS

#3 PUBLIC SCHOOLS

 **EMPLOYED POPULATION**
266,836

EMPLOYED POPULATION 55+
64,008

Sources:

U.S. Census American Community Survey (ACS) 2019

Lightcast

Esri: Geographic Information System (GIS)

Niche.com 2021 Rankings



MANAGEMENT & BUDGET

The Office of Management & Budget administers the Countywide budget and functions as a steward of Seminole County's public funds. Guided by principles of fiscal responsibility and transparency, the team works to provide accessible financial information to residents and stakeholders. By embracing accountability, the office aims to not only make sustainable financial decisions, but also encourage residents to share their input and become involved with Seminole County's financial future.

THE UNINCORPORATED COUNTY MILLAGE RATE (COUNTYWIDE, ROADS, FIRE)

REMAINS ONE OF THE LOWEST IN THE REGION

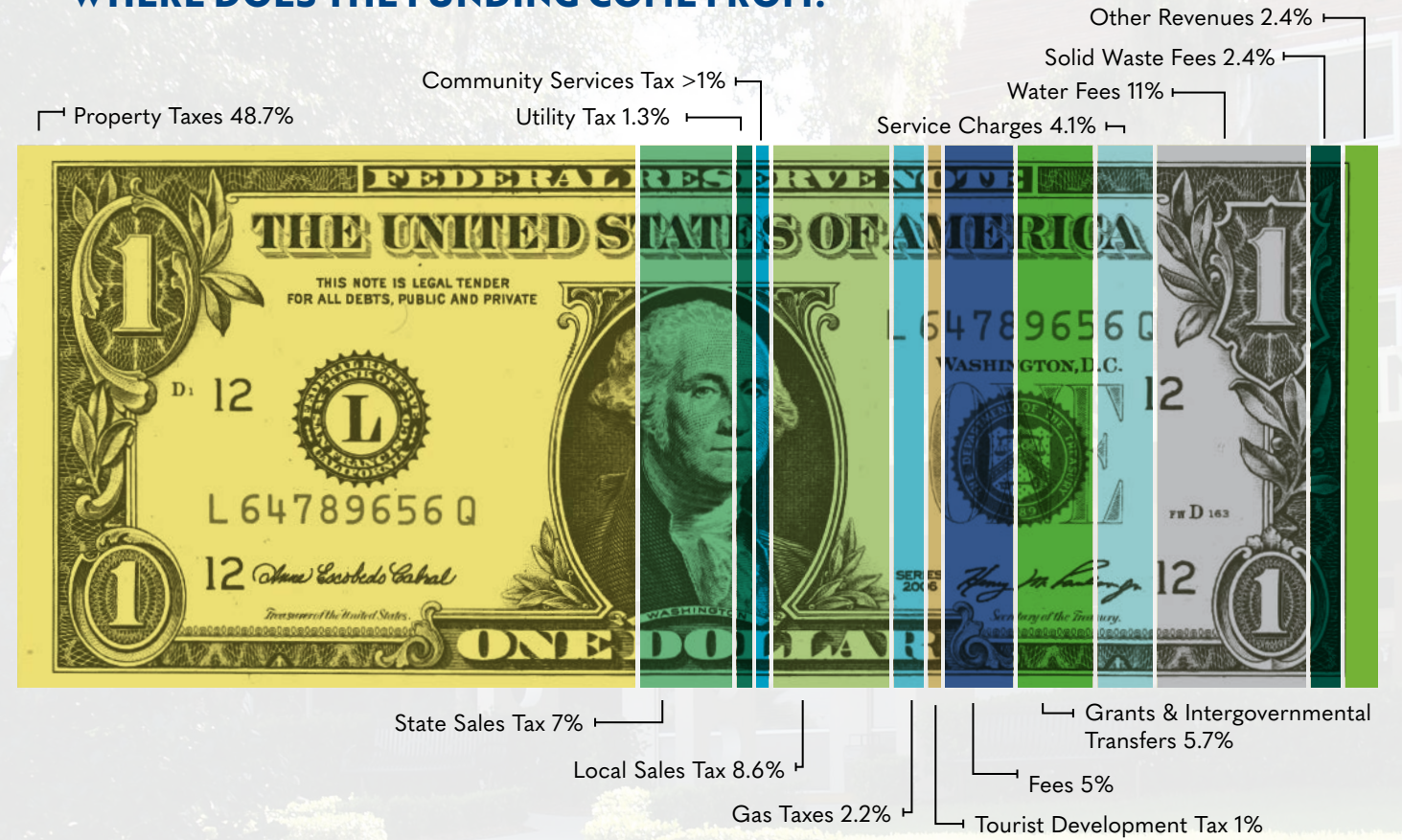
TOTAL BUDGET
■ 1,071,338,637

GENERAL FUND BUDGET
■ 384,939,080

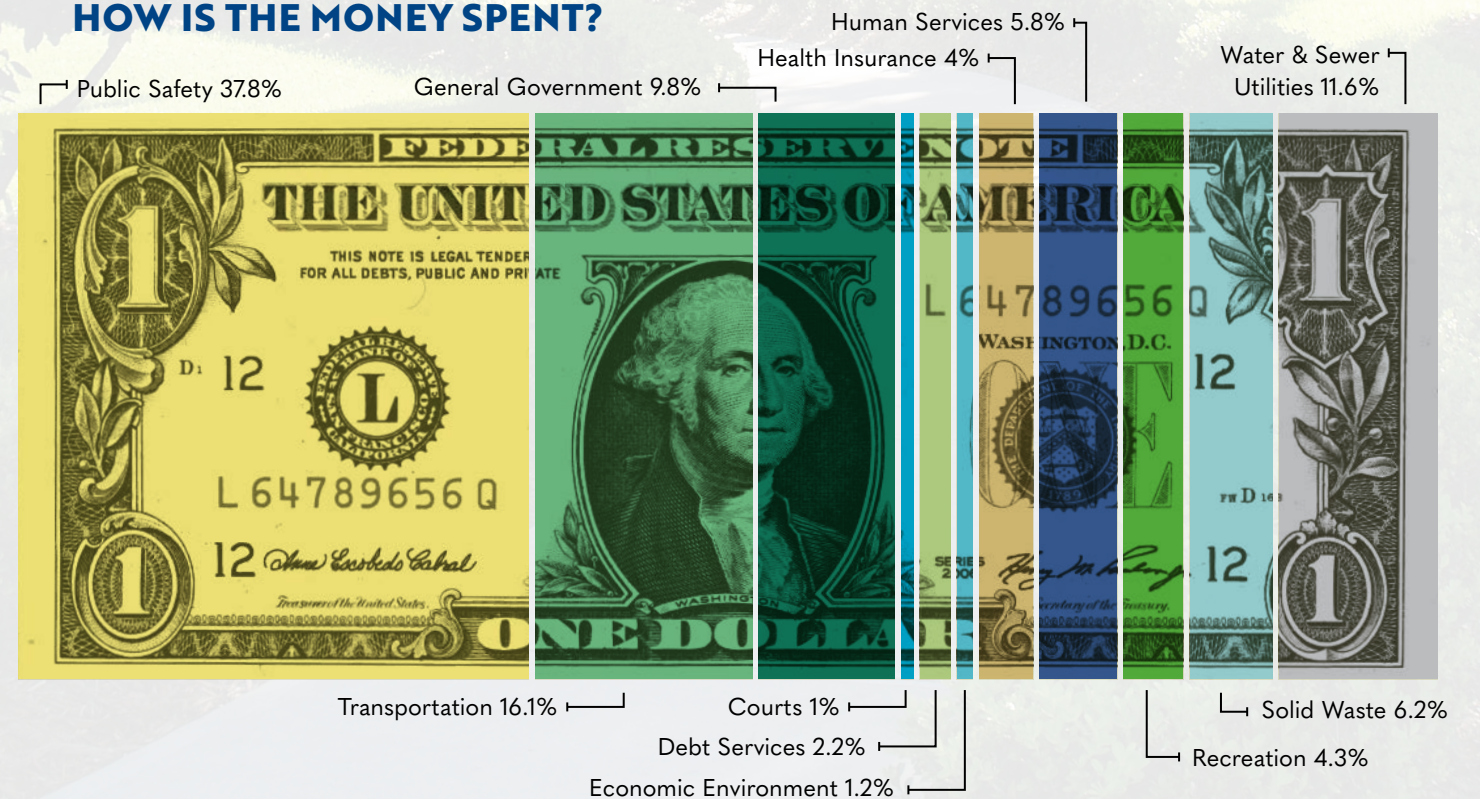
Adopted Millage Rates (Unincorporated) FY 23/24	
General Fund	4.8751
Roads MSTU	0.1107
Fire District MSTU	2.7649
School Board	5.3780
Water District (SJRWMD)	0.1793
TOTAL MILLAGE	13.3080

General Fund Reserves	
General Fund Reserves	\$59,982,990
% OF OPERATING REVENUE	20%
(EXCLUDES FUND BALANCE AND TRANSFERS)	
Countywide Taxable Value Increase From Prior Year	
Existing Properties	4,171,238,163
New Construction	603,381,074
Total Taxable Value Increase	4,774,619,237
% INCREASE	10.65%

WHERE DOES THE FUNDING COME FROM?



HOW IS THE MONEY SPENT?



STAY IN TOUCH WITH SEMINOLE

County services and programs are driven by collaboration with the community. The Office of Communications was established to foster two-way communication with residents and businesses and to keep all Seminole County audiences informed, educated, and engaged using traditional, digital, and emerging media outlets.

WATCH SEMINOLE COUNTY GOVERNMENT TELEVISION (SGTV)


 [YouTube.com/SeminoleCounty](https://www.youtube.com/SeminoleCounty)

 Spectrum Cable Channel 498 or [seminolecountyfl.gov/sgtv](https://www.seminolecountyfl.gov/sgtv)

FOLLOW US ON SOCIAL MEDIA

 [Facebook.com/SeminoleCounty](https://www.facebook.com/SeminoleCounty)

 [@SeminoleCountyFL](https://www.instagram.com/SeminoleCountyFL)

 [@SeminoleCounty](https://www.x.com/SeminoleCounty)

 [Nextdoor.com](https://www.nextdoor.com)



SUBSCRIBE TO OUR NEWSLETTER

Sign up online for our Newsletter at [seminolecountyfl.com/news](https://www.seminolecountyfl.com/news)

SCAN HERE TO SIGN UP





SEMINOLE COUNTY

FLOIDA'S NATURAL CHOICE

