Flagler County

2025

Annual Report

Table of Contents

Flagler County Board of County Commissioners	3
Flagler County Administrator	4
Organizational Chart	5
Demographics	6
Collaborating with Community Partners	8
Offering a Helping Hand	10
Putting Flagler F.I.R.S.T.	11
Living Our Core Practices	12
Engaged and Empowered Employees	14
Strategic Plan	16
Legislative Priorities	18
Comparing Your Dollar	20
FY24/25 Flagler County Budget in Brief	22
Stretching Your Tax Dollars	23
Departments	24
In Memoriam - Jorge Salinas	56
Citizens Committees	58
Quick Reference	59

Departments

Administration	24
Attorney	25
Communications	26
Growth Management	27
Engineering Services	28
Emergency Management	32
Emergency Communications Center	33
Executive Airport	34
Extension Services	36
Department of Health - Flagler County	37
Financial Services	38
Fire Rescue	40
General Services	42
Veterans Services	46
Human Resources	47
Health & Human Services	48
Innovation Technology	50
Land Management	51
Public Library System	52
Tourism	54
Economic Development	55



Flagler County Fire Rescue donates surplus firefighter equipment to the University of South Florida's Naval ROTC program.

Fast Facts

Population:	136,744
Unincorporated:	15%
Within city limits:	85%
Area (square miles);	571
Established:	1917
County seat:	Bunnell
Largest city:	Palm Coast
Median household income:	$72,923
Districting:	5 districts/at-large
Median age:	52.9

Source: U.S. Census Bureau

About Flagler County

Flagler County, established in 1917 and named after railroad magnate Henry Flagler, is nestled on Florida's northeast coast between St. Johns and Volusia counties. Long before its founding, the area was home to the Timucuan and Seminole peoples, with European contact beginning in the 1500s. Today, the county honors this rich heritage through its preserved archaeological sites, historical landmarks, and scenic parks.

In the 1800s, Flagler County's fertile soil supported thriving plantations that grew crops like sugar cane and corn. The Bulow Plantation—once the largest sugar plantation on Florida's east coast—is now a state historic park that tells the story of the region's agricultural legacy. Later, the cultivation of Irish potatoes became a key economic driver, a fact still honored today with the image of a potato featured prominently on the official county seal.

Flagler County is made up of five unique municipalities: Palm Coast, Flagler Beach, Bunnell, Beverly Beach, and Marineland. Each contributes to the county's blend of coastal charm, rural character, and suburban growth, offering residents and visitors alike a place where history, nature, and community thrive.

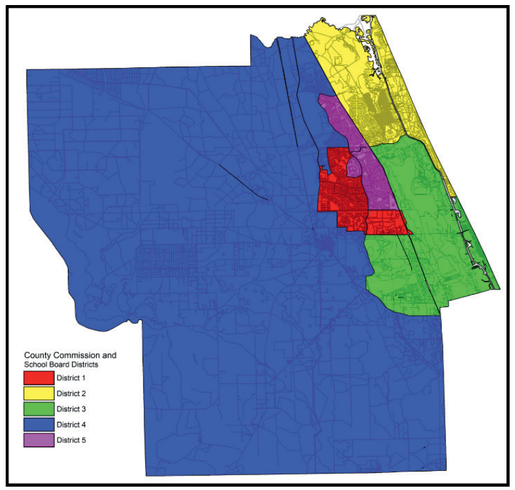
Board of County Commissioners

Flagler County is one of 67 counties in Florida and was established by the Florida Legislature in 1917. By the authority of the Constitution of the State of Florida, the Board of County Commissioners shares the functions of government with Flagler County's Constitutional Officers.

Flagler County's five Commissioners are each elected to serve a four-year term. These terms are staggered, and each member is elected at-large but represents a geographic district within the county. Flagler County's registered voters, regardless of district, can participate in electing all five commissioners on the board. The chair and vice-chair of the commission are elected annually by the other board members, and the chair presides over all board meetings.

Flagler County operates as a council-manager form of government – the County Administrator is appointed by the Board of County Commissioners to oversee all functions, directives and policies. Florida Statutes, Chapter 125, establishes the powers and duties of the County Commission and the County Administrator.

All Board of County Commissioners meetings are open to the public and livestreamed to ensure transparency and encourage civic engagement. Agendas, meeting minutes, and video recordings are readily available on the county's official website, allowing residents to stay informed and participate in the decision-making process that shapes their community. These public meetings are held in the Board Chambers on the 1st floor of the Government Services Building, 1769 East Moody Boulevard, Building #2, Bunnell, Florida.





Left to right: Commissioner Andy Dance, District 1; Commissioner Greg Hansen, District 2; Commissioner Kim Carney (Vice-Chair), District 3; Commissioner Leann Pennington (Chair), District 4; and Commissioner Pam Richardson, District 5

County Administrator's Message



Heidi Petito, County Administrator

As we close out 2025, I am proud to reflect on a year defined by collaboration, innovation, and resilience. Flagler County continues to advance its mission of providing superior service, responsible growth, and transparent governance under the guidance of the Board of County Commissioners and with the dedication of our talented staff.

This year, we delivered on our Flagler F.I.R.S.T. values, Fiscally Accountable, Innovative Solutions, Responsible Growth, Superior Service, and Transparent Government, through strategic initiatives and measurable results:

- Fiscal Stewardship: For the fifth consecutive year, we reduced the County's millage rate while maintaining core services and investing in infrastructure. We preserved our AA+ bond rating, fully funded reserves, and secured $40.3 million in grant funding to support critical projects.
- Infrastructure & Resiliency: Major milestones included the opening of Flagler Central Commerce Parkway, groundbreaking for Fire Stations 50 and 51, the Multipurpose Emergency Preparedness Facility, and the grand opening of the Nexus Center. We advanced beach and dune restoration projects, including a $10 million FEMA-funded initiative, and completed stormwater improvements to enhance flood protection.
- Public Safety & Health: Flagler County Fire Rescue responded to over 19,000 incidents, earned the American Heart Association Mission: Lifeline EMS Gold Award, and expanded marine rescue capabilities. Emergency Management delivered 61 outreach events, trained nearly 700 participants, and launched disaster resilience initiatives.
- Community Engagement: Our communications team issued 112 news releases, grew social media reach by over 20%, and launched The Flagler County Review, a weekly newsletter reaching 63,000 subscribers. We hosted Citizens' Academy, expanded library programs serving 285,000 visitors, and supported cultural events like the Native American Festival and Festival of Trees.
- Recognition & Excellence: Flagler County earned five NACo Achievement Awards, three NACIO Awards, and a NEFRC Regional Award for Environmental Stewardship for our Environmentally Sensitive Lands program. Our Financial Services team received the GFOA Distinguished Budget Award for the 16th consecutive year.
- Economic Development & Tourism: We launched the Industrial Development Authority, prepared 120 acres for Florida First Sites, and committed $2 million to beach construction projects. Tourism initiatives included a new Visitor Guide, expanded marketing campaigns, and planning for the Eco-Discovery Center.



These accomplishments reflect the strength of our partnerships, with municipalities, constitutional officers, state and federal agencies, and community organizations, and the unwavering commitment of our employees to serve with excellence.

Looking ahead, we will continue to focus on effective government, economic vitality, growth and infrastructure, and public health and safety, ensuring Flagler County remains a resilient, thriving community for generations to come.

Thank you for your trust and support as we work together to make Flagler County a place where history, nature, and opportunity flourish.

Organizational Chart



Citizens of Flagler County



Board of County Commissioners



Michael Rodriguez
County Attorney



Heidi Petito
County Administrator



Percy Sayles
Deputy County Administrator

ADMINISTRATION

COMMUNICATIONS

County Constitutional Officers
Voter Elected

Clerk of Court & Comptroller
Supervisor of Elections
Property Appraiser
Tax Collector
Sheriff



Human Resources
Hiring/Recruitment
Risk Management
Employee Benefits
Training
Payroll
Veterans Services

Charlie Picano



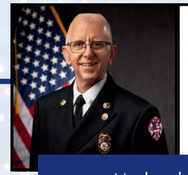
Health & Human Services
Adult Daycare
Human Services
Senior Services
Housing Services

Joseph Hegedus



Emergency Communications
911 Dispatch
Non-emergency Dispatch
Fire/EMS/LE Radio
24/7 Emergency Response
Public Safety Comms

Christina Mortimer



Fire Rescue
Fire & EMS
Paramedicine
FireFlight
Marine Rescue
Leadership Academy

Michael Tucker



Engineering
Capital Projects
Planning/Design
Engineering
Inspection
Bid Specifications

Hamid Tabassian



General Services
Fleet Management
Facilities
Parks & Recreation
Public Transportation
Solid Waste

Mike Dickson



Growth Management
Central Permitting
Contractor Licensing
Planning & Zoning
Code Enforcement

Adam Mengel



Emergency Management
Volunteer/Training
ALERTFLAGLER
Local Weather
Emergency Orders
Mosquito Control
Liaison

Jonathan Lord



Innovation Technology
IT Infrastructure
GIS & Drones
E-911/Public Safety
Video Production
Tech Support

Matthew Rivera



UF/IFAS
Extension Services
Agriculture
Marine Science
4H Youth
Master Gardener's
Consumer Science

Laura Valencia



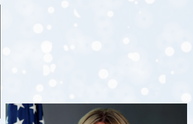
Library Director Legislative Liaison
Branch Libraries
Research
Technology
Children's Program
Teen's Program
Passport Services

Holly Albanese



Tourism/Economic Development
Tourism Information
Economic Development
TDC
Flagler County
Cultural Council

Amy Lukasik



Financial Services
Management & Budget
Procurement & Contracts
Accounts Payable
Inventory & Surplus
Fixed Assets

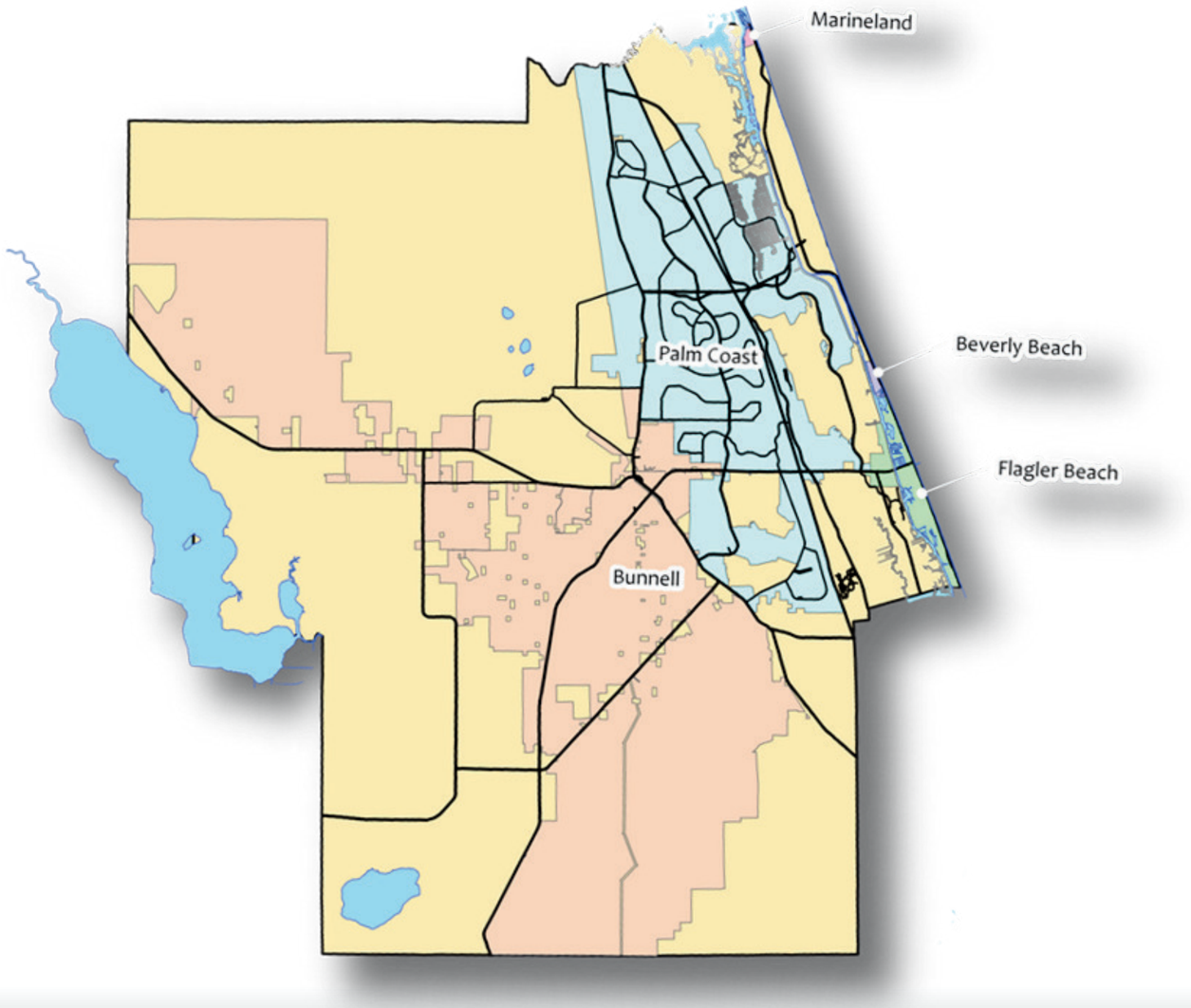
John Brower



Executive Airport
Rentals/Leased Space
Project Management
Airport Operations
Long Range Planning
Economic Development

Roy Sieger

Our Municipal Partners



Municipality Statistics

	Population	*Area*	*% of Land*
Flagler County	**136,310**	**571 mi²**	
Beverly Beach	503	247 acres	0.067%
Bunnell	4,419	139.9 mi²	24.5%
Flagler Beach	5,550	4.09 mi²	0.71%
Marineland	12	284 acres	0.077%
Palm Coast	106,193	96.57 mi²	16.9%
Unincorporated	19,903	329.37 mi²	57.7%

Bureau of Economic and Business Research University of Florida
Florida Estimates of Population



Collaborating with Community Partners

Countywide Collaborative Efforts

Legislative Program
Long-term Capital Planning
Parks & Recreational Facilities Planning
Resiliency and Vulnerability Study
Stormwater Master Planning
Beach and Dune Management Planning



Flagler County Tourism and Development teams and Commissioner Andy Dance joined to support our friends at Marineland Dolphin Adventure



Sunday, March 9, the Clean Earth Initiative brought together local elected officials to discuss environmental policy and protections against the backdrop of Blue Springs State Park

Flagler County officials joined together for the annual pink fire truck photo, kicking off preparations for Breast Cancer Awareness Month

Interlocal Agreements

Palm Coast
- Marineland Acres Roadway/Drainage Project
- Utility Improvements on Barrier Island
- Mutual Aid and Fire Protection/Rescue Services
- Collection of Impact Fees

Flagler Beach
- Fleet Services
- IT Services
- Mutual Aid and Fire Protection/Rescue Services
- Collection of Impact Fees

Bunnell
- Fleet Services
- Mutual Aid and Fire Protection/Rescue Services
- Collection of Impact Fees
- Design/Engineering/Construction - Commerce Parkway
- Limited Use of the Government Services Building

School Board
- FPC Youth Center, Carver Center and BTSRC
- Public School Facility Planning for Municipalities
- Fire Leadership Program

Sheriff
- Fleet Services
- IT Services (Limited)

Public/Private Partners
- Coordinated Opioid Recovery - CORE (DCF/Flagler CARES)
- Utility Services - FGUA
- Flagler Access Center - SMA

Outside County
- Utility Services (Volusia County)
- Public Safety Communications Tower (Volusia County)
- Automatic Mutual Aid - Fire Rescue



Legislative Day - Tallahassee, FL



Take a Kid to Work Day



Congressman Randy Fine announcing nearly $9 million in federal funding to improve our coastline



Commissioner Dance presenting at the Flagler County Community Traffic Safety Team (CTST) coalition meeting



The Flagler County Cultural Council (FC3) proudly unveiled its newest addition to the Turtle Trail - HETTY



Flagler Central Commerce Parkway officially opens in Bunnell

Offering a Helping Hand



Flagler County awarded grants to 11 organizations to support the provision of food for residents in need



3rd Annual 9/11 Remembrance Golf Outing



9/11 Memorial Tribute Stair Climb



Flagler County leaders partner with Flagler Cares to empower Girls of Light



Several Flagler County staff participated in 100 happy kids getting to shop during the 17th Annual Christmas with Community Heroes



Hidden Trails Fall Festival
Hidden Trails Community Center

F.I.R.S.T. — Our Core Values



Fiscally Accountable

Identify alternative revenue sources to leverage County resources in the savviest way possible.

Create a foundation for establishing effective financial processes.

Build citizen trust by creating a culture of accountability and transparency.



Innovative Solutions

Use of unique and relevant strategies to solve problems.

Implement new types of services that offer improvements on old ways of doing things.

Meet previously unidentified needs or fill gaps in services.

Develop meaningful ways to help the organization advance, scout, discover, and accelerate innovation.



Responsible Growth

Guide development to compatible locations.

Time infrastructure to occur before or to coincide with the timing of development.

Ensure an inclusive, transparent public review process to make sure that all opinions (especially the disenfranchised) are heard and considered.



Superior Service

Responsive and proactive to customers/coworkers needs, going above and beyond what is considered basic expectations.

Commitment to building excellent relationships with customers/coworkers.

Creative and proactive problem solver, gets problems solved immediately instead of eventually.

Positive attitude, thorough knowledge, creative thinker, respectful communicator.



Transparent Government

Encourage openness, accountability, and honesty to eliminate confusion and build trust with residents, customers, and employees.

Promote efficiency and effectiveness.

Ensure information is available that can be used to measure organization's performance.

Develop guidance for improved services based on relevant data, doing so publicly and with community involvement.

Putting Flagler FIRST

Fiscally Accountable
Innovative Solutions
Responsible Growth
Superior Service
Transparent Government

Our Commitment to Value

Flagler County Government leverages partnerships, embraces efficiency and innovation, and requires performance for the benefit of our taxpayers. We actively engage our citizens, not only as taxpayers, but as contributors for the greater good of our community.

We provide meaningful opportunities for our residents to offer their knowledge and expertise in making important decisions that will shape our community for future generations.



Living Our Core Practices

Our Core Practices

Delivering the "Wow" factor in Superior Service
Employees deliver exemplary service with pride, passion and determination, anticipating and solving problems in "real time" and exceeding customer expectations. Customers know that they are the reason we are here.

Connecting with Citizens
Employees go beyond customer service to community relevance, engaging citizens as stakeholders in the community's success. Citizens know that they are part of the bigger picture.

Demonstrating Highest Standards of Public Service
Employees adhere to the highest standards of ethical behavior, avoid circumstances that create even an appearance of impropriety and carry out the public's business in a manner which upholds the public trust. Citizens know that we are on their side.

Accepting Accountability
Employees are individually and collectively accountable for their performance, adapt to changing conditions and relentlessly pursue excellence beyond the current standard, while maintaining our core values.

Exhibiting Respect
Employees exercise respect for citizens, community partners, and each other.

Employing a Team Approach
Employees work together to produce bigger and better ideas, to seize the opportunities and to address the problems which face our community.

Exercising Responsible Stewardship of the Community's Resources
Employees engage in the continuous effort to create and sustain a place which attracts talent, fosters economic opportunity and offers an unmatched quality of life, demonstrating performance, value, and results for our citizenry.
Living our "Putting Flagler F.I.R.S.T…Making a Difference" Culture. Employees have a structure in place to live all of this as our organizational culture and are empowered to help the people they serve.

National Association of Counties (NACo) issued **FIVE** 2025 Achievement Awards to Flagler County: Flagler County Fire Rescue Therapy Dog Taco in the Health category; Flagler County Fire Rescue Installs 360-degree Cameras, also in the Health category; the Unmanned Aircraft System program's FAA Beyond the Visual Line of Sight Waiver in the Innovation Technology category; and, the Emergency Management Volunteer Program in the Volunteer category.

Flagler County is the recipient of an Annual Regional Awards for Excellence from the Northeast Florida Regional Council (NEFRC). The honor was awarded for "Environmental Stewardship" because of the county's recent – and in progress – purchases through its Environmentally Sensitive Lands (ESL) program.

Flagler County Fire Rescue has distinguished itself for its excellence in heart attack and stroke care and has been awarded the national American Heart Association "Mission: Lifeline EMS Gold" for 2025.

2025 was the 16th consecutive year that Flagler County's Financial Services Department has received this award, with special recognition on capital planning, strategic goals and strategies.

Flagler County is the recipient of **THREE** National Association of County Information Officers (NACIO) "Awards of Excellence," in the category Audiovisual Podcast Series for the county's new podcast called Flagler in Focus and two writing features.

In 2025, Flagler County submitted approximately 100 photos to the Florida Association of Counties (FAC) Annual Calendar Contest.

Flagler County continues to collaborate with state and federal entities such as FDOT (particularly District 5: Central Region) on efforts impacting residents and businesses. These range from inaugural projects like beach renourishment efforts to recurring maintenance and repairs on state and county roads.



Engaged and Empowered Employees

Achievements and Recognitions 2025
Flagler County is proud to highlight the professional accomplishments, certifications, elections, appointments, and awards earned by our dedicated staff throughout the reporting period. These recognitions reflect our commitment to excellence, continuous improvement, and service to the community.

Leadership Elections and Appointments

- Jonathan Lord, Emergency Management Director, was elected President of the Florida Emergency Preparedness Association.
- Roy Sieger, Airport Director, was elected Vice Chair of the Continuing Florida Aviation System Planning Process (CFASPP) Statewide Steering Committee.
- Amy Lukasik, Executive Director for Palm Coast and the Flagler Beaches (Flagler County's official tourism organization), joins board of directors for the Florida Society for Ethical EcoTourism.

Professional Certifications and Designations

- Amy Lukasik earned the Certified Destination Management Executive (CDME) designation from Destinations International.
- Jonathan Lord completed the County Government Education program, developed by the Institute for County Government and offered through the University of Florida/IFAS Extension as well as the Florida Association of Counties' Government Education Program.
- Vitor Mira, Kelly Steffens, and Lovie Haley (Emergency Management) earned Federal Communications Commission Amateur Radio Technician certifications.
- Ryan Simpson (Emergency Management) completed FEMA's Master Exercise Practitioner Program.
- Chief Michael Tucker (Flagler County Fire Rescue) was redesignated as Chief Fire Officer (CFO) by the Center for Public Safety Excellence (CPSE).
- Lieutenant Jon Moscowitz (Flagler County Fire Rescue) earned the prestigious Fire Officer designation from the Center for Public Safety Excellence (CPSE).
- Josh Frank transitioned from General Services to IT through a pilot "training status" position and earned his CompTIA A+ Certification in under one year.
- County staff including Karen Callahan, Dan Nicholas, Amanda Raslowsky, Kelly Bowman, and Sarah Spector graduated from Flagler County Local Government Leadership Academy and received certificates of completion in 2025.





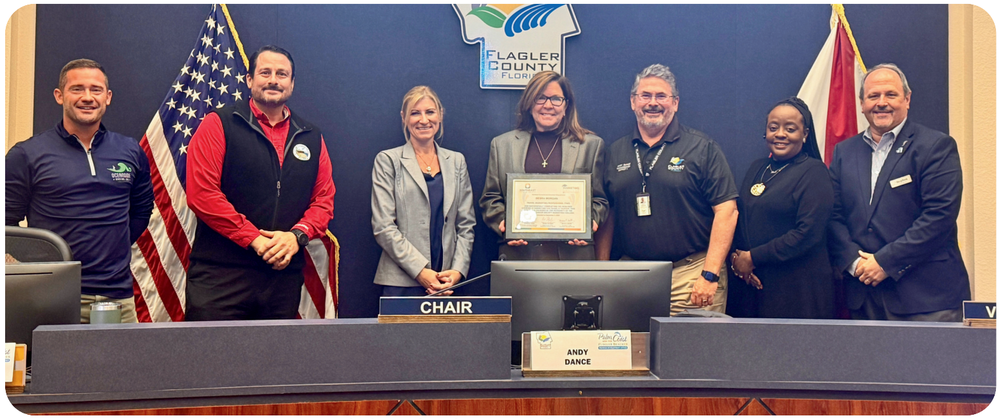
Engaged and Empowered Employees



Veteran and Dispatch employee
Anjelica Quiroga-Joya on Veterans Day



Flagler County Education Foundation
and Flagler Schools
2nd Annual College & Career Fair



Palm Coast and the Flagler Beaches' Debra Morgan earns
Travel Marketing Professional Certification



County Attorney Al Hadeed retires after 27 years
of dedicated service to Flagler County.



FCFR Community Paramedics at Halloween Fest
Hidden Trails Community Center



Flagler County Fire Administration Station 50 Groundbreaking

Strategic Plan – FY 2025-2030

About the Strategic Plan Process

Flagler County began the process of strategic planning with a retreat in November 2021. This retreat was a day long collaborative planning session including county and municipal administration along with department directors. The goal of this retreat was to discuss best practices, to define the county decision for the future, and to ensure the budget and staffing allocations are aligned to best provide services that meet the needs of residents.

The county selected Analytica to facilitate the strategic planning process after review and evaluation of the professional proposals submitted by qualified firms to provide the service. Analytica proved to be well qualified to assist Flagler County as it has more than 30 years of specialized experience with public entities, nonprofits, and community organizations, including developing strategic plans for several Florida counties.

The Board of County Commissioners' first strategic planning workshop took place in February 2022. Analytica worked with commissioners, administration, and staff to analyze the county's financial condition, operational performance, customer requirements, and the forces at work in the current economic, demographic, and legislative environment.

Analytica, in conjunction with administration, held community outreach events to gather ideas and analyze input. This information allows the county to make better informed decisions and will enable us to address future community challenges. The strategic planning process is used throughout various industries and factories, private and nonprofits, to direct an organization's priorities, actions, and overall direction.

Flagler County utilizes the strategic planning process to study broad issues from commission and resident concerns to propose direct tasks that will be implemented. Through the ongoing framework for performance excellence, the county focuses on Effective Government, Economic Vitality, Public Health and Safety, and Growth and Infrastructure. The County Commission and staff will renew its vision, mission, and strategic goals on an annual basis to ensure we are meeting the needs of the community through our organizational action.



Reading the Plan

Goals
Planned achievable targets that the County strives to achieve.

Objectives
Specific projects, programs, or actions departments use or implement to accomplish goals.

Measures
Quantifiable actions gauging the level objectives are being met within divisions and departments.

Target
Specific planned level of results to be achieved within an explicit timeframe.



EFFECTIVE GOVERNMENT



Flagler County will pursue four individual goals to ensure it attains its primary function for citizens: to be an effective government. High performing organizations are those that learn to anticipate and adapt to change.

Goals:

- Maintain financial stability.
- Build and maintain relationships to support effective and efficient government.
- Provide an excellent customer experience.
- Create a culture of performance excellence.

ECONOMIC VITALITY



Improve quality of life by enhancing economic vitality in Flagler County.

Goals:

- Diversify and enhance the tax base to improve the local economy.
- Develop competitive advantages for new and existing businesses.
- Promote and market Flagler County as a desirable place to live, work, and visit.
- Explore affordable workforce and attainable housing options.

PUBLIC HEALTH AND SAFETY



Flagler County will strive to enhance its public safety component to improve quality of life.

Goals:

- Increase resident awareness of available services of the Health and Human Services Department.
- Operate a risk reduction program.
- Improve public safety response and service delivery capabilities.
- Expand behavioral health and substance abuse programs.

GROWTH AND INFRASTRUCTURE



Defined as any effort based on either physical structures or technology – will be closely monitored and enhanced for the benefit of residents and businesses here in Flagler County.

Goals:

- Provide quality fundamental infrastructure and assets.
- Protect and manage natural resources.
- Preserve and enhance cultural, recreational, and leisure activities.

Legislative Priorities - 2025

Advocated for Flagler County's Legislative Interests and Identified Policy Priorities, Ensuring a Focused Approach to Addressing Community Needs and Enhancing Our Legislative Strategy.

Collaborated with various organizations such as the Florida Association of Counties, Flagler County's state and federal legislative delegations, our municipal partners, and the Palm Coast-Flagler Regional Chamber of Commerce. Together, we identified shared issues and explored opportunities to leverage financial, technical, and human capital. Our goal was to highlight community priorities at the federal, state, and local levels effectively.

- Provided comprehensive pre-session updates, organized workshops, and prepared agenda items for funding and policy requests. Delivered briefings on critical issues and compiled an end-of-session report to ensure that the Board of County Commissioners and senior staff were well-informed about legislative developments affecting the community during the 2025 Legislative Session.
- Collaborated with our lobbyist firm, The Fiorentino Group, to secure ongoing support for our policy and funding requests, and to stay updated on the status of our submissions and any pertinent legislation under review.

Funding Requested

$4,500,000 - Agricultural Extension Services
$3,300,000 - Black Branch Drainage System
$3,000,000 - Regional Trails & Conservation Center
$4,000,000 - Sheriff's Substation & Marine Unit

- **Continue support** for the State of Florida Transportation Disadvantaged Program.
- **Continue support** for the Affordable Housing Program and increase or eliminate the caps on rental and manufactured housing to allow for flexibility in administering the SHIP program.
- **Support** increased funding for local water infrastructure projects Including funding for conversion programs designed to move private wells to public wastewater collection systems and greater flexibility for programs that address the costs incurred by residents connecting to sewer systems.
- **Continue support** for the Enhancement of Local Government Cybersecurity.
- **Increase financial support** of the SCRAP and SCOP Grant Programs for paving small roads.
- **Continue support** of beach renourishment programs to restore and stabilize the coastline.
- **Support** amending s. 163.08, F.S., relating to the Property Assessed Clean Energy (PACE) program, to provide full financial disclosure of PACE providers to aid local governments in the selection process and limit excessive expenditures.
- **Support** raising the 911 fee to accommodate increased expenses and expansion of technology to continue providing high quality of service to citizens.
- **Support** and increase funding to programs for construction and improvement of trails and trail facilities.
- **Maintain** short term vacation rental legislation status quo.
- **Continue** to advocate for home rule authority.
- **Maintain** current permissible uses of tourist development taxes for expenditures related to tourism promotion.



Legislative Priorities - 2026

Infrastructure

CR 304 Resurfacing and Multiple Bridge Improvement project (Priority #1 for Flagler County) $5,000,000 requested.

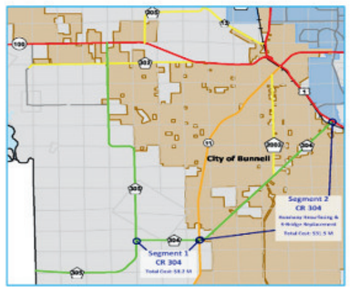
Flagler County is seeking funding to improve CR 304, a key asphalt-paved roadway that serves as a vital connector and evacuation route. CR 304 links US-1 to SR 11, and through CR 305, it provides access to US-17 and SR 100. The county has shovel-ready plans for a two-segment project.

Segment 1: CR 304 from CR 305 to SR 11 (2.5 miles)

Flagler County has already secured $2.8 million in funding from FDOT for FY25/26 specifically for roadway resurfacing. This segment includes a box culvert replacement as well.

Segment 2: CR 304 from SR 11 to US-1 (7.75 miles)

Roadway Improvements to include milling and resurfacing. Bridge improvements rather than replacement to three bridges that will expand their lifespan for another 20 years.



Community Resiliency

Construction of the Black Branch North drainage system. (Priority #2 for Flagler County)
$2,600,000 requested.

Old Haw Creek Road is an approximately 4.9-mile roadway, located in Bunnell, Florida. The roadway historically floods and regularly overtops at an existing cross drain located approximately 2,300 feet south of W. Moody Blvd. During roadway overtopping and flooding events, surrounding properties are also flooded. This stormwater improvement project is required to restore consistent conveyance in the existing drainage systems, improve infrastructure, improve water quality, and increase flood storage capacity in the canals to reduce flooding frequency. This project will support and protect the area along Old Haw Creek Road including the site of the future home of the Florida State Guard Training Facility.



Public Health & Safety

Disaster Resilience Staging Sites (Priority #3 for Flagler County)
$548,000 requested.

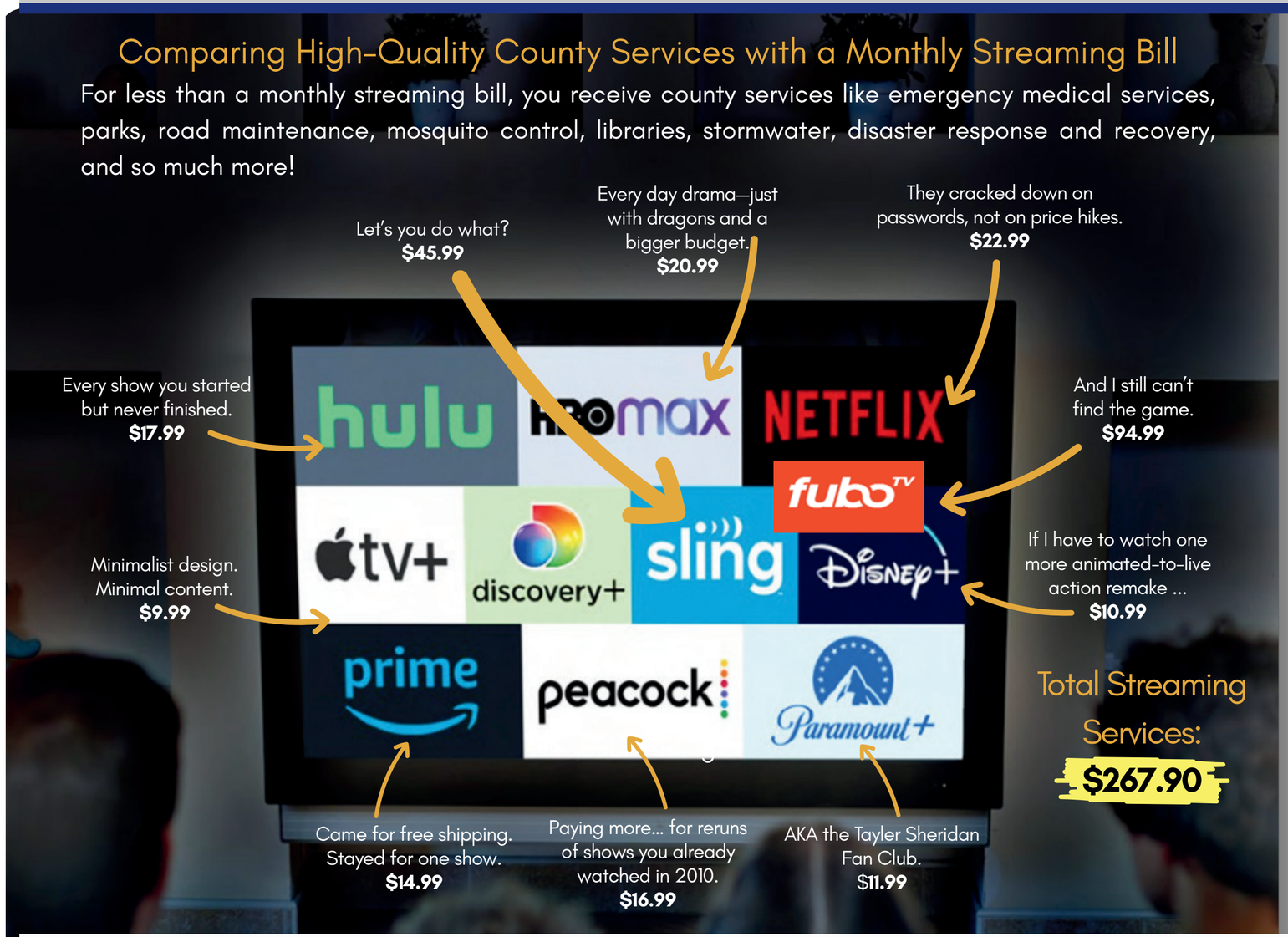
Flagler County's rural communities do not have existing hardened surface areas that can serve as sites to support the provision of critical emergency and post-disaster services such as access to water and food. This project would provide for the creation of two disaster resilience staging sites in the rural communities of western Flagler County. While our local emergency management team has been able to develop functional temporary solutions following recent disasters, the creation of pre-designated sites will allow for the more effective and efficient provision of emergency services. These sites would allow for the provision of emergency services, such as food, water, showers, restrooms and laundry.



Subscription vs. County Services

Comparing High-Quality County Services with a Monthly Streaming Bill

For less than a monthly streaming bill, you receive county services like emergency medical services, parks, road maintenance, mosquito control, libraries, stormwater, disaster response and recovery, and so much more!



Monthly County Services

Sheriff's Office	$78.74
All Other Services	$65.18
Fire Rescue/EMS/911 Dispatch	$43.66
Health & Human Services / Public Transportation	$14.36
Facilities Management	$10.35
Tax Collector	$8.21
Parks and Recreation	$5.54
Property Appraiser	$6.01
Clerk of the Circuit Court & Comptroller	$7.05
Supervisor of Elections	$4.26
Library	$4.21
Total	**$247.57**



FY 25/26 Adopted Budget at a Glance

Responsible Financial Stewards of Community Resources

The FY 2026 budget continues to maintain core services and the community's infrastructure. A few highlights include:

- Provides the fifth consecutive annual decrease in the County's millage rate.
- Budgets are aligned with the Board's Strategic Plan.
- Creates reserve balances that are consistent with County Commission direction.
- Supports the needs of the Constitutional officers.
- Suspend the assessments in Daytona North and Bimini Gardens Service Areas.
- Invests in key focus areas to include public safety, roadways, beach nourishment, and capital equipment replacement.
- Addresses a long list of one-time projects/needs while providing both one-time and recurring revenues to support general capital investments.
- Provides for continued competitive salary and benefits in an employment marketplace driven by shortages of qualified applicants in multiple disciplines.

PROPERTY TAX DISTRIBUTION

(Based on average value of single-family home in Flagler County)

	FY 26 Ad Valorem Tax Bill $2,971	FY 26 Monthly Cost	"FY 26 Percent of Ad Valorem Taxes"
FCSO - Law Enforcement	615.80	51.32	20.73%
FCSO - Jail	267.95	22.33	9.02%
FCSO - Bailiff	26.18	2.18	0.88%
Property Appraiser	72.16	6.01	2.43%
Tax Collector	98.49	8.21	3.32%
Supervisor of Elections	51.12	4.26	1.72%
Clerk of Circuit Court & Comptroller	84.55	7.05	2.85%
Health & Human Services / Public Transport	168.17	14.01	5.66%
Veterans Services Office	4.14	0.34	0.14%
Library	50.56	4.21	1.70%
911 Dispatch	55.00	4.58	1.85%
FCSO - Internal Expenditures	34.98	2.92	1.18%
Fire Services (Fire Admin, Fire, & Flight Ops)	197.73	16.48	6.66%
EMS	271.18	22.60	9.13%
Parks	66.44	5.54	2.24%
Facilities Management	124.15	10.35	4.18%
County Attorney	18.59	1.55	0.63%
County Engineer	26.56	2.21	0.89%
IT Department	73.18	6.10	2.46%
Human Resources	20.03	1.67	0.67%
Office of Management and Budget	13.82	1.15	0.47%
Office of Procurement and Contracts	16.15	1.35	0.54%
Economic Development	4.33	0.36	0.15%
Emergency Management	17.34	1.45	0.58%
Fleet Management	18.30	1.53	0.62%
Agriculture Extension	8.81	0.73	0.30%
All Other Services	565.06	47.09	19.02%
	2,970.77	**247.56**	**100.00%**

Budget in Brief

Flagler County BUDGET IN BRIEF

VISION: To make Flagler County a vibrant and prosperous community with a focus on exceptional quality of life.

MISSION: To provide high-quality services through a responsive workforce committed to excellence, integrity, in collaboration with the cities and to act as a fiscally responsible steward.

Total Budget
$335,772,213
↑ 9.10% over prior year

General Fund Budget
$202,737,165
↑ 13.40% over prior year

9.94% ↑
Gross Taxable Value Increase

Existing Properties ↑	$857,697,596
New Construction ↑	783,034,749
Total Increase	**1,640,732,345**

Adopted Millage Rate FY 25-26

Operating Millage:	
General Fund	7.8695 mills
ESL Operating	0.1250 mills
Total Operating Millage	**7.9945 mills**
Voted Debt Service:	
Series 2016 ESL	0.0855 mills
2015 GO Refunding Bonds	0.1000 mills
Total Voted Debt Service Millage	**0.1855 mills**
Total Millage	**8.1800 mills**

AA+ Credit Rating S&P Global Rating

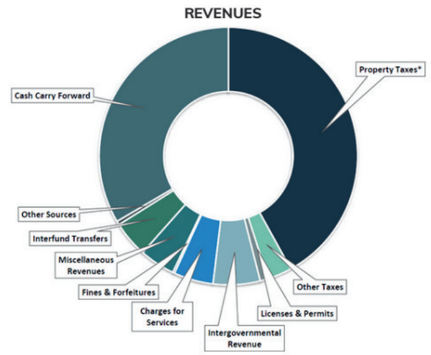
Total FTE (Full Time Equivalents)
467.125
(394.50 in General Fund)

$2,045
Property Taxes for a home valued at $300,000
(less $50,000 homestead exemption)
(based on 8.1800 mills)

CAPITAL IMPROVEMENTS PLAN HIGHLIGHTS

- HHS Repaving Parking Lot
- Princess Place - Green Trail Bridge
- Roof Replacement - Bing's Landing Dig Site Pavilion
- HHS David Siegel Center Int/Ext Painting & Refresh
- Legacy House Renovation/Roof
- HVAC Replacement - Various Facilities
- Roof Replacement - Various Facilities
- ADA Projects per Transition Plan
- SOE Renovation (Glass Enclosures)
- Lehigh Trail Resurface from Colbert to Old King
- Red Barn Fuel Depot
- Westside Fire Station 51
- Fire Station 50 Admin
- Fire Station
- Expansion of EOC Dispatch enter
- Training Tower Fence & VSB
- Stormwater
- CR 304 Resurfacing (CR 305 to SR 11)
- CR 205 (SR 100 to Private Dirt Rd) Construction

SOURCE & USE OF ALL FUNDS



USE OF FUNDS

Constitutional Officers*
$59,014,086
Sheriff, Property Appraiser, Clerk of the Circuit Court & Comptroller, Supervisor of Elections (*not including Tax Collector)

Public Safety
$48,073,940
Fire/Rescue, EMS, Flight Operations, Emergency Management, Building Dept.

General Government
$32,433,871
Tax Collector, Administration, Human Resources, IT, Financial Services, Growth Management, Facilities, Fleet

Transportation
$22,247,230
Airport, Engineering, Public Works, Public Transportation

Physical Environment
$17,119,988
Solid Waste, Dune Restoration

Interfund Transfers
$15,219,395
Road & Bridge, Legal Aid, Replacement Funds, Risk Fund, Solid Waste Landfill, Capital Preservation, Public Safety Communications, Drug Court, Teen Court, FCSO Ops Center Debt Service

Other Uses & Court Related
$14,013,093
Other Uses, Court Related

Debt Service
$11,965,090
Debt Service

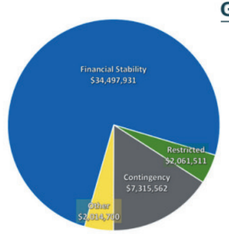
Culture & Recreation
$6,993,758
Library, Parks & Recreation, Flagler Beach Lifeguards

Human Services
$6,839,620
Senior Services, Adult Day Care, Congregate Meals

Economic Environment
$3,993,173
Economic Opportunity and Development, Housing, Veterans

Reserves
$97,858,969

GENERAL FUND RESERVES



Financial Stability - $34,497,931
- 2/12ths of Operating Revenue
  - Large Scale Emergencies & Protecting Liquidity/Cash Flow
- 3/12ths is the Goal

Other - $2,014,700
- Personnel Services
- Roads Reserve
- Fire Equipment Replacement Plan

Contingency - $7,315,562
- 5% Operating Reserves

Restricted - $2,061,511
- Library Donation
- DRI Funds
- Geographically Restricted
- Historic Courthouse HVAC & Roof
- Passport
- Vessel Registration



Stretching Your Tax Dollar



FY 25-26 Adopted Budget:

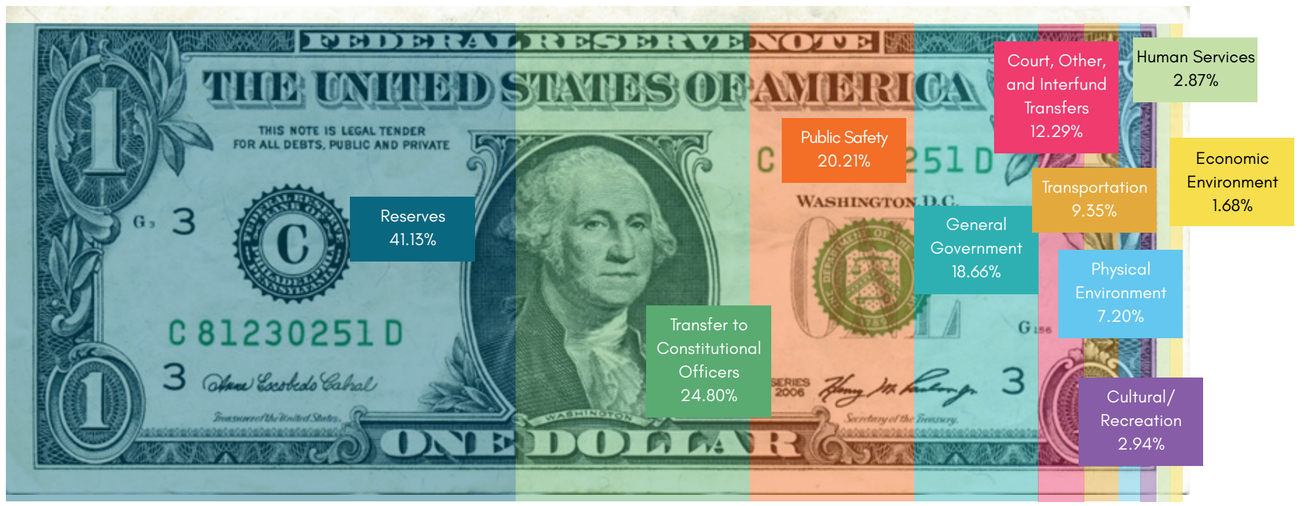
$ 335,772,213

Where it comes from ...

How it's used ...

Did you know?

The County has balanced the budget every year while lowering the millage rate for the last five years.



County Administration

Aligning Board Priorities with Optimized Resources

Leading with Purpose
In 2025, the Administration team continued to align the Board of County Commissioners' priorities with community needs through strategic planning, transparency, and operational excellence. Our focus was on building a high-performing organization that delivers superior service while maintaining fiscal responsibility.

Employee Engagement and Organizational Culture
The Employee Engagement Committee played a key role in fostering a positive workplace environment. Initiatives such as Bring Your Kid to Work Day, wellness programs, and leadership development strengthened morale and collaboration. We also celebrated staff achievements through the Years of Service Banquet, honoring 34 employees for their dedication.

Strategic Planning for Community Progress
The FY 2025-2030 Strategic Plan guided our efforts in four critical areas: Effective Government, Public Health and Safety, Growth and Infrastructure, and Economic Vitality. This framework ensures resources are aligned with measurable goals, including maintaining financial stability, expanding behavioral health programs, and investing in infrastructure and workforce housing.ins a resilient



Transparency and Communications
Transparency remained a cornerstone of our operations. We enhanced the Transparency Dashboard for real-time performance tracking and launched The Flagler County Review, a weekly newsletter reaching over 63,000 subscribers. Social media engagement grew by 20%, and our communications team earned three NACIO Awards for excellence in outreach and digital engagement.

Continuous Improvement and Public Feedback
We advanced Continuous Quality Improvement (CQI) initiatives and expanded public input through surveys on beach management, airport services, and internal operations. These efforts established benchmarks for improvement and informed data-driven decisions that reflect community priorities.

Legislative Advocacy and Governance
Administration supported the Board's legislative priorities by collaborating with state and federal partners to secure funding for infrastructure, public safety, and resiliency projects. Through workshops and advocacy efforts, we ensured Flagler County's interests were represented at every level.

Looking Ahead
Our commitment to transparency, strategic alignment, and employee engagement will continue to guide our work in 2026, ensuring Flagler County remains a resilient



County Administrator Heidi Petito and Deputy County Administrator Percy Sayles

21
Regular Board Meetings

39
Public Hearings, Workshops, Special Meetings

County Attorney



Michael Rodriguez
County Attorney



Sean Moylan
Deputy County Attorney



Sarah Spector
Assistant County Attorney

Pursuing Justice. Promoting Professionalism. Protecting the Public.

The Flagler County Attorney's Office proactively addresses all legal issues presented for consideration by the Board of County Commissioners, including ordinances, resolutions, contracts, bidding, and interlocal agreements, to ensure county compliance with federal and state regulations. They also provide comprehensive legal protection for Flagler County by representing the county in court proceedings, both as plaintiff and defendant, to ensure the aggressive prosecution or defense of the county's legal rights. Additionally, the office offers legal advice and representation to the Board of County Commissioners, appointed boards, councils, and committees, and is available to all Constitutional Officers for assistance when requested.

This year marked a transition in the office as Michael A. Rodriguez succeeded Al Hadeed as the new County Attorney. Mr. Rodriguez previously served as Chief Deputy City Attorney for the City of Palm Bay in Brevard County, City Attorney for the City of Apopka in Orange County, and Assistant County Attorney for Volusia County. With over twenty-eight years of experience in local government law, Mr. Rodriguez looks forward to providing his guidance to the Board of County Commissioners and the Staff.

2025 Highlights

- Under new leadership, the Office of the County Attorney was restructured to assign specific attorneys to the county's various departments, fostering natural relationships between staff and counsel and enhancing the efficiency of the county's legal services.
- Assisted with the acquisition of:
  - 27.5 acres at Bull Creek to expand conservation and recreation, which closed for about $1.15 million on March 31, 2025
  - 307 acres in Pringle Forest along Pellicer Creek, which was purchased for $3 million on June 9, 2025. It was funded by state appropriation to protect critical wetlands and wildlife habitat.
  - 5.15-acres to the west of the Hammock Dunes Bridge, which closed for about $1.88 million on October 14, 2025, to be conveyed to the City of Palm Coast for extension of the Linear Park.
- Entered into a Purchase and Sale Agreement for the acquisition of more than 3800 acres from the Folke H. Peterson Charitable Foundation and began due diligence to allow for acquisition of the property.
- Transitioned to a Special Magistrate process for code enforcement, allowing the County to record liens and foreclose where the violation is not abated and the fines not paid
- Drafted the necessary ordinance and Interlocal Agreement with the City of Palm Coast to extend the Local Option Gas Tax for an additional 30 years.
- Represented the County's interests as it related to annexations of property into the cities of Bunnell, Flagler Beach, and Palm Coast.
- Recovered $141,000 in attorneys' fees in resolving two lawsuits. Paid zero in attorneys fees to opposing party in any suit.
- Drafted airport zoning regulations and interlocal agreements to implement the regulations with the cities of Palm Coast and Bunnell.
- Coordinated with the Florida Association of County Attorneys in proposing revisions to 2024 Senate Bill 180 for the upcoming legislative session.
- Assisted the Engineering Department and Procurement Division with engaging consultants and contractors in a series of vertical projects including the Eco-Discovery Center, the Multi Purpose Emergency Preparedness Facility, and two fire stations.

Communications

Education, Information, and Community Outreach

Communications is responsible for managing the overall public information initiatives for the Flagler County government, both internally for employees and externally for the citizens of the community. Our mission is to communicate, in a unified and consistent manner, the vision of the County Commission and the activities of county government to Flagler County residents and employees in order to foster an informed and engaged citizenry.

2025 Highlights

- Robust and effective media presence: Issued **112 news releases** throughout 2025, securing **over 510 media pick-ups** and extensive coverage on critical topics like cold weather shelters, burn bans, wildfires, dune restoration, beach nourishment, and community events, supported by multiple TV and radio interviews.
- Flagler County Government's Facebook page grew by **20.20%** over the past year, adding **over 2,300 followers** to reach **13,733**. This steady growth, averaging about **192 new followers per month**, reflects strong community engagement and a healthy increase for a local government page.
- GovDelivery subscribers grew **7.2%** (from 8,240 to 8,830) with steady **20-25%** open rates.
- Nextdoor reach increased to **62,130 neighbors** across **38,063 households**.
- Awarded **three (3)** National Association of County Information Officers (NACIO) Awards:
  - Audiovisual Podcast Series: Flagler in Focus (Excellence Award: Karen Callahan)
  - Writing Feature: news release “It’s official – Flagler County Fire Rescue has a therapy dog” (Excellence Award: Julie Murphy)
  - Writing Feature: “Coast to Country” story “Flagler County awarded Federal Aviation Administration Beyond Visual Line of Sight Waiver” (Meritorious Award: Julie Murphy)
- Communications Coordinator Julie Murphy, PIO, MPIO taught the revamped FEMA Public Information Basics Course to public information professionals in Alachua County (July 2025).
- Participated in a multi-agency joint training exercises with public safety partners.
- Implementation of **The Flagler County Review**, a weekly digital newsletter that offers a concise yet comprehensive snapshot of the county’s latest initiatives, updates, and community highlights sent to more than **63,000 subscribers**.



Citizen Reach

Flagler County Review: 60,000+
NextDoor: 62.599
Facebook: 13,733
X: 1,716
LinkedIn: 1.885
YouTube: 1,419
Instagram: 585

Growth Management

Plan, Permit, Inspection, Development, and Support the Community's Quality of Life

2025 Highlights

- The Flagler County Comprehensive Plan update is complete and currently pending re-transmittal following potential changes due to Senate Bill 180.
- Code Enforcement Inspector Tommy Lee successfully completed the Florida Association of Code Enforcement (FACE) training. This rigorous training program provided him with the Officer Safety and Field Applications certification, equipping him with advanced skills and knowledge essential for his role.
- Senior Planner Simone Kenny earned the prestigious American Institute of Certified Planners (AICP) designation. Additionally, she has been selected to serve as the Vice Chairperson of the Volusia Flagler Transportation Planning Organization (TPO) Technical Coordinating Committee. Ms. Kenny was also appointed as a Director for the First Coast Section of the Florida Chapter of the American Planning Association (APA).
- The Growth Management Department is now processing applications and conducting inspections for Beverly Beach through an interlocal agreement. This aims to streamline procedures and ensure compliance with building and land use regulations.
- The development software update, aimed at enhancing public service and ADA compatibility, has been successfully implemented. This update was approved by the Board of County Commissioners.
- The Growth Management Department has actively engaged in coordinating development through a series of meetings with the municipalities of Palm Coast, Bunnell, and Marineland. These sessions aim to ensure a cohesive approach to managing growth and development across the region, facilitating communication and collaborative strategies.
- Department Director Adam Mengel achieved certification as a WEDG (Waterfront Edge Design Guidelines) Associate through the Waterfront Alliance.



Permits
3,655 Applications
3,459 Issued

Planning & Zoning
267 Development Applications
543 Lien Searches

Code Enforcement
163 Cases

Building
19,515 Building Inspections

Engineering Department

Professional Services and Quality Infrastructure

2025 Highlights

- 3 Road and Bridge maintenance employees completed Commercial Driver Licensing Theory and Road Training
- Continuous cross training of Road & Bridge maintenance employees on equipment operation
- 5 Road & Bridge maintenance employees promoted
- Bulow Creek Headwaters Regional Park – Public Workshop held June 4
- Flagler Central Commerce Parkway ribbon cutting ceremony and roadway opening held August 29
- Flagler County Engineering Department presentation at DBIA Florida Region Conference on Progressive Design-Build Approach to Complete Vertical Projects in October 2025
- Hosted a community meeting at the Hammock Community Center to highlight regional projects on September 30
- Hosted a community meeting at the Hidden Trails Community Center to highlight regional projects November 4
- Multipurpose Emergency Preparedness Facility project groundbreaking ceremony held November 13
- Flagler County Fire Administration Station No. 50 groundbreaking ceremony held November 2025
- NEXUS Center ribbon cutting ceremony and grand opening held December 4
- Flagler County Fire Station No. 51 groundbreaking ceremony held December 8
- Flagler SMA Healthcare Facility groundbreaking ceremony held November 18



Flagler Central Commerce Parkway – Bunnell



SMA Healthcare
Integrated Stabilization Unit Groundbreaking



Nexus Center



Fire Administration Station No. 50
Groundbreaking

Engineering Department

Road and Bridge Program

- Installation of stormwater drainage culverts: 19 side drains & cross drains
- Drainage maintenance improvements: 99,144 linear feet of ditch excavated
- Unpaved roadway maintenance improvements: 9,950 lane miles dragged or graded
- Right of way maintenance improvements: 19,662 acres of vegetation mowed, 954 bags of roadside litter and various bulk items removed from right of way
- Annual roadway and pavement condition evaluation on existing paved roadways and dirt road conditions
- Canal Capacity and Expansion project: Construction concluded December
- Old Kings Road Striping Maintenance project: Construction completed January
- Roberts Road Striping Maintenance project: Construction completed October
- County Road 205 Patching project: Construction completed November
- County Road 304 Bridge Repair project: Construction completed December
- CR 302/ CR 305 Supplemental Safety Improvements: Construction completed
- Walnut Avenue Paving project: Design concluded November
- First Avenue Phase 2 Drainage project: Design to conclude in January 2026
- Westmayer Place Paving project: Design completed August
- Canal Avenue (CR 302) from Water Oak Road to Forest Park: Design completed June
- Jungle Hut Road from A1A to beach access: Design to conclude January 2026
- Forest Park Street from CR 90 to SR 100: Design to conclude July 2026
- Flagler Central Commerce Parkway Connector project: Construction completed September
- Old Haw Creek Road: Construction completed July
- CR 205 Resurfacing: Construction to commence first quarter 2026
- CR 304 Resurfacing: Design update to commence first quarter 2026



Canal Capacity and Maintenance project
CR 302 canal maintenance and cleanout



Canal Capacity and Maintenance project
CR 302 and CR 65 box culvert cleanout

Did you know?

The Road & Bridge Division provides long-range planning, design, construction, and maintenance of Flagler County's transportation infrastructure and Capital Projects. Combined work efforts contribute significantly to the safety of Flagler County's road and drainage systems for the benefit of its residents and visitors.

Engineering Department

Beach Management Program

- US Army Corps of Engineers and Flagler County sponsored Coastal Storm Risk Management beach nourishment project: plants, ropes and posts, and sand fencing completed and Year 1 monitoring activities completed in 2025
- Flagler County beach nourishment project for Reach 2 (North 7th St to Varn Park): Permitting completed October 2025. Construction to Commence in Summer 2026
- Flagler County beach/dune nourishment for Reach 3: Planning, engineering analysis, and permitting activities commenced Spring 2025
- Reach 3 Interim dune restoration projects began at Varn Park in Summer 2025 and will continue north to River To Sea Preserve to construct continuous dune. This includes the $10 Million FEMA Cat G project from MalaCompra to Marineland







Did you know?

The Flagler County Beach Management Plan was passed by the Board of County Commissioners on October 16, 2023. This Beach Management Plan is focused on restoring and maintaining a healthy beach and dune system through periodic beach nourishment to benefit the community at-large. The document lists the implementation strategies, as a roadmap for how the county plans to build the beaches and dunes back to a level that offers storm protection, a healthy coastal ecosystem, and supports a thriving tourism industry in Flagler County.

Engineering Department

Vertical Capital Improvement Projects (CIP) Program

- Fire Rescue Station 51: Construction to conclude 1st quarter of 2027
- Fire Rescue Station 50 (Administration Facility): Construction to conclude 4th quarter 2026
- NEXUS Center: Construction completed December
- SMA Integrated Stabilization Unit: Construction to conclude November 2026
- Eco-Discovery Center: Project design phase is underway with project construction completion expected 4th quarter 2027
- Multipurpose Emergency Preparedness Project: Construction phase is underway with project construction completion expected June 2026

Sidewalk and Trail Program

- Bulow Creek Headwaters Regional Park: Planning phase to conclude Summer 2026
- Trailhead for GST & Lehigh Trail: Design phase began 4th quarter 2025
- Old Kings Road South Multi Use Trail: Design phase anticipated to conclude 2nd quarter 2026

Stormwater Master Plan Program

- Stormwater Master Plan and Capital Improvement implementation phases begin
- NPDES Municipal Separate Storm Sewer System (MS4) permit: Active as of August 2025
- Malacompra Canal Restoration and Resilience project: Design to conclude July 2026





Bulow Creek Regional Headwaters Park Site



Bulow Creek Regional Headwaters Park Public Workshop

What is Stormwater?

Stormwater originates from precipitation events, including rain, snow, and ice melt. It can infiltrate into soil, be stored in ponds or puddles, or evaporate. Stormwater runoff occurs when precipitation flows over impervious surfaces like streets, parking lots, and rooftops without soaking into the ground. This runoff carries pollutants—such as trash, chemicals, oils, and sediment—that harm rivers, streams, and lakes. To protect these water bodies, municipalities and industries employ Best Management Practices (BMPs), which include design, performance, and adaptive management measures to control pollution at its source.

Emergency Management

Disaster Preparedness, Response, and Recovery

2025 Highlights

- Burn Ban issued due to extremely dry conditions (April)
- Conducted 1st ever Faith-based Leadership Roundtable
- Initiated Local Businesses Preparedness Program
- Conducted multiple multi-agency exercises, covering topics such as hazardous materials, active shooters, and cybersecurity
- Managed grant program to replace EOC Roof to strengthen facility
- Coordinated the Countywide Citizens' Academy with 19 graduates
- Formalized and tested a alternate / back-up EOC concept and plan
- Conducted a Community Preparedness Survey







Trainings
69 Trainings
686 Attendees
20 Exercises
259 Attendees

Local Radio/ Podcast
3 Shows
17,230 Audience

AlertFlagler System
98 Notifications
122,256 Enrollees

Non-District Mosquito Treatments
2 Espanola
2 Rima Ridge
4 Daytona North

Outreach
61 Events
43,641 Attendees

Social Media
34,073 Followers
(Facebook, Instagram, X)

Volunteer Service
4,624 Hours

Did you know?

Flagler County residents and visitors can pick-up a copy of our latest Emergency Preparedness Guide at all libraries, city/county administration facilities and online at FlaglerCounty.gov/emergency.

Emergency Communications Center

Emergency Dispatch, Public Safety, and Communication

In 2025, Flagler County's Emergency Communications Department transitioned from the Flagler County Sheriff's Office to direct oversight by the Flagler County Board of County Commissioners, integrating it more fully into county government operations. With four shifts (Alpha, Bravo, Charlie, and Delta), the department continues its core functions unchanged, handling 400-500 daily calls, dispatching for law enforcement and fire services, and maintaining records.

2025 Highlights

- Participated in a multi-agency joint training exercise with public safety partners.
- Successfully completed and received FLA-TAC reaccreditation for the fourth consecutive cycle.
- Represented the ECC at the Flagler Schools Health and Career Fair at Old Kings Elementary.
- Organized and supported an animal donation drive through the ECC Wellness Committee, with contributions delivered to the Humane Society and Community Cats of Palm Coast.
- Participated in and presented at the FCSO Citizen's Academy.
- Director Mortimer served as a guest speaker for the Citizens on Patrol meeting, providing insight into ECC operations.
- Successfully transitioned the ECC from the FCSO to the BOCC.
- Established and launched the ECC's first social media presence on Facebook.
- Initiated planning efforts for the ECC dispatch center expansion project.
- Implemented real-time text translation capabilities through RapidSOS.
- Conducted an annual Thanksgiving Food Drive, providing donations to Grace Food Pantry.
- Achieved reapproval of the ECC Training Program from the Florida Department of Health.
- Formalized a digitalized process for NCIC/FCIC records to start the transition to electronic filing.

911 Calls Received
50,324

Law Enforcement Calls Dispatched
179.899



Non-Emergency Calls
179.899

Fire/EMS Calls Dispatched
39,686



Text-to-9-1-1 Calls
3,127

Average Call Answering Time
3.1 seconds



CAD Events Created
202,191



Flagler Executive Airport

Where Service Soars

On March 3, 2025, the Board of County Commissioners approved the Agreement for Construction of the Airport Terminal Building at the Flagler Executive Airport for Sauer Construction, LLC in the amount of $10,325,617.

Additionally, on April 7, 2025, the BOCC approved the contract for Construction Engineering Services (CEI) with Hoyle Tanner & Associates in the amount of $978, 500. The total construction costs are approximately $11.5 million dollars.

On April 29, 2025, the Groundbreaking Ceremony was held for the new General Aviation Terminal facility. Former Speaker of the House Paul Renner, Chair Andy Dance, and Airport Director spoke at the ceremony. The ceremony was well attended by local elected officials, FDOT representatives, airport tenants, and the general public. There were approximately 125 people in attendance.

The roundabout and connector roads construction is progressing steadily. This includes the installation of concrete curbs, islands, and subgrade construction. The Terminal building foundation construction is also moving forward, with significant progress made on the underground electrical and utilities work. Exciting news on the masonry block work – it has begun, and the walls are now constructed up to approximately 9 feet. You can clearly see the window and doorways taking shape, which is a fantastic milestone.



Flagler Executive Airport

2025 Highlights

Airport Director, Roy Sieger, is Chair for the FDOT Continuing Florida Aviation System Planning Process (CFASPP) for the East Central Florida Metropolitan Area, a position he's served for nine years. He was recently elected in December to serve as the Vice Chair of the CFASPP Statewide Steering Committee. These meetings bring together regional airport directors and staff, FDOT representatives, FAA representatives, and aviation consultants to discuss state and regional aviation issues.

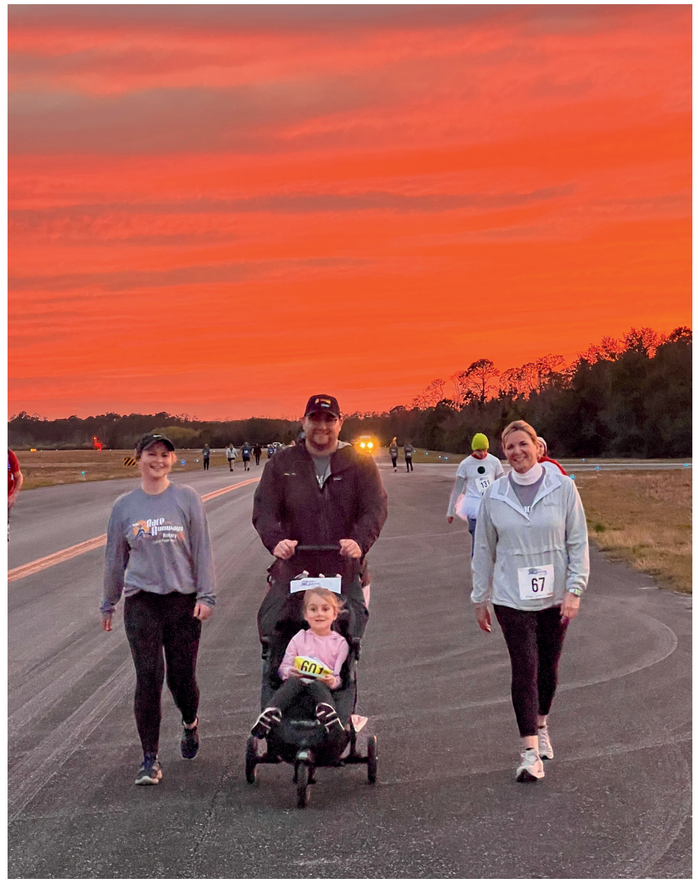
Roy has been a member of the Rotary Club of Flagler Beach for the past 10 years and has been Club President twice. He is currently on the Board of Directors, and has served for the past six years.

Roy is also a Board member of Project Share. Project Share is a 25-year-old 501(c)(3) charity organization serving families in Flagler County and Northwest Volusia County. Each Christmas, Project Share provides essentials and gifts to more than 800 children, and throughout the year supplies healthy groceries to over 650 food underprivileged families through our monthly mobile food drops in Pierson, Florida. Project Share's mission is simple: to meet needs with dignity and to make a meaningful difference wherever hardship exists in our community.

14th Annual Race of Runways: This 5K event is hosted in partnership with the Rotary Club of Flagler Beach. Participants get a unique opportunity of run or walk on runways and taxiways. This event showcases, promotes, and elevates the airport's visibility to our entire community, which includes many taxpayers that are not affiliated with aviation.

Warbirds Over Flagler: This is an event to salute our veterans, both past and present. It featured static vintage and modern military aircraft and vehicles, warbird flybys, remote control aircraft demonstrations, music, and plenty of food and retail vendors. New this year: SkyGlow Drone Show Presented by Nexus 360. For the first time ever, a breathtaking drone light show took the skies on Saturday night. This cutting-edge aerial spectacle blended technology and artistry, illuminating the Flagler County night sky with dazzling formations. The SkyGlow Drone Show also featured an All-American salute to our veterans. This event provides the community an opportunity to get up close to living history, and to inspire our next generation of aviators. It was a great event to celebrate veterans and the freedoms we have.

Fireworks Over the Runways: This 4th of July community event featured the reading of the Declaration of Independence by elected officials, music, vendors, food trucks, and a spectacular fireworks display. This is a joint event with the City of Palm Coast, Flagler Beach, Bunnell, and Flagler County.



Extension Services (UF/IFAS)

Developing Knowledge in Agricultural, Human, and Natural Resources

The UF/IFAS Flagler County Extension is a partnership between state, federal, and county governments for the purpose of providing researched based information to Flagler County residents and businesses.

2025 Highlights

- The UF/IFAS Extension Office in Flagler County reached **2,506 youths and adults** through comprehensive educational programming across multiple focus areas.
- The 4-H Youth Development Program supported **290 youths** across **14 clubs** countywide, representing a **14.6% increase** from the previous year. In partnership with the Flagler County School Board, 4-H will resume the Florida 4-H Public Speaking Program in 2026. Sponsored by Florida Power & Light (FPL), this program aims to reach **2,506 students**, a **16.1% increase** compared to the 2024-2025 school year.
- The Horticulture Program logged **4,401 volunteer hours**, **valued at $153,110.79**. Educational classes were offered countywide in Flagler Beach, Palm Coast, and Bunnell, ensuring equitable access to residents. Topics included Florida-Friendly Landscaping™, water conservation practices, vegetable gardening, and other sustainable horticulture practices. Flagler County Master Gardener Volunteers continue to play a critical role by offering classes and providing research-based support at multiple satellite plant clinics.
- The Florida Sea Grant Program, in partnership with the Guana Tolomato Matanzas National Estuarine Research Reserve (GTM NERR), again offered the Lifelong Learners Program, along with a one-week Marine Science youth camp for Flagler County youth, fostering environmental literacy and coastal stewardship.
- The Family and Consumer Sciences (FCS) Program **secured $15,000** in grant funding to support community initiatives focused on health, sustainability, and financial well-being. Programs such as Health Rocks educated youth on healthy lifestyle choices, while In-Home Tune-Up, Energy Efficiency Backpacks, DIY Kits, and HomeFlow helped families improve energy efficiency, reduce household costs, and enhance overall home performance. These efforts reflect FCS's commitment to community enrichment and sustainable living.
- The Family Nutrition Program (FNP) delivered **2,175 youth nutrition education classes** to Flagler County youth from households earning less than 200% of the federal poverty level, qualifying for federal assistance programs such as SNAP.
- Across all program areas—4-H, Horticulture, Sea Grant, and FCS—Extension volunteers contributed a total of **6,587.46 hours of service, representing an in-kind value of $229,177.73 to Flagler County residents.**









State of Florida Health Department

FHD in Flagler County

The mission of the Florida Department of Health in Flagler County is to protect, promote and improve the health of all people in Florida through integrated state, county, and community efforts. With the support of our community partners, the Florida Department of Health in Flagler County can develop and implement health initiatives that benefit our residents and visitors.

Our public health professionals are dedicated to improving the health of individuals and communities through the mission of the agency. Through partnerships, interventions, best practices, community assessments, communication, education, and committed staff we strive to improve the quality-of-life a for individuals, families and our community.



Clinical Services

2,954 Immunizations
2,679 Family Planning
756 Women's Health RN
474 Maternity
431 STD
745 Ryan White Program
73 TB

Dental & Oral Health

4,247 Clients Served
45,500+ Services Provided

Environmental Public Health

1,514 Inspections

Women, Infants & Children (WIC)

2,273 Breastfeeding Counseling Sessions
8,591 Nutrition Education Counseling Sessions

Public Health Preparedness

27 Emergency Trainings
20 County Health Events

School Based Sealant Program

1,106 Clients Served
7,310+ Services Provided

Florida HEALTH
Flagler County

Financial Services



Office of Management and Budget / Office of Procurement and Contracts

Highlights

- Ensured operational reserves were fully funded at 5%
- Working towards a 3/12 reserve level to address natural emergencies more prevalent to our coastal community
- Maintained AA+ S&P bond rating
- Performed due diligence on all the County's financial activities
- Sixth straight year without taking a Tax Anticipation Note (TAN) for early year cash flow
- 16th straight year the Government Finance Officers Association's (GFOA) Distinguished Budget Award
- The County received $40,317,208 in grant funding
- Warehouse Operations:
  - Average of 44 work orders per week
  - Average of 222 transactions per week
  - Average of 561 items per week
  - 74 contracts completed
  - County surplus sales generated $200,767.66 in revenue



Outreach

- Held public meetings that discussed departmental budgets for the next fiscal year
- Numerous presentations given to the Board of County Commissioners during public meetings on the County's financial information, budget, and purchasing/procurement related topics

Training

- Attended the Florida Government Finance Officers Association (FGFOA) Annual Conference
- Attended the FGFOA Annual School of Government Finance
- Attended FGFOA Leadership Class
- Attended Florida Association of Public Procurement Officials (FAPPO) Conference

Certifications and Degrees Received

- NIGP-CPP (x2)
- CPPB
- Master of Public Administration

Projects

- Completed the County's annual budget process resulting in the Fiscal Year 2026 Budget

Financial Services

Strategic Initiatives

- Institute the understanding and practice of our Flagler F.I.R.S.T. initiative.
- Continue to practice the highest level of fiscal stewardship.
- Ensure the procurement of goods and services for the County are done in a professional, equitable, and fair manner.
- Foster valuable relationships with our local, state, and federal partners.
- Champion staff career goals by encouraging and supporting the attaining of professional certifications and/or designations.
- Improve service quality, effectiveness, and efficiency in service delivery by embracing the constant improvement philosophy.
- Enhance employee growth and engagement by restructuring duties to allow more on-the-job training on formal procurement, mentoring, and access and support from department leadership.
- Ensure positive customer service for both internal and external interactions by embracing our "Facilitate the Yes" philosophy.

- 45 Unanticipated revenue resolutions
- 214 Budget transfers
- 68 Journal entries
- 8,216 Purchase card transactions
- 13,000+ Invoices processed
- 880 Purchase orders
- 421,523 Gallons of unleaded fuel issued
- 104,264 Gallons of diesel fuel issued

Principal Goals of Public Procurement

- Implementation of a system that demonstrates **transparency.**
- **Efficiency** in procurement operations and achievement of **cost minimization** (through competition).
- Achievement of the **strategic goals** of the organization while ensuring a fair, equitable process.



Flagler County Fire Rescue

Protecting Life and Property

Capital Equipment
The department was able to successfully update and replace the following apparatus and equipment:

- Replaced two “rescue” (transport) units
- Placed in service four technical rescue Jon boats with motors and trailers (grant funded)
- Replaced one Yamaha Wave Runner for Marine Rescue
- Replaced two Honda ATV’s for Marine Rescue
- One Aluminum utility trailer for logistics and training division
- Placed in-service three Bunker Gear Washers (state funded grant)
- Replaced one drone for fire operations (state funded grant)

Unit Service Demand
FCFR rescues (transport units) responded to **19,247 incidents**.

Administration

- Transitioned to a new EMS billing company
- Implemented the position of Captain in the Training Division
- Implemented a second Battalion Captain with the Operations Division





Training
During this reporting period, the Training Division managed the delivery of nearly 11,000 hours of training. Of these, 9,587 hours were conducted at fire and emergency medical services.

Logistics

- Weekly restock of medical supplies/cleaning supplies: 70,000 individual items
- More than 781 additional requisitions for med supplies, uniforms, cleaning supplies etc. filled and delivered to stations
- 203 new equipment requisitions
- 214 Equipment repair requisitions
- Replaced 24 sets of firefighter “bunker gear”
- Replaced 24 sets of “dual cert” gear

Incident Type Group	Incident Counts
100 - Fire	255
200 - Overpressure Rupture, Explosion, Overheat	1
300 - Rescue & EMS	15,337
400 - Hazardous Condition	153
500 - Service Call	1,521
600 - Good Intent Call	2,079
700 - False Alarm	636
800 - Severe Weather & Natural Disaster	15
900 - Special Incident	106
Total	**20,103**

Flagler County Fire Rescue



FireFlight transports a trauma alert victim
January 2025

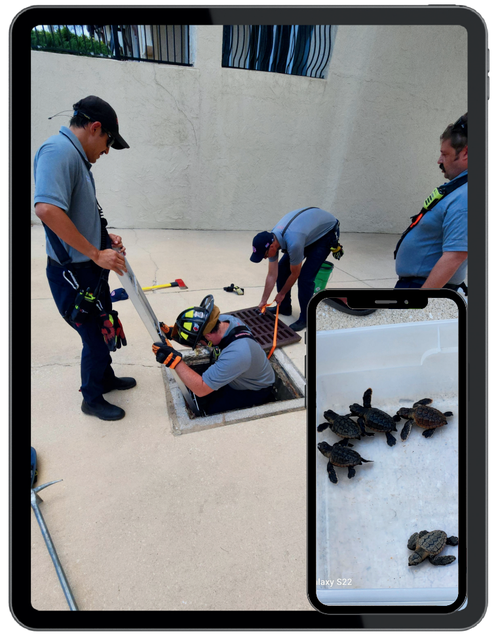
FireFlight Activities	Count
Air Ambulance	24
Fire Suppression	33
Recon Patrol	71
Law Enforcement	21
Search and Rescue	10
Training	20
Public Outreach	19
Maintenance	8
Total	**206**



Classic cat-from-a-tree rescue
December 2025







Sea Turtle Rescue
July 2025





General Services

Planning, Building, and Maintaining Quality Infrastructure, Equipment, and Services

Facilities

- EOC & VSB: Completed roof hardening, HVAC louvers and exterior painting at the Emergency Operations Center and the Vehicle Storage Building
- Espanola, Haw Creek and Hidden Trails: Resurfaced and painted basketball courts
- GW Carver Center: Installed new vinyl flooring inside Carver Gym and resurfaced and painted the outdoor basketball court
- Lehigh Greenway Trail: Replaced wooden boardwalk with composite boards and installed new handrails
- Red Roof Storage: Renovated and remodeled storage building for Road & Bridge office and warehouse off CR 305

Fleet

- Fleet Management continues to provide service to all internal county departments, as well as provides maintenance to the Flagler County Sheriff's Office, City of Bunnell, and City of Flagler Beach.
- The Fleet management, alongside Finance, Purchasing, and Administration, has assessed the benefits of leasing equipment over purchasing to facilitate a more consistent replacement cycle while controlling annual expenses.

Parks and Recreation

- Pressure washed all playgrounds, grandstands at the Civic Arena, Mala Compra Historic site at Bings Landing, pavilion and racquetball courts at Wadsworth Park, docks and fencing at Herschel King Park, wooden boardwalk at Russell Landing, fencing at Princess Place, Shell Bluff, Hidden Trails and Espanola
- Applied fertilizer and insecticide to all athletic fields
- Painted picnic tables at Herschel King Park and Bings Landing
- Repaired chain-link fencing at FCRA fields 6 and 7 and rebuilt pitching mound on fields 1 and 4
- Assisted in the completion of redecking the Lehigh Trail wooden bridge
- Replaced wooden foot bridge at Shell Bluff Park
- Repaired all wooden gates at Princess Place Preserve
- Added new fence, anti-slip paint and anti-slip tape at Herschel King Park
- Installed new Park Rules signs, adding the "No Smoking/Vaping" policy at the parks
- Designed and installed new landscape at the Employee Health Clinic







General Services

Public Transportation

- Under Federal Transit Administration: Review for Section 5307 grant funding (these funds will be utilized to increase service availability)
- Received additional Commission for the Transportation Disadvantaged funding for operations
- Undergoing ten-year major update for the Transportation Development Plan (this plan incorporates public input and community growth potential to plan goals and identify challenges for public transit in Flagler County)

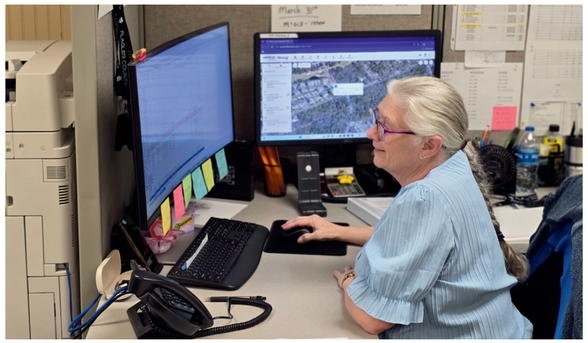
Solid Waste

- The Household Hazardous Waste Center on Old Kings Road continued to collect and recycle a variety of materials from the public, which would have otherwise found themselves in the waste stream at no cost to the community



Land Management

- Coordinated several Environmentally Sensitive Lands acquisitions adding approximately 315-acres of conservation and recreation lands
- Processed six new Environmentally Sensitive Lands Applications
- Completed and/or updated management plans for Bing's Landing Park, Graham Swamp Conservation Area, and River to Sea Preserve
- Completed 10 prescribed burns totaling 411 acres
- Treated 285 acres of invasive plant species treated in 11 preserves
- Completed plant and wildlife surveys in eight preserves, documenting the occurrence 13 new species within the County
- Coordinated with Engineering Department and Parks Department in several projects including Mala Compra Flood Improvements and Bulow Creek Regional Park Trail







General Services

Community Outreach

Public Transportation

- Collaborated with Flagler County Health & Human Services to provide transportation to the cold weather shelter for individuals and families in need
- Became a voting member of Volusia/Flagler Transportation Planning Organization's Bicycle/Pedestrian Advisory Council, Citizen Advisory Council, and Technical Advisory Councils
- Assisted with shuttle service for County and City sponsored events, to include: Fourth of July at the Airport, Veterans Day Parade, Warbirds over Flagler, Christmas in Bunnell event, and many more

Land Management

- Partnered in the 3rd annual Bring Your Kid to Work Day
- Conducted 23 outreach and education events including Walks in the Park and Volunteer Workdays
- Cooperated with trainings with St Johns River Water Management District, Florida Department of Environmental Protection, and Flagler County's Growth Management Department
- Presented and or participated in several regional and state meetings with the Florida Wildlife Conservation Commission, Florida Invasive Species Council, the North Central Cooperative Invasive Species Management Area, and the Florida Audubon Society

Parks & Recreation

- Coordinated the Princess Place Preserve for the 10th annual Native American Festival (Princess Place Pow Wow) (February)
- Hidden Trails / Daytona North Halloween event (October)
- Partnered with 3rd annual Bring Your Kid to Work Day
- Participated in:
  - Rotary Club - Holiday at the Beach Parade
  - City of Palm Coast - Starlight Parade
  - Flagler Beach 4th of July Parade
  - City of Palm Coast - Celebrate Trails Day
  - City of Bunnell's Christmas in Bunnell event
  - City of Palm Coast - Mobility Week at Lehigh Trail
  - City of Bunnell's Veterans Day Parade





General Services

By the Numbers

Facilities

2,453 Work orders received
2,292 Work orders completed

Residential Garbage

9,174 Customers served
338 New customers

Parks & Recreation

73 Special events
289 ECO-cottage reservations
563 Primitive camping reservations
495 RV campground reservations

General Services Admin

2,837 Park deposits processed and refunded
7 Parks deposits retained
4,124 Invoices paid
3,899 PCards reconciled

Fleet

3,304 Workorder requests received
3,156 Workorder requests completed
1,846 Field service calls

Public Transportation

7,051 Trips provided
678,998 Miles driven
782 New applicants
4 Wheelchair accessible vehicles added





Veteran Services

Serving and Honoring American Veterans

The Flagler County Veterans Services department offers a professional resource to all members of the armed forces of the United States - former, present, and future - including those with service-connected and non-service-connected disabilities.

- Host "Veterans on Point" Weekly Radio Show as a way of informing the community of services and activities for Veterans.
- Worked in partnership with the City of Bunnell to co-host a blended Veterans Day Ceremony including a Veterans Day Parade to honor the men and women who bravely serve in the country's military.
- Represents Flagler County Veterans interests at:
  - Flagler County Veterans Advisory Council
  - American Legion Post 115 Meetings
  - Veterans of Foreign Wars (VFW) Post 8696 Meetings
  - Marine Corps League Post 876
- Outreach Exhibit: Remembering Heroes Event.
- Presented the Award to the Veteran of the Year.
- Hosted the Annual Memorial Day Ceremony at the Government Services Building.





David Lydon
Veterans Services Officer



Eric Flores Febles
Veterans Services Officer Assistant

VA Benefits

150 Surviving spouses received benefits

Customers

6,669 Customers served

Claims

1865 Claims
140 Veteran Property Tax Discount Letters Issued

Human Resources

Attracting, Training, and Retaining a Quality Workforce

2025 Highlights

- Hired a Training and Development Specialist role to assess training needs, implement solutions, and foster continual learning.
- Implemented electronic performance reviews and a county-wide performance management system.
- Implemented an online training system with over 1,400 courses on compliance and professional development.
- Implemented a digital employee filing and form processing systems, allowing the county to process paperwork and locate employee files more efficiently.
- Digitized our employee onboarding process.
- Modernized and launched an enhanced bi-monthly New Employee Orientation, which includes a monthly bus tour to efficiently onboard new hires with a practical, immersive experience.
- Created a Years of Service banquet celebrating 34 employees reaching service milestones of five-year increments.
- Processed 1,696 applications, leading to 91 new hires last fiscal year.

Training and Outreach

- HR Staff's continued learning:
  - HR Florida Conference
  - SHRM Workshops and Webinars
  - NEFRC Leadership Academy
  - FLSA for Fire Departments
  - Constangy, Brooks, Smith & Prophete Employment Law Workshop
  - NACo's "First 100 Days" Trump Administration
  - Health Benefits Stats and Trends
- Florida Retirement System ("FRS") Employer Users and Coordinator training
- 28 county employees utilized our Tuition Reimbursement Program. Total payout from Spring 2025 to Fall 2025: $23,774.10
- Flagler County Employees completed a total of 739 training courses
- Delivered Management & Leadership Training to all Supervisors
- 59 employee promotions within 2025
- Implemented Defensive Driving training requirement for all county drivers
- In partnership with the Junior Chamber of Commerce and Flagler County Education Foundation, participated in Career Exploration Fairs at local schools



Health and Wellbeing

- Comprehensive Mental Health Support: retained a dedicated, onsite, mental health counselor to provide confidential, private support for employees and their dependents. Sessions are held in a comfortable, professional environment at the Employee Health & Wellness Center,
- Strategic Financial Empowerment: facilitated a suite of onsite specialized financial wellness workshops, including FRS and Medicare workshops, to help equip employees with the knowledge and tools to secure their financial futures and strategically maximize their retirement pensions and investment portfolios.
- Cultivating Work-Life Integration: By combining flexible scheduling, holistic benefits, and purposeful engagement activities, we strive to foster a high-performance culture that supports employees' personal well-being and long-term professional growth.

Health and Human Services

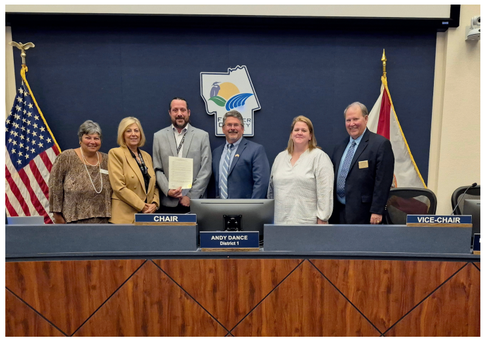
Improving the Health and Welfare of Residents

Human Services Division

- Conducted 2 large community outreach events, in partnership with 30+ local services agencies, reaching a 100+ households with needed resources and food.
- Enhanced partnerships with local agencies, facilitating effective referrals between organizations and "filling gaps" in services that HHS is not able to provide.
  - Example: St. Vincent de Paul helped 26 families through vetted referral from HHS, to help stabilize their housing with an additional $28,000+.
- Supported regional Point in Time Count of those experiencing homelessness in Flagler County.
- Established hours at the Free Clinic to meet patients referred from their clinic to the County Indigent Healthcare Program - expanding access and ensuring continuity of care to those who need it most.
- Awarded $35,000 from the Alcohol Drug Abuse Fund to Foundations to Freedom to deliver support services focused on fostering long-term recovery, including the provision of a recovery housing program within Flagler County.
- Hosted the Resource Council Meeting monthly, bringing together an average of 15 local services agencies.
- Updated and published the Flagler County Resource Directory monthly.

Housing Services Division

- Partnered with Mid Florida Housing Partnership and the City of Palm Coast to host a local Housing Fair.
- Launched the $250,000 Hurricane Loss Mitigation Program for 2025.
- Updated the Local Housing Assistance Plan.
- Recruited 14 new general contractors to increase local capacity for SHIP rehabilitation projects.
- Invited by the Florida Housing Coalition to present at statewide SHIP rehabilitation training in recognition of the county's incorporation of resiliency and green-building measures into the program.
- Staff completed more than 60 hours of technical training. One staff member obtained a notary commission, and another earned certification in Community Land Trusts and Public Lands.



Human Services

Families receiving housing stabilization services	**257**
Medical services	**377**
HCRA applications	**43**
Indigent cremations	**25**

Housing Services

Homes rehabilitated/repaired	**17**
Existing homes purchased	**2**
New constructed homes purchased	**4**
Homes retrofitted for storm protection (HLMP)	**7**
Community engagement events	**10**

Adult Day Care

Enrolled clients	**206**
New clients	**18**
Leaves of absence	**12**
Discharged	**22**
Meals served	**2,005**
Hours billed	**11,056**
Inquiries for service	**101**
Trials	**23**

Senior Services

Congregate meals served	**3,249**
Meals on Wheels distributed	**18,876**
Hours of in-home support and related services	**14,783**

Health and Human Services

Senior Services Division

- Provided care coordination and case management services to hundreds of seniors, as well as supported nutritional services and meal delivery throughout the community.
- Administered funding and various vendor contracts and provided thousands of hours of in-home support, respite, mental health, and related services for seniors and their families.
- Attended numerous outreach events, support groups and related activities each month, to increase understanding and awareness of resources available.
- Participated in holiday food donations and delivery for Seniors, both Thanksgiving and Christmas, bringing food, gifts, and holiday cheer to our seniors.
- Senior Center held a variety of festive events, including a Memorial Day picnic for participants at a local park, "Senior" Prom, Thanksgiving, and other holiday meals.
- Recruited and filled vacant Case Manager ad Program Manager positions.



David I. Siegel Adult Day Care Center

- Volunteer musical entertainment and pet therapy visitors kept the ADC lively and entertaining for participants.
- Maintained staffing of full-time positions, to maximize program capacity and client/staff ratios allowable under state licensing.
- Added agreements with one new Medicaid health plan providers to allow for referrals of patients in their network.
- Maintained or increased unduplicated clients FY 2024-25.
- AHCA and Medicaid Licensing maintained, monitoring survey noted no deficiencies or findings.
- Maintained data tracking and reporting parameters to better reflect average usage and other aspects of services.





Innovation Technology

Maintaining Efficient and Cost-Effective Innovation Technology

Major Project Overview

Several major projects were undertaken and completed during the fiscal year, each contributing to strategic goals and operational excellence

Nexus Center
Duration: October 2024 - September 2025
Scope: New government facility with full IT infrastructure
Highlights:

- E-rate submission and equipment procurement (Jan-Feb)
- 10G Spectrum circuit installed (Aug)
- Substantial completion and temporary CO obtained (Sept)
- SmartConnect deployed to address public safety radio issues
- BDA and Cellular DAS planned for permanent solution

Justice Center - Jail Side Access Control Retrofit
Duration: May - August 2025
Highlights:

- Engineering submittals signed off (May)
- Pre-cutover work completed (Jun)
- 100% completion (Aug)

Red Barn (Road & Bridge Relocation)
Duration: January - September 2025
Highlights:

- 1G Spectrum circuit and electrical completed
- Fully operational (Sep)



Civic Arena Upgrade
Duration: October 2024 - March 2025
Highlights:

- Procurement and installation completed in time for Cracker Day
- Used for public events and emergency response coordination

PSAP Migration (FCSO to County)
Duration: August - September 2025
Highlights:

- Aggressive resource reallocation ensured on-time completion
- Weekly status meetings and project plan execution
- 100% migration success (Sep)

GIS and UAS Highlights

- The GIS and UAS teams have made substantial contributions through various projects and initiatives:
- Addressing: Over 1,500 new addresses assigned
- Mapping: Dozens of thematic and operational maps created
- LiDAR Analysis: Coastal change detection, tree cover, and elevation tools
- Emergency Support: Hurricane Milton response apps and damage assessments
- Database Enhancements: New layers for waterbodies, creeks, cemeteries, and more

By the Numbers

The FY 2025 year has been marked by significant achievements and progress within the Innovation Technology department

Ticket/Project Type	FY 2025 Total
New IT Tickets	10,941
Tickets Closed	9,827
County Tickets	6,767
FCSO Tickets	2,491
Flagler Beach Tickets	835
GIS Projects	690
UAS Flight Missions	82

Land Management

Sustaining the Health and Diversity of Public Lands

Natural Resource Planning
Updated the management plans for Graham Swamp Conservation Area and River to Sea Preserve. Currently FCLM staff are working on updating the management plans for the Pellicer Creek Conservation Area (Blue Parcel) and Shell Bluff Park. Additionally, assisting the Parks and Recreation Department in the development of the Master Plan for Bing's Landing Park.

Prescribed Fire
Completed nine (9) prescribed burns totaling 411.49-acres at Princess Place and Bulow Creek Preserves. This is the highest number of acres burned in a single year in program history.

Invasive Plants
Surveyed and treated invasive species in 285.21-acres of county-owned lands. Invasive species treatment was completed using industry standard methods such as hack- and-squirt, cut-stump, and foliar herbicide applications.

Invasive Wildlife
Captured 412 feral hogs. The captures decreased by approximately 30 percent, and is attributed to the program's success in reducing hog populations within county preserves.

Forestry Management
Completed timber cruises totaling 170-acres. Additionally, staff oversaw the logging of approximately 650-acres. Timber sales generated approximately $65,000. The permitted gopher tortoise recipient site at Princess Place Preserve generated approximately $235,000.

Monitoring and Reporting
Conducted plant inventories at Bay Drive Park, Graham Swamp Conservation Area, River to Sea Preserve, Betty Steflik, Pellicer Conservation Area (Blue Parcel), Bulow Creek Preserve, and Haw Creek Preserve, documenting the occurrence of thirteen (13) new species in the county including one (1) new endemic species and one (1) new state protected species.

Outreach and Education
- Volusia-Flagler County Audubon Society Presentation
- Monthly Betty Steflik Invasive Species Removal (7 events)
- Walk in the Park guided hikes (8 events)
- Grand Haven special meeting
- Wildflower Walk at Haw Creek Preserve
- State sponsored trainings and workshops (4 events)
- Flagler County's Bring Your Child to Work Day

Site Maintenance and Security
- Conducted approximately 625 site visits
- Repaired gates at Pellicer Creek Conservation Area (Blue Parcel)
- Repaired fences at Graham Swamp Conservation Area
- Removed of transient encampment from Graham Swamp Conservation Area
- Removed of transient encampment from Betty Steflik
- Repaired gate at Bulow Creek Preserve
- Installed signage to prevent illegal harvesting/removal of palmetto berries at Mala Compra Preserve, Pellicer Creek Conservation Area (Blue Parcel), Princess Place Preserve, Three Creeks Preserve, River to Sea Preserve, and Haw Creek Preserve
- Installed signage identifying the property boundaries of the recently acquired Three Creeks Preserve.
- Maintained firebreaks at Bulow Creek and Princess Place Preserves





Environmentally Sensitive Lands
- Conducted eleven LAC meetings
- Developed a scoring evaluation matrix to evaluate ESL acquisition projects
- Coordinated several acquisitions leading to two new purchase contracts for the Marlow Property and the Peterson Tract
- Purchased the Three Creeks Preserve,, which was funded by the State of Florida and the FWC, preserving approximately 300 acres of environmentally sensitive land in northern Flagler County
- Negotiated a three-year contract with the North Florida Land Trust (NFLT) for assistance with the ESL

Public Library System

Educate, Engage, and Innovate

2025 Highlights

- The library system software tracks the cost of each item checked out and totals this cost to show what a resident would pay to purchase instead of borrowing from the library. Residents of Flagler County saved **more than $22.8** million last year simply by borrowing items from the library.
- On December 31, the Bunnell Library @ Nexus held a **"Noon Year's Eve Party"** for families in Flagler County. More than 270 people attended to celebrate the New Year with fun, games, crafts and some sweet treats!
- On February 1st for Black History Month, staff presented the **"St. Augustine and the 1964 Civil Rights Act: How Dr. Martin Luther King Jr.'s 1964 visits to St. Augustine and the civil rights struggles on Florida's "First Coast" influenced the passage of the Civil Rights Act."** Dr. J. Michael Butler, Kenan Distinguished Professor of History at Flagler College and expert on Florida's Civil Rights movement, explored these pivotal events and their connections to broader Southern movements, and their relevance today.
- On March 17, 2025, Flagler County Public Library held a **St. Patrick's Day Concert** "Celtic Cords" featuring Chris Kastle.
- Hosted the **24th annual Flagler Reads Together** program featuring the book "Whale Fall" by Elizabeth O'Connor. Events included a presentation from the Flagler County Historical Society on the rich history of Flagler County, a book discussion, an evening of lively music and storytelling as Chris Kastel performed traditional Irish songs and shared entertaining folklore, and finally, Terran McGinnis from Marineland shared fascinating insights into the remarkable migration of Right Whales and the critical conservation efforts happening right here in Flagler County!
- On April 5, 2025, the **3rd Annual Book Fest** supporting local authors was held at the Palm Coast Branch Library. It featured workshops, panel discussions, author signings, book sales, and with over 700 in attendance.
- Created an eight-week summer reading program for children and families around the theme "**Color Our World"**. The program featured educational performers, take-home activities, teen DIY crafts, and reading challenges for all ages. The kickoff event was held on June 7 with the grand opening of the Musical Garden, Mr. Richard and a bubble party. Overall, **more than 5,700 attended** the summer reading.
- On August 21, 2025, held a special concert with local talent, Shannon Rae, for **Senior Citizens Day**.
- Offered a **Free Senior Picture program for local graduating High School Seniors** to help families obtain professional-grade portraits.
- During the month of October, we hosted our annual Halloween Hoopla family/youth event with **almost 400 in attendance.** The event included candy, games, crafts, and a Nintendo Smash Brothers tournament.
- In November, the library held a special **"Mushroom Growing"** class in conjunction with UF/IFAS.

Library Locations

Palm Coast Library
2500 Palm Coast Parkway
Palm Coast, FL 32137
386-446-6763

Bunnell @ Nexus
2199 Commerce Pkwy
Bunnell, FL 32110
386-437-7390

FLAGLER COUNTY
PUBLIC LIBRARY
EDUCATE · CONNECT · GROW

FlaglerLibrary.org

By the Numbers	
New Cards Issued	4,781
Visitors (foot traffic)	285,028
Web Connections	52,332
Database and Website Usage	191,761
In-Person Events	690
Attendance	24,887
Passports Processed	3,743
Photos Taken	4,763
Facebook Posts	580
Total Revenue	$220,255.68

Public Library System

- During the 2025 Holiday Season, the library hosted the **Annual Festival of Trees** that included an appearance by Santa and Mrs. Claus. The Festival of Trees program took place on November 21 with almost **200 in attendance featuring more than 50 trees and a dozen wreaths** representing various groups, clubs, ethnic associations, and churches from the community.
- On December 4, 2025, the county held the **Grand Opening Gala for the Nexus Center including the Bunnell Library and Health and Human Services.** This event included an afternoon full of entertainment and activities paid for by the Friends of the Library. **More than 450 people** came out to see and experience the new facility.
- In **2025, held 453 Youth Programs for Children, Tweens, and Teens** including Halloween and Christmas holiday programs, art classes, book clubs, family movie nights, literacy programs like Paws to Read, baby classes, story times, gaming activities, chess club, anime club, youth sleuths, and STEAM Saturdays to **15,421 children**. Passive programs, such as take-home crafts and activities, had almost **24,000 participants**.
- In 2025, held **more than 237 adult/family programs** including seminars, literacy classes, technology classes, craft classes, various clubs, creative writing workshops, yoga, meditation, adult trivia, and entertainment to **9,466 individuals**.
- The Library Passport Acceptance Facilities in the Palm Coast and Bunnell Branches processed 3,743 passport applications and 4,763 photos during FY 24/25. This resulted in **additional revenue of $178,665 this year.**
- **Volunteers contributed more than 6,700 service hours** shelving, greeting the public, assisting at the research desk, repairing books, helping with Youth Services programs, collecting donations, and working in the book shop. This enabled staff to provide improved services to the public and **saved the county more than $180,000 in personnel expenses.**













Tourism

Promoting and Marketing Flagler County

2025 Highlights

Support, Outreach, and Future Planning

- Committed $2 million for beach construction project in Northen 10+.
- Awarded over $100,000 in grant and sponsorship funding for events, meetings, and sports tournaments.
- Provided ongoing assistance for Flagler County Cultural Council (FC3) through dedicated funding and staffing support to advance program development and operational capacity. This assistance will strengthen the network and will foster the creation of assets focused on enhancing tourism services.
- Hosted Annual State of Tourism meeting with record attendance.
- Partnered with City of Palm Coast to host 2nd Annual National Rails to Trails Day Event.
- Participated in numerous radio shows and spoke at local and regional organizations.
- Entered contract with Collage for construction of Visitor Eco-Discovery Center.
- Entered contract with Clarity of Place for Tourism Sustainability Master Plan.

Marketing and Promotions

- New 40-page destination Visitor Guide
- New Dining Guide
- New Trailhead Guide
- Tourism Annual Report
- More than 2000 Visitor Guide packages mailed
- Expansion of Trails, Tides, and Laid Back Vibes campaign





Economic Development

Fostering an Environment that Supports Businesses and Unifies Community Efforts

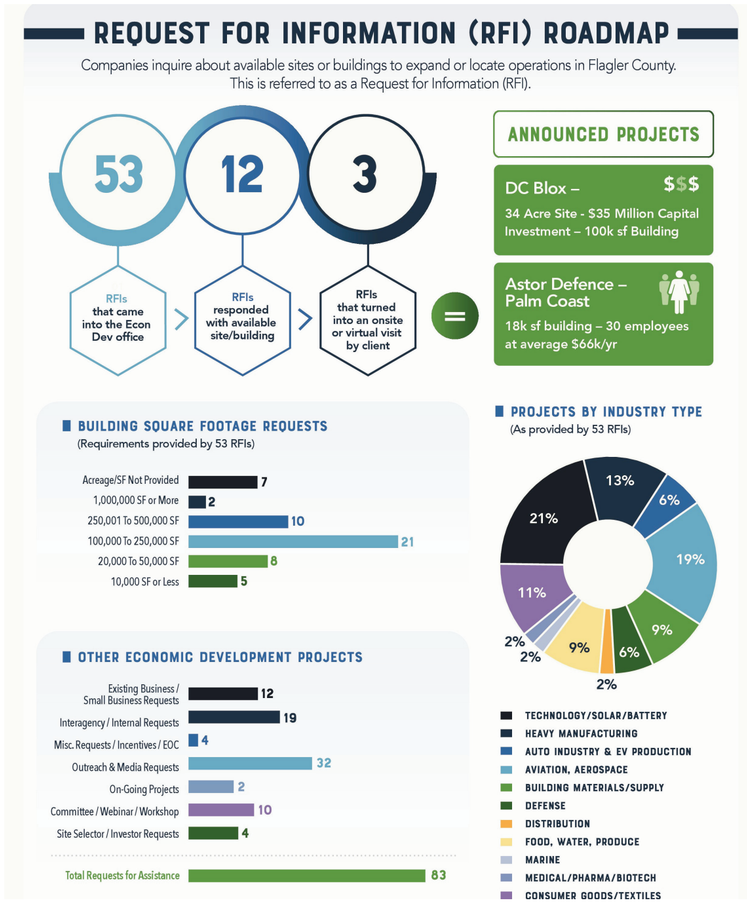
2025 Highlights

- Hosted economic development leaders from seven Northeast Florida counties along with JaxUSA for a tour of Gioia Sails South to showcase a Flagler County manufacturing success story.
- Partnered with Florida Power & Light (FPL) and Global Location Strategies to prepare 120 acres at the Flagler Executive Airport to be site ready for the Florida First Sites program. FPL's economic development team will highlight the Airport on its specialized website that features Florida First Sites while they are on trade missions, including international air shows held in France and England. This increased exposure will be targeted to site selectors.
- BOCC approved the formation of the Industrial Development Authority (IDA) and appointed seven members from the community with a variety of professional expertise. The IDA board has successfully registered with the state, adopted by-laws and will begin taking applications in January.
- Participated in Palm Coast Workforce roundtable with local businesses and education partners.
- Welcomed a new Economic Development Manager.











You will be missed beyond measure by Flagler County and the country you served.

JORGE SALINAS

JUNE 1966 - OCTOBER 2025

In Memoriam



To step into his office was to learn that Flagler County Deputy County Administrator Jorge Salinas, a United States Air Force veteran, loved his family – including many pets – the Air Force, Jeeps, Walt Disney World, and was deeply devoted to serving his community and country. He had small sign at his desk that said, "Pray about everything, worry about nothing."

Salinas and his wife Nancy died in a horrific car crash on Interstate 4 on October 4. They will be missed beyond measure by Flagler County Board of County Commissioners and the community.

Salinas was hired in January 2021 to the number two position on the organizational chart.

He worked diligently with County Administrator Heidi Petito to overhaul the Strategic Plan to include focus areas – Effective Government, Economic Vitality, Growth & Infrastructure, and Public Health & Safety – and performance indicators, specifically: Goals, Objectives, Measures, and Targets for achievement. The result is a 28-page document that lives electronically on the county website: www.FlaglerCounty.gov/Government/Transparency-Dashboard, which Salinas innovated with the help of staff.



Salinas and his team unveiled the Transparency Dashboards in May 2023 as part of Flagler County's commitment to governmental transparency with the goal of both engaging and informing citizens of the progress being made towards established goals.

The Transparency Dashboards were awarded in 2024 by the National Association of County Information Officers (NACIO) with having achieved "excellence" – exceeding national standards – in the "Specialized Websites" category.

Before coming to Flagler County, Salinas last worked as the deputy city manager and chief information officer for the City of Albany, Oregon, about 70 miles outside of Portland. He also served as interim economic development director for more than a year. His tenure with the city stretched back to 2006.

Citizens Committees

Affordable Housing Advisory Committee
Function: To make recommendations to the BOCC regarding specific initiatives to encourage or facilitate affordable housing in Flagler County. Now acting as the local affordable housing advisory committee pursuant to Section 420.9076, Florida Statutes, Section 16-77 of the Flagler County Code and the State Housing Initiatives Partnership (SHIP) Procedures Manual.
Staff Liaison: Eduardo Diaz Cordero, Housing Program Coordinator, (386) 586-2324 x3631.

Contractor Review Board
Function: The Contractor Review Board (the "Board") will assist in the proper administration of this Ordinance. The Board shall have the power and authority to discipline Authorized or Certified contractors as set forth in Section 8-15 of this Ordinance.
Staff Liaisons: Bo Snowden, Chief Building Official (386) 313-4027. or Ed Rodriguez, License Director/Code Enforcement Officer, (386) 313-4076.

EMS Advisory Board
Function: To serve as a member of the Emergency Medical Services Advisory Board (EMSAB) created by the County's Emergency Medical Services ordinance.
Staff Liaison: Michael Tucker, Flagler County Fire Rescue Chief, (386) 313-4255.

Land Acquisition Committee
Function: Serves as an advisory board to the Board of County Commissioners on issues involving the acquisition and management of environmentally sensitive lands, recreation and water recharge areas.
Staff Liaison: Erick Revuelta, Public Lands and Natural Resource Manager, (386) 313-4446.

Library Advisory Board
Function: To establish policies regarding the delivery of public library services and to report to the Board and citizens of the County at least once a year regarding the status, progress, and needs of the library regarding the provision of these services.
Staff Liaison: Holly Albanese, Library Director, (386) 313-4078

Parks and Recreation Advisory Board
Function: To make recommendations to the Board of County Commissioners on matters pertaining to county parks, recreational programs and facilities.
Staff Liaison: Frank Barbuti, Parks Manager, (386) 313-4144.

Planning and Development Board
Function:
- Review and act upon applications for development pursuant to the county Land Development Code and other applicable ordinances.
- Monitor and oversee the operation, effectiveness and status of the county Land Development Code and recommend amendments to the County Commission that are consistent with the Comprehensive Plan.
- Obtain and maintain information on population, property values, the land economy, land use and other information necessary to assess the amount, direction and type of development to be expected in the county.
- Advise on the land use policies of the county through their regular meetings and ad hoc scheduled workshops.
- Conduct public hearings to gather information necessary for the drafting, establishment, amendment, and maintenance of various elements of the county Comprehensive Plan and Land Development Code

Staff Liaison: Adam Mengel, Growth Management Director, (386) 313- 4065.

Public Safety Coordinating Council
Function: The Public Safety Coordinating Council is responsible for:
- Assessing the population status of all detention or correctional facilities owned or contracted by the county
- Formulating recommendations to ensure that the capacities of such facilities are not exceeded
- Including an assessment of the availability of pretrial intervention or probation programs, work-release programs, substance abuse programs, gain-time schedules, applicable bail bond schedules, and the confinement status of the inmates housed within each facility owned or contracted by the county
- Developing a local public safety plan for future construction needs

Staff Liaison: Sheri Gopie, Executive Assistant to Sheriff Rick Staly, (386) 586-4891

Technical Review Committee
Function: The Technical Review Committee (TRC) is a quality control committee that provides technical review of project plans. Pursuant to the Flagler County Land Development Code, Section 2.06.02, members of the Technical Review Committee include representatives of various Flagler County departments that have a direct interest in new development including, but not limited to, the following: Planning and Zoning; Development Engineering Department; Building Department; Road and Bridge Department; and the Fire Rescue Department. Other county, local, state, or federal agencies may be consulted by the TRC for advice or recommendations on any matter or application being considered.
Staff Liaison: Simone Kenny, Senior Planner, (386) 313-4067.

Tourist Development Council
Function: To recommend to the Board expenditures of tourist development tax monies and to generally review and make recommendations on other aspects of tourism in the County.
Staff Liaison: Amy Lukasik, Executive Tourism Director, (386) 313-4230.

Transportation Disadvantaged Local Coordinating Board
Function: The LCB meets quarterly and provides guidance on local coordination of transportation services.
Outside Liaison: Matamron Bacon, Transportation Disadvantaged Coordinator, (904) 279-0880 ext. 116 mbacon@nefrc.org.
Staff Liaison: Trevor Martin, General Services Manager, (386) 313-4133.

Value Adjustment Board
Settles disputes between taxpayers and the Property Appraiser relating to denials of exemptions, classifications, and market values. You may contact the Value Adjustment Board by phone at (386) 313-4400.

Veterans Advisory Council
Function: To represent the various member service organizations.
Staff Liaison: David Lydon, Veterans Services Officer (VSO), (386) 313-4042 or Eric Flores Febles, VSO Assistant, (386) 313-4043.

Quick Reference

Department/Division	Phone
Board of County Commissioners	(386) 313-4001
County Administration	(386) 313-4001
County Attorney	(386) 313-4005
Economic Opportunity	(386) 313-4070
Emergency Management	(386) 313-4200
Engineering	(386) 313-4045
Extension Services	(386) 437-7464
Fire Rescue	(386) 313-4266
Financial Services	(386) 313-4008
Budget	(386) 313-4008
Purchasing	(386) 313-4008
Flagler Executive Airport	(386) 313-4220
General Services (Facilities, Fleet, Public Transportation, Solid Waste, Parks and Recreation)	(386) 313-4020
Growth Management (Central Permitting, Building Department, Development Engineering, Planning & Zoning, Code Enforcement)	(386) 313-4003
Human Resources and Risk Management	(386) 313-4007
Innovative Technology	(386) 313-4280
GIS, E911, and Public Safety Systems	(386) 313-1019
Land Management	(386) 313-4066
Library Services	(386) 446-6763
Public Works (Road and Bridge)	(386) 313-4136
Social Services & State Housing Initiatives Program	(386) 586-2324
Veterans Services	(386) 313-4014

