



HSJ-PP-04: DEPARTMENT OF CORRECTIONS FUNDING

COMMITTEE RECOMMENDATION: INCORPORATE IN GUIDING PRINCIPLES

RECOMMENDED GUIDING PRINCIPLE: HSJ 53 - The Florida Association of Counties SUPPORTS increased state funding for the state corrections system to address compensation, retention, and recruitment of state correctional staff. As the state reviews the current prison system, the Florida Association of Counties SUPPORTS monitoring DOC review of state-operated facilities with particular focus on any recommendations that may impact local community employment and revenue sharing, as well as other local impacts and SUPPORTS minimizing any affects to local employment and revenue sharing resulting from DOC reviews.

PROPOSED POLICY: SUPPORT **funding** increase to address compensation for Correctional staff and enhance **funding** to support recruitment and retention issues.

SUPPORT protecting counties with prisons from major impacts from changes resulting from state reviews.

Monitor DOC review of state-operated facilities with particular focus on any recommendations that may impact local community employment and revenue sharing, as well as other local impacts.

BACKGROUND: The Florida Legislature allocated \$5,000,000 to hire a consulting firm, in consultation with the Department of Corrections, to conduct a review of state-operated correctional institutions, as defined in section 944.02, Florida Statutes, and develop a multi-year master plan that addresses the repair, maintenance, or replacement. The master plan must identify appropriate specifications necessary for safe, secure, cost effective and efficient correctional institutions, including facilities for inmate health care, substance abuse and mental health treatment, other special needs, and education, consistent with appropriate correctional standards. The master plan must include a comprehensive review of the physical plant needs of the department using those specifications, including associated staffing needs, and must prioritize identified facility needs, based on the immediacy of the issues.

The master plan must identify:

1. Each institution, by facility type, capacity, age of facilities, staffing needs, and historical officer vacancy rates;
2. Each institution's location and proximity to others within the geographic region;
3. The local labor pool and availability of workforce for staffing each institution;
4. Estimated costs for the continued ongoing maintenance and upkeep needs of each institution; and
5. A prioritized list of potential locations in the state for new prison construction, with estimated costs. The location recommendations must focus on areas of the state with a



population level that will provide a sufficient labor pool for staffing a correctional institution.

Beginning February 1, 2023, and quarterly thereafter, the consultant shall simultaneously provide status reports to the Governor, President of the Senate, and Speaker of the House of Representatives. Each status report must include progress made to date detailing updates to the master plan and anticipated completion date. The final report shall be submitted to the Governor, President of the Senate, and Speaker of the House of Representatives by January 3, 2024.

ANALYSIS AND FISCAL IMPACT: Costs will include responses to the master plan that addresses the repair, maintenance, or replacement of state operated institutions in the prison system.

FAC STAFF NOTES:

- FAC 2022 Policy Conference
 - HSJ-PP-04 was recommended to incorporate into guiding principles, creating GP HSJ 53.

HB 5001 Proviso: DEPARTMENT OF CORRECTIONS FACILITIES MASTER PLAN:

https://www.flsenate.gov/PublishedContent/Session/2022/Conference/6/ConferenceOffer/AEG-SAT%20Senate%20Offer%201%20-%20Budget,%20Proviso,%20Back%20of%20Bill_877.pdf

The Florida Department of Corrections currently employs nearly [18,354](#) workers to supervise approximately [80,000](#) inmates. Over the past couple of years, the Department has struggled with filling vacancies for correctional officers. Specifically, the Statewide Correctional Officer Series Vacancy Rate increased from **4.95% in 2015 to 14.59% in 2020, and then to 28.46% in late 2021**. This 14% increase from 2020 to 2021 can be attributed to several critical issues, including but not limited to aging prisons, limited funding, and employee attrition and turnover rates. According to testimony from the Deputy Secretary of the Department of Corrections, Ricky Dixon, the pandemic has exacerbated these issues, forcing most officers to work 13.5-hour shifts with extended times of “unmanned critical posts,” in which officers are left to supervise inmates alone or with minimal support. Since 2014, the state has increased overtime spending for officers to approximately \$68.2 million to accommodate the need for inmate supervision. (Department of Corrections Presentation Florida House [loaddoc.aspx](#) myfloridahouse.gov)



The Department of Corrections has made recent strides to mitigate employee attrition by strategically closing facilities, offering hiring bonuses, and hiring part-time certified officers.

According to Deputy Dixon's testimony, the Department is still struggling with providing relief to its overworked and underpaid correctional officers. The current starting correctional officer salary is \$33,500 and the Florida Department of Corrections is proposing an increase to \$38,750. This increase was provided by a budget amendment approved by the Legislative Budget on 11/4/2021 (Link:- [110421.pdf \(state.fl.us\)](#))

- Statutes
 - [s. 944.02, F.S.](#) *Definitions*
 - [s. 951.23, F.S.](#) *County and municipal detention facilities; definitions; administration; standards and requirements*
 - [s. 951.2302, F.S.](#) *Inspection of county and municipal detention facilities; penalties for noncompliance with jail standards*

- Bills
 - CS/SB 1236: County and Municipal Detention Facilities by Sen. Jones – Passed
 - [Ch. 2022-108, L.O.F.](#)
 - The bill established the Florida Model Jail Standards (FMJS) Working Group to develop and maintain model standards for county and municipal detention facilities. The FMJS Working Group is comprised of seven members appointed by the Florida Sheriffs Association (FSA) and the Florida Association of Counties. The bill requires every sheriff, county, city, or other entity that operates a county or municipal detention facility to adopt, at a minimum, the approved FMJS, which address the construction, equipping, maintenance, and operation of county and municipal detention facilities, as well as the confinement and classification of prisoners. Under the bill's provisions, each county or municipal detention facility must be inspected at least twice annually.

- Past FAC statements
 - **HSJ-PP-11(2021-22): FLORIDA DEPARTMENT OF CORRECTIONS - ADOPTED**
 - **PROPOSED POLICY:** SUPPORT the Florida Department of Corrections efforts to address the recruitment and retention of quality correctional officers for the safe care, custody, and control of inmates, which includes compensation reform for correctional officers and correctional probation officers and providing for 8.5 hour shifts for the correctional staff.

Guiding Principles- Detention related:

- HSJ 35. The Florida Association of Counties supports funding for capital improvements to county courthouses and other court-related facilities, including jails.



- HSJ 50. The Florida Association of Counties supports policies that ensure that adequate safety, supervision, and facility maintenance is provided at juvenile residential assessment centers and secure detention facilities.

Resources:

Department of Corrections Presentation Florida House - [loaddoc.aspx \(myfloridahouse.gov\)](http://loaddoc.aspx(myfloridahouse.gov))

Department of Corrections Website - [About Us -- Florida Department of Corrections \(state.fl.us\)](http://AboutUs--FloridaDepartmentofCorrections(state.fl.us))

Legislative Budget Commission 11/4/2021 - [110421.pdf \(state.fl.us\)](http://110421.pdf(state.fl.us))

SUBMITTING COUNTY AND CONTACT: Bradford, Franklin, Calhoun –Chris Dougherty, Ricky Jones, and Scott Monlyn

ASSIGNED COMMITTEE: HSJ

BOARD SUPPORT:

UNFUNDED MANDATE: Yes

PROTECTIVE OF HOME RULE: Unknown