

Budget Detail Request - Fiscal Year 2016-17

Your request will not be officially submitted unless all questions and applicable sub parts are answered.

1. Title of Project: Florida Department of Corrections Job Candidate Behavioral Assessment Tool
2. Date of Submission: 01/14/2016
3. House Member Sponsor(s): Chris Latvala

4. DETAILS OF AMOUNT REQUESTED:

- a. Has funding been provided in a previous state budget for this activity? No
If answer to 4a is ?NO? skip 4b and 4c and proceed to 4d
- b. What is the most recent fiscal year the project was funded?
- c. Were the funds provided in the most recent fiscal year subsequently vetoed? No
- d. Complete the following Project Request Worksheet to develop your request (Note that Column E will be the total of Recurring funds requested and Column F will be the total Nonrecurring funds requested, the sum of which is the Total of the Funds you are requesting in Column G):

FY:	Input Prior Year Appropriation for this project for FY 2015-16 (If appropriated in FY 2015-16 enter the appropriated amount, even if vetoed.)			Develop New Funds Request for FY 2016-17 (If no new Recurring or Nonrecurring funding is requested, enter zeros.)			
	Column: A	B	C	D	E	F	G
Funds Description:	Prior Year Recurring Funds	Prior Year Nonrecurring Funds	Total Funds Appropriated (Recurring plus Nonrecurring: Column A + Column B)	Recurring Base Budget (Will equal non-vetoed amounts provided in Column A)	INCREASED or NEW Recurring Requested	TOTAL Nonrecurring Requested (Nonrecurring is one time funding & must be re-requested every year)	Total Funds Requested Over Base Funding (Recurring plus Nonrecurring: Column E + Column F)
Input Amounts:					400,000	0	400,000

- e. New Nonrecurring Funding Requested for FY 16-17 will be used for:
 Operating Expenses Fixed Capital Construction Other one-time costs
- f. New Recurring Funding Requested for FY 16-17 will be used for:
 Operating Expenses Fixed Capital Construction Other one-time costs

5. Requester:

- a. Name: Robert Beck
- b. Organization: Adams Street Advocates
- c. Email: robert@adamsstadvocates.com
- d. Phone #: (850)776-1450

6. Organization or Name of Entity Receiving Funds:

- a. Name: The Florida Department of Corrections will procure a vendor
- b. County (County where funds are to be expended) Statewide
- c. Service Area (Counties being served by the service(s) provided with funding) Statewide

7. Write a project description that will serve as a stand-alone summary of the project for legislative review. The description should summarize the entire project's intended purpose, the purpose of the funds requested (if request is a sub-part of the entire project), and most importantly the detail on how the funds requested will be spent - for example how much will be spent on positions and associated salaries, specifics on capital costs, and detail of operational expenses. The summary must list what local, regional or statewide interests or areas are served. It should also document the need for the funds, the community support and expected results when applicable. Be sure to include the type and amount of services as well as the number of the specific target population that will be served (such as number of home health visits to X, # of elderly, # of school aged children to receive mentoring, # of violent crime victims to receive once a week counseling etc.)

Florida Department of Corrections Job Candidate Behavioral Assessment Tool. This project requests funding for the Department of Corrections to implement a job candidate behavioral assessment tool to address one of the agency's most critical operational problems ? employee turnover and retention ? two critical issues that increase costs and institutional risk. A behavioral assessment tool will identify a job candidate's behavioral DNA measured against the Department's top performing employees providing DOC with unique insight into the behavioral attributes that drive high performance and employee retention. The behavioral assessment would be administered to all job applicants as part of the employee job application process for all applicant applying for the roles of Correctional Officer and Correctional Probation Officer. The Department of Children and Families has successfully implemented a behavioral assessment tool for all hires in the role of Child Protective Investigator due to high turnover and the unique behavioral characteristics that employees must possess to fill the investigator role. The behavioral assessment tool evaluates 39 behavioral, cognitive, and cultural traits to expose a candidate's behavioral DNA and allows an agency to compare and contrast the characteristics of the candidate against the attributes of an agency's strongest performers which are built into performance profiles. The performance profile becomes the benchmark for defining success in a given role, providing a consistent structure and common language for evaluating job candidates.

Implementation of the behavioral assessment tool, department-wide, will result in a projected annual return on investment through reduced employee turnover of at least \$5 million annually. Cost savings are anticipated in the areas of reduced overtime, reduced training costs, reduced employee recruiting costs, and reduced risk.

New Proviso Language ? Department of Corrections

Job Candidate Behavioral Assessment Tool:

From the funds provided in Specific Appropriation XXX, \$400,000 from recurring General Revenue is provided to procure and implement a job candidate behavioral assessment tool for the purpose of improving employee retention and reducing training costs due to high employee turnover. The behavioral assessment tool shall be administered to all new job applicants applying for the positions of correctional officer and correctional probation officer. The behavioral assessment tool shall include development of employee performance profiles that identify the characteristics and attributes of the department's strongest performers measured against job applicant assessment results that comprehensively evaluate the behavioral, cognitive and cultural traits of all job applicants applying for correctional officer and correctional probation officer positions.

8. Provide the total cost of the project for FY 2016-17 from all sources of funding:

Federal: 0

State: 0 (Excluding the requested Total Amount in #4d, Column G)

Local: 0

Other: 0

9. Is this a multi-year project requiring funding from the state for more than one year?

Yes