



Justice Appropriations Subcommittee

Action Packet

**September 16, 2015
4:00 pm. – 6:00 p.m.
Morris Hall**

COMMITTEE MEETING REPORT
Justice Appropriations Subcommittee
9/16/2015 4:00:00PM

Location: Morris Hall (17 HOB)

Summary: No Bills Considered

Committee meeting was reported out: Wednesday, September 16, 2015 6:22:03PM

COMMITTEE MEETING REPORT
Justice Appropriations Subcommittee
9/16/2015 4:00:00PM

Location: Morris Hall (17 HOB)

Attendance:

	<i>Present</i>	<i>Absent</i>	<i>Excused</i>
Larry Metz (Chair)	X		
Larry Ahern	X		
Daniel Burgess, Jr.	X		
Eric Eisnaugle	X		
Chris Latvala	X		
Kionne McGhee	X		
Mike Miller	X		
Kathleen Peters	X		
Sharon Pritchett	X		
José Rodríguez	X		
Darryl Rouson	X		
Ross Spano	X		
Carlos Trujillo	X		
Totals:	13	0	0

Committee meeting was reported out: Wednesday, September 16, 2015 6:22:03PM

COMMITTEE MEETING REPORT
Justice Appropriations Subcommittee

9/16/2015 4:00:00PM

Location: Morris Hall (17 HOB)

Presentation/Workshop/Other Business Appearances:

Jones, Julie (Lobbyist) (State Employee) - Information Only
Department of Corrections
Secretary
501 S Calhoun Street
Tallahassee FL 32399
Phone: 850-717-3030

Pate, Tena (Lobbyist) (State Employee) (At Request Of Chair) - Information Only
Florida Commission on Offender Review
Chair
4070 Esplanade Way Room 175C
Tallahassee FL
Phone: 8504871980

Jamerson, P.K. (Lobbyist) (State Employee) (At Request Of Chair) - Information Only
State Courts System
State Court Administrator
500 South Duval Street
Tallahassee FL 32399
Phone: 850-922-5081

Schultz, Kim (State Employee) (General Public) - Information Only
Self
Probate Officer
18360 NE 22nd Avenue
North Miami Beach FL 33160
Phone: 786-344-9483

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COMMITTEE/SUBCOMMITTEE APPEARANCE RECORD

Please fill out the entire form and submit two copies to the committee/subcommittee Administrative Assistant at the meeting.

Type or Print Clearly

Bill Number: LBR Presentation Meeting Date: 9 | 16 | 15

Fill in appropriate information:

PCB/PCS/Amendment # or Presentation/Workshop Topic: Judicial Branch LBR Presentation

Committee/Subcommittee: Justice Appropriations Subcommittee

Name: Patricia (PK) Jameson

Title: State Courts Administrator

Address: 500 South Dural Street

City: Tallahassee State/Zip: FL 32399

Phone Number: 850-922-5081

Representing: State Courts System

Registered Lobbyist: YES NO

State Employee: YES NO

I Wish To Speak: YES NO

I Have Been Requested to Speak: YES NO

Bill		Amendment	
Proponent <input type="checkbox"/>	Opponent <input type="checkbox"/>	Proponent <input type="checkbox"/>	Opponent <input type="checkbox"/>
Info Only <input type="checkbox"/>		Info Only <input type="checkbox"/>	



COMMITTEE/SUBCOMMITTEE APPEARANCE RECORD

Please fill out the entire form and submit two copies to the committee/subcommittee Administrative Assistant at the meeting.

Type or Print Clearly

Bill Number: N/A Meeting Date: 9/16/15

Fill in appropriate information:

PCB/PCS/Amendment # or Presentation/Workshop Topic: FCOR LBR

Committee/Subcommittee: (H) Justice Appropriations

Name: Tena Pate

Title: Chair

Address: 4070 Esplanade

City: Tallahassee State/Zip: FL 32399

Phone Number: 850 728-3548

Representing: FL Commission on Offender Review

Registered Lobbyist: YES NO

State Employee: YES NO

I Wish To Speak: YES NO

I Have Been Requested to Speak: YES NO

Bill		Amendment	
Proponent <input type="checkbox"/>	Opponent <input type="checkbox"/>	Proponent <input type="checkbox"/>	Opponent <input type="checkbox"/>
Info Only <input type="checkbox"/>		Info Only <input type="checkbox"/>	



COMMITTEE/SUBCOMMITTEE APPEARANCE RECORD

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Type or Print Clearly

Bill Number: _____ Meeting Date: 9/16/15

Fill in appropriate information:

PCB/PCS/Amendment # or

Presentation/Workshop Topic: DOC update on Operations & Initiatives. (on agenda)

Committee/Subcommittee: (H) Justice Appropriations Subcom.

Name: Julie Jones

Title: Secretary

Address: 501 S. Calhoun ST

City: Tallahassee State/Zip: FL / 32319

Phone Number: 850-217-3030

Representing: Dept. of Corrections (DOC)

Registered Lobbyist: YES NO

State Employee: YES NO

I Wish To Speak: YES NO

I Have Been Requested to Speak: YES NO

Bill		Amendment	
Proponent <input type="checkbox"/>	Opponent <input type="checkbox"/>	Proponent <input type="checkbox"/>	Opponent <input type="checkbox"/>
Info Only <input type="checkbox"/>		Info Only <input type="checkbox"/>	



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Please fill out the entire form and submit two copies to the committee/subcommittee Administrative Assistant at the meeting.

Type or Print Clearly

Bill Number: _____ Meeting Date: 9/16/15

Fill in appropriate information:

PCB/PCS/Amendment # or Presentation/Workshop Topic: _____

Committee/Subcommittee: Appropriations

Name: Kim Schulte

Title: Probation officer

Address: 6360 NE 22 Ave

City: NM3 State/Zip: FL 33160

Phone Number: 786 344 9483

Representing: SELF

Registered Lobbyist: YES NO

State Employee: YES NO

I Wish To Speak: YES NO

I Have Been Requested to Speak: YES NO

Bill		Amendment	
Proponent <input type="checkbox"/>	Opponent <input type="checkbox"/>	Proponent <input type="checkbox"/>	Opponent <input type="checkbox"/>
Info Only <input type="checkbox"/>		Info Only <input type="checkbox"/>	



FDOC PARITY OF PAY

IMPACTS OF TURNOVER

Prepared By: FDOC UNITED September 12, 2015

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THE HIGH COSTS OF TURNOVER

Over the previous three years spanning 2012 to 2014, 7,600 officers left the Florida Department of Corrections. This is an obvious waste of taxpayer monies. The state incurs costs of training officers at the academy, in addition to giving them continuing on the job training, only to see officers leave at an exceedingly high rate. There are also the immeasurable costs associated with high turnover such as: loss of experienced officers, hampering the ability of the agency to attract and retain professional officers, the effectiveness of the agency's operations, ability to control contraband and rapid response for critical incidents.

As indicated below, even with increased hiring, the net attrition rate continues to grow at a rate that is unsustainable relative to the cost and quality of operations.

Due to egregious and alarming incidents at DOC, The Association of State Corrections Officers conducted an audit of the agency. According to the Miami Herald article, "Improvements made, more needed, prison audit says", (September 10th, 2015) the audit found the following:

"The report noted that staffing shortages continue to cause trouble for the agency. Since the beginning of the year, the DOC has made many new hires, resulting in a net increase of 800 corrections officers, said McKinley Lewis, a DOC spokesman. But the numbers are still not enough to keep drugs, cellphones, cigarettes and weapons out of the hands of inmates, the report states."

ATTRITION AT FDOC

DOC	STAFF POPULATION	ATTRITION	ATTRITION RATE	OFFICERS HIRED	NET LOSS/ GAIN
2012	15,326	2,553	16.65%	1,466	-1087
2013	14,906	2,459	16.49%	2,304	-155
2014	14,926	2,588	17.33%	3,260	+672

WAGE DISPARITY IN FLORIDA

As evidenced below, there is a huge disparity in compensation between agencies and reward within those agencies for taking on the added responsibilities. This, coupled with recent changes in the Collective Bargaining Contract, is discouraging officers from accepting promotions, thus reducing the ability of the agency to promote truly professional and competent leaders.

2014	ENTRY LEVEL SALARY	FIRST LINE SUPERVISOR	MIDDLE MGMT
FDLE	\$45,820	\$60,000	\$87,500
FWC	\$36,223	\$51,530	\$68,339
FHP	\$33,977	\$40,315	\$56,262
DOC	\$30,808	\$32,658	\$34,927



Related Risk

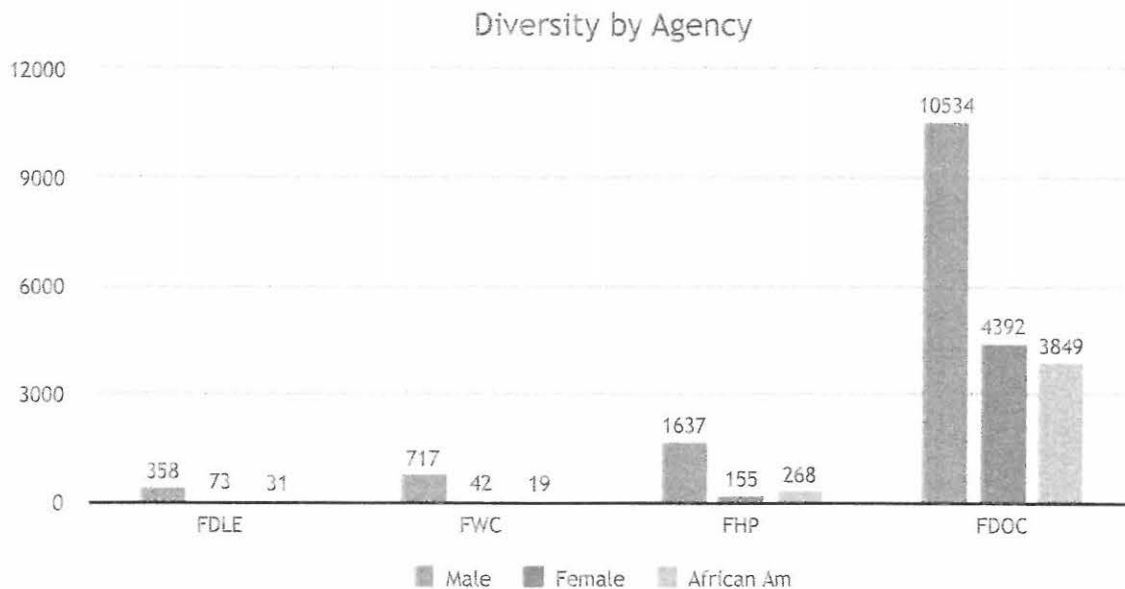
The information below was provided by the FDLE Criminal Justice Agency Profile Reports. It reflects loss of life in the line of duty (by agency) over the last 5 years.

OFFICERS KILLED IN THE LINE OF DUTY 2000-2015	
FDLE	0
FWC	6
FHP	6
DOC	6

INEQUALITY BY RACE AND GENDER

Diversity by Agency

	# OF STAFF	MALE	% OF GROUP	FEMALE	% OF GROUP	AFRICAN AMERICAN	% OF GROUP
FDLE	431	358	83%	73	17%	31	7%
FWC	759	717	94.4%	42	5.6%	19	2.5%
FHP	1,792	1637	91.4%	155	8.6%	268	15%
DOC	14,926	10,534	70.6%	4392	29.4%	3,849	26%



The numbers and graphs clearly suggest that there are serious issues of wage inequality relative to both gender and race. The failure to issue raises to the most diverse of the law enforcement groups while giving increases to the least diverse groups over the last two years certainly should raise eyebrows to anyone seeking social justice as well as those in legal community.

According to the Tampa Bay Times article, "Florida Lawmakers Haggling over Raises for State Workers, Teachers" (April 20, 2013),

Senator Negron, and the Senate also want to reward state law enforcement officers with better pay, as well. "We're losing officers to cities and counties," said Negron. "It's gotten to the point at the Florida Highway Patrol that newer officers make almost as much as senior officers. We have to reward our officers, who risk their lives in public service."

Published by the Tampa Bay Times "Florida lawmakers haggling over raises for state workers, teachers" April 20th, 2013

The reasons cited by Senator Negron for the special pay raise that, excluded corrections officers, were dangers on the job and turnover at the other agencies. These conditions exist at least as much, if not greater, at DOC. Yet DOC, who had the same number of officers killed in the line of duty as the other agencies and a much greater turnover rate, was excluded from the pay raise. There has been an absence of basic fairness and